

VITA

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Professor of Management
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TEACHING INTEREST

Organizational behavior (graduate and undergraduate) Business Strategy (graduate and undergraduate) Communications for Managers (graduate), Leadership, Organizational Theory, Current Issues in Management, and Introduction to Management. In addition, I have taught the following courses; Human Resource Management, Compensation Management, Collective Bargaining, Business and Society and others.

DEGREES

Post Doctoral Study, Louisiana State University, fall, 1986.

D.B.A., 1981, Mississippi state University; Major: Management; Minors: Finance and Marketing; Dissertation: "A Model for the Identification of the State of the Art in the Management Literature for Selected Management Concepts."

M.B.A., 1974, University of South Carolina, Columbia, South Carolina.

B.S., 1973, University of South Carolina; Major: Business Administration, emphasis in Management, Columbia, South Carolina.

ACADEMIC EXPERIENCE

2010-present: Professor of Management, Soules College of Business, The University of Texas at Tyler.

2010-2013: Chair, Department of Management and Marketing. College of Business and Technology, The University of Texas at Tyler.

2010-present: Emeritus Professor of Management, The University of Southern Mississippi.

2008-2010: Professor of Management, Spring Hill College

1980-2008: Professor (1988), Associate Professor (1982), Assistant Professor (1980), Department of Management, The University of Southern Mississippi.

2000-2003: Director of the Graduate School of Management, College of Business Administration, The University of Southern Mississippi. Locations: Hattiesburg, Long Beach, and Stennis.

1991-1995 Chair, Department of Management and MIS, College of Business Administration, The University of Southern Mississippi.

1986: Fall Term - visiting Associate Professor, Department of Management, Louisiana State University.

1979-1980: Instructor, Department of Management, Mississippi State University.

1975-1976: Instructor, Business Administration, St. Andrews Presbyterian College.

PROFESSIONAL AND HONORARY ORGANIZATIONS

Academy of Management.

Southern Management Association.

Beta Gamma Sigma, Business Administration, honorary.

Omicron Delta Epsilon, Economics, honorary.

Omicron Delta Kappa, honorary.

Sigma Iota Epsilon, Management, honorary.

Delta Sigma Pi.

HONORS, AWARDS, AND CERTIFICATIONS

Friends of Conservation Award, 2020. Presented by Lamar County SWCD before the Board of Supervisors for Lamar County, Mississippi for contribution to environmental education.

AP Outstanding Teaching Award, 2019. Selected by faculty in the Souls College of Business and funded by Academic Partners.

Certificate of Achievement 2017-2018, Most Engaging Course "MANA 5320 Organizational Behavior", Executive MBA Healthcare Management Program, The University of Texas at Tyler, Soules College of Business. Awarded by the students in the program, December 2018.

Outstanding Faculty Award for College of Business and Technology at The University of Texas at Tyler November, 2018. The award was presented by Texas Alpha XI Chapter of ALPHA Chi National College Honor Society.

Outstanding Faculty Award for College of Business and Technology at The University of Texas at Tyler November, 2015. The award was presented by Texas Alpha XI Chapter of ALPHA Chi National College Honor Society.

Granted Sabbatical Leave for the spring of 2004 to travel to the Slovak Republic. Invited by the Institute of Slovak and World Economies of the Slovak Academy of Sciences and the Slovak University of Technology Bratislava, the faculty of mechanical Engineering to participate in joint research and present several papers.

Invited Scholar in residence Ecole Superieure De Commerce International in Fontainebleau, France for January 1- 15 in 1997. Invited again for two weeks in March, 1998. All expenses paid by Ecole Superior De Commerce International.

Granted Sabbatical Leave for the Spring of 1994 to travel to the Slovak Republic. Invited by the Institute of Economics of the Slovak Academy of Sciences and the Technical University of Bratislava to participate in joint research and present several papers.

Recipient of the South Central Bell Outstanding Faculty Award, 1987. The award is presented to the outstanding faculty member of College of Business Administration annually. The recipient is chosen by the Business Student Advisory Council.

Granted Sabbatical Leave for the fall of 1986 to visit Louisiana State University to study research design and methodology. I was given visiting Associate Professor status while in attendance.

Recipient of the Louis K. Brandt Faculty Research Award in the College of Business Administration, 1986. Presented bi-annually to a faculty member who has contributed significantly to scholarly publication while employed by the University of Southern Mississippi. The recipient is selected by an external reviewer.

Richard D. Irwin Doctoral Fellowship in Business, Economics and Social Sciences, 1979-1980.

Outstanding Management Teacher of the Year Award, given by the Society for the Advancement of Management, 1981.

Management Student of the Year, University of South Carolina, 1973. Selected by the faculty in Management.

FUNDED RESEARCH AND GRANTS:

Recipient of 1996 Summer Grant for the Improvement of Instruction from the University of Southern Mississippi for "Enhancing Student Learning through Global Competition: An International business Simulation." Received summer salary of approximately \$9,000. (With David Duhon)

Travel Grant Award provided by the University of Southern Mississippi from a grant received from the Mississippi Business Round Table and the U.S. Department of Education, Business, and International Education Program. The travel grant for \$3200.00 was to support travel to Slovakia in may1993.

Travel Grant Award from Financial Services Volunteer Corp to support travel to Bratislava, Czech and Slovak Federal Republic. Invited by the Rector of the Slovak Technical University to discuss curriculum development. April 29 – May 15, 1992. \$3600.00. (with Dr. Ty Black)

Recipient of 1983 Summer Research Grant from the University of Southern Mississippi. Received summer salary of approximately \$4,000.

Bushardt, S.C. & Williams, D.C. (1983) The packaging of underutilized species of finfish for export from the gulf and south Atlantic regions: Problems, constraints and recommendations, A Monograph published by the Bureau of Business Research, the

University of Southern Mississippi. Research Funded (\$20,000.00) by the Gulf and South Atlantic Fisheries Development Foundation, Incorporated (January, 1983).

Bushardt, S.C. & Debnath, S. (1983) A position paper and literature review on the use of the polygraph, a working paper, Research funded by McRae's Inc. (\$1500. 00)

PUBLICATIONS

Articles in Professional Journals:

Camp, K, Young, M & Bushardt, S. C. (January 10, 2022) A millennial manager skills model in the new remote environment, Management Research Review,

Young, M., Camp, K. & Bushardt, S. C. (2020) Leadership Development: A Hierarchy of Followership Skills During a Crisis, Journal of Leadership Accountability and Ethics, Vol.17, no 5, 127-133.

Bushardt, S. C., Young, M. & Beal, B. (2018) Understanding work passion: An important element in career success and improved quality of life, Journal of Organizational Psychology, Vol.18, no2, 23-29.

Bushardt, S. C., Young, M. & Bari, A. (2018) Transitioning to Management: Challenges and Opportunities for the Millennial Generation. Journal of Business Diversity, Vol.18, no 1, 9-16.

Bushardt, S. C., Beal, B., Young, M., & Khosla, S. (2016) Professional nurses and the dark side of work passion. Nursing Management, Vol. 47, no 1, 48-52

Heard, P. M., Hartman, S., Beal, B. & Bushardt, S.C. (2014). Nurse comfort...more than helpful hands. Nursing Management, Vol. 45, no 4, 30-35.

Heard, P. M., Hartman, S., & Bushardt, S.C. (2013). Rekindling the flame: Using mindfulness to end nursing burnout. Nursing Management, vol. 44, no 11, 24-29

Bushardt, S. C., Glascoff, D. W., & Doty, D. H. (2011). Organizational Culture, Formal Reward Structures, and Effective Strategy Implementation: A Conceptual Model. Journal of Organizational Culture, Communication and Conflict, vol. 15, no. 2, 57-70

Bushardt, S. C., Glascoff, D. W., & Doty, D. H. (2010). Career advancement strategies for the new decade: Out with the old; In with the new. Journal of Business and Training Education, vol. 19, Fall, 29-34.

Bushardt, S. C., Glascoff, D. W. & Doty, D. H. (2010). Delegation, authority, and responsibility: A reconfiguration of an old Paradigm. Advances in Management, vol.3 no. 9, 9-12.

Doty, D. H., Bushardt, S. C., & Wheatley, K. (2007). An extension of the Configurational Fit Methodology and Support for a Respecification of Mintzberg's Theory. Journal of Current Issues in Finance, Business and Economics, vol.1, no. 2/3, 53-67.

Bushardt, S. C., Lambert, J., & Duhon, D. L. (2007). Selecting A Better Carrot: Organizational learning, formal rewards and culture; A Behavioral Perspective. Journal of Organizational Culture, Communication and Conflict, vol. 11, no. 2, 67-79.

Topping, S., Duhon, D. & Bushardt, S. (2006) "Oral History as a Classroom Tool: Learning Management Theory from the Evolution of an Organization" Journal of Management History, vol. 12 no. 2, 154-166.

Duhon, D., Bushardt, S. & Daniel, F. (2006) "Performance Appraisal: An Experiential Exercise in Giving Feedback to Enhance Student Skills," Decision Sciences Journal of Innovative Education, vol. 4, no 1, 141-146.

Bushardt, S.C., Fretwell, C., & Cumbest, P. (1994). Continuous improvement through employee training: A case example from the financial services industry. The Learning Organization: An International Journal, 1, 1, 11-16.

Sheets, T.L. & Bushardt, S.C. (1994). Effects of the applicant's gender-appropriateness and qualifications and rater self-monitoring propensities on hiring decisions. Public Personnel Management, 23, 3, 373-382.

Holdnak, B.J., Harsh, J. & Bushardt, S.C. (1993). An examination of leadership style and its relevance to shift work in an organizational setting. Health Care Management Review, 18, 3, 21-30.

Fowler, A., Bushardt, S.C. & Jones, A. (1993). Retaining nurses through conflict resolution. Health Progress, 74, 5, 25-29.

Bushardt, S.C. & Fowler, A. (1993). Differences in management theory and practices: Are management journals a contributing factor. Mid-Atlantic Journal of Business, 29, 1, 133-143.

Johnson, J, Duhon, D., & Bushardt, S.C. (1991). Change orientation of nursing personnel: Identifying catalysts for organizational adaptations. Nursing Management, 22, 11, 56-57.

Bushardt, S.C., Fretwell, C. & Holdnak, B.J. (1991). The mentor/protege relationship: A biological perspective. Human Relations, 44, 6, 619- 639.

Bushardt, S.C., Duhon, D. & Fowler, A. (1991). Management delegation myths and the paradox of task assignment: An integrative review. Business Horizons, 34, 2, 37-43.

Williams, Jr. D.C., Bushardt, S.C. & Nissan, E. (1991). Packaging for export: A case study of underutilized finfish, Marine Policy: The International Journal of Ocean Affairs, 15, 1, 15-22.

Holdnak, B.J., Clemons, T. & Bushardt, S.C. (1990) Evaluating organization training with the Solomon four-group design: A field study in self-esteem training, Journal of Managerial Psychology, 5, 5, 25-31.

Bushardt, S.C., Jenkins, M. & Cumbest, P.B. (1990) Performance appraisal: Enhancing employee development through interpersonal feedback appraisals, Training and Development Journal, 44, 3, 29-32.

Bushardt, S.C., Fowler, A. & Debnath, S. (1990) A contingency approach to organizational effectiveness through structural adaptation, American Business Review, VII, 1, 16-24.

Jones, M.A., Bushardt, S.C. & Cadenhead, G. (1990) A paradigm for effective resolution of interpersonal conflict, Nursing Management, 21, 2, 64B-64L.

Bushardt, S.C., Fowler, A. & Debnath, S. (1988) Sales force motivation: A theoretical analysis, Human Relations, 41, 12, 901-914.

Bushardt, S.C. & Fowler, A. (1988) Performance evaluation alternatives, Nursing Management, 18, 10 40-44.

Myrick, M.B., Bushardt, S.C. & Cadenhead, G. (1988) Managerial success sex-role behavior and nursing leadership, Today's O. R. Nurse, 10, 9, 31-35.

Bushardt, S.C. & Allen, B. (1988) Role ambiguity in the male/female protege relationship, Equal Opportunities International, 7, 2, 5-8.

Bushardt, S.C., Fowler, A. & Fuselier, E.P. (1988) Delegation: Authority and responsibility: the myth and the reality, Akron Business and Economic Review, 19, 1, 71-77.

Bushardt, S.C., Fowler, A. & Caveny, R. (1988) Sex-role behavior and leadership: An empirical investigation, Leadership and Organizational Development Journal, 8, 5, 13-16.

Debnath, S., Fowler, A. & Bushardt, S.C. (1987) The strategic use of bankruptcy prediction models: An aid to executive decision-making, Journal of Business Strategies, 4, 2, 87-97.

Bushardt, S.C. & Fowler A. (1987) Improving teaching effectiveness: Merit pay vs. Organizational culture, Capstone Journal of Education, 7, 2, 28-38.

Fowler, A. & Bushardt, S.C. (1986) T.O.P.E.S.: Task oriented performance evaluation system, Advanced Management Journal, 51, 4, 4-8.

Hudson, J. & Bushardt, S.C. (1987) Diagnosis and treatment of student motivational problems, Laboratory Medicine, 18, 1-07-109.

Bushardt, S.C., Fowler, A. & Debnath, S. (1985) Behaviorally anchored rating scales: A valuable aid to the personnel functions, Akron Business and Economic Review, 16, 2, 26-32.

Fowler, A., Bushardt, S.C. & Brooking, S. (1985) An analysis of the authorship in management oriented journals: The relationship between school status, article type, publication outlet and author academic position, Journal of Business Communication, 22, 3, 25-36.

Wolfe, D.E. & Bushardt, S.C. (1985) Interpersonal conflict: Strategies and guidelines for resolution, Journal of the American Medical Records Association, 56, 2, 18-22.

Schnake, M.E., Bushardt, S.C. & Spottswood, C. (1984) Internal work motivation and intrinsic job satisfaction: The effects of goal clarity, goal difficulty, participation in goal setting, and task complexity, Group and Organizational studies, 9, 2, 201-219.

Bushardt, S.C. & Debnath S. 1984) Pay secrecy: The boomerang effect, Business Insights, 3, 1, 22-24.

Lipscomb, J.W. & Bushardt, S.C. (1984) Implementing robotics in Mississippi, Business Insights, 3, 1, 22-25.

Fowler, A. & Bushardt, S.C. (1982) Labor arbitration: A winning perspective, Business Insights, 2, 2, 9-11.

Bushardt, S.C., Moore, R.N. & Debnath, S. (1982) Picking the right person for your mentor, Advance Management Journal, 47, 3, 46-51.

Bushardt, S.C. & Brooking, S. (1982) Managing the boss: Learning to manage your superior and reap recognition and reward, Management World, 11, 5, 38-39.

Bushardt, S.C. & Fowler, A. (1982) Compensation and benefits: Today's dilemma in motivation, The Personnel Administrator, 27, 4, 23-26.

Wolfe, D.E. & Bushardt, S.C. (1985) Interpersonal conflict: Strategies and guidelines for resolution, Journal of the American Medical Records Association, 56, 2, 18-22.

Bushardt, S.C., Toso, R. & Schnake, M.E. (1981) Can money motivate? Management World, 10, 11, 25-26. The original article was summarized and published in Changing Times, vol 36 no 2 (May 1982), pp. 20-21. Portions of the article was syndicated by Copley's National Radio Service, (summer 1992) .

Bushardt, S.C. & Miles, B. (1981) Behavioral anchored rating scales: A better method of performance appraisal, South Mississippi Business Insights, 1, 1, 1-4.

Bushardt, S.C. & Schnake, M.E. (1981) Employee evaluation, measure performance not attitude, Management World, 10, 2, 41-42.

PROCEEDINGS:

Young M., Morgan, T & Bushardt, S. C. (2022) Employee engagement: Implications for job design during a pandemic” Abstract, the Proceedings of SWDI 51^s Annual conference of March 2-5, 2022, New Orleans, Louisiana

Bushardt, Stephen C., Young, Marilyn & Bari, Abdulah (2017) “Transitioning to Management: Challenges and Opportunities for Millenials” the Proceedings of 48th Annual Meeting of DSI, Washington D.C., November 18-20, 2017.

Johnson, G., Camp, K, & Bushardt, S.C. (2013) “Professional branding as an interview management strategy” the Proceedings of 2013 Annual International Convention of the Association of Business Communication, New Orleans, Louisiana.

Francis Daniel & Bushardt, S. C. (2005) “Managing Diversity from a Strategic Perspective: A Competing Values Approach” the Proceedings of 2005 SWDSI annual conference 675-685

Fowler, A. & Bushardt, S.C. (1997) Deselection: The fine art of terminating unneeded employees, Proceedings Academy of Strategic and Organizational Leadership, Allied Academies National Conference, Las Vegas, Nevada, 77-81.

Fowler, A. & Bushardt, S.C. (1997) Performance in organizations: Recognizing factors that contribute to Performance, Proceedings Academy of Strategic and Organizational Leadership, Allied Academies National Conference, Las Vegas, Nevada, 72-76.

Fowler, A., Duhon, D., Brown, G., & Bushardt, S.C. (1997) Sales force compensation and motivation to perform: An application of expectancy theory and operant conditioning, Proceedings Academy of Marketing Studies, Allied Academies National Conference, Las Vegas, Nevada, 38-43.

Fowler, A. & Bushardt, S.C. (1993) Franchise Staffing: The Practical Reality of Demographic Change, Proceedings The American Management Foundation and The Association on Employment Practices and Principles Annual Conference, San Diego, California.

Fowler, A. & Bushardt, S.C. (1993) Management: A new definition, a basis for better understanding, Proceedings the Association of Management, Atlanta, Georgia, 11,2,65-69.

Garrity, M.A., Holliman, B. & Bushardt, S.C. (1993) Trust, efficiency, effectiveness and job satisfaction, Proceedings Southwest Division of the Academy of Management, New Orleans, Louisiana, 61-65.

Debnath, S., Robin, D. & Bushardt, S.C. (1991) Multitrait-multimethod matrix: An assessment of two independent measurement methods among selected methods using a multidimensional scaling approach, Proceedings of the Southern Management Association, Atlanta, GA, 499-501.

Thomlinson, P. & Bushardt, S.C. (1991) Relationship between self-monitoring, tolerance for ambiguity, and risk taking to performance and job satisfaction in sales personnel, Proceedings of Southwest Division of the Academy of Management, Houston, Texas, 175-178.

Sheets, T.L., Holliman, B. & Bushardt, S.C. (1990) Effects of the applicant's gender-appropriateness and qualifications and rater self-monitoring propensities on hiring decisions, Proceedings of the Southern Management Association, Orlando, Florida, 381-383.

Fretwell, C., Debnath, S. & Bushardt, S.C. (1990) An analysis of perceived sex-role characteristics of mentors and protégés within the mentor/protege relationship, Proceedings of the Southern Management Association, Orlando, Florida, 222-224.

Williams, B.J., Nissan, E. & Bushardt, S.C. (1990) Packaging underutilized species of fish for export: A case study of finfish, Proceedings of the Fourth Conference of the International Institute of Fisheries Economics and Trade. (August 7-12, 1988) Esbjerg, Denmark. Seafood Trade. Fishing Industry Structures and Fish Stocks – the Economic Interaction. Vol. 1, pp. 328-35. Edited by Hans Frost and Peder Andersen, (September) 1990.

Holdnak, B.J., Clemons, T. & Bushardt, S.C. (1989) Self-esteem training and organizational correlates: A field study, Proceedings of the 1989 Southern Management Association, New Orleans, Louisiana, 205-207.

Bushardt, S.C., Fowler, A. & Davis, J.L. (1989) Career characteristics auction, Proceedings of the 26th annual meeting of the Eastern Academy of Management Meeting, Portland, Maine 79.

Duhon, D.L., Johnson, J. & Bushardt, S.C. (1989) A demographic analysis of change seekers: Potential catalysts for organizational adaptation, Proceedings of the Eastern Academy of Management Meeting, 26th annual meeting, Portland, Maine 130-132.

Fowler, A. & Bushardt, S.C. (1989) Collective bargaining simulations: Adding reality through point scoring, Proceedings of the Developments in Business Simulation & Experiential Exercises, 1989 ABSEL Meeting, Orlando, Florida, 16.

Fowler, A. & Bushardt, S.C. (1988). When arbitration conflicts with the law: An expansion of expansion of employee rights, Proceedings, Council of Employee Responsibilities and Rights Journal, Virginia Beach, Virginia.

Bushardt, S.C. & Fowler, A. (1987) Teaching evaluation: An experiential exercise in giving and receiving feedback, Proceedings, Eastern Academy of Management, Boston, MA, 225.

Debnath, S., Bushardt, S.C. & Capella, L.M. (1985) Behavior modification theory: An application to promotion game, Proceedings, Southwest Marketing Association Conference, New Orleans, Louisiana 1-4.

Bushardt, S.C., Caveny R. & Ferguson, G. (1984) The relationship between sex-role behaviors and leadership styles and effectiveness for supervisory nursing personnel, Proceedings, Southern Management Association, New Orleans, Louisiana, 92-94.

Bushardt, S.C., Brooking, S. & Fowler, A. (1982) A quantitative analysis of the relative importance of empirical and non-empirical articles with respect to the authors academic position, school status, and choice of journal types, Proceedings: Decisions Sciences In The Public And Private Sectors: Theory and Applications. Thirteenth annual conference, Southwest Region of AIDS, Dallas, Texas, 91-93.

Bushardt, S.C., Brooking, S. & Fowler A. (1982) The impact of the communication process on the business and academic view of selected management concepts: An empirical investigation through content analysis. The Proceedings of the Southwest Division of the American Business Communication Association, Dallas, Texas.

Bushardt, S.C., Fowler, A. & Brooking S. (1982) An empirical analysis of academic and professional journal publication during 1980: The impact of business school status and author academic position, The Proceedings of the Southwest Division of the Academy of Management, Dallas, Texas, 58-61.

Bushardt, S.C. & Moore, R.N, (1981) Author and journal attitude expressed toward performance appraisal in selected management journals: An empirical analysis through

content analysis, The Proceedings of the Southern Management Division of the Academy of Management, Atlanta, Georgia, 144-146.

Bushardt, S.C. & Schnake, M.E. (1980) An empirical investigation of author and journal bias toward MBO: An analysis of the literature, What Can Management Do To Improve Productivity In The 1980 Decade? Proceedings of the Southern Management Association, New Orleans, Louisiana, 135-137.

Other Publications:

Bushardt, S. C., Beal, B., Young, M., Khosla, S. (2016) Professional nurses and the dark side of work passion: Obsessive passion can lead to burnout and work-life imbalance, harming your personal life, as well as causing negative effects for your organization Nursing made incredible Easy, Adapted from Bushardt, S. C., Beal, B., Young, M., Khosla, S. (2016) Professional nurses and the dark side of work passion. Nursing Management, Vol. 47, no 1, 48-52. Accepted for publication in the summer of 2016.

Bushardt, Stephen C. and Larriviere, James B., (2009) "Do Business Schools Have a Role in the Current Financial Environment?" Decision Sciences Journal of Innovative Education, vol. 7, no.2 July 2009 Volume 7 Number 2 pp. 353-356. Non-refereed publication..

Bushardt, S.C. & Fowler, A. (1993) Enhancing Teacher ; Effectiveness: An Exercise in Giving and Receiving Feedback, Proceedings The American Management Foundation and The Association on Employment Practices, and Principles Annual Conference, San Diego, California, 269. [ABSTRACT]

Jones, A., Fowler, A., & Bushardt, S.C. (1992). Job conflict resolution styles of nurses Journal of Nursing Administration, 22, 11, 63. [ABSTRACT]

Bushardt, S.C. & Fowler, A. (1991) The art of feedback, The 1989 Annual: Developing Human Resources. University Associates, Inc. Publishers and Consultants, San Diego, CA, 9-16. An adaptation of the article is in Volume I of The Encyclopedia of Team-building and Team-development Activities, edited by J. William Pfeiffer. p. 84.

PROFESSIONAL MEETINGS

Topping, S., Duhon, D. & Bushardt, S. (2005) "Oral History as a Classroom Tool: Learning Management Theory from the Evolution of an Organization" The Academy of Management meeting, Honolulu, Hawaii.

Bushardt, S.C., Allen, B. (May, 1987) Male-mentor and female-protege: Problems and opportunities" presented at the Women and Work Symposium sponsored by The University of Texas at Arlington.

Fowler, A., Caveny, R. & Bushardt, S.C. (May, 1986) An Explanation of The Leadership Perceptions of Women Managers and Their Subordinates. Presented at the Women and Work Symposium sponsored by The University of Texas at Arlington, Texas. An abstract published in the Executive Summary. Stephen Christian Bushardt, Page 10.

Bushardt, S.C. & Fowler, A. (March, 1984) An empirical analysis of the role of journals as a contributing factor in differences in management theory and practice, presented at the Western Division of the Academy of Management in Vancouver, Canada.

Bushardt, S.C., Caveny, R. & Ferguson, R. (Spring, 1984) "Some research findings on the relationship between androgyny and leadership, presented at the, Nursing Conference held at the University of Southern Mississippi, sponsors: Gamma Lambda Chapter, Sigma Theta Tau, and the University of Southern Mississippi School of Nursing.

CURRENT RESEARCH INTERESTS

Behavioral perspective of organization culture and the role of culture as a mediating variable between formal rewards and individual behavior. Sociobiological understanding of gender differences and their resulting impact on behavior within an organizational context.

OTHER PROFESSIONAL ACTIVITIES

Review Board Member for Decision Sciences Journal of Innovative Education, 2000-present.

Associate Editor on the Editorial Review Board of the Learning organization: An International Journal, 1992 to present.

Member of the Editorial Board for The Journal of Business Strategies, 1985-2000.

Adjunct member of Board of Reviewers for the Journal of Management Issues, 1988-2000.

Reviewer for The Personnel Administrator, 1981-1982.

Editor, Business Insights, 1983-1985.

Track-chairman for the Health Care Administration/ Public Sector/ Management History track of the 1991 Southern Management Association meeting in Atlanta, GA, November, 1991.

Reviewed books for The Dryden Press, West Publishing Company and Harper & Row, Publishers, Inc.

COMMITTEES: The University of Texas at Tyler

Elected to the College of Business and Technology Tenure and Promotion committee, 2013 - to present

Faculty Senate 2010 to 2013

Faculty Search Committee, Chair, 2015.

COMMITTEES: Spring Hill College

Departmental Committee for the revision of the curriculum for the Management and Marketing Major 2008.

Dissertation committee for Pamela Heard whose completing her PhD in Nursing from The University of Southern Mississippi. 2010.

COMMITTEES: University of Southern Mississippi

Elected to the following University committees: Academic Council, Graduate Council, Faculty Senate

Appointed to the following University committees: Sabbatical Leave Request Screening Committee (Chair), Summer Research Awards Committee, Summer Teaching awards Committee, the University Grade Review Committee and the University Tenure and promotion committee.

College Committees: elected to serve on the tenure and promotion committee of the College of Business for 15 plus years and served as chair of the tenure and promotion committee in the college; Elected to the University tenure and Promotion Committee - 2008. Chair, Graduate Programs Committee, Chaired College of Business Strategic Planning Team, College of Business Research Enhancement Committee.

Other committees

Dissertation committees in Psychology, Education and Nursing. Thesis committees in Psychology and Nursing.

NONACADEMIC ACTIVITIES

The Lamar County Soil and Water Conservation Commission. Primarily involved in environmental education programs in public and private schools. 2014-2020

Elected Commissioner to the Lamar County Soil and Water Conservation Commission. Primarily involved in environmental education programs in public and private schools, 2002 to 2010.

Elected to the Board of the Canebrake Homeowners Association 2008-2009.

Member of the Executive Board of the Pine Burr Area Council of the Boy Scouts of America, 2004-2009.

Member of the Craft Committee for technology at laurel High School, Laurel, MS. Major activities include key note speaker at their banquet, attending student presentations and technology advisement. 2006-2009.