

Jeffrey B. Paul, Ph.D.

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EDUCATION

Spears School of Business, Oklahoma State University, Stillwater, OK; August 2012
Doctor of Philosophy, Organizational Behavior

W. P. Carey School of Business, Arizona State University, Tempe, AZ; May 2002
Master of Business Administration

Paul Dickinson School of Business, Oklahoma Baptist University, Shawnee, OK; May 1998
Bachelor of Business Administration, Finance

PROFESSIONAL EXPERIENCE

Fall 2018 - Present – Associate Professor of Management & Marketing, College of Business, Oral Roberts University, Tulsa, OK

Fall 2017 - Present – Lecturer, Department of Management, Spears School of Business; Oklahoma State University, Stillwater, OK

Fall 2018 - Present – Adjunct Instructor, Department of Management and Marketing, Collins College of Business, The University of Tulsa, Tulsa, OK

Summer 2013 – Fall 2016 – Assistant Professor, dual appointment - Department of Management and Marketing - & - School of Energy Economics, Policy and Commerce; Collins College of Business; The University of Tulsa, Tulsa, OK

Fall 2012 – Spring 2013 – Assistant Professor, Department of Management and Quantitative Methods, College of Business, Illinois State University, Normal, IL

Fall 2011 – Summer 2012 – Visiting Assistant Professor, Department of Management, Spears School of Business, Oklahoma State University, Tulsa, OK

Summer 2009 – Summer 2011 - Instructor, Department of Management, Spears School of Business, Oklahoma State University, Stillwater, OK

Fall 2008 – Spring 2011 - Graduate Research Assistant, Department of Management, Spears School of Business, Oklahoma State University, Stillwater, OK

Spring 2009 – Fall 2010 - Graduate Teaching Assistant, Department of Management, Spears School of Business, Oklahoma State University, Stillwater, OK

RESEARCH

Refereed Publications

- Paul, J. B., Bowler, Wm. M., Gavin, M. B., & Joplin, T. (2018) Boundary conditions of trust transference between leaders, followers, and coworkers. *Journal of Management Inquiry*
- Bowler, Wm. M., Paul, J. B., & Halbesleben, J. R. (2017) Organizational citizenship motives and leader-member relations: Brownnosing is in the eye of the beholder. *Journal of Business and Psychology*
- Laird, M. D., Zboja, J. J., Paul, J. B. (2017) This is not what I saw on HGTV!, *The Case Research Journal*
- Paul, J. B., Laird, M. D. (2016). Autism at work: Calvin's journey of living and working with autism. *Journal of Business and Management*.
- Wallace, J. C., Edwards, B. D., Paul, J. B., Burke, M., Christian, M., & Eissa, G. (2016) Change the referent? A meta-analytic investigation of direct and referent-shift consensus models for organizational climate. *Journal of Management*
- Aime, F., Humphrey, S. E., DeRue, S., & Paul, J. B. (2014) The riddle of heterarchy: Power transitions in cross-functional teams. *Academy of Management Journal*
- Hill, A., Wallace, J. C., Ridge, J., Johnson, P. D., Paul, J. B., & Suter, T. (2014) The Innovation and Effectiveness of Co-Founded Ventures: A Process Model. *Journal Business Psychology*
- Wallace, J. C., Johnson, P. D., Mathe, K. S., & Paul, J. B. (2011) Structural and psychological empowerment climates, performance, and the moderating role of shared felt accountability: A unit level study. *Journal of Applied Psychology*, 96(4), 840-850.
- Bowler, Wm. M., Halbesleben, J. R., & Paul, J. B. (2010) If you're close with the leader, you must be a brownnose: The role of leader-member relationships in follower, leader, and coworker attributions of organizational citizenship behavior motives. *Human Resource Management Review*, 20(4), 309-316.

Research under Review

- Bouchet, F. A. & Paul, J. B. Schalke, Gazprom, and the Theory of Soft Power: Strategic Positioning through Football Sponsorships. Status: Invited Revision, *Sports Marketing Quarterly*

Book Chapters

- Wallace, J. C., Paul, J. B., Landis, R. S., & Vodanovich, S. J. (2012). Occupational Safety. In Schmidt, N. (Editor), *Oxford Handbook of Personnel Assessment and Selection*. Oxford University Press.

Integrated Business Case

- Paul, J. B. (2012) Big 12 Conference MBA Case Competition. *ISNetworld*. Stillwater, OK

Research in Progress

Wallace, J. C., Webster, B., Paul, J. B., & Rupp, D. Justice Climate Meta Analysis. Status: finalizing submission, target *Journal of Management*

Davis, R. E., Paul, J. B., & Bowler, Wm. M. Social network training and job search success. Status: project development, target *Academy of Management Learning and Education*

Paul, J. B. Safety climate in oil and gas industry: Walking the talk. Status: project development, target *Oil and Gas Journal*.

Paul, J. B. & Mirman, A. Transitional leadership in an Oil & Gas Startup. Status: Data collection, target *The Case Research Journal*

Paul, J. B. & Blackwell, S. Toxic top management team and long-term company stability. Status: project development, target *The Case Research Journal*

Conference Presentations

Laird, M. D., Zboja, J. J., Paul, J. B., North American Case Research Association Annual Meeting (2016), "This is not what I saw on HGTV!," NACRA, Las Vegas, NV.

Paul, J. B. & Bonner, J. (2015) Authentic, servant, and ethical leadership: Meta-analytic assessment of relationships with individual and group performance. *Southern Management Association*. St. Pete Beach, FL

Paul, J. B. (2013) An integrative study of service and safety climate and performance: Do climates compete? Annual meeting, *Southern Management Association*, New Orleans, LA

Aime, F., Humphrey, S. E., & Paul, J. B. (2011) The riddle of heterarchy: Power transitions in cross-functional teams. Annual meeting, *Academy of Management*. San Antonio, TX

Franklin, R. J., Eissa, G., & Paul, J. B. (2011) The Causes, Nature, and Effects of Stress in Unique Jobs/Occupations. Annual meeting, *Academy of Management*. San Antonio, TX

Paul, J. B., Wallace, J. C., Ridge, J., Hill, A., & Johnson, P. D. (2010) Nascent venture success: A team-level process integration of climate, member exchange, learning, and efficacy. Annual meeting, *Southern Management Association*. St. Pete Beach, FL

Paul, J. B. & Bowler, Wm. M. (2009) Boundary conditions of trust transference between leaders, followers, and coworkers. Annual meeting, *Southern Management Association*. Asheville, NC

Bowler, Wm. M., Gavin, M. B., & Paul, J. B. (2009) Boundary conditions of trust transference between leaders, followers, and coworkers. Bridging Bedlam Conference, *University of Oklahoma*. Norman, OK

Invited Presentations

Paul, J. B. (2014) The Process of Leadership, the Power of Followership, *Phillips 66, TechFest*. Bartlesville, OK

Paul, J. B. (2014) *The Process of Teamwork, the Power of Collaboration, ONEGas, Executive Resource Management Retreat*. Tulsa, OK

Media Mentions of Research

Financial Times, (5/19/2014) “Time for a consigliere, not a vain alpha CEO”

InsuranceNewsNet, (5/17/2014) “Leadership is neither a matter of rank nor a solo affair”

BizEd, (Sept/Oct 2014 issue) “What sparks creativity?”

Business Administration Information (6/5/2014) “Flexible leadership may be more effective than solo leadership”

PROFESSIONAL SERVICE

Committee Chair – Academy of Management New Doctoral Student Consortium (2010) -
Marketing Committee

Committee Member –Academy of Management New Doctoral Student Consortium (2009) -
Marketing Committee

Reviewer – *Career Development International Journal* (2012 - present)

Reviewer – *The Journal of Leadership Education* (2015 – present)

Reviewer – *The Case Research Journal* (2015 – present)

Reviewer - Academy of Management Conference - Organizational Behavior (2010 - 2016) and
Entrepreneurship (2010) tracks

Reviewer –Southern Management Association Annual Meeting - Organizational Behavior (2015,
2013, 2012, 2010, 2009), Innovative Teaching (2015), Entrepreneurship (2010, 2009)

Discussant –Southern Management Association Annual Meeting (2014, 2012, 2010)

Session Chair – Academy of Management Conference (2011) - Organizational Behavior track

Session Chair –Southern Management Association Annual Meeting (2014, 2012, 2009) –
Organizational Behavior track

PROFESSIONAL AFFILIATIONS

- Member, Academy of Management
- Member, Southern Management Association
- Member, North American Case Research Association
- Member, Council for Undergraduate Research
- Member, Greater Tulsa Officials Association, Bartlesville Officials Association, Oklahoma State Secondary Athletics Association Official, Kansas Collegiate Athletic Conference Officials

UNIVERSITY SERVICE

- Faculty Senator, 2015-2016
- Faculty Senator (alternate), 2014-2015
- Faculty Co-advisor, Society for Human Resource Management student organization, 2015-2016
- Faculty Advisor, Student Humane Society, 2015-2016
- Member, Review Board for Student Academic Appeals & Academic Misconduct, 2015-2017
- Member, Excellence in Teaching Committee, Collins College of Business, 2015-2017
- Member, School of Energy Economics, Policy and Commerce Search Committee – Genave King Rogers Chair, 2014-2015 (Buford Pollett)
- Member, School of Energy Economics, Policy and Commerce Search Committee, 2014 (Tom Seng)

- Member, Department of Management & Marketing Search Committee, 2014 (Tim Hart)
- Member, Department of Management & Marketing Tenure & Promotion Committee, 2014 (Mary Dana Laird & Jim Zboja)
- Member, School of Energy Economics, Policy and Commerce Professional Review Committee, 2015 - Tom Seng, 2014 - Brice Collier and Roger Stern.
- Member, School of Energy Economics, Policy and Commerce Professional Review Committee, 2014 (Brice Collier and Roger Stern)

COMMUNITY SERVICE

- Junior Achievement Volunteer, 2015 - present
- Special Olympics Oklahoma Basketball State Championships Official, 2014, 2015

TEACHING EXPERIENCE

- MGT 130: Principles of Management (2 sections) [ORU]
- MGT 352: Organizational Behavior (1 section) [ORU]
- BUS 361: International Business (1 section) [ORU]
- MGT 3053: Enterprise Creation & Development (1 section) [TU]
- MGMT 3011: Business, Government and Society (6 sections) [OSU]
- MEB 7023: Leading and Managing Energy Organizations (6 sections) [TU]
- MBA 7023: Ethical Organizational Behavior (2 sections) [TU]
- MGT 3063: Organizational Behavior (4 sections) [TU]
- MGT 3003: Principles of Management (6 sections) [TU]
- MQM 382: Organizational Leadership (1 section) [ISU]
- MQM 221: Organizational Behavior (2 sections) [ISU]
- MQM 220: Business Organization and Management (2 sections) [ISU]
- MGMT 4513: Strategy and Integration in Organizations (6 sections) [OSU]
- MGMT 3313: Human Resource Management (3 sections) [OSU]
- MGMT 3013: Fundamentals of Management (3 sections) [OSU]
- MGMT 4573: Managerial Decision Making (1 section) [OSU]
- MGMT 3313: Developing Leadership Skills (1 section) [OSU]
- MGMT 3123: Organizational Behavior (1 section) [OSU]
- MGMT 3943: Sports Management (1 section) [OSU]
- MGMT 4613: International Management (1 section) [OSU]

HONORS & AWARDS

Collins College of Business Teaching Excellence Award Finalist, 2016

Paul R. Lawrence Fellowship, 2015 – Inaugural competitive fellowship for case researchers, writers and teachers in business and related disciplines

Outstanding Reviewer, 2015 SMA Annual Conference – Innovative Teaching Track

Phillips Doctoral Dissertation Fellowship, 2010-2011 Academic Year

Awarded annually to a doctoral student in the Spears School of Business based upon research quality and potential scholarly impact of dissertation.

Richard W. Poole Doctoral Student Research Award, 2009, 2010, 2011

Awarded to doctoral students in the Spears School of Business based on research quality.

Academy of Management, 2010 – Halfway There Doctoral Student Consortium (OB Division)

Academy of Management, 2008 - New Doctoral Student Consortium

Southern Management Association, 2008 - New Doctoral Student Consortium

INDUSTRY WORK EXPERIENCE

- Lilis Energy Inc., (LLEX) San Antonio, TX (2016-2017) – *Oil/Gas Top Management Team*
- Bank of Oklahoma Financial, Tulsa, OK (2005-2008) – *Call Center Management*
- MicahTek, Tulsa, OK (1998-2000, 2003-2005)– *IT Programmer/Call Center Management*
- The University of Tulsa, Tulsa, OK (2002-2003) – *Assistant Director of Athletic Marketing*

REFERENCES

Larry Wofford, Ph.D.

Dean, Davis D Bovaird Professor of Entrepreneurial Studies

Department of Management & Marketing; Collins College of Business

The University of Tulsa

918-631-3673; larry-wofford@utulsa.edu

James Pappas, Ph.D.

Department Head and Associate Professor

Department of Management; Spears School of Business

Oklahoma State University

(918) 744-7729; james.pappas@okstate.edu

Stephen E. Humphrey, Ph.D.

Professor, Research Director of the Center for Teams and Negotiation

Department of Management and Organization, Center for Teams and Negotiation; Smeal College of Business

Pennsylvania State University

(814) 863-0597; humphrey@psu.edu

Ken Eastman, Ph.D.

Dean, Norman & Suzanne Myers Endowed Chair for Excellence in Business Administration, and

Richard W. Poole Professorship for Excellence

Office of the Dean, Department of Management; Spears School of Business

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