

TCR TRACK 2 PROPOSAL

Understanding Community Economic Well-being through Experiences of Support by Black Entrepreneurs

Extant research has established the impacts of racial discrimination and segregation on the contemporary lives of Black consumers in the United States. From homeownership and wealth gaps (Perry, 2019) to decreased wellbeing (Williams & Collins, 2001), racial disparities persist. Such disparities are rooted in the nation's racialized history of slavery, genocide, and segregation (Gaskin et al. 2004), which have had compounding, multigenerational effects on wealth, opportunity, and consumption for Black Americans (Alexis, 1971; Park et al., 2019; Williams, 2017). Unfortunately, the Covid-19 pandemic further exacerbated such inequities, with Black communities not only facing higher rates of infection and death, but also greater economic vulnerability due to constrained access to resources (Vasquez Reyes 2020). Moreover, Black entrepreneurs were significantly more likely to close their business due to reduced customer patronage, face difficulty paying bills due to the impact of Covid-19, and experience difficulty gaining access to financial interventions (e.g., Federal payroll protection program (PPP)) (Choi et al. 2022). Researchers found that minority businesses were the least likely to receive PPP loans because the traditional banks responsible for the distribution of funds favored established customers and businesses, which blocked access to many black entrepreneurs (Liu & Parilla 2020). This perpetuated the lack of sustainable and equitable tools and resources to propel innovation and Black entrepreneurship.

To combat such systemic financial vulnerability, local municipalities have implemented community-based programs aimed at bolstering the economic outlook for Black citizens through workforce readiness/access, job creation, and entrepreneurship development programs (Brookings, 2021). Birmingham, AL is a municipality that is targeting the systemic issues faced by Black entrepreneurs by instituting programs that provide localized uplift to the economic security of those prepared to leverage these programs' benefits. However, systemic barriers continue to stymie the reach of such programs, often limiting their effectiveness. In cities like Birmingham that have a long history of racial segregation, divestment, and blight, the sociohistorical climate for which Black citizens must live within are still rooted in racial discrimination that may shape perceptions of economic opportunity and access (Connerly, 2002, 2005; Wilson, 1977). Thus, the barriers and the required interventions to community economic development are more complex, including the generational traumas that carry collective memories of enslaved people. These barriers to entrepreneurship require intervention strategies that include both psychological well-being and financial resources.

Our track group seeks to understand such interventions; specifically, how Black entrepreneurs experience support from various interventions and their perceptions of effectiveness in facilitating Black

entrepreneurship. Our track will consist of five academic scholars across three business disciplines to explore how a city plagued with racial divestment can improve the economic outlook of its citizens through entrepreneurship intervention. Our plan for post-conference is to provide the Birmingham city officials with actionable insights from our analysis, as well as submit an academic article to a journal. Each team member brings complementary knowledge and experience about the research topic. Dr. Ekpo has interest in researching the Black wealth gap and the strategies implemented to remedy it. Dr. Thornton has research interest in the social dynamics of small business supply chain operations. Dr. Alexander has research interests in small business development and was a resident of Birmingham, managing a new venture office for a large bank at the *Innovation Depot* in Birmingham. Drs. Laura and Timothy Madden both have research interests in entrepreneur psychological well-being.

Track Team:

- Akon E. Ekpo, Assistant Professor, Marketing, Loyola University Chicago, Quinlan School of Business
- LaDonna M. Thornton, Assistant Professor, Supply Chain, Auburn University, Harbert College of Business
- Katherine Alexander, Assistant Professor, Management, Loyola University Chicago, Quinlan School of Business
- Laura Madden, Associate Professor, Management, East Carolina University, College of Business
- Timothy Madden, Associate Professor, Management, East Carolina University, College of Business

Our team has committed to work on this project between now and the 2025 TCR conference. Our timeline for this project is as follows:

High-level tasks	Timeframe
Virtual meetings to discuss: Entrepreneurship literature Identification of theoretical gap(s) Finalization of the study’s research question(s)	September – November 2024
Meet with Birmingham officials to finalize focal constituency Begin data collection protocols for interviews/observations Begin data collection	December 2024 – February 2025
Meet with full team to discuss preliminary findings & take any corrective actions	March 2025
Continue data collection	April – May 2025
Data analysis workshop	June 12-15, 2025, during TCR conference
Finalize analysis	July – August 2025
Report findings & insights for Birmingham officials	September 2025

Finalize academic journal selection Begin journal manuscript drafting	
Working draft of manuscript	September – December 2025
Prepare manuscript for submission to academic journal	January 2026

References

Alexis, M. (1971). Wealth accumulation of Black and White families: The empirical evidence: Discussion. *The Journal of Finance*, 26(2), 458–465.

Brookings Institute (2021). Birmingham’s tipping point: Achieving inclusive prosperity in the post-pandemic economy. Retrieved from https://www.brookings.edu/wp-content/uploads/2021/06/20210614_BrookingsMetro_Achieving-Inclusive-Prosperity-Birmingham_Final-Report.pdf.

Choi, S.L., Harrell, E.R. & Watkins, K. (2022). The Impact of the COVID-19 Pandemic on Business Ownership Across Racial/Ethnic Groups and Gender. *J Econ Race Policy* 5, 307–317. <https://doi.org/10.1007/s41996-022-00102-y>

Connerly, C. E. (2002). From racial zoning to community empowerment: The interstate highway system and the African American Community in Birmingham, Alabama. *Journal of Planning Education and Research*, 22(2), 99–114.

Connerly, C. E. (2005). “The most segregated city in America”: City planning and civil rights in Birmingham, 1920-1980. University of Virginia Press.

Gaskin, D. J., Headen, A. E., & White-Means, S. I. (2004). Racial Disparities in Health and Wealth: The Effects of Slavery and past Discrimination. *The Review of Black Political Economy*, 32(3-4), 95-110. <https://doi.org/10.1007/s12114-005-1007-9>.

Liu S, & Parilla J (2020, September 17). New data shows small businesses in communities of color had unequal access to Federal COVID-19 relief. The Brookings Institution. <https://www.brookings.edu/articles/new-data-shows-small-businesses-in-communities-of-color-had-unequal-access-to-federal-covid-19-relief/>

Park, S. S., Wiemers, E. E., & Seltzer, J. A. (2019). The family safety net of Black and White multi-generational families. *Population and Development Review*, 45(2), 351–378.

Perry, V. G. (2019). A loan at last? Race and racism in mortgage lending. In G. Johnson, K. Thomas, A. Harrison, & S. Grier (Eds.), *Race in the marketplace* (pp. 173–192). Palgrave Macmillan.

Vasquez Reyes M. (2020). The Disproportional Impact of COVID-19 on African Americans. *Health Hum Rights*, 22(2), 299-307.

Williams, D. R., & Collins, C. (2001). Racial residential segregation: A fundamental cause of racial disparities in health. *Public Health Reports*, 116(5), 404–416.

Williams, R. (2017). Wealth privilege and the racial wealth gap: A case study in economic stratification. *Review of Black Political Economy*, 44(3–4), 303–325.

Wilson, Bobby M. (1977). Black housing opportunities in Birmingham, Alabama. *Southeastern Geographer*, 17(1), 49–57.

LETTER OF COMMITMENT

The below parties agree to work on the project across its duration, as well as attend the TCR 2025 conference in person.

Akon E. Ekpo

8/14/2024

Akon E. Ekpo, Assistant Professor, Marketing, Loyola University Chicago, Quinlan School of Business

LaDonna Thornton

8/14/24

LaDonna M. Thornton, Assistant Professor, Supply Chain, Auburn University, School of Business

Katherine C. Alexander

8/14/24

Katherine Alexander, Assistant Professor, Management, Loyola University Chicago, Quinlan School of Business

Laura T. Madden

8/14/2024

Laura Madden, Associate Professor, Management, East Carolina University, College of Business

Timothy M. Madden

8/14/2024

Tim Madden, Associate Professor, Management, East Carolina University, College of Business

Team Bios

Dr. Akon E. Ekpo is an Assistant Professor of Marketing at Loyola University Chicago. Her research focuses on the intersection of race, tech culture, and entrepreneurial/marketing strategies, and its impacts to societal well-being and public policy. Dr. Ekpo has published her research in the *Journal of Public Policy & Marketing*, *Journal of Consumer Affairs*, *Journal of Consumer Psychology*, *Production and Operations Management*, and a host of other journals. She holds a B.S. degree in Computer Science from DePaul University, a Ph.D. in marketing from the University of Illinois at Chicago and has over eight years of experience in the information technology field.

Dr. LaDonna M. Thornton is an Assistant Professor of Supply Chain Management in the Harbert College of Business at Auburn University. She received her PhD in 2013 from the University of Tennessee. Her current research focuses on transformative supply chains, diversity, social dynamics and employee well-being within the supply chain. Dr. Thornton's research has been published in *Decision Sciences*, *Journal of Business Logistics*, *Journal of Supply Chain Management* and the *International Journal of Physical Distribution and Logistics Management*. Prior to joining academia, she worked in industry for 7 ½ years as a Distribution Manager then a Transportation Manager.

Dr. Katherine C. Alexander is an Assistant Professor in the Department of Management at Loyola University Chicago's Quinlan School of Business. Her current research interests include interpersonal mistreatment, destructive leadership, and developing measurement tools for managerial researchers. Overall, Katie's research examines the dark side of leadership and its impact on employees and organizations. She also conducts large-scale meta-analyses and systematic reviews to improve our understanding of existing organizational behavior literature. Over the next three years, she will be working on two large-scale grant initiatives dedicated to supporting small business owners in the Chicagoland area. Before pursuing a research career, she ran an entrepreneurship ecosystem office for a major international bank and then served as a technology manager for a private family-owned construction firm.

Dr. Laura Madden is an Associate Professor in the Management Department of the College of Business at East Carolina University. She received her PhD from the Organizations and Strategy program in the Management Department of the College of Business at the University of Tennessee. Her research specialties are in the areas of organizational compassion and family business, which can be read in outlets such as the *Academy of Management Research*, *Journal of Vocational Behavior*, and *Journal of Management Education*.

Dr. Timothy Madden is an Associate Professor of Management at East Carolina University. He received his PhD from the University of Tennessee. His research interests include strategic management in the not-for-profit sector, organizational ambidexterity, corporate social responsibility, and the role of technology in management education. His research has been presented at international conferences and published in journals such as the *Academy of Management Review*, *Organizational Research Methods*, the *Journal of Business Ethics*, and *Journal of Management Education*. He serves as the Communications Coordinator for the Southern Management Association and as the 2024-2025 faculty fellow for the East Carolina University Office of Faculty Excellence.



AKON E. EKPO, PH.D.

Loyola University Chicago
Quinlan School of Business, Marketing Department
16 E. Pearson St., Chicago, IL 60611
aekpo@luc.edu

EDUCATION

Ph.D. in Business Administration (Marketing), *University of Illinois at Chicago*, 2012
B.S. in Information Systems (Computer Science), *DePaul University*

ACADEMIC EXPERIENCE

Loyola University Chicago, Quinlan School of Business, Assistant Professor, 2020- Present
Rutgers University, School of Business-Camden, Assistant Professor, 2014 – 2019
Western Michigan University, Haworth College of Business, Assistant Professor, 2012-2014
University of Illinois at Chicago, College of Business Administration, Instructor/TA, 2006-2012

AREAS OF RESEARCH EXPERTISE

- Digital Culture & Technology Consumption
- Marketplace Diversity & Equity
- Transformative Consumer Research
- Consumer Culture Theory

REFEREED JOURNAL PUBLICATIONS

Thornton, LaDonna, Angela Jones, **Akon E. Ekpo**, Keith Story, & Pettis Kent (2024), "A Tale of Two Frontlines: Critically Assessing the Dynamics of Interracial Service Encounters," *Production & Operations Management*, (forthcoming).

Kent, Pettis, LaDonna Thornton, and **Akon E. Ekpo** (2024), "U.S. Public Sector Supplier Diversity: An Intersectional Invisibility Perspective," *Production & Operations Management*, (forthcoming).
<https://doi.org/10.1177/10591478241256381>

Ozanne, Julie, Brennan Davis, and **Akon E. Ekpo** (2022), "Research Pathways for Societal Impact: A Typology of Relational Engagements for Consumer Psychology Research," *Journal of Consumer Psychology*, 32(1), 127-144.

- Recognized as a top cited article in 2021-2022 by the journal

Ekpo, Akon E., Jenna Drenten, Pia A. Albinsson, Sophia Anong, Samuelson Appau, Lagnajita Chatterjee, Charlene A. Dadzie, Margaret Echelbarger, Adrienne Muldrow, Spencer M. Ross, Shelle Santana, & Michelle F. Weinberger (2022), "The Platformed Money Ecosystem: Digital Financial Platforms, Datafication, and Reimagining Financial Well-being," *Journal of Consumer Affairs*, 56(3), 1062-1078.

Podoshen, Jeffrey S., **Akon E. Ekpo**, and Oluwatoniloba Abiru (2021), "Diversity, Tokenism, and Comic Books: Crafting Better Strategies," Business Horizons, 64(1), 131-140.

Poole, Sonja, Sonya Grier, Kevin Thomas, Francesca Sobande, **Akon E. Ekpo**, Lez Torres, Lynn Addington, Melinda Weekes-Laidlow, & Geraldine Rosa Henderson (2021), "Operationalizing Critical Race Theory (CRT) in the Marketplace," Journal of Public Policy & Marketing, 40(2), 126-142.

- **WINNER of the Thomas C. Kinnear/JPP&M Award (2023)**

DeBerry-Spence, Benét, **Akon E. Ekpo**, and Dan Hogan (2019), "Mobile Phone Visual Ethnography: Bridging Transformative Photography and Mobile Phone Ethnography," Journal of Public Policy & Marketing, 38(1), 81-95.

- **WINNER of the AMA/EBSCO Responsible Research in Marketing Award (2021)**
- **Finalist for the Thomas C. Kinnear/JPP&M Award (2022 and 2023)**

Ekpo, Akon E., Benét DeBerry-Spence, Geraldine Rosa Henderson, and Joseph Cherian (2018), "Narratives of Technology Consumption in the Face of Marketplace Discrimination," Marketing Letters, 29(4), 451-463.

Ozanne, Julie L., Brennan Davis, Jeff B. Murray, Sonya Grier, Ahmed Benmecheddal, Hilary Downey, **Akon E. Ekpo**, Marion Garnier, Joel Hietanen, Marine Le Gall-Ely, Anastasia Seregina, Kevin D. Thomas, and Ekant Veer (2017), "Assessing the Societal Impact of Research: The Relational Engagement Approach," Journal of Public Policy & Marketing, 36(1), 1-14.

- **LEAD ARTICLE**
- **Finalist for the Thomas C. Kinnear/JPP&M Award (2019)**

Bennett, Aronté Marie, Stacey Menzel Baker, Samantha Cross, J.P. James, Gregory Bartholomew, **Akon E. Ekpo**, Geraldine Rosa Henderson, Martina Hutton, Aporov Khare, Abhijit Roy, Tony Stovall, and Charles Ray Taylor (2016), "Omission and Commission as Marketplace Trauma," Journal of Public Policy & Marketing, 35(2), 280-291.

Lindridge, Andrew, Geraldine R. Henderson, and **Akon E. Ekpo** (2015), "(Virtual) Ethnicity, the Internet, and Well-Being," Marketing Theory, 15(2), 279-285.

Ekpo, Akon E., Breagin Riley, Kevin Thomas, Geraldine Rosa Henderson, Zachary Haller, and Isaac Muñoz (2015), "As Worlds Collide: A Phenomenological Inquiry into the Role of Relationship Management in Customer-to-Customer Interactions," Journal of Business Research, 68(1), 119-126.

DeBerry-Spence, Benét, **Akon E. Ekpo**, Mopelola Adelokun, and Hande Gunay (2013), "Towards Marketplace Diversity: A Multi-measure, Multi-dimensional Study of the Journal of Public Policy and Marketing," Journal of Public Policy & Marketing, 32(Special Issue), 6-15.

- **LEAD ARTICLE**

OTHER REFEREED PUBLICATIONS

DeBerry-Spence, Benét, Aronté Marie Bennett, Samantha N.N. Cross, **Akon E. Ekpo**, and Francesca Sobande (2020), "A Call for Further Research at the Intersection of Race, Marketing, and Public Policy," *Journal of Public Policy & Marketing*. Available at: <https://www.ama.org/2020/08/04/a-call-for-further-research-at-the-intersection-of-race-marketing-and-public-policy/>

PUBLISHED BOOK CHAPTERS

Ekpo, Akon E. (2023), "The Double Edge of Diversity in a Digital World," in Russell Belk and Rosa Llamas (eds.), *The Routledge Handbook of Digital Consumption 2nd ed.*, London, UK: Routledge, pp. 413-424.

Henderson, Geraldine Rosa, **Akon E. Ekpo**, and Zachary Yvaire (2014), "Good from 'Evil': The Polarizing Effect of Corporate Social Responsibility for Controversial Companies," in Ronald Hill and Ryan Langan (eds.), *Handbook of Research on Marketing and Corporate Social Responsibility*, Cheltenham, UK: Edward Elgar Publishing, pp. 307-330.

WORK IN PROGRESS

Cross, Samantha N. N. & **Akon E. Ekpo** (2022), "The Coping Paradox: How Consumers with Disabilities Navigate Marketplace Challenges and Tensions," *Journal of the Academy of Marketing Science*. (invited 3rd revision)

Torres, Lez Trujillo, Yingting Wen, **Akon E. Ekpo**, & Benét DeBerry-Spence (2022), "The Influence of Public Discourse on Charitable Giving," *Journal of the Academy of Marketing Science* (manuscript revision).

Mobile Vendor Impact on Market System Dynamics (manuscript preparation), Target: *Journal of the Academy of Marketing Science*.

Critical Race Theory, Marketing Theory, and Social Justice (manuscript preparation), Target: *Journal of the Association of Consumer Research*.

Marketplace Microaggressions (manuscript preparation), Target: *Journal of Consumer Marketing*.

ACADEMIC CONFERENCE PRESENTATIONS

"CRT: A Collaboration Between Marketing Theory and Social Justice" (with LaDonna M. Thornton), Marketing & Public Policy Conference, Washington, DC, June 6-8, 2024.

"U.S. Public Sector Supplier Diversity: An Intersectional Invisibility Perspective" (with Pettis Kent and LaDonna M. Thornton), Production & Operations Management Society Annual Conference, April 25-29, 2024.

"You Can't Know Me: Exploring Consumer Privacy Within Digital Platform Experiences" (with LaDonna M. Thornton), Winter Educator's American Marketing Association Conference, St. Pete, FL, February 23-25, 2024.

"Harnessing Methodological Strengths: Interviews as Connector, Corroborator and Complementor" Special Session (with Samantha Cross and Jenny Lin), Consumer Culture Theory Conference, Corvallis, Oregon, July 7-9, 2022.

"Creating Synergies: Interviews as Connector, Corroborator, and Complementor" Special Session (Special Session Co-Chair with Samantha Cross and Jenny Lin), Academy of Marketing Science Conference, Monterey Bay, California, May 25-27, 2022.

"Mobile Phone Visual Ethnography: Bridging Transformative Photography and Mobile Phone Ethnography," in EBSCO Research Impact Award Presentation (with Benét DeBerry-Spence and Dan Hogan), Summer Educator's American Marketing Association Conference, Virtual, August 4-6, 2021.

"Why is Race-based Research So Elusive?" Special Session (Special Session Co-Chair with Aronté Bennett, Samantha Cross, Benét DeBerry-Spence, and Francesca Sobande), *Marketing & Public Policy Conference*, Virtual, June 24-25, 2021.

"The Intersection of Race, Marketing, and Public Policy: A Call to Action Through Future Research" Special Session (Special Session Chair with Aronté Bennett, Samantha Cross, Benét DeBerry-Spence, and Francesca Sobande), *Winter Educator's American Marketing Association Conference*, Virtual, February 17-19, 2021.

"*The Influence of Public Discourse on Charitable Giving*" in Reimagining Pro-Social Behaviors through Micro-, Meso-, and Macro-Level Perspectives of Charitable Giving Special Session, (Special Session Chair with Lez Torres), *Association for Consumer Research Conference*, Virtual, October 1-3, 2020.

"Lived Marginalization in the Marketplace: An Exploratory Study of Microaggressions in the Marketplace," (with Geraldine R. Henderson and Benét DeBerry-Spence), *Race in the Marketplace (RIM) Network*, Paris, France, Université Paris-Dauphine, June 25 – June 27, 2019.

"Tales from the Resilient Consumer: Discourses of Disability," (with Samantha N.N. Cross), Consumer Culture Theory Conference, Odense, Denmark, June 28-July 1, 2018.

"Click Culture Instead of Brick Culture: A Phenomenological Inquiry into Outraged Customers and Consumption Switching," (with Geraldine R. Henderson and Amber Chenevert), 17th Cross Cultural Research Conference, Maui, HI, December 10-13, 2017.

"The Resilient Consumer," (with Samantha N. N. Cross), Association for Consumer Research North America Conference, San Diego, CA, October 26-29, 2017.

"The Face of Marginalization," (with Samantha N. N. Cross), Marketing Ethnic Faculty Association, San Francisco, CA, August 2-4, 2017.

"Acts of Liberation from Marginalized Habitus," (with Benét DeBerry-Spence, Geraldine R. Henderson, and Joseph Cherian), Consumer Culture Theory Conference, Anaheim, CA, July 7-9, 2017.

"Armoring: The Face of Marginalization," (with Samantha N. N. Cross), Consumer Culture Theory Conference, Anaheim, CA, July 7-9, 2017.

"Research Reflections on Mobile Phone Visual Ethnography in Ghana, West Africa: Bridging Mobile Phone Ethnography and Transformative Photography," (with Benét DeBerry-Spence and Dan Hogan), Association for Consumer Research North American Conference, Berlin, Germany, October 27-30, 2016.

"Acts of Marketplace Omission and Commission," (with Aronté Bennett, Stacey Menzel Baker, Gregory Bartholomew, Samantha Cross, Geraldine Henderson, Martina Hutton, J.P. James, Apoorv Khare, Abhijit Roy, Tony Stovall, and Ray Taylor), Marketing & Public Policy Conference, San Luis Obispo, CA, June 23-25, 2016.

"Selfie Me. I am (micro) Celeb!: Understanding the Role of Micro-Celebrity Practice in Selfie Culture", (with Vimviriya Limkangvanmongkol, Lez Trujillo Torres, Makbule Anlamlier, and Benet DeBerry-Spence), Association for Consumer Research North American Conference, New Orleans, LA, October 1-4, 2015.

"Not as Innocuous as it Seems: The Pitfalls and Hidden Implications of Altruistic Crowdfunding" (with Lez Trujillo Torres, Makbule Anlamlier, Vimviriya Limkangvanmongkol, and Benet DeBerry-Spence), Macromarketing Conference, Chicago, IL, June 25-28, 2015.

"The Role of Symbolic and Agentic Narratives in Altruistic Crowdfunding" (with Lez Trujillo Torres, Makbule Anlamlier, Vimviriya Limkangvanmongkol, and Benet DeBerry-Spence), 10th Annual Consumer Culture Theory Conference, Fayetteville, Arkansas, June 18-21, 2015.

"Resisting the Channel: An Exploratory Study of Channel Migration from Bricks to Clicks" (with Geraldine R. Henderson), 9th Annual Consumer Culture Theory Conference, Helsinki, Finland, June 26-29, 2014.

"Rethinking Marginalization: Digital Escapes: Escaping discrimination through information technology use," AMA Winter Marketing Educators' Conference, Orlando, FL, February 21-23, 2014.

"Rethinking Marginalization: March of the Marginalized: A phenomenological inquiry into perceived marketplace discrimination" (with Geraldine R. Henderson and Amber Chenevert), AMA Winter Marketing Educators' Conference, Orlando, FL, February 21-23, 2014.

DeBerry-Spence, Benét and Akon E. Ekpo (2013), "Breaking New Ground in Diversity and Inclusion Research and Public Policy: JPP&M Special Issue Marks Pivotal Stage for Research Domain," Special Session Summary in Geraldine Rosa Henderson and Jerome D. Williams, eds., *Marketing and Public Policy Conference Proceedings 2013: The Changing Role of Policy in Consumer Well-Being*.

"From Global Marginalization to Mobilization in Banking" (with Geraldine R. Henderson), 15th Cross Cultural Research Conference, Antigua, Guatemala, December 8-11, 2013.

"Technology Usage and Identity Construction in the Context of African Middle-Class Consumers" (with Benét DeBerry-Spence), 15th Cross Cultural Research Conference, Antigua, Guatemala, December 8-11, 2013.

"Shape-Shifters: Exploring Dynamic Culture Through the Shaping of Bicultural Identity," Association for Consumer Research North American Conference, St. Louis, MO, October 13-15, 2011.

INVITED RESEARCH TALKS

"Marketing Communications Strategy of Nonprofit Organizations," (with Lez Trujillo Torres, Yingting Wen, and Benét DeBerry-Spence), EMLYON Business School, Lyon-Écully, France, November 2022.

"The Impact of Public Discourse on Charitable Giving," (with Lez Trujillo Torres, Yingting Wen, and Benét DeBerry-Spence), Chicago Consumer Culture Community, Virtual, November 2021.

"Clicks over Bricks: How Marginalized Consumers Use Technology to Navigate Marketplace Marginalization," Guest Speaker for Undergraduate Class, Franklin & Marshall, Lancaster, PA, October 2017.

"Teaching with Technology: Experiences in Untethered Lectures," 2017 Digital Teaching Fellows, Rutgers University-Camden, Camden, NJ, May 2017.

"Managing Social Identity Complexity Through Democratizing Consumption Practices," (with Geraldine R. Henderson and Benét DeBerry-Spence), Chicago Consumer Culture Consortium, DePaul University, Chicago, IL, November 2016.

"Digital Escapes: Navigating Marketplace Marginalization through IT Usage," New Faculty Research Day, Rutgers University-Camden, Camden, NJ, April 2015.

"Navigating the Marketplace Through Information Technology: A Netnographic Study of African-American Consumers," Haworth College of Business, Western Michigan University, Kalamazoo, MI, February 2014.

"Subtle Faces of Discrimination: An Exploratory Study of Microaggressions in the Marketplace," (with Geraldine R. Henderson and Benét DeBerry-Spence), Chicago Consumer Culture Consortium, DePaul University, Chicago, IL, November 2013.

"Social Media Research Inquiry using NVivo Qualitative Analysis Software," Haworth College of Business, Western Michigan University, Kalamazoo, MI, March 2013.

"This Changes Things: The Digital Community is the New Black," South by Southwest (SXSW) Interactive BiTHouse (Blacks in Technology) Discussion Panel, Austin, TX, March 2013.

"Shop seeking: Coping with Offline Discrimination Online" (with Geraldine R. Henderson and Amber Chenevert), Chicago Consumer Culture Consortium, DePaul University, Chicago, IL, April 2012.

GUEST LECTURES/SPEAKING

"Narratives of Technology Consumption in the Face of Marketplace Discrimination (Guest Lecture for BHNH 353 class on qualitative research)," Loyola University Chicago, February 27, 2024.

"Qualitative Research Methods in Marketing Doctoral Seminar (Guest Lecture for DBA 800 class)," St. Joseph's University, November 8, 2023.

PR/MEDIA ENGAGEMENT

"Race and the Marketplace", Q Talks Podcast miniseries on race and business, Loyola University Chicago, Quinlan School of Business.

"Marketing research needs to be driven by social justice", Quinlan Stories, Loyola University Chicago, Quinlan School of Business. Available at: <https://www.luc.edu/quinlan/stories/archive/marketing-research-and-social-justice.shtml>

HONORS

Participant, AEF virtual Visiting Professors Program, Online (June 2022)

Invited participant, 6th Transformative Consumer Research Conference, Tallahassee, FL (May 2019)

Invited participant, Women in the Marketing Academy Conference, New York, NY (2017)

Invited participant, National Retailer Foundation Retail's Academic Symposium, Chicago, IL (2017)

Nominated participant, Professors Institute, hosted by Marketing Edge, Dallas, TX (2017)

Selected participant, 5th Transformative Consumer Research Conference, Philadelphia, PA (2015)

Selected participant, 4th Transformative Consumer Research Conference, Lille, France (2013)

GRANTS AND AWARDS

Loyola University Chicago Quinlan School of Business Faculty Development Grant (2021, 2022)

Loyola University Chicago Summer Research Stipend (2021)

Rutgers-Camden Committee on Institutional Equity & Diversity Mini-Grant (2018, 2019)

Rutgers-Camden School of Business Summer Research Grant (2017)

Rutgers-Camden Committee on Institutional Equity & Diversity Mini-Grant (2016, 2017)

Rutgers University Research Council Grant (2016)

Rutgers-Camden Digital Teaching Fellowship (2016)

Western Michigan U. Haworth College of Business Professional Development Award (2013, 2014)

Western Michigan U. Haenicke Institute for International Education Faculty Development Fund (2013)

Western Michigan U. Haworth College of Business Mini-Grant (2013)

Western Michigan U. Haworth College of Business Professional Development Award (2012)

AMA Foundation Valuing Diversity Scholarship (2011)

H. Naylor Fitzhugh Doctoral Fellowship (2010)

COURSES TAUGHT

Undergraduate-level courses

- Search Engine Optimization
- Digital Marketing
- Digital Content Creation
- Integrated Marketing Communications (IMC)
- Intro to Management Information Systems (MIS)
- Operations Management
- Consumer Behavior
- Principles of Marketing

Graduate-level courses

- Digital Marketing

SERVICE TO ACADEMIA

JOURNALS/BOOKS

Editorial Review Board

Journal of Consumer Affairs, 2018 – Present

Journal of Public Policy & Marketing, 2021 - Present

Special Committees

Transformative Consumer Research Consortium, Impact Research Task Force, 2023-

Ombudsperson, Consumer Culture Theory Consortium, 2022-Present

Journal of Public Policy & Marketing Impact Taskforce, 2022-Present

Judge, AMA-EBSCO Responsible Research for Business & Management Award, 2022

Judge, AMA Valuing Diversity Scholarship Selection Committee, 2020-2021

Editorial Advisory Board

"Maximizing Commerce and Marketing Strategies through Micro-Blogging" IGI Global Publishing, 2014

Ad-hoc Reviewer

Marketing Theory

Journal of the Association for Consumer Research

Consumption, Markets, and Culture

Journal of Business Research

Journal of Business Ethics

International Marketing Management Journal

CONFERENCES

Pre-Conference Co-Chair

"In Pursuit of Diversity and Inclusion: Harnessing Research to Promote Societal Equity,"
Marketing & Public Policy Conference, Washington, DC, 2023

Conference Track Co-Chair

"Consumer Culture Theory & Well-being", Winter Educator's American Marketing
Association Conference (with Cristina Galalae), 2024

"Cashless Culture", Transformative Consumer Research Conference, Virtual (with Jenna
Drenten), 2021

"Exploring Social Media in Shifting, Transforming, and Transitioning Markets",
Macromarketing Conference, Virtual (with Jenna Drenten), 2020

Conference Session Discussant

"Action Research: Videography" Track, Association for Consumer Research North
American Conference, Dallas, TX, 2018

Reviewer

Association for Consumer Research (ACR)
Consumer Culture Theory (CCT)
Marketing & Public Policy (MPPC)
Society for Marketing Advances (SMA)
Academy of Management (AoM)
Americas Conference on Information Systems (AMCIS)
International Conference on Information Systems (ICIS)

UNIVERSITY

Loyola University Chicago

Committee Membership: Finance Department Search Committee, 2024
Quinlan Minority-Owned Business Taskforce, 2021-2022
Loyola Public Service Affinity Group Faculty Liaison, 2022-2023
CIMA-LUC Marketing Faculty Liaison, 2020-2022
Committee Membership: Marketing Department Search Committee, 2020
(concluded)

Rutgers University-Camden

Committee Membership: Chancellor's Marketing & Visibility Committee, Curriculum
Committee, Associate Dean of Graduate Programs Search Committee, AACSB
Strategic Planning Task Force, Curriculum Innovations Committee, Marketing Manager
Search Committee, RSBC Undergraduate Committee

Western Michigan University

Committee Membership: Scholarship Committee, Undergraduate e-Business
Marketing Major Advisory Board

PROFESSIONAL ASSOCIATIONS

Consumer Culture Theory Consortium
Designing a Career in the Marketing Academy (DCMA), Secretary
American Council on Consumer Interests
Association for Consumer Research
Association for Internet Researchers
American Marketing Association
KPMG/The PhD Project

CIVIC ENGAGEMENT/ASSOCIATIONS

Member, Sigma Gamma Rho Sorority, Inc.
Judge, Rutgers University Student Executive Case Competition
Coding Instructor, Girlz with Engineering Mindz (GEMz)

CERTIFICATES

Association of College and University Educators (ACUE) Certificate in Effective Instruction, 2023

- Inspiring Inquiry and Preparing Lifelong Learners
- Promoting Active Learning
- Creating an Inclusive and Supportive Learning Environment
- Designing Learner-Centered and Equitable Courses

HubSpot Digital Marketing, 2021

MIT Digital Marketing Analytics Executive Education, 2020

Yale Digital Marketing Executive Education, 2020

Loyola University Chicago Online Teaching Course: Design, 2020

Loyola University Chicago Online Teaching Course: Facilitate, 2020

Loyola University Chicago Online Teaching Course: Intensive Workshop, 2020

Rutgers Online Teaching, 2018

Harvard Business School: Teaching Cases Online, 2018

HubSpot Inbound Marketing, 2015

Project Management Professional (PMP), 2003

INDUSTRY EXPERIENCE

Owner, Market Savvy Digital Marketing Consulting, Chicago, IL, 2006-2011

IT Project Manager, Allstate Insurance Co., Northbrook, IL, 2002-2006

Software QA Analyst (Commercial Products), Bank One (now Chase Bank), Chicago, IL, 2001-2002

IT Applications Developer, UOP LLC (a Honeywell subsidiary), Algonquin, IL, 2000-2001

Software Design Engineer, Rand McNally & Co., Skokie, IL, 1998-2000

LaDonna M. Thornton Ph.D.

Assistant Professor of Supply Chain Management
Department of Systems & Technology
Auburn University
thornton@auburn.edu

EDUCATION

Ph.D., Logistics	University of Tennessee, 2013
MBA, General Management	Vanderbilt, University, 2009
B.S. Operations Management, and Logistics	The Ohio State University, 2000

RESEARCH PUBLICATIONS

Kent, P., Thornton, L.M. & Ekpo, A. "U.S. Public Sector Supplier Diversity: An Intersectional Invisibility Perspective." *Production & Operations Management*, *Forthcoming* (Auburn Elite)

Darby, J., Thornton, L.M., Davis-Sramek, B. "Workplace Corporate Social Irresponsibility in Supply Chain Operations and Its Impact on Talent Recruitment." *Production and Operations Management*, *Forthcoming* (Auburn Elite)

Thornton, L.M., Darby, J.L., Morgan, T.M., Roath, A.R. "Well-Being Insights from the Food Insecurity Supply Chain: A Logistics Service Quality Perspective." *Journal of Business Logistics*, 45(2), 1-21.

Story, W.K., Thornton, L.M. and Phillips, D.L., 2021. Supply Chain Executives and Navigating the Pressure of Resource Reconfiguration. *Journal of Supply Chain and Operations Management*, 19(2), p.81.

Hoberg, Kai, Thornton, LaDonna M. & Weiland, Andreas. (2020) "The Human Factor in Supply Chain Management," *International Journal of Physical Distribution & Logistics Management*, 50(2), 151-158. *Equal authorship, authors listed in alphabetical order* (Auburn Elite)

Daniels, Shanna R. & LaDonna M. Thornton. (2020) "Advancing Research on Selective Incivility Toward Devalued Groups in Organizations," *Equality, diversity, and inclusion: An International Journal*, 39(3), 319-335. *Equal authorship authors listed in alphabetical order*

Stolze, Hannah J., Diane M. Mollenkopf, LaDonna M. Thornton, Michael Brusco, Daniel J. Flint. (2018). "Supply Chain & Marketing Integration: Tension in Frontline Social Networks," *Journal of Supply Chain Management*, 54(3),3-21. ****Best Paper Award Finalist**** (Auburn Elite)

Thornton, LaDonna M., Terry L. Esper, & Chad W. Autry. (2016) "Leader or Lobbyist? An Exploration of How Supply Chain Executives Counter the Negative Effects of Organizational Politics." *Journal of Supply Chain Management*, 52(6), 42-62. (Auburn Elite)

Esper, Terry L., Randy V. Bradley, Rod Thomas, & LaDonna M. Thornton. (2015) "Investigating Helping Behavior in Supply Chain Relationships: A Citizenship Behavior Perspective." *Journal Business Logistics*, 36(4), 306-320. (Auburn Elite)

Griffis, Stanley E., Chad W. Autry, LaDonna M. Thornton, & Anis ben Brik. (2014). "Assessing Antecedents of Socially Responsible Supplier Selection in Three Global Supply Chain Contexts," *Decision Sciences Journal*, 45(6), 1187-1215. (JSCM List Elite)

Thornton, LaDonna M., Terry L. Esper & M. Lane Morris, (2013). "Exploring the Impact of Supply Chain Counterproductive Work Behaviors on Supply Chain Relationships." *International Journal of Physical Distribution and Logistics Management*, 43(9), 786-804. *2014 Highly Commended Paper* (Auburn Elite)

Thornton, LaDonna M., Anis Ben Brik, Chad W. Autry & David Gligor. (2013). "Does Socially Responsible Supplier Selection Pay Off for Customer Firms? A Cross-Cultural Comparison," *Journal of Supply Chain Management*, 49(3), 68-69. (Auburn Elite)

Bell, John, Chad Autry, Diane Mollenkopf, & LaDonna Thornton, 2012. "A Natural Resource Scarcity Typology: Theoretical Foundations and Strategic Implications for Supply Chain Management," *Journal of Business Logistics*, 33(2), 158-166. (Auburn Elite)

INVITED POPULAR PRESS AND OTHER PUBLICATIONS

Thornton, LaDonna M., Terry L. Esper, Chad W. Autry, 2017. "The crucial role of political savvy supply chain managers for internal integration." *London School of Economics Business Review*

Gibson, B., Davis-Sramek, E. & Thornton, L.M. "Logistics 2030 Navigating a Disruptive Decade Year-1 Freight Transportation" *Council of Supply Chain Management Professionals*.

PAPERS UNDER REVIEW AND WORKING PAPERS

Thornton, L.M., Jones, A., Ekpo, A., Kent, P, Story, K. "A Tale of Two Frontlines: Critically Assessing the Dynamics of Interracial Service Encounters" Status: Under Review 4th Round at Production & Operations Management. (Auburn Elite)

Jensen, J., Cole, D., Roath, A., Richey, G., Thornton, L. "How Firms and Supply Chain Networks Influence Responsiveness and Resilience" Status: Under Review at International Journal of Operations and Production Management.

RESEARCH IN PROGRESS

Gabler, C., Richey, G., & Thornton, L.M. "Public-Private Partnerships in Disaster Recovery." Status: Writing. Target: TBD

Ekpo, A. & Thornton, L.M. "Interdisciplinary Collaboration between Marketing, Social Justice, & Theory." Status: Working Paper; Target: TBD

Thornton, L. "Using DEA to explore the relative performance of food insecurity organizations." Status: Data Collection; Target: Journal of Operations Management" (Auburn & SCM Elite)

CONFERENCE PRESENTATIONS

Ekpo, A. & Thornton, L.M., CRT: A Collaboration Between Marketing Theory and Social Justice”), Marketing & Public Policy Conference, Washington, DC, June 6-8, 2024.

Kent, P., Thornton, L.M., Ekpo, A., “U.S. Public Sector Supplier Diversity: An Intersectional Invisibility Perspective” Presented at POM 2024 conference.

Ekpo, A. & Thornton, L.M., “You Can’t Know Me: Exploring Consumer Privacy Within Digital Platform Experiences,” Winter Educator’s American Marketing Association Conference, St. Pete, FL, February 23-25, 2024.

Trevisan, C. , Formentini, M., Roath, A., & Thornton, L. “Addressing Food Insecurity from a Supply Chain Perspective: The Role Played by Local Food Charities” Presented at EurOMA 2023 Conference. *authorship listed in alphabetical order

Darby, J., Davis-Sramek, B., Thornton, L.M. “Workplace Corporate Social Irresponsibility in Supply Chain Operations and Its Impact on Talent Recruitment.” Presented November 2021 at Decision Sciences

Thornton, L.M. & Story, K. “The Impact of Resource Reconfiguration on Social Mechanisms” Presented November 2019 at Decision Sciences.

Daniels, S.R. & Thornton, L.M. “Race and Workplace Discrimination: The Mediating Roles of Cyber and Interpersonal Incivility,” during Selective Incivility: Undermining Ambitions of Inclusion in Organizations, Presented August 2019 at Academy of Management.

Thornton, LaDonna M. and Terry L. Esper, “ The Role of Motives when Building Trust in Supply Chains,” Accepted to be Presented July 2017 at the AMS World Marketing Congress.

Thornton, LaDonna M. and Terry L. Esper, “A Qualitative Exploration into the Micro-Foundations of Supply Chain Relationships,” Presented July 2015 at the AMS World Marketing Congress.

Thornton, LaDonna M., Terry L. Esper and M. Lane Morris, “Exploring Supply Chain Counterproductive Behaviors and their Impact on Supply Chain Relationships,” Presented at Fall 2014 at Supply Chain Management Educators’ Conference.

AWARDS

- Research Awards
 - Journal of Supply Chain Management (2018): Finalist for Best Paper
 - International Journal of Physical Distribution and Logistics Management (2014): Emerald Highly Commended Paper
- Research Grants
 - Florida Department of Transportation Funding - \$85,000
 - University of Tennessee Supply Chain Forum Dissertation Funding - \$5,000
 - University of Nebraska Junior Faculty Research Potential Award: \$10,000
 - University of Nebraska Research Development Fellowship Program

EDITORIAL POSITIONS AND EDITORIAL REVIEW BOARDS

- International Journal of Physical Distribution and Logistics Management
 - Guest Editor, concluded December 2019
 - Editorial Review Board
- Journal of Business Logistics
 - Editorial Review Board
- Journal of Supply Chain Management
 - Editorial Review Board

UNIVERSITY AND DISCIPLINARY SERVICE

- Ph.D. Committees
 - Ian Slaznik, Auburn University, (2022 - Present)
 - Jiangling Hao, Auburn University, (2020 – Present)
 - Jeffrey Anderson, Florida State University (2017 – 2018)
- *Ad-Hoc Reviewer*
 - Journal of Business Logistics
 - International Journal of Physical Distribution and Logistics Management
 - Journal of Supply Chain Management
 - Decision Sciences
 - International Journal of Logistics Management
 - Journal of Public Policy in Marketing
- *Conference Track Chairs*
 - CSCMP (2021)
 - Decision Sciences Invited (2019)
 - AMS World Marketing Congress (2017)
- *Professional Service*
 - CSCMP National Research Strategies Committee (2017 – Present)
 - Promotion Committee Chair (2018 – 2020)
 - CSCMP Certification Task Force Support, 2012
- *Consortia and Symposia*
 - Presenter at Auburn University Logistics Doctoral Symposium (2017)
 - Presenter at Michigan State University Logistics Doctoral Symposium (2016)
 - Faculty Roundtable at Arizona State University Logistics Doctoral Symposium, 2015
 - Panel Member at CSCMP Donald J. Bowersox Doctoral Symposium, 2014
- Professional Associations:
 - Council of Supply Chain Management Professionals
 - Decision Sciences

- Minority Ethnic Faculty Association

PRIOR ACADEMIC POSITIONS

Assistant Professor of Supply Chain Management May 2015 to May 2018
Department of Business Analytics, Information Systems, Supply Chain
Florida State University, Tallahassee, FL

Assistant Professor of Supply Chain Management August 2013 to May 2015
Department of Management
University of Nebraska, Lincoln, NE

PRIOR INDUSTRY EXPERIENCE

Cardinal Health Incorporated 2000 - 2007
Transportation Manager, Baltimore, MD

- Oversaw the performance of 42 employees in Maryland, Delaware, New Jersey, Virginia, Washington D.C., West Virginia.
- Analyzed and planned dynamic routing programs designed to service and retain 400 customers based on contractual obligations and customer expectations.

Distribution Supervisor, Boston, MA

- Oversaw the operation of just-in-time warehouse servicing area hospitals in Massachusetts and New Hampshire

VITA

(Current as of August 2024)

KATHERINE C. ALEXANDER

Loyola University Chicago
Quinlan School of Business
Department of Management
(334) 791-9486
kalexnader7@luc.edu

ACADEMIC POSITIONS

Loyola University Chicago, Quinlan School of Business, Chicago, IL July 2021 - Present
Assistant Professor, Management Department

EDUCATION & TRAINING

PH. D. Business Administration, Auburn University – August 2021

M. B. A. Business Administration, Auburn University – December 2018, GPA: 4.0

B. S. Business Economics, University of Alabama at Birmingham – April 2014
Major Field: Public Policy and Political Economy
Minor Field: Spanish
Honors Programs: Global & Community Leadership Honors Program and
Collat School of Business Honors Program

PROFESSIONAL RESEARCH EXPERIENCE

Research Interests

Destructive leadership, interpersonal mistreatment, measure development, entrepreneurship

Published and Accepted Manuscripts

Alexander, K. C., Mackey, J. D., Maher, L. P., McAllister, C. P., & Ellen III, B. P. (2024) An Implicit Leadership Theory Examination of Cultural Values as Moderators of the Relationship between Destructive Leadership and Followers' Task Performance. *International Business Review*. (ABDC: A Journal).
<https://doi.org/10.1016/j.ibusrev.2024.102254>

Carson, J., Mackey, J. D., **Alexander, K. C.**, McAllister, C. P., & Phillipich, M. A. (2024). Within- and Between-Person Effects of Causal Attributions on Relationship

Improvement Following Perceived Incivility. Accepted at the *Journal of Occupational and Organizational Psychology* (ABDC: A Journal).

Palmer, J. C., Mackey, J. D., McAllister, C. P., **Alexander, K. C.**, Phillipich, M. A., Mercer, I. A., & Ellen III, B. P. (2024). Cultural Values as Moderators of the Relationship between Destructive Leadership and Followers' Job Satisfaction. *Group and Organization Management*. (ABDC: A Journal). <https://doi.org/10.1177/105960112412325>

McAllister, C. P., Mackey, J. D., Ellen III, B. P., & **Alexander, K. C.** (2023). Bad Apples or Bad Leaders? *MIT's Sloan Management Review*. (ABDC: A Journal) <https://sloanreview.mit.edu/article/bad-apples-or-bad-leaders/>

Ellen III, B. P., **Alexander, K. C.**, Mackey, J. D., McAllister, C. P., & Carson, J. E. (2021). Portrait of a workplace deviant: A clearer picture of the Big Five and Dark Triad as predictors of workplace deviance. *Journal of Applied Psychology*. (ABDC: A* Journal) <https://doi.org/10.1037/apl0000883>

Mackey, J. D., Ellen III, B. P., McAllister, C. P., & **Alexander, K. C.** (2021). The dark side of leadership: A systematic literature review and meta-analysis of destructive leadership research. *Journal of Business Research*. (ABDC: A Journal) <https://doi.org/10.1016/j.jbusres.2020.10.037>

Mackey, J. D., McAllister, C. P., & **Alexander, K. C.** (2021). Insubordination: Validation of a measure and an examination of insubordinate responses to unethical supervisory treatment. *Journal of Business Ethics* (ABDC: A Journal), *168*(4), 755-775. <https://doi.org/10.1007/s10551-019-04231-7>.

Manuscripts in Progress

Alexander, K. C., McAllister, C. P., Ellen III, B. P., & Mackey, J. D. Topic: Social desirability and socially desirable responding. Manuscript under review at *Journal of Management* (ABDC: A* Journal).

Waddingham, J. A., **Alexander, K. C.**, & Zafar, S. Topic: Entrepreneurial leisure and equity crowdfunding. Manuscript in final preparation stage. First round revise and resubmit at the *Journal of Business Venturing*.

Alexander, K. C., Zafar., S., & Waddingham, J. A. Topic: Entrepreneurial charisma and ethical implications of hype. Manuscript in writing stage. Target submission to the *Journal of Business Ethics*.

Alexander, K. C., Mackey, J. D., McAllister, C. P., & Ellen, P. Topic: Destructive leadership and workplace deviance. Data collected as a part of doctoral dissertation. Target submission to the *Journal of World Business*.

Alexander, K. C., Mackey, J. D., McAllister, C. P., & Walker, H. J. Topic: Antecedents of insubordination. Manuscript in second data collection phase. Target submission to the *Personnel Psychology*.

McAllister, C.P., Ellen, B.P. III, Mackey, J.D., & **Alexander, K.C.** Completing the cycle of workplace deviance: Post-deviance responses at the individual and organizational levels. Preparing for submission to *Academy of Management Review*. Previously accepted to *AMR Hackathon in Barcelona, Spain*.

Conference Papers

Alexander, K. C., Youm, Y. N., & Kim, S. M. Socially Burned-Out: An Investigation of Social Enterprises and Future Orientation. Manuscript submitted for presentation at Academy of Management in Chicago, Illinois in August 2024.

Youm, Y. N., Kim, S. M., & **Alexander, K. C.** Changing Scope of Prosocial Activities by Social Enterprises: An Application of Stakeholder Theory. Manuscript submitted for presentation at Academy of International Business in Seoul, South Korea in July 2024.

Alexander, K. C., McAllister, C. P., Mackey, J. D., Ellen, B. P., & Phillipich, M. A. (2023). Reconceptualizing social desirability bias and reconsidering its measurement: A self-presentation theory perspective. Manuscript presented at the Southern Management Association annual meeting in St. Petersburg, Florida.

Ellen III, B. P., **Alexander, K. C.**, Mackey, J. D., & McAllister, C. P. (2023). You, me, or us: The relative effects of personality and destructive leadership on workplace deviance. Manuscript presented as a part of the Toxic Traits Symposium at Academy of Management annual meeting in Boston, Massachusetts.

Alexander, K. C., McAllister, C. P., Mackey, J. D., Ellen, B. P., & Shelnett, S. (2022). What do you want to hear?: Meta-analyzing social desirability bias. Manuscript presented at the Southern Management Association annual meeting in Little Rock, Arkansas.

Phillipich, M. A., McAllister, C. P., Mackey, J. D., Ellen, B. P., & **Alexander, K. C.** (2022). An examination of cultural values as moderators of interpersonal and organizational deviance. Manuscript presented at the Southern Management Association annual meeting in Little Rock, Arkansas.

Mackey, J. D., McAllister, C. P., Ellen, B. P., **Alexander, K. C.**, & Carson, J. (2022). Building and maintaining an effective authorship team. Symposium presented at the Southern Management Association annual meeting in Little Rock, Arkansas.

Alexander, K. C., Mackey, J. D., Maher, L. P., McAllister, C. P., Ellen III, B. P., & Robinson, C. (2021). A cross-cultural view of destructive leadership and followers' task performance. Manuscript presented at the Academy of Management annual meeting in Philadelphia, Pennsylvania.

Alexander, K. C., Mackey, J. D., Maher, L. P., McAllister, C. P., Ellen III, B. P., & Robinson, C. (2021). A cross-cultural view of destructive leadership and followers' task performance. Manuscript accepted for presentation at the Academy of Management annual meeting in Philadelphia, Pennsylvania.

Palmer, J. C., **Alexander, K. C.**, Perrewé, P. L., Mackey, J. D., Ellen III, B. P., & McAllister, C. P. (2021). A meta-analysis of the role of destructive leadership and personality on subjective well-being. Manuscript accepted for presentation at the Academy of Management annual meeting in Philadelphia, Pennsylvania.

Waddingham, J. A., **Alexander, K. C.**, & Zafar, S. (2021). *Racing ahead: Marathon running as a signal of entrepreneur well-being and tenacity*. Manuscript presented as a paper session at Babson College Entrepreneurship Research Conference on June 9-12, 2021.

Alexander, K. C. (2020). *Entrepreneurial charisma: A systematic review and actionable research agenda*. Manuscript presented at the Southern Management Association annual meeting in St. Pete Beach, Florida (presented virtually).

Alexander, K. C., Mackey, J. D., McAllister, C. P., & Walker, H. J. (2020). *Being a jerk at work: An examination of disagreeableness, narcissism, and insubordination*. Manuscript presented at the Southern Management Association annual meeting in St. Pete Beach, Florida (presented virtually).

Carson, J. E., **Alexander, K. C.**, McAllister, C. P., & Ellen, B. P., III. (2020). *Incivility begets incivility when we share responsibility: Examining attributional sharedness*. In J. D. Mackey (chair): Rebels without a cause? A symposium about quantitative and qualitative counterproductive work behavior research. Symposium presented at the Southern Management Association annual meeting in St. Pete Beach, Florida (presented virtually).

Alexander, K. C., Ellen, B. P., III, Mackey, J. D., McAllister, C. P., & Carson, J. E. (2020). *A meta-analysis of the Big Five and Dark Triad as predictors of workplace deviance*. Manuscript presented at the Academy of Management annual meeting in Vancouver, British Columbia, Canada (presented virtually).

McAllister, C. P. & **Alexander, K. C. (2019).** *Insubordination: Research opportunities for an emerging construct*. In J. D. Mackey (chair): Welcome to the dark side: A symposium about counterproductive work behaviors. Symposium presented at the Southern Management Association annual meeting in Norfolk, Virginia.

Alexander, K. C., Carson, J. E., & Mackey, J. D. (2019). *Destructive leadership, ineffective leadership, and interpersonal mistreatment constructs: A review and leader-member social exchange theoretical perspective*. Manuscript presented at the Academy of Management annual meeting in Boston, Massachusetts.

Alexander, K. C., Carson, J. E., McAllister, C. P., & Mackey, J. D. (2019). *An examination of insubordination as a response to abusive supervision*. Manuscript presented at the Academy of Management annual meeting in Boston, Massachusetts.

Book Chapters

Alexander, K. C., Mercer, I. S., & Mackey, J. D. (2021). A review of interpersonal mistreatment in the workplace from a global perspective. In G. R. Ferris, P. L. Perrewé, A. Akande, B., Adetoun, & M. Adewuyi (Eds.), *Emerging trends in global organizational science phenomena: Critical roles of entrepreneurship, cross-cultural issues, and diversity* (pp. TBD-TBD). Nova Science Publishers, Inc.

Palmer, J., **Alexander, K. C.,** Ellen, P., & Perrewe, P. (In Press). A meta-analytic examination of the impact of destructive leadership and employee personality on employee subjective well-being. In Rossi, A.M., McAllister, C. P., & Mackey, J. D. (Eds.), *Stress and quality of working life: Coping at work and at home* (pp. TBD-TBD). Information Age Publishing, Inc.

TEACHING EXPERIENCE

Teaching Interests

Organizational Behavior, Leadership, and Principles of Management

Instructor of Record

Loyola University Chicago, Management Department

<i>Managing People and Organizations</i> (MGMT 201) Students enrolled: 47 Overall instructor rating: 4.9/5.0	Fall 2021
<i>Managing People and Organizations</i> (MGMT 201-101) Students enrolled: 27 Overall instructor rating: 5.0/5.0	Spring 2022
<i>Managing People and Organizations</i> (MGMT 201-103) Students enrolled: 47 Overall instructor rating: 4.6/5.0	Spring 2022
<i>Managing People and Organizations</i> (MGMT 201-105) Students enrolled: 45 Overall instructor rating: 4.8/5.0	Spring 2022
<i>Managing People and Organizations</i> (MGMT 201-105) Students enrolled: 45 Overall instructor rating: 4.8/5.0	Spring 2022

Managing People and Organizations (MGMT 201-106) Fall 2022
Students enrolled: 42
Overall instructor rating: 4.8/5.0

Managing People and Organizations (MGMT 201-107) Fall 2022
Students enrolled: 34
Overall instructor rating: 4.8/5.0

Managing People and Organizations (MGMT 201-101) Spring 2023
Students enrolled: 45
Overall instructor rating: 4.9/5.0

Managing People and Organizations (MGMT 201-10W) Spring 2023
Students enrolled: 22
Overall instructor rating: 4.9/5.0

Managing People and Organizations (MGMT 201-104) Fall 2023
Students enrolled: 45
Overall instructor rating: 4.7/5.0

Managing People and Organizations (MGMT 201-106) Fall 2023
Students enrolled: 45
Overall instructor rating: 4.8/5.0

Managing People and Organizations (MGMT 201-10W) Fall 2023
Students enrolled: 22
Overall instructor rating: 4.9/5.0

SAMPLE STUDENT COMMENTS: “Lovely course. Learned a lot in the 15-week period and enjoyed the activities and assignments. I particularly enjoyed the self-reflection and self-interest emphasis placed on the assignments, allowing students to reflect and apply the course content in a meaningful way to their own lives.”

“Dr. Katherine Alexander was one of my most informative professors at Loyola. She was able to apply her area of expertise in each student’s area of study. This helped in terms of how to manage people in different sectors of business and showed us how to apply it in real world examples. Thank you for the amazing semester, I enjoyed the class.”

Auburn University, Management Department

Principles of Management (MNGT 3100; 1 section in-person) Summer 2019
Students enrolled: 21
Overall instructor rating: 5.76/6.00

Principles of Management (MNGT 3100; 1 section in-person) Fall 2019
Students enrolled: 115
Overall instructor rating: 5.79/6.00

Principles of Management (MNGT 3100; 1 section online) Fall 2020
Students enrolled: 120
Overall instructor rating: 5.71/6
Principles of Management (MNGT 3100; 1 section blended-flipped classroom) Fall 2021
Students enrolled: 115
Overall instructor rating: Currently teaching

SAMPLE STUDENT COMMENT: “(Ms.) Crawford is one of the best professors I have ever had throughout my four years here at Auburn. She is an amazing teacher and inspires us to not only do well and learn the material but also to be kind and do well just as a human rather than just as a student.”

SERVICE, PROFESSIONAL DEVELOPMENT, AND AFFILIATIONS

Journal Reviewing

Group and Organization Management (Editorial Board)
Journal of Business Research (Ad Hoc)
Journal of Organizational Behavior (Ad Hoc)
European Journal of Work and Organizational Psychology (Ad Hoc)
Current Psychology (Ad Hoc)
Personnel Review (Ad Hoc)

Conference Reviewing

Annual Meeting of the Academy of Management 2019 - 2021
Southern Management Association Annual Meeting 2020-Present

Service to Loyola University Chicago

College Level Committee Service

- Strategy Tenure Track Search Committee - Fall 2022
- Strategy and International Business Non-Tenure Track Search Committee - Spring 2022
- Family Business Center Advisory Board
- EPEC Teaching Opportunities as Requested

Service to Auburn University

University Level Committee

- University Advisory Committee for a Drug Free Campus & Workplace – Graduate Student Representative (2018-2019; 2019-2020; 2020-2021)

Contributed to Harbert Magazine - Harbert College of Business

- McAdory, J. (2021, Winter, pp. 15) Research: Roots of insubordination may lie in supervision.

Service to The PhD Project

The PhD Project Mission: To increase workplace diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow’s leaders.

Management Doctoral Student Association

- Service Committee
 - 2019 - Member and PDW Reviewer
 - 2020 - Co-Chair
 - PDW submitted for 2021 AOM annual meeting
Title: #ShareTheMic: Pandemic Adjustments, Allyship, and Antiracist Research & Practice
- Sessions Committee
 - 2019 - Member

Recruiting Student Representative from Auburn University

- Annual Chicago Conference – 2019

Panelist for the OB Breakout Session

- Annual Chicago Conference – 2024

Professional Development

- Attendee of the Tenure Project Summer 2023
- Participant in the Southern Management Association 2019 Early-Stage Doctoral Student Consortium
- Participant in the Academy of Management 2020 Human Resource Division Middle-Stage Doctoral Student Consortium
- Participant in the Academy of Management 2019 New Doctoral Student Consortium
- Participant in Auburn University’s 2019 Diversity Promising Practices Conference

Professional Affiliations

Academy of Management	December 2017 - Present
Academy of International Business	December 2020 - Present
Southern Management Association	March 2019 - Present
The PhD Project - Management Doctoral Student Association	August 2021 - Present
The PhD Project - Management Doctoral Student Association	August 2018 - Present

PROFESSIONAL EXPERIENCE

Graduate Teaching Assistant, August 2018-July 2021
Ph.D. Teaching Assistantship Program, Auburn, AL

Graduate Research Assistant, August 2017-August 2018
MBA Graduate Assistantship Program, Auburn, AL

BUSINESS SUPPORT MANAGER-TECHNOLOGY, MARCH 2016-JUNE 2017 **B.L. HERBERT INTERNATIONAL, BIRMINGHAM, AL**

Active Member & Research Assistant, November 2015-July 2017
PhD Prep Lab, Birmingham, AL

Program Manager of Innovation Depot Office & Initiatives, March 2015-March 2016
Project Manager, Mobility & New Business Technology, January 2015-March 2016
Leap Associate, July 2014-December 2014
BBVA Compass, Birmingham, AL

Student Assistant, 2012-2014
UAB Office of Undergraduate Admissions, Birmingham, AL

Teaching Assistant, February 2012-July 2012
Universidad de Jaen Center for Modern Language, Jaen, Spain

AWARDS & DISTINCTIONS

- Professional Recognitions
 - Harbert College of Business Outstanding PhD Student, Spring 2021
 - Auburn University York Scholarship, 2019 and 2020
 - Auburn MBA Graduate Research Assistantship, August 2017-December 2018
 - The PhD Project, Attendee (2016) and Doctoral Student Association Member

- Recognitions from the University of Alabama at Birmingham
 - UAB Business Undergraduate Scholarship, Collat Scholar
 - UAB Collegiate Honors Scholarship, 2009-2013
 - Michelin North American Dependent Scholarship, 2010-2014
 - Outstanding UAB Economics Student, 2014 Cohort
 - Emory International Global Health Case, Innovation Award 2014

Laura T. Madden

Associate Professor • East Carolina University
3108 Bate Building • Greenville, NC 27858
252-375-3732 • MaddenL@ecu.edu

EDUCATION

University of Tennessee – Knoxville, Tennessee	2013
<i>Doctorate of Philosophy, Organizations and Strategy</i>	
James Madison University – Harrisonburg, Virginia	2008
<i>Certificate in Online Teaching</i>	
James Madison University – Harrisonburg, Virginia	2004
<i>Masters of Arts in English</i>	
Virginia Polytechnic Institute and State University – Blacksburg, Virginia	2002
<i>Bachelors of Arts in English</i>	

ACADEMIC EMPLOYMENT

East Carolina University – Greenville, NC	August 2013 - Current
<i>Associate Professor</i>	
University of Tennessee – Knoxville, Tennessee	2008 - 2013
<i>Instructor and Research Assistant</i>	
Pellissippi State Community College – Knoxville, Tennessee	August 2008 - December 2008
<i>Adjunct Instructor</i>	
James Madison University – Harrisonburg, VA	2002 - 2008
<i>Adjunct Instructor and Teaching Assistant</i>	

HONORS

ECU Honored Instructor	2022
ECU COB Crystal Duck Award	2022, 2018
ECU COB Pirate Duck Award	2022, 2018
Stafford Teaching Award	2021
ECU COB Scholar-Teacher Award Recipient	2020-2021
ECU News Services COB Expert	Feb. 24, 2020
Talk like a Pirate Podcast Guest	2020
Management Department Research Award	2019
Southern Management Association Volunteer of the Year	2017
Best Doctoral Paper in Track, Management Education and Innovative Teaching, SMA	2017
Target Campus Grant (2)	2016-2017
Small Business Association Liaison Grant Awards (3)	2015-2017
Teaching with Technology Summer Academy Fellowship	2015
Summer Research Grant	2015
Showcase Symposium for the Managerial and Organizational Cognition Division, AOM	2012
Michael Stahl & Gregory M. Bounds Graduate Research Award	2012
Madison Teaching Fellowship	2007
Center for Instructional Technology Faculty Institute Online Course Development Grant	2005

RESEARCH

Published and Accepted Articles

- Madden, T. M., **Madden, L. T.**, Smith, A. D., & Strickling, J. A. (2023). "The firm is dead; long live the firm: A framework to classify firm survival after mergers and acquisitions." *Canadian Journal of Administrative Sciences*. Forthcoming.
<https://doi.org/10.1002/cjas.1729>
- Madden, L. T.**, Madden, T. M., & Smith, A. D. (2023). "Are we there yet?: A microfoundational examination of motivation during early international expansion." *International Journal of Multinational Corporation Strategy*. Forthcoming.
- Madden, T. M., **Madden, L. T.**, & Smith, A. D. (2023). "PechaKucha-based participatory video for organizational research." In A. D. Hill, A. F. McKenny, P. O’Kane, and S. Paroutis (Eds.) *Methods to Improve our Field (Research Methodology in Strategy and Management*, Vol. 14), Emerald Publishing Limited, pp. 157-174.
- Rogers, B., **Madden, L. T.**, Mai, E., & Le, M. H. (2021). "Asian Americans in the workplace: A systematic literature review." In K. Lukaszewski and D. Stone (Eds.) *Forgotten Minorities (Research in Human Resources Management)*, Information Age Publishing. Forthcoming.
- Rogers, B., **Madden, L. T.**, Grubb, L., & Karriker, J. (2021). "Shouting across the digital divide: The import of social interactions in virtual teams." *Team Performance Management*, 27 (1/2): 1-14. doi: 10.1108/TPM-05-2020-0042.
- Gur, F., Bendickson, J., **Madden, L. T.**, & McDowell, W. (2020). "Entrepreneurial opportunity recognition in the face of disasters." *International Journal of Entrepreneurial Behaviour & Research*, 26(4): 671-693.
- Bendickson, J., **Madden, L. T.**, & Matherne, C. (2020). "Graduate students mentoring undergraduate students' business innovation pitches." *The International Journal of Management Education*, 18(2): 100390.
- Madden, T. M., **Madden, L. T.**, & Smith, A. D. (2020). "Capturing organizational compassion through photographic methods", in Crook, T.R., Lê, J. and Smith, A.D. (Eds.) *Advancing Methodological Thought and Practice (Research Methodology in Strategy and Management*, Vol. 12), Emerald Publishing Limited, pp. 55-71.
- Barber, D., **Madden, L. T.**, Mayo, D., & Agarwal, R. (2020). "Two-course integration with student collaboration: Rapid prototyping and entrepreneurship." *Entrepreneurship Education*, 3: 57-76.
- Madden, L. T.**, McMillan, A., & Harris, O. (2020). "Drivers of selectivity in family firms: Understanding the impact of age and ownership on CSR." *Journal of Family Business Strategy*, 11(2): 10035.
- Munyon, T. P., **Madden, L. T.**, Madden, T. M., & Vigoda-Gadot, E. (2019). "(Dys)functional attachments?: How community embeddedness impacts workers during and after long-term unemployment." *Journal of Vocational Behavior*, 112: 35-50.
- Madden, T. M., McMillan, A., & **Madden, L. T.** (2018). "This is not a vacation: The shadow side of study abroad programs for faculty." *Journal of Management Education*, 43: 185-199.
- McMillan, A. & **Madden, L. T.** (2018). "Using Twitter to apply concepts from a strategy course." *Journal of Strategic Management Education*, 14: 19-35.
- Pittz, T., **Madden, L. T.**, & Mayo, D. (2017). "Catalyzing social innovation: Leveraging compassion and open strategy in social entrepreneurship." *New England Journal of Entrepreneurship*, 20(2): 36-51.

- Karriker, J., **Madden, L. T.**, & Katell, L. A. (2017). "Team composition, distributed leadership, and performance: It's good to share." *Journal of Leadership & Organizational Studies*, 24(4): 507-518.
- Madden, L. T.**, Eddleston, K. A., Kidder, D. L., Litzsky, B. E., & Kellermanns, F. W. (2017). "A Conservation of Resources study of standard and contingent employees." *Personnel Review*, 46(3): 644-661.
- Madden, T. M., **Madden, L. T.**, Strickling, J. A., & Eddleston, K. A. (2017). "Psychological contract and social exchange in family firms." *International Journal of Management and Enterprise Development*, 16(2): 109-127.
- Madden, T. M., **Madden, L. T.**, Rousseau, M. B., & Woehr, D. J. (2016). "Developing depth and breadth of research methods training through CARMA webcasts." *International Journal of Management Education*, 14(3): 368-378.
- Rousseau, M. B., Mathias, B. D., **Madden, L. T.**, & Crook, T. R. (2016). "Innovation, firm performance, and appropriation: A meta-analysis." *International Journal of Innovation Management*, 20(3): 1-29.
- Madden, L. T.**, & Smith, A. D. (2015). "Using photographs to integrate liberal arts learning in business education." *Journal of Management Education*, 39: 116-140.
- Madden, L. T.**, Mathias, B. D., & Madden, T. M. (2015). "In good company: The impact of perceived organizational support and positive relationships at work on turnover intentions." *Management Research Review*, 38(3): 242-263.
- Smith, A.D., **Madden, L. T.**, & Plowman, D.A. (2014). "Red-headed no more: Tipping points in qualitative research in management." In C.E. Lance & R.J. Vandenberg (Eds.), *More Statistical and Methodological Myths and Urban Legends* (pp. 67-84). New York, NY: Routledge.
- Madden, L. T.**, Duchon, D., Madden, T. M., & Plowman, D. A. (2012). "An emergent model of organizational capacity for compassion." *Academy of Management Review*, 37: 689-708.
- Meixner, C., Kruck, S. E., & **Madden, L. T.** (2010). "Inclusion of part-time faculty for the benefit of faculty and students." *College Teaching*, 58: 141-147.

Manuscripts in Progress

- Dredge, D. A., **Madden, L. T.**, Pieper, T., Smith, A. D., & Astrachan, J. "The walk and the talk in family firm acquisitions: Trust-building behaviors in acquisition integration." Target Journal: *Journal of Family Business Strategy*, Spring 2023.
- Madden, T. M., **Madden, L. T.**, & Smith, A. D. "Let's try it" – Complexity leadership and the microfoundations of organizational ambidexterity." Target Journal: *Emergence: Complexity & Organization*, Fall 2021.

P R E S E N T A T I O N S

- Madden, T. M. & **Madden, L. T.** "College is Too Expensive to Look Cheap: Helping Faculty Develop Their Professional Virtual Presence." SMA Annual Meeting, St. Pete Beach, FL – October 25-28, 2023.
- Madden, T. M. & **Madden, L. T.** "OBS at SMA: Using Open Broadcaster Software to increase professionalism in online teaching and meetings." SMA Annual Meeting, Little Rock, AR – October 20, 2022.
- Madden, T. M. & **Madden, L. T.** "Lights, camera, action! Moving towards excellence with online teaching video technology." SMA Annual Meeting, New Orleans, LA – November 4, 2021.

- Ford-Eickhoff, K., **Madden, L. T.**, Madden, T. M., & Randle, N. “Designing Flexible Courses: Agility in the Face of Crisis.” Southwestern Academy of Management, online, March 2021.
- Madden, T. M., **et al.** “You’ve got questions, we’ve got answers: A board-led discussion of SMA’s roles and survey responses.” Southern Management Association, Norfolk, VA – October 2019
- Madden, T. M., **Madden, L. T.**, & Solanelles, P. “In-class student participation: A self-assessment approach.” Southern Management Association, Norfolk, VA – October, 2019
- Barber, D., **Madden, L. T.**, Mayo, D., & Agarwal, R. “Designing cross-disciplinary coursework in entrepreneurship and rapid prototyping.” Southern Management Association, Norfolk, VA – October, 2019
- Bendickson, J., & **Madden L. T.**, & Matherne, C. “Graduate students mentoring undergraduate students’ pitches.” United States Association for Small Business and Entrepreneurship, St. Pete Beach, FL – January, 2019
- Gur, F., Bendickson, J., & **Madden, L. T.** “On the road to recovery: How do regions recover after disasters?” Academy of Management, Chicago, IL – August, 2018
- Livne-Tarandach, R., & **Madden, L. T.** “Compassion Micro Community Caucus: Improvising lives: Opportunities and challenges of compassion research.” Academy of Management, Chicago, IL – August, 2018
- Smolka, C., Hienert, C., Kellermanns, F. W., & **Madden, L. T.** “The paradox of leading: How leadership is organized in open and complex sharing systems.” Open and User Innovation Conference, New York, NY – August, 2018
- Katell, L. A., Serban, A., **Madden, L. T.**, Karriker, J. “Teamwork in the classroom: Effects of class modality on team performance.” Southern Management Association, St. Petersburg Beach, FL – October, 2017
- Munyon, T. P., **Madden, L. T.**, & Madden, T. M. “Binding ties: How community embeddedness and age affect unemployment duration among the chronically unemployed.” Southern Management Association, St. Petersburg Beach, FL – October, 2017
- Pittz, T. G., **Madden, L. T.**, & Mayo, D. “A process model for social entrepreneurship: Case study evidence of compassion and strategic openness.” United States Association for Small Business and Entrepreneurship, Philadelphia, PA – January, 2017
- Madden, L. T.**, & Worline, M. “Fostering positive connections: An Organizational Care and Compassion microcommunity caucus.” Academy of Management, Anaheim, CA – August, 2016
- Strickling, J. A., Madden, T. M., **Madden, L. T.**, Munyon, T. P. “Creatively embedded: Exploring the effects of creative class, embeddedness, and age on entrepreneurial intentions.” Babson College Entrepreneurship Research Conference, Bodø, Norway – June, 2016
- Gur, F., Bendickson, J., & **Madden, L. T.** “Disaster management: Recognizing opportunities during crises.” United States Association for Small Business and Entrepreneurship, San Diego, CA – January, 2016
- Madden, T. M., **Madden, L. T.**, & Smith, A. D. “PechaKucha Presentations in the Management Classroom.” Invited presentation in the Innovative Teaching Track – Southern Management Association, St. Petersburg Beach, FL – October, 2015
- Madden, T. M., **Madden, L. T.**, & Smith, A. D. “PechaKucha Presentations in the Management Classroom.” Teaching and Learning Conference –Academy of Management, Vancouver, BC – August, 2015
- Kanov, J., & **Madden, L. T.** “Dilemmas in Compassion.” Academy of Management, Vancouver, BC – August, 2015

- Madden, T. M., **Madden, L. T.**, & Ford-Eickhoff, K. “Builderific as an experiential strategic management exercise.” Southern Management Association, Savannah, GA – November, 2014
- Madden, L. T.**, Madden, T. M., Mathias, B. D. “On one condition: The impact of organizational policies on granting compassion.” Academy of Management, Philadelphia, PA – August, 2014
- Madden, T. M., **Madden, L. T.**, Smith, A. D., & Strickling, J. A. “The institutional logics of firm survival following merger and acquisition transactions.” Academy of Management, Philadelphia, PA – August, 2014
- Madden, L. T.**, Madden, T. M., Ray, J. L., & Smith, A. D. “Capturing compassion through photographic methods.” Academy of Management, Orlando, FL – August, 2013
- Smith, A. D., & **Madden, L. T.** “How we research and how we teach: Connecting research traditions to photographic uses in the classroom.” Academy of Management, Orlando, FL – August, 2013
- Madden, L. T.**, Madden, T. M., & Smith, A. D. “Bridging the hierarchical divide: Sensemaking and sensegiving between top and middle managers during strategic change.” European Group for Organizational Studies, Montreal, Canada – July, 2013
- Collins, M. E., Duchon, D., Gardner, W., Harris, S. G., Kellermanns, F. W., Lambert, L. S., **Madden, L. T.**, Madden, T. M. “Comprehensive examinations in doctoral education.” Southern Management Association, Fort Lauderdale, FL – October, 2012
- Madden, L. T.**, Eddleston, K. A., Kidder, D. L., Litzky, B. E., & Kellermanns, F. W. “Getting by with a little help from friends: Social support for contingent employees.” Southern Management Association, Fort Lauderdale, FL – October, 2012
- Avramchuk, A., Bloom, M., Cheshin, A., Colbert, A., Duchon, D., Dutton, J., Kahn, W., Lilius, J., **Madden, L. T.**, Madden, T. M., Maitlis, S., Plowman, D. A., Schabram, K., Workman, K. M. “Complicating compassion: Enriching our understanding of compassion providers and practice.” *Showcase Symposium for the Managerial and Organizational Cognition Division*. Academy of Management, Boston, MA – August, 2012
- Madden, T. M., **Madden, L. T.**, Woehr, D. J., Collins, M. E., Rousseau, M. B. “CARMA in the classroom: Supplementing doctoral research methods training with webcasts.” Academy of Management, Boston, MA – August, 2012
- Rousseau, M. B., Mathias, B. D., **Madden, L. T.**, & Crook, T. R. “Is innovation related to firm performance? A meta-analysis.” Academy of Management, Boston, MA – August, 2012
- Madden, L. T.**, Kellermanns, F. W., Eddleston, K. A., & Patel, P. C. “Wanted dead or alive: An investigation of the impact of sudden death of executives in family and non-family firms.” *Rencontres de St-Gall*, St. Gallen, Switzerland – September, 2012
- Madden, L. T.**, Madden, T. M., Duchon, D., & Plowman, D. A. “Positive returns for positive workplaces: The relationships between community and meaning at work and work unit performance.” Midwest Academy of Management, Omaha, NE – October, 2011
- Madden, L. T.**, Madden, T. M., Stiefel, D. A., & Smith, A. D. “Criteria for determining survival following mergers and acquisitions.” Midwest Academy of Management, Omaha, NE – October, 2011
- Madden, L. T.**, Madden, T. M., Duchon, D., & Plowman, D. A. “The impact of spirituality on work unit positivity: A matter of meaningfulness.” Academy of Management, San Antonio, TX – August, 2011
- Madden, L. T.**, Madden, T. M., Duchon, D., & Plowman, D. A. “The spiraling effect of positive work experience: How supervisors create positive work experiences.” Southern Management Academy, St. Petersburg Beach, FL – October, 2010
- Smith, A. D., Madden, T. M., **Madden, L. T.**, Stiefel, D. A., Ray, J., Smith, A., & Zontag, M. “A sensemaking model of leadership and long-term firm survival: Evidence from the Baby Bells, 1984-2008.” Academy of Management, Montreal, Canada – August, 2010

TEACHING EXPERIENCE

East Carolina University – Greenville, NC	Fall 2013 – current
Associate Professor of Management 4842: Strategic Management	
Assistant Professor of Management 4842: Small Business Strategy	
University of Tennessee – Knoxville, TN	Fall 2012
Instructor of Management 336: Organizational Behavior	
University of Tennessee – Knoxville, TN	Fall 2011 – Spring 2012
Instructor of Management 402: International Business Strategy	
University of Tennessee – Bordeaux, France	Summers 2009 & 2010
Teaching Assistant for International Business 459: International Competition	

SERVICE TO THE ACADEMIC COMMUNITY

Group & Organization Management, <i>Ad Hoc Reviewer</i>	since 2022
Journal of Small Business and Enterprise Development, <i>Editorial Board Member</i>	since 2022
Academy of Management Journal, <i>Ad Hoc Reviewer</i>	since 2020
Human Relations, <i>Ad Hoc Reviewer</i>	since 2019
Journal of Family Business Strategy, <i>Editorial Review Board Member</i>	since 2018
Journal of Management, <i>Ad Hoc Reviewer</i>	since 2017
Journal of Small Business Management, <i>Ad Hoc Reviewer</i>	since 2017
Management Research Review, <i>Ad Hoc Reviewer</i>	since 2017
Southern Management Association, <i>Track Chair</i>	2016
Journal of Family Business Strategy, <i>Ad Hoc Reviewer</i>	since 2016
International Journal of Management Education, <i>Ad Hoc Reviewer</i>	since 2016
United States Association of Small Business and Entrepreneurship, <i>Reviewer</i>	since 2016
Journal of Management Education, <i>Ad Hoc Reviewer</i>	since 2016
Southern Management Association, <i>Communications Co-Coordinator</i>	2015-2021
Academy of Management Review, <i>Ad Hoc Reviewer</i>	since 2015
Entrepreneurship Theory and Practice, <i>Ad Hoc Reviewer</i>	since 2014
Journal of Occupational and Organizational Psychology, <i>Ad Hoc Reviewer</i>	since 2013
Journal of Management Studies, <i>Ad Hoc Reviewer</i>	since 2013
Family Business Review, <i>Ad Hoc Reviewer</i>	since 2011
Southern Management Association Annual Meeting, <i>Reviewer and Discussant</i>	since 2011
Midwest Academy of Management, <i>Reviewer</i>	2011
Academy of Management Annual Meeting, <i>Reviewer and Session Chair</i>	since 2010
Southern Management Association Annual Meeting, <i>Reviewer</i>	since 2010

SERVICE TO THE UNIVERSITY

Faculty Advisory Council, <i>Member</i>	2022-current
Management Department Assessment Committee, <i>Member</i>	2022-current, 2014-2018
ECU Dissertation Committee, <i>Member</i>	2022-current
Assistant Mentorship Program, <i>Mentor</i>	2021-2022
Graduation Party, <i>Flag Bearer</i>	Fall 2021
Graduation Stage Party, <i>Hand-shaker</i>	Spring 2018
COB Leadership Conference, <i>Panel Chair</i>	2017 & 2018
Miller School of Entrepreneurship, <i>Steering Committee Member</i>	Summer 2017 - current
Management 4842 Master Syllabus, <i>Author</i>	Spring 2016
Think Assessment Committee, <i>Chair</i>	Fall 2020 - current

Think Assessment Committee, <i>Member</i>	Fall 2015 - current
Think Assessment Annual Retreat Session, <i>Leader</i>	Fall 2015 - Fall 2018
Senior Honors Project, <i>Mentor</i>	Fall 2015 - Spring 2016
Strategic Action Planning Committee, <i>Member</i>	Fall 2015 - Spring 2018
Management Department Social Media Committee, <i>Co-chair</i>	Fall 2015 - Spring 2019
Greenville Discovery Forum, <i>Attendee</i>	Fall 2015
Teaching with Technology Summer Academy, <i>Fellow</i>	Summer 2015
Strategic Management, <i>Course Coordinator</i>	Fall 2014 - Spring 2019
Strategic Management Case Competition, <i>Judge</i>	Fall 2013 - Fall 2017
Classroom Inclusion of Military Members, <i>Attendee</i>	Spring 2014
Management Department Open House, <i>Speaker</i>	Fall 2014 & Fall 2016
Women's Roundtable, <i>Member</i>	Spring 2014 - Spring 2015
Society for the Advancement of Management, <i>Faculty Advisor</i>	Fall 2014 - Spring 2015
East Carolina University Relay for Life Committee, <i>Member</i>	Fall 2013 - Spring 2014
Evaluation of Assurance of Learning Standards, <i>Assessor</i>	Fall 2013 - current
Welcome Hoopla, <i>Facilitator</i>	Fall 2015 & Fall 2017
Beta Gamma Sigma Induction, <i>Speaker</i>	Spring 2014
ECU Excels, <i>Member</i>	Fall 2013

PROFESSIONAL ASSOCIATIONS

Women in Business Education	since 2023
Southern Management Association	since 2009
Academy of Management	since 2009
Southwestern Academy of Management	since 2021
European Group of Organizational Studies	2013-2014
United States Association of Small Business and Entrepreneurship	2013, 2017
Midwest Academy of Management	2011-2012

Timothy M. Madden, PhD
Associate Professor of Management
East Carolina University
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EDUCATION

University of Tennessee – Knoxville, TN

Doctorate of Philosophy in Business Administration – Organizations and Strategy 2012

James Madison University – Harrisonburg, VA

Masters of Business Administration 2008

Bachelors of Business Administration 2003

ACADEMIC EMPLOYMENT

East Carolina University – Greenville, NC

Associate Professor of Management 2021 – Present

Assistant Professor of Management 2016 – 2021

Old Dominion University – Norfolk, VA

Assistant Professor of Management 2012 – 2016

University of Tennessee – Knoxville, TN

Graduate Research Assistant 2008 – 2012

HONORS AND AWARDS

Faculty Fellowship, ECU Office of Faculty Excellence 2024 – 2025

Max Ray Joyner Award: Outstanding Teaching in Distance Education, ECU 2024

MBA Graduation Hooder, ECU College of Business Spring 2024

Servire Society Member, ECU 2019 – Present

Teaching Fellowship Awarded, ECU Thomas D. Arthur Graduate School of Business 2023

MBA Graduation Hooder, ECU College of Business Fall 2023

Finalist, Max Ray Joyner Award for Outstanding Teaching in Distance Education, ECU Spring 2023

MBA Graduation Hooder, ECU College of Business Spring 2023

MBA Graduation Hooder, ECU College of Business Fall 2022

Flag Bearer, ECU Graduation Ceremony Fall 2022

<i>MBA Graduation Faculty Marshal</i> , ECU College of Business	Spring 2022
<i>Crystal Duck Award</i> , ECU College of Business	2021
<i>Crystal Duck Award</i> , ECU College of Business	2020
<i>Scholar-Teacher Award</i> , ECU	2020
<i>Crystal Duck Award</i> , ECU College of Business	2019
<i>Volunteer of the Year</i> , Southern Management Association	2017
<i>Best Reviewer – Strategic Management Track</i> , Southern Management Association	2017
<i>Outstanding Reviewer</i> , Southern Management Association	2013
<i>McGraw-Hill Best Symposium Award – MED Track – AOM Annual Meeting</i>	2011
<i>Teaching Fellowship Awarded</i> , University of Tennessee Chancellor’s Honors Program	2010

RESEARCH

Published Peer-Reviewed Journal Articles

- Madden, T. M.** 2023. “Using Open Broadcaster Software (OBS) to increase professionalism in online teaching and meetings.” *UNC System Learning and Technology Journal*. DOI: <https://journals.charlotte.edu/ljtj>
- Madden, T. M.**, Madden, L. T., & Smith, A. D. 2023. “The firm is dead; long live the firm: A framework to classify firm survival after mergers and acquisitions.” *Canadian Journal of Administrative Sciences*. Online First. DOI: <https://doi.org/10.1002/cjas.1729>
- Madden, L. T., **Madden, T. M.**, & Smith, A. D. 2022. “Are we there yet: A microfoundational examination of motivation during early international expansion.” *International Journal of Multinational Corporation Strategy*. Online First. DOI: 10.1504/IJMCS.2022.10049627
- Weber, T., **Madden, T. M.**, Moghaddam, K., & Maleki, A. 2022. “Organizational decision making through strategic caring: Gaining benefits by serving a wide range of stakeholders.” *CYRUS Global Business Perspectives*, 7: 1-21.
- Morehead, C. A. Shapiro, C. L., Reams, L. McEvoy, C., & **Madden T. M.** 2021. “A qualitative exploration of ticket-pricing decisions in intercollegiate athletics.” *Journal of Issues in Intercollegiate Athletics*, 14: 547: 573.
- Madden, T. M.**, McMillan, A., & Madden, L. T. 2019. “This is not a vacation: The shadow side of study abroad programs for faculty. *Journal of Management Education*, 43(2): 185-199.

- Munyon, T. P., Madden, L. T., **Madden, T. M.**, & Vigoda-Gadot, E. 2019. "(Dys)functional attachments?: How community embeddedness impacts workers during and after long-term unemployment." *Journal of Vocational Behavior*, 112: 35-50.
- Morehead, C. A., Shapiro, S. **Madden, T. M.**, Reams, L. McEvoy, C. D. 2017. "Athletic ticket pricing in the collegiate environment: An agenda for research." *Journal of Intercollegiate Sport*, 10: 83-103.
- Madden, T. M.**, Madden, L. T., Strickling, J. A., Eddleston, K. A. 2017. "Psychological contract and social exchange in family firms." *International Journal of Management and Enterprise Development*, 1/2: 109-127.
- Madden, T. M.**, Madden, L. T., Rousseau, M. B., & Woehr, D. J. 2016. "Developing depth and breadth of research methods training through CARMA webcasts." *International Journal of Management Education*, 14: 368-378.
- Vracheva, V., Judge, W. Q., **Madden, T. M.** 2016. "Enterprise strategy concept, measurement, and validation: Integrating stakeholder engagement into the firm's strategic architecture." *European Management Journal*, (34)4: 374-385.
- Madden, L., Mathias, B. D., & **Madden, T. M.** 2015. "In good company: The impact of perceived organizational support and positive relationships at work on turnover intentions." *Management Research Review*, 38(3): 242-263.
- Madden, L. T., Duchon, D., **Madden, T. M.**, & Plowman, D. A. 2012. "Emergent organizational capacity for compassion." *Academy of Management Review*, 37(4): 689-708.
- Crook, T. R., Shook, C. L., Morris, M. L., & **Madden, T. M.** 2010. "Are we there yet? An assessment of research design and construct measurement practices in entrepreneurship research." *Organizational Research Methods*, 13(1): 192-206.
- Crook, T. R., Shook, C. L., **Madden, T. M.**, & Morris, M. L. 2010. "A review of current construct measurement in entrepreneurship." *International Entrepreneurship and Management Journal*, 6(4): 387-398.
- Kolodinsky, R. W., **Madden, T. M.**, Zisk, D. S., & Henkel, E. T. 2010. "Attitudes about corporate social responsibility: Business student predictors." *Journal of Business Ethics*, 91(2): 167-181.

Published Book Chapters

- Madden, T. M.**, Madden, L. T., & Smith, A. D. 2023. PechaKucha-based participatory video for organizational research, In A. D. Hill, A. F. McKenny, P. O'Kane, and S. Paroutis (Eds.)

Methods to Improve our Field (Research Methodology in Strategy and Management, Vol. 14), Emerald Publishing Limited, pp. 157-174.

Madden, T. M., Madden, L. T. & Smith, A. D. 2020. Capturing organizational compassion through photographic methods, In T. R. Crook, J. Lê, and A. D. Smith (Eds.) *Advancing Methodological Thought and Practice (Research Methodology in Strategy and Management, Vol. 12)*, Emerald Publishing Limited, pp. 55-71.

Madden, T. M., Kellermanns, F. W., & Eddleston, K. A. 2015. Family business emotions. In M. Morris & D. Kuratko, (Eds). *Wiley Encyclopedia of Management (3rd Ed.)*: Wiley.

McKee, D. N., **Madden, T. M.**, Eddleston, K. A., & Kellermanns, F. W. 2013. Reprinted in 2014. Conflict in family firms: The good, the bad, and the ugly. In L. Melin, M. Nordquist, & P. Sharma (Eds.), *The SAGE handbook of family business*: 514-528: Sage.

Manuscripts in Progress

Madden, T. M. When teaching online means teaching from home. Target: *Journal of Management Education*.

Munyon, T. P., Madden, L. T., & **Madden T. M.** “Attributions of reemployment: Why do the long-term unemployed succeed in finding work?” Target: *Journal of Applied Psychology*

Madden, T. M., Madden, L. T., & Solanellas, P. “Developing human capital for future managers.” Target: *Journal of Management Education*

Madden, T. M., Madden, L. T., Engel, P. J., Hack, A., & Kellermanns, F. W. Complementing family firms’ social systems with outside directors.

Conference Presentations

Madden, T. M. & Madden, L. T. “Ready for your close-up: Free software options to professionalize your online teaching and meetings.” SMA Annual Meeting, San Antonio, TX – November 1, 2024.

McAllister, C. P., McAllister, M., Sexton, J. C., Ellen III, B. P., Madden, L. T., & **Madden, T. M.** “Which one of you is the good one?” - The subtle art of being married in academia.” SMA Annual Meeting, San Antonio, Texas – October 31, 2024.

Madden, T. M. & Madden, L. T. “College is too expensive to look cheap: Helping faculty develop their professional virtual presence.” SMA Annual Meeting, St. Pete Beach, Florida – October 25, 2023.

- Madden, T. M.** “Using Open Broadcaster Software to increase professionalism in online teaching and meetings.” UNC System Learning and Technology Symposium, Charlotte, NC – April 11, 2023.
- Madden, T. M. & Madden, L. T.** “OBS at SMA: Using Open Broadcaster Software to increase professionalism in online teaching and meetings.” SMA Annual Meeting, Little Rock, AR – October 20, 2022.
- Madden, T. M. & Madden, L. T.** “Lights, camera, action! Moving towards excellence with online teaching video technology.” SMA Annual Meeting, New Orleans, LA – November 4, 2021.
- Ford-Eickhoff, K. **Madden, T. M.**, Madden, L., & Randle, N. “Designing flexible courses: Agility in the face of crisis.” SWAM Annual Meeting, Online – March 4, 2021.
- Madden, T. M.** “Stress-eating through 2020.” SMA Annual Meeting, Online – October 22, 2020.
- Madden, T. M.**, Madden, L. T., & Solanellas, P. M. “In-class student participation: A self-assessment approach.” SMA Annual Meeting, Norfolk, VA – October 11, 2019.
- Munyon, T. P, Madden, L. T., **Madden, T. M.** “Binding ties: How age and community links predict unemployment duration among the chronically unemployed.” SMA Annual Meeting, St. Pete Beach, FL – October 26, 2017.
- Madden, T. M.** “Passing on content but failing on policies – Incorporating positive organizational scholarship principles to develop virtuous management classrooms.” SMA Annual Meeting, Charlotte, NC – October 25, 2016.
- Weber, T., Judge, W. Q., & Markowski, E., **Madden, T. M.**, & Frazier, M. L. “Strategic caring: An empirical study.” 2016 AOM Annual Meeting, Anaheim, CA – August 8, 2016.
- Strickling, J. A., **Madden, T. M.**, Madden, L. T., Munyon, T. P. “Creatively embedded: Exploring the effects of creative class, embeddedness, and age on entrepreneurial intentions.” BCERC, Bodø, Norway – June 9, 2016.
- Morehead, C. A., Shapiro, S., Reams, L. M., McEvoy, C., & **Madden, T. M.** “Athletic ticket pricing in the collegiate environment: An agenda for research.” NASSM 2016 Conference, Orlando, FL – May 31, 2016.
- Madden, T. M.**, Madden, L. T., & Smith, A. D. “PechaKucha presentations in the management classroom.” SMA Annual Meeting, St. Pete Beach, FL – October 30, 2015.
- Madden, T. M.**, Smith, A. D., & Khobdeh, M. S. “Let’s try it’ – Countering environmental complexity with complexity leadership to achieve organizational ambidexterity.” SMA Annual Meeting, St. Pete Beach, FL – October 30, 2015.

- Madden, T. M.** “Passing on content, failing on policies: Virtuous principles in the management classroom.” SMA Annual Meeting, St. Pete Beach, FL – October 29, 2015.
- Weber, T., Judge, W. Q., & **Madden, T. M.** “Understanding organizational relationships with stakeholders: Strategic caring.” AOM Annual Meeting, Vancouver, BC – August 11, 2015.
- Madden, T. M.**, Madden, L. T., & Smith, A. D. “PechaKucha presentations in the management classroom.” AOM Annual Meeting, Vancouver, BC – August 9, 2015.
- Beck, T. E., Ford-Eickhoff, K., Loughry, M. L., Madden, L. T., **Madden, T. M.**, Wheatley, K. (Alphabetical) “Building better bridges: Designing effective undergraduate capstone courses.” SMA Annual Meeting, Savannah, GA – November 14, 2014.
- Madden, T. M.**, Madden, L.T., Ford-Eickhoff, K. “Builderific as an experiential strategic management exercise.” SMA Annual Meeting, Savannah, GA – November 14, 2014.
- Madden, L. T., **Madden, T. M.**, Mathias, B. D. “On one condition: The impact of organizational policies on granting compassion.” AOM Annual Meeting, Philadelphia, PA – August 5, 2014.
- Madden, T. M.**, Madden, L. T., Smith, A. D., & Strickling, J. A. “The institutional logics of firm survival following merger and acquisition transactions.” AOM Annual Meeting, Philadelphia, PA – August 4, 2014.
- Madden, L. T., **Madden, T. M.**, Ray, J. A. & Smith, A. D. “Capturing compassion through photographic methods.” AOM Annual Meeting, Orlando, FL – August 13, 2013.
- Madden, T. M.**, Madden, L. T., & Smith, A. D. “Bridging the hierarchical divide: Sensemaking and sensegiving between top and middle managers during strategic change.” EGOS Colloquium, Montreal, Canada – July 4, 2013.
- Madden, T. M.**, Madden, L. T., Collins, M. E. “Comprehensive examinations in management doctoral education.” SMA Annual Meeting, Fort Lauderdale, FL – November 1, 2012.
- Madden, T. M.**, Madden, L. T., Woehr, D. J., Collins, M. E., Rousseau, M. B. “CARMA in the classroom: Supplementing doctoral research methods training with webcasts.” AOM Annual Meeting, Boston, MA – August 7, 2012.
- Avramchuk, A., Bloom, M., Colbert, A., Cheshin, A., Duchon, D., Dutton, J. E., Kahn, W., Lilius, J., Madden, L. M., **Madden, T. M.**, Maitlis, S., Plowman, D. A., Schabram, K., Workman, K. M. (Alphabetical) “Complicating compassion: Enriching our understanding of compassion providers and practice.” (*MOC Showcase Symposium*) AOM Annual Meeting, Boston, MA – August 6, 2012.
- Madden, T. M.**, Madden, L. T., Smith, A. D., Stiefel, D. A. “Criteria for determining survival following mergers and acquisitions.” MAM Annual Meeting, Omaha, NE – October 21, 2011.

- Madden, L. T., **Madden, T. M.**, Duchon, D., Plowman, D. A. “Positive returns for positive workplaces: The relationships between community and meaning at work and work unit performance.” MAM Annual Meeting, Omaha, NE – October 21, 2011.
- Loughry, M. L., Ohland, M. W., Woehr, D. J., Lamm, E., Petkova, A., **Madden, T. M.**, & Collins, M. E. “Team-based learning and peer evaluation in management education: Issues, challenges, and solutions.” (*Awarded Best Symposium in MED Division*) AOM Annual Meeting, San Antonio, TX – August 16, 2011.
- Madden, L. T., **Madden, T. M.**, Duchon, D., Plowman, D. A. “The spiraling effect of positive work experience: How supervisors create positive work experiences for others.” SMA Annual Meeting, St. Pete Beach, FL – October 30, 2010.
- Smith, A. D., **Madden, T. M.**, Madden, L. T., Stiefel, D. A., Ray, J. A., Smith, A. S., & Zondag, M. M. “A sensemaking model of leadership and long-term firm survival: Evidence from the Baby Bells, 1984-2008.” AOM Annual Meeting, Montreal, Quebec – August 6, 2010.
- Crook, T. C., Shook, C. L., **Madden, T. M.**, Morris, M. L. “A review of current construct measurement practices in entrepreneurship research” SMA Annual Meeting, Asheville, NC – October 28, 2009.
- Kolodinsky, R. W., & **Madden, T. M.** “Attitudes about corporate social responsibility: Business student predictors.” SMA Annual Meeting, St. Pete Beach, FL – October 30, 2008

Invited Research and Teaching Presentations

- Madden T. M.** “Teach, Meet, and Collaborate.” Virtual Presentation to West Virginia University College of Business Faculty and Staff. February 23, 2024.
- Madden, T. M.** “Up your game and your virtual presence.” ECU College of Business Lunch and Learn. September 23, 2022.
- Madden, T. M.** The ten-minute tune-up: Free and easy adjustments to improve credibility and professionalism on video. ECU Technology Tailgate: The Classroom Reimagined. April 8, 2022.
- Madden, T. M.** “Setting up a home student for online teaching.” ECU Technology Tailgate: Celebrating Successful Teaching Strategies. April 30, 2021.
- Madden, T. M.** & Judge, W. Q. “CARMA at Old Dominion University: Webcasts for supplemental research methods education.” Dean’s Research Seminar Series – January 18, 2012
- Madden, L. T., & **Madden, T. M.** “Complexity theory and the publication process.” Organizational theory doctoral seminar at UNC-Charlotte – November 3, 2011

Funded Research Projects

Crook, T. R., Combs, J. G., Ketchen, D. J., Mackey, D., **Madden, T. M.**, & Williamson, B. 2011.

“Reducing transaction costs within United States Air Force acquisition programs: Insights from defense contractors.”

Dissertation Committees – Old Dominion University

Michael Litano – Outside committee member – Work family engagement and LMX	2017
Craig Morehead – Outside committee member – Stakeholder engagement in ticket pricing	2016
Serdar Turedi – Outside committee member – Organizational ambidexterity in supply chains	2016
Veselina Vracheva – Committee member – Three essays on the enterprise strategy of the firm	2014
Thomas Weber – Committee member – Two essays on organizational caring and performance	2014

TEACHING EXPERIENCE

East Carolina University – Graduate Strategic Management (MGMT 6722)

Semester	Online Sections	Face to Face Sections	Number of Students	Survey Respondents	Rating / 5.00
2024 Spring	2	1	64	36	4.89
2023 Fall	2	0	51	22	5.00
2023 Spring	2	0	55	23	4.95
2022 Fall	1	0	24	5	5.00
2022 Spring	1	0	35	18	4.78
2021 Fall	1	0	28	14	4.93
2021 Spring	1	0	25	14	5.00
2020 Fall	1	0	30	16	4.75
2020 Spring	2	0	40	22	4.95
2019 Fall	1	0	25	15	4.75
2019 Spring	1	0	24	13	4.92
2018 Fall	0	1	10	5	5.00
2018 Spring	0	1	10	8	5.00
2017 Fall	0	1	6	2	5.00

East Carolina University – Undergraduate Strategic Management (MGMT 4842)

Semester	Online Sections	Face to Face Sections	Number of Students	Survey Respondents	Rating / 5.00
2024 Spring	1	0	25	7	4.86
2023 Fall	1	0	25	8	4.63

2023 Spring	2	0	54	23	4.92
2022 Fall	2	0	49	10	4.88
2022 Spring	1	0	30	10	4.70
2021 Fall	2	0	46	11	4.82
2021 Spring	2	0	73	22	4.73
2020 Fall	2	0	99	10	4.50
2020 Spring	0	1	33	15	5.00
2019 Fall	0	2	50	39	4.95
2019 Spring	0	2	74	26	4.74
2018 Fall	0	2	56	22	4.96
2018 Spring	0	2	48	18	4.83
2017 Fall	0	2	56	30	4.77
2017 Spring	0	2	63	34	4.51
2016 Fall	0	2	48	15	4.67

Old Dominion University – Graduate

Management 835: Doctoral Seminar in Organizational Theory Spring 2013 – Spring 2016

(No instructor ratings available for doctoral seminars due to small class size)

Management 750: Business Policy and Strategy (22 students) Spring 2014

(Rated 4.91 / 5.00, n = 21) *Finalist for MBA Professor of the Year Award*

Old Dominion University – Undergraduate

Management 485W: Strategic Management (10 sections, 222 students) Fall 2012 - Spring 2016

(Average Rating: 4.82 / 5.00 (n = 142) across all sections)

University of Tennessee – Undergraduate

Management 350: Introduction to Entrepreneurship Spring 2012

(Rated 4.41 / 5.00)

Management 402: International Business Strategy 2009 – 2011

(Average Rating 4.12 / 5.00 across all sections)

Undergraduate Honors 100: T-Shirts and Globalization Fall 2010

Teaching Assistant

International Business 459: International Competition in Bordeaux, France Summer 2009

Teaching Assistant

SERVICE TO THE UNIVERSITY

East Carolina University

Distance Education and Learning Technology Committee (University)	2024 – Present
Faculty Fellow, Office of Faculty Excellence (University)	2024 – Present
TVCL Graduate Committee (College)	2019 – Present
Personnel Committee (Departmental)	2021 – 2024
Graduation Committee Chair (Departmental)	2017 – 2021
Dean’s Search Committee (College)	2018 – 2019
Library Committee (Departmental)	2016 – 2018

Old Dominion University

Strome College of Business Institutional Review Board	2014 – 2016
Strategic Management Doctoral Program Admissions Committee	2013 – 2016
PhD Project University Representative	2012 – 2015
Commencement Faculty Marshall	2013 – 2015
Convocation Faculty Representative	2013 – 2015

University of Tennessee

Chancellor’s Doctoral Regalia Committee	2011 – 2012
Project GRAD Summer Institute Presenter	2011
Graduate Student Senate Travel Awards Subcommittee Member	2010 – 2011
PhD Project University Representative	2009 – 2010
College of Business Awards Committee	2008

James Madison University

Gilliam Center for Free Enterprise and Ethical Leadership Committee Member	2011– 2017
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SERVICE TO THE PROFESSION

Southern Management Association

<i>Communications Coordinator (Appointed Board Position)</i>	2015 – Present
<i>Reviewer</i>	2008 – 2024
<i>Pre-Doctoral Consortium Panelist</i>	2012 – 2021
<i>Best Paper Committee Member (Management Education Track)</i>	2016 – 2019, 2022
<i>Best Paper Committee Member (Strategic Management Track)</i>	2013, 2015, 2018

<i>Best Doctoral Paper Committee Member</i> (Management Education Track)	2018, 2019
<i>Session Facilitator</i>	2009 – 2019
<i>Best Doctoral Paper Committee Member</i> (Strategic Management Track)	2018
UNC System Learning and Technology Symposium	
<i>Conference Marketing and Communications</i>	2024 – 2025
Academy of Management Annual Meeting	
<i>Best Paper Committee Member</i> (Management Education Division)	2023, 2024
<i>Reviewer</i>	2009 – 2017
Ad-hoc Reviewing	
<i>Canadian Journal of Administrative Sciences</i>	2024 – Present
<i>Group and Organization Management</i>	2019 – Present
<i>Journal of Management Education</i>	2017 – Present
<i>Entrepreneurship Theory and Practice</i>	2015
<i>Ethical Perspectives</i>	2014
<i>Business and Society</i>	2013