

Dr. John James Cater III

University of Texas at Tyler
3900 University Drive
Tyler, TX 75799

Vita: October 30, 2012

jcater@uttyler.edu
225-266-9934 (c)
903-565-5518 (o)

Academic Positions

University of Texas at Tyler

College of Business and Technology

Department of Management and Marketing

Associate Professor of Management

Director of the Center for Family and Small Enterprises, May 2012 - present

Nicholls State University

College of Business Administration

Department of Management and Marketing

Assistant Professor of Management, August 2006 - May 2012

Louisiana State University

E. J. Ourso College of Business

Rucks Department of Management

Research and Teaching Assistant, August 2001- August 2006

Education

Louisiana State University

E. J. Ourso College of Business

Rucks Department of Management

Ph.D. in Management, August 2006

Wake Forest University

Babcock Graduate School of Business Management

Master of Business Administration, 1983

Wake Forest University

B.S. in Business and History, Cum Laude, 1981

Publications

Peer Reviewed Journal Articles - Publications Pending

Kidwell, R. E., Eddleston, K. A., Cater, J. J., & Kellermanns, F. W. 2012. How one bad family member can undermine a family firm: Preventing the Fredo effect. Accepted for publication at *Business Horizons*, August 23, 2012, forthcoming in January/February 2013.

Varela, O., Cater, J. J., & Michel, N. (2012) On-line learning in management education: An empirical study of the role of personality traits. Accepted for publication at the *Journal of Computing in Higher Education*. Published online first April 10, 2012.

Peer Reviewed Journal Articles

Cater, J. J., Michel, N., Varela, O. (2012). Challenges of Online Learning in Management Education: An Empirical Study. *Journal of Applied Management and Entrepreneurship*, Volume 17, Number 4, 76-96.

Cater, J. J. (2012). The Pierre Part Store: A Case Study. *Journal of Family Business Management*, Volume 2, Issue 2, 166-180.

Cater, J. J. (2011). Leadership crisis at Algood Press: A case study. *Journal of the International Academy for Case Studies*, Volume 17, Number 5, 85-96; Volume 17, Number 6, 73-80.

Cater, J. J. (2011). Generational Differences in Family Business Leadership: A Case Study. *Small Business Institute Journal*, Volume 7 (April), 52-79.

Cater, J. J. & Zachry, B. (2011). Company Stock Valuation and Acquisition in a Family Business (Buying Out the Relatives): A Case Study. *Academy of Business Disciplines Journal*, Volume 1, Number 1, 1-13.

Varela, O., Cater, J. J., Michel, N. (2011). Similarity-Attraction in Learning Contexts: An Empirical Study. *Human Resource Development Quarterly*, Volume 22, Number 1 (Spring), 49-68.

Cater, J. J., & Chadwick, K. (2010). Entering the ice cream business: A case study of Kleinpeter Farms Dairy. *Journal of the International Academy for Case Studies*, Volume 16, Special Issue 1, 29-38; Special Issue 2, 21-28.

Cater, J. J., & Justis, R. T. (2010). The development and implementation of shared leadership in multi-generational family firms. *Management Research Review*, Volume 33, Issue 6, 563-585.

Cater, J. J. (2009). Success in network marketing: A case study. *Journal of Business Cases and Applications*, Volume 2 (Winter), 71-76.

Michel, N., Cater, J. J., & Varela, O. (2009). Active versus passive teaching styles: An empirical study of student cognitive outcomes. *Human Resource Development Quarterly*, Volume 20, Number 4 (Winter), 397-418.

Cater, J. J., & Chadwick, K. (2009). Choosing an exit strategy: A case study. *Academy of Business Disciplines Journal*, Volume 1, 84-94.

Cater, J. J. (2009). Rebecca's Boutique: Starting Her Own Business. *Journal of Business Cases & Applications*, Volume 2 (Summer), 6-14.

Cater, J. J., & Justis, R. T. (2009). The development of successors from followers to leaders in small family firms: An exploratory study. *Family Business Review*, Volume 22, Number 2, 109-124.

Cater, J. J., & Chadwick, K. (2008). Response to Hurricane Katrina: A small business approach. *Academy of Strategic Management Journal*, Volume 7, 2008 Special Issue, 55-76.

Cater, J. J., & Chadwick, K. (2008). Raising Cane's response to Hurricane Katrina. *Academy of Strategic Management Journal*, Volume 7, 2008 Special Issue, 121-137.

Cater, J. J., Beal, B. D., & Justis, R. T. (2008). Family business in Louisiana: The case of Rabenhorst Funeral Homes. *Annual Advances in Business Cases*, Volume 27, 220-240.

Cater, J. J., & Schwab, A. (2008). Turnaround strategies in established small family firms. *Family Business Review*, Volume 21, Number 1, 31-50.

Pawlowski, S. D., Kaganer, E., & Cater, J. J. (2007). Focusing the research agenda on burnout in IT: Social representations of burnout in the profession. *European Journal of Information Systems*, Volume 16, 612-627.

Srivandhana, T., & Cater, J. J. (2006) Thailand: Southeast Asian tiger or historical underachiever. *Journal of International Business Research*, Volume 5, Number 2, 107-128.

Cater, J. J. (2005). The rise of the furniture manufacturing industry in western North Carolina and Virginia. *Management Decision/ Journal of Management History*, Volume 43, Number 6, 906-924.

Cater, J. J. (2004). Successful succession: A study of a fifth generation family firm. *The Entrepreneurial Executive*, Volume 9, 2004, 71-96.

Other Publications

Cater, J. J. (2012). A Conversation with George Vozikis, Director of the Institute for Family Business at California State University Fresno. Forthcoming in *Journal of Applied Management and Entrepreneurship*, Volume 17, Number 2.

Cater, J. J. (2012). Family Business in the Oilfield: A Conversation with Paul Danos of Danos & Curole. Forthcoming in *Journal of Applied Management and Entrepreneurship*, Volume 17, Number 1, 84-92.

Cater, J. J. (2011). Oil Spill in the Gulf: A Conversation with Bill Foret, President of Abdon Callais Offshore. *Journal of Applied Management and Entrepreneurship*, Volume 16, Number 4, 104-113.

Cater, J. J. (2010). Exit Strategies for Entrepreneurs: A Conversation with Chris Curtin of Bankers Advocate Group. *Journal of Applied Management and Entrepreneurship*, Volume 15, Number 1, 115-123.

Cater, J. J. & Lichenstein, N. (2009). Oilfield Production Services: A Conversation with Ron Bartels of Eagle Consulting, LLC. *Journal of Applied Management and Entrepreneurship*. Volume 14, Number 4, 63-72.

Cater, J. J. (2009). Three generations of civil engineering: A conversation with Kenneth Smith of T. Baker Smith, Inc. of Houma, LA. *Journal of Applied Management and Entrepreneurship*, Volume 14, Number 2, 115-125.

Cater, J. J. (2009). Managing the recovery after Hurricane Katrina: A conversation with Manny Kaiser and Chuck Kaiser of Acme Refrigeration of Baton Rouge. *Journal of Applied Management and Entrepreneurship*, Volume 14, Number 1, 117-127.

Cater, J. J. & Chadwick, K. (2008). After Hurricane Katrina: A conversation with Todd Graves of Raising Cane's Chicken Fingers. *Journal of Applied Management and Entrepreneurship*, Volume 13, Number 2, 110-119.

Cater, J. J. (2007). Developing Leaders Within Family Businesses: From Followers to Leaders. *VDM Vertag Dr. Muller Publishing*, ISBN: 978-3-8364-2943-6.

Cater, J. J. (2007). We love our cows: A conversation with Jeff Kleinpeter of Kleinpeter Farms Dairy. *Journal of Applied Management and Entrepreneurship*, Volume 12, Number 2, 93-101.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007). Tugboats on the Mississippi: A conversation with Jack Jackson. *Journal of Applied Management and Entrepreneurship*, Volume 12, Number 1, 94-102.

Cater, J. J. (2006). Long life in the family firm: An exploratory study of business and family success. *Family Business Casebook Annual 2006*, 83-104.

Cater, J. J., Beal, B. D., & Justis, R. T. (2006). Fourth generation success: A conversation with Karen Rabenhorst Kerr of Rabenhorst Funeral Homes. *Journal of Applied Management and Entrepreneurship*, Volume 11, Number 3, 78-89.

Cater, J. J., Beal, B. D., & Justis, R. T. (2006). Family success in the air conditioning business: The case of Mike Miller of Star Service, Inc. *Journal of Applied Management and Entrepreneurship*, Volume 11, Number 2, 90-102.

Published Proceedings

Cater, J. J., Michel, N., Varela, O. (2012, August). Challenges of Online Learning in Management Education: An Empirical Study. *Academy of Management Conference Proceedings*, Boston, MA.

Cater, J. J. (2012, February) Perque Flooring: A Case Study of Multiple Successors in the Family Business. *Southwest Case Research Association Proceedings*, New Orleans, LA.

Cater, J. J. (2012, January) Exit strategies for family business leaders: The challenge of multiple successors. *USASBE Conference Proceedings*, New Orleans, LA.

Cater, J.J. (2011, August). *The Woodville Republican* and Four Generations of the Lewis Family: A Case Study. *Academy of Management Conference Proceedings*, San Antonio, TX.

Cater, J. J., Varela, O., Michel, N. (2011, August) On-line versus traditional learning: An empirical study of student cognitive outcomes. *Academy of Management Conference Proceedings*, San Antonio, TX.

Cater, J. J. (2011, February). Generational Differences in Family Business Leadership: A Case Study. *Small Business Institute Conference Proceedings*, Bonita Springs, FL.

Cater, J. J. & Zachry, B. (2010, November). Company Stock Valuation and Acquisition in a Family Business (Buying Out the Relatives): A Case Study. *Academy of Business Disciplines Conference Proceedings*, Ft. Myers.

Cater, J. J. (2010, April). Leadership crisis at Algood Press: A case study. *Allied Academies Proceedings*, New Orleans, LA.

Cater, J. J. (2009, November). Success in network marketing: A case study. *Academy of Business Disciplines Conference Proceedings*, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2009, November). Choosing an exit strategy: A case study. *Academy of Business Disciplines Conference Proceedings*, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2009, October). Entering the ice cream business: A case study of Kleinpeter Farms Dairy. *Allied Academies Proceedings*, Las Vegas, NV.

Varela, O., Cater, J. J., Michel, N. (2009). Similarity Attraction in Learning Contexts: The Role of Trainee's Personality (ML-09-0032). *Academy of Management Conference Proceedings*, Chicago, IL. (August 2009).

Michel, N., Cater, J. J., & Varela, O. (2009, February). Active versus Passive Teaching Styles: An Empirical Study of Student learning Outcomes. *Small Business Institute Proceedings*, St. Petersburg, FL.

Cater, J. J. (2008, November). Rebecca's Boutique: Starting Her Own Business. *Academy of Business Disciplines Proceedings*, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2008, April). Response to Hurricane Katrina: A small business approach. *Allied Academies Proceedings*, Tunica, MS.

Cater, J. J., & Chadwick, K. (2008, April). Raising Cane's response to Hurricane Katrina. *Allied Academies Proceedings*, Tunica, MS.

Cater, J. J., Beal, B. D., & Justis, R. T. (2008, January). The development of shared leadership in multi-generational family firms. *USASBE/SBI Joint Conference Proceedings*, San Antonio, TX.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, November). The development of successors from followers to leaders in the family business: An exploratory study. *Southern Management Association Proceedings*, Nashville, TN.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, July). Family business in Louisiana: The case of Rabenhorst Funeral Homes. *Society for Case Research Summer Case Writers' Proceedings*, River Falls, WI.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Servant leadership in the family business: An exploratory study. *USASBE/SBI Joint Conference Proceedings*, Orlando, FL.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Family business in Louisiana: The case of Rabenhorst Funeral Homes. *USASBE/SBI Joint Conference Proceedings*, Orlando, FL.

Cater, J. J. (2006, April). The expansion of Wal-Mart: American icon or evil empire. *Allied Academies' Proceedings*. New Orleans, LA.

Srivandhana, T., & Cater, J. J. (2006, March) Thailand: Southeast Asian tiger or historical underachiever. *Southwest Academy of Management Proceedings*, Oklahoma City, OK.

Cater, J. J. (2006, January). Long life in the family firm: An exploratory study of business and family success. *USASBE/SBI Joint Conference Proceedings*, Tucson, AZ.

Cater, J. J., & Schwab, A. (2005, November). Turnaround strategy in the family business: An exploratory investigation. *Southern Management Association Proceedings*, Charleston, S. C.

Cater, J. J. (2005, March). Turnaround strategy in the family business. *Southwest Academy of Management Proceedings*, Dallas, Texas.

Pawlowski, S. D., Kaganer, E., & Cater, J. J. (2004, December). Mapping perceptions of "Burnout" in the IT profession: A study using social representations theory. *International Conference on Information Systems Proceedings*, Washington, D.C.

Cater, J. J. (2004, August). The rise of the furniture manufacturing industry in western North Carolina and Virginia. *Academy of Management Proceedings*, New Orleans, Louisiana.

Cater, J. J. (2004, March). Exploring servant leadership: Antecedents and consequences. *Southwest Academy of Management Proceedings*, Orlando, Florida.

Cater, J. J. (2003, November). The survival of vintage firms. *Southern Management Association Proceedings*, St. Petersburg, Florida.

Cater, J. J. (2003, March). The relationship of expertise and leadership style with job involvement. *Southwest Academy of Management Proceedings*, Houston, Texas.

Refereed Presentations

Cater, J. J. & Kidwell, R. (2013) Successor Team Dynamics in Small Family Businesses. Paper to be presented at the USASBE Conference in San Francisco, January 2013.

Cater, J. J., Michel, N., Varela, O. (2012, August). Challenges of Online Learning in Management Education: An Empirical Study. Paper presented at the Academy of Management Conference, Boston, MA.

Cater, J. J. (2012, February) Perque Flooring: A Case Study of Multiple Successors in the Family Business. Paper to be presented at Federation of Business Disciplines Annual Meeting 2012, New Orleans, LA, Southwest Case Research Association.

Cater, J. J. (2012, January) Exit strategies for family business leaders: The challenge of multiple successors. Paper presented at the USASBE Conference, New Orleans, LA.

Cater, J.J. (2011, August). *The Woodville Republican* and Four Generations of the Lewis Family: A Case Study. Paper presented (cross divisional) at the Academy of Management Conference, San Antonio, TX.

Cater, J. J., Varela, O., Michel, N. (2011, August) On-line versus traditional learning: An empirical study of student cognitive outcomes. Paper presented at the Academy of Management Conference, San Antonio, TX.

Cater, J. J. (2011, February). Generational Differences in Family Business Leadership: A Case Study. Case presented at Small Business Institute Conference, Bonita Springs, FL.

Cater, J. J. & Zachry, B. (2010, November). Company Stock Valuation and Acquisition in a Family Business (Buying Out the Relatives): A Case Study. Case presented at the Academy of Business Disciplines Conference, Ft. Myers.

Cater, J. J. (2010, April) Leadership crisis at Algood Press: A case study. Case presented at the Allied Academies International Conference in New Orleans.

Cater, J. J. (2009, November). Success in network marketing: A case study. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2009, November). Choosing an exit strategy: A case study. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2009, October). Entering the ice cream business: A case study of Kleinpeter Farms Dairy. Case presented at the Allied Academies International Conference in Las Vegas, NV.

Varela, O., Cater, J. J., Michel, N. (2009, August). Similarity Attraction in Learning Contexts: The Role of Trainee's Personality (ML-09-0032). Paper presented at Academy of Management Conference, Chicago, IL.

Michel, N., Cater, J. J., & Varela, O. (2009, February). Active versus Passive Teaching Styles: An Empirical Study of Student learning Outcomes. Paper presented at the Small Business Institute Conference, St. Petersburg, FL.

Cater, J. J. (2008, November). Rebecca's Boutique: Starting Her Own Business. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL.

Cater, J. J., & Chadwick, K. (2008, April). Response to Hurricane Katrina: A small business approach. Paper presented at the Allied Academies International Conference in Tunica, MS.

Cater, J. J., & Chadwick, K. (2008, April). Raising Cane's response to Hurricane Katrina. Case presented at the Allied Academies International Conference in Tunica, MS.

Cater, J. J., Beal, B. D., & Justis, R. T. (2008, January). The development of shared leadership in multi-generational family firms. Paper presented at the USASBE/SBI Joint Conference, San Antonio, TX.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, November). The development of successors from followers to leaders in the family business: An exploratory study. Paper presented at the Southern Management Association Conference, Nashville, TN.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, July). Family business in Louisiana: The case of Rabenhorst Funeral Homes. Case presented at the Society for Case Research Summer Case Writers' Workshop, River Falls, WI.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Servant leadership in the family business: An exploratory study. Paper presented at the USASBE/SBI Joint Conference, Orlando, FL.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Family business in Louisiana: The case of Rabenhorst Funeral Homes. Case presented at the USASBE/SBI Joint Conference, Orlando, FL.

Cater, J. J., Beal, B. D., & Justis, R. T. (2006, October). "Stepping out of the Shadow: The Leadership Qualities of Successors in Family Business." Poster presentation of dissertation at the Family Firm Institute Conference, San Francisco, CA.

Cater, J. J. (2006, April). The Expansion of Wal-Mart: American Icon or Evil Empire. Paper presented at the Allied Academies' International Conference, New Orleans, LA.

Srivandhana, T., & Cater, J. J. (2006, March) Thailand: Southeast Asian tiger or historical underachiever. Paper presented at the Southwest Academy of Management Conference, Oklahoma City, OK.

Cater, J. J. (2006, January). Long life in the family firm: An exploratory study of business and family success. Paper presented at the USASBE/SBI Joint Conference, Tucson, AZ.

Cater, J. J., & Schwab, A. (2005, November). Turnaround strategy in the family business: An exploratory investigation. Paper presented at the Southern Management Association Conference, Charleston, S. C.

Cater, J. J. (2005, March). Turnaround strategy in the family business. Paper presented at the Southwest Academy of Management Conference, Dallas, Texas.

Pawlowski, S. D., Kaganer, E., & Cater, J. J. (2004, December). Mapping perceptions of "Burnout" in the IT profession: A study using social representations theory. Paper presented at the International Conference on Information Systems, Washington, D.C.

Cater, J. J. (2004, August). The rise of the furniture manufacturing industry in western North Carolina and Virginia. Paper presented at the Academy of Management Conference, New Orleans, Louisiana.

Cater, J. J. (2004, March). Exploring servant leadership: Antecedents and consequences. Paper presented at the Southwest Academy of Management Conference, Orlando, Florida.

Cater, J. J. (2003, November). The survival of vintage firms. Paper presented at the Southern Management Association Conference, St. Petersburg, Florida.

Cater, J. J. (2003, April). Successful succession: A study of a fifth generation family firm. Paper presented at the Allied Academies' International Conference, Tunica, Mississippi.

Cater, J. J. (2003, March). The relationship of expertise and leadership style with job involvement. Paper presented at the Southwest Academy of Management Conference, Houston, Texas.

Awards

Cater, J. J. (2011, February). Generational Differences in Family Business Leadership: A Case Study. Feature paper in Small Business Advancement National Center Newsletter, Issue 683-2011, August 23, 2011.

Cater, J. J., & Justis, R. T. (2010). The development and implementation of shared leadership in multi-generational family firms. *Management Research Review*, Volume 33, Issue 6, 563-585. Best Paper Award in Management Research Review for 2010. Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2011.

Cater, J. J. (2011, February). Generational Differences in Family Business Leadership: A Case Study. Best Teaching Paper Award at Small Business Institute Conference, Bonita Springs, Fl.

Cater, J. J. (2010). Nominated for the excellence in research award, College of Business, Nicholls State University.

Cater, J. J. (2010, April). Leadership crisis at Algood Press: A case study. Distinguished research award from the International Academy for Case Studies.

Cater, J. J. (2009). Excellence in research award winner, College of Business, Nicholls State University.

Cater, J. J., & Chadwick, K. (2009, November). Choosing an exit strategy: A case study. Case presented at the Academy of Business Disciplines Conference, Ft. Myers, FL. Best Case Award Winner.

Cater, J. J., & Chadwick, K. (2009, October). Entering the ice cream business: A case study of Kleinpeter Farms Dairy. Distinguished research award from the International Academy for Case Studies.

Cater, J. J. (2008). Nominated for the excellence in research award, College of Business, Nicholls State University.

Cater, J. J., & Justis, R. T. (2008, May). The development of shared leadership in multi-generational family firms. Feature paper in Small Business Advancement National Center Newsletter, Issue 520-2008, May 20, 2008.

Cater, J. J., & Justis, R. T. (2008, January). The development of shared leadership in multi-generational family firms. Paper presented at the

USASBE/SBI Joint Conference, San Antonio, TX. Best Paper Nominee and Coleman Award Scholarship Winner.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, November). The development of successors from followers to leaders in the family business: An exploratory study. Paper presented at the Southern Management Association Conference, Nashville, TN. Best Paper Award Winner in Entrepreneurship track

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Family business in Louisiana: The case of Rabenhorst Funeral Homes. Case presented at the USASBE/SBI Joint Conference, Orlando, FL. USASBE Entrepreneurship Case Competition Award Winner, \$500.

Cater, J. J., Beal, B. D., & Justis, R. T. (2007, January). Servant leadership in the family business: An exploratory study. Paper presented at the USASBE/SBI Joint Conference, Orlando, FL. Coleman Award Scholarship Winner.

Cater, J. J. (2006, November). Long life in the family firm: An exploratory study of business and family success. Feature paper in Small Business Advancement National Center Newsletter, Issue 449-2006, November 28.

Cater, J. J. (2006, April). Thailand: Southeast Asian tiger or historical underachiever. Distinguished research award from the Allied Academies.

Cater, J. J. (2006, January). Long life in the family firm: An exploratory study of business and family success. Paper presented at the USASBE/SBI Joint Conference, Tucson, AZ. Coleman Award Scholarship Winner.

Cater, J. J. (2005, March). Turnaround strategy in the family business. Best paper in Entrepreneurship track at the Southwest Academy of Management Conference, Dallas, Texas. \$200 scholarship award winner from the Southwest Academy of Management.

Cater, J. J. (2004, March). Exploring servant leadership: Antecedents and consequences. \$200 scholarship award winner from the Southwest Academy of Management.

Cater, J. J. (2003, April). Successful succession: A study of a fifth generation family firm. Distinguished research award from the Allied Academies.

Cater, J. J. (2003, March). The relationship of expertise and leadership style with job involvement. \$200 scholarship award winner from the Southwest Academy of Management.

Research Interests

Entrepreneurship, small business, family business, strategic management, crisis management, leadership development, turnaround strategies, exit strategies, case studies, active learning, and on-line learning.

Working Papers

Cater, J.J. & Kidwell, R. (2012) *The Woodville Republican*. Presented at Academy of Management Conference, San Antonio, TX. August 2011. Submitted to *Case Research Journal* special issue on family business, July 31, 2012. Major revision due January 15, 2013.

Cater, J. J. & Kidwell, R. (2012) Managing Exit, Governance and Stewardship in Small Family Firms When Multiple Successors are Involved. Presented at the USASBE Conference in January 2012. Targeted for *Journal of Family Business Strategy* special issue on trust.

Cater, J. J. & Kidwell, R. (2012) Successor Team Dynamics in Small Family Businesses. Accepted to the USASBE Conference in San Francisco, January 2013. Targeted for *Family Business Review*.

Kidwell, R. E., Cater, J. J., & Kidwell, L. A. 2012 Ethics and the Family Firm: A Climate for Healthy Families and Healthy Employees. Book chapter. May 2012.

Cater, J. J. (2012) Oil Spill in the Gulf: Ripple Effects on Small Business Owners in South Louisiana.

Cater, J. J. (2012) Perque Flooring: A Case Study of Multiple Successors in the Family Business. Submitted to the *Journal of Applied Case Research* (March 2012). Minor revision requested August 27, 2012. Presented at Federation of Business Disciplines Annual Meeting 2012, New Orleans, LA, Southwest Case Research Association.

Cater, J. J. (2012) David versus Goliath in Retail Furniture: A Case Study.

Cater, J. J. (2012) The Perception of Fairness in Family Business Succession.

Professional Service Activities

Assistant Executive Interview Editor for *Journal of Applied Management and Entrepreneurship*, 2011 to present.

Reviewer for *Journal of Managerial Psychology*, 2011.

Reviewer for *Organization Science*, 2011.

Reviewer for *Small Business Institute Journal*, 2011 to present.

Reviewer for USASBE Conference, New Orleans, January 2012.

Reviewer for *Entrepreneurship Theory and Practice*, 2011, 2012.

Reviewer for *Journal of Applied Management and Entrepreneurship*, 2011, 2012.

Reviewer for *Journal of Family Business Management*, 2012.

Reviewer for *Academy of Business Disciplines Journal*, 2011.

Reviewer for *Business Case Journal*, 2009, 2010, 2011.

Reviewer for *Family Business Review*, 2009, 2010.

Reviewer for *Management Research News Journal*, 2008.

Reviewer for *Journal of Managerial Issues*, 2008.

Reviewer for the Business Policy and Strategy Division of the Academy of Management Conference in 2003, 2004, 2005, 2006, 2010.

Member of the Editorial Review Board of the Academy of Strategic Management Journal for 2006 through 2010. Reviewer in 2007, 2008, and 2010, 2012.

Reviewer for Family Business Division of the USASBE Conference in 2008.

Reviewer for the Entrepreneurship Division of the Southern Management Association Conference in 2005, 2007.

Discussant for the Entrepreneurship Division of the Southern Management Association Conference in 2007.

Reviewer for the Entrepreneurship Division of the Southwest Academy of Management in 2004.

Participant in the Business Policy and Strategy Division of the Academy of Management Doctoral Student Consortium in 2005.

Participant in the Southwest Academy of Management Doctoral Student Consortium in 2005.

Nicholls State University Service

Student advising, 2006-2012. Advised 25 management majors each semester concerning course planning and scheduling.

Representative for the College of Business, Human Subjects Institutional Review Board, Fall 2010 to 2012.

Co-chairman, Strategic Planning Committee, College of Business, Fall 2010 to 2012.

Chairman, Search Committee for Organizational Behavior/Human Resource Management Professor, Spring 2011. Selected and hired candidate.

Chairman, Search Committee for Human Resource Management Professor, Spring 2009. Selected and hired candidate.

Member, College of Business Scholarship Committee, 2007 to present. Selected scholarship winners from pool of student applicants.

Member, Participants-Students Committee, 2006-2009. Revised and re-wrote survey instruments for alumni of the College of Business.

Member, Search Committee for Accounting Professor, 2007. Selected and hired candidate.

Student learning assessment, Spring 2008. Contributed case study exercise (Rabenhorst case study complete with questions and answers) for use in learning assessment of Management 301 students. Administered and graded exercise.

Chairman, Search Committee for Operations Management and Management Science Professor, Fall 2008.

Member, Search Committee for Economics and Management Science Professor, 2007-2008. Selected and hired candidate.

Developed Management 301-WWW on-line course, Summer and Fall 2008. This is one of the first on-line courses offered in the College of Business.

Volunteered to teach overload class, Fall 2008. Prepared and taught new additional class: Management 367, Human Resource Management.

Teaching Experience

Instructor - University of Texas at Tyler, Department of Management and Marketing, Human Resource Management, Summer 2012 (Two sections, online), Fall 2012.

Instructor - University of Texas at Tyler, Department of Management and Marketing, Entrepreneurship, Fall 2012.

Instructor – Nicholls State University, Department of Management and Marketing, Business Policy/ Strategically Managing Organizations, Fall 2007, Fall 2008, Fall 2009, Fall 2010, Spring 2011 (two sections), Fall 2011, Spring 2012.

Instructor – Nicholls State University, Department of Management and Marketing, Management of Organizations and Behavioral Processes, Fall 2006 (two sections), Spring 2007, Summer 2007, Spring 2008, Summer 2008, Fall 2008 (on-line), Spring 2009 (traditional and on-line), Summer 2009 (on-line), Fall 2009 (on-line), Spring 2010, Summer 2010 (on-line), Fall 2010 (traditional and on-line), Summer 2011 (on-line), Fall 2011 (on-line).-, Spring 2012 (traditional and online).

Instructor – Nicholls State University, Department of Management and Marketing, New Venture Creation, Spring 2007, Spring 2008, Spring 2009 Spring 2010, Spring 2011.

Instructor – Nicholls State University, Department of Management and Marketing, Multi-National Management, Fall 2011.

Instructor – Nicholls State University, Department of Management and Marketing, Human Resource Management, Fall 2008, Summer 2009, Fall 2009, Spring 2010, Summer 2010, Summer 2011.

Instructor – Nicholls State University, Department of Management and Marketing, Introduction to American Business, Fall 2006, Fall 2007, Spring 2008, Summer 2008, Fall 2008, Spring 2012.

Instructor- Louisiana State University, Department of Management, Strategically Managing Organizations, Summer 2003, Fall 2003, Spring 2004, Summer 2004, Fall 2004, Spring 2005, Summer 2005, Fall 2005, Spring 2006.

Instructor- Louisiana State University, Department of Management, Entrepreneurship, Spring 2006.

Instructor- Louisiana State University, Office of Independent Study, Principles of Management, July 2004 to June 2006.

Instructor- Louisiana State University, Department of Management, Principles of Management, Fall 2002, Spring 2003.

Adjunct Instructor- Palm Beach Atlantic College, Rinker School of Business, West Palm Beach, Florida. Organizational Behavior, Spring 2001.

Professional Experience

**Associate Professor
and Director of the
Center for Family and
Small
Enterprises**

University of Texas at Tyler, Tyler, TX.
College of Business and Technology
Department of Management and Marketing
2012-present.

Assistant Professor

Nicholls State University, Thibodaux, LA.
College of Business Administration
Department of Management and Marketing
2006-2012.

Instructor

Louisiana State University, Baton Rouge, LA.
E.J Ourso College of Business
Department of Management
2002-2006.

Research Assistant

Louisiana State University, Baton Rouge, LA.
E.J Ourso College of Business
Department of Management
2001 – 2002.
Assisted Dr. Brent Beal, Dr. Bryant Hudson, and Dr.
Marcia Simmering.

President

Cater's Furniture, North Palm Beach, FL.
1996 – 2001.

Supervised sales management, advertising, marketing, accounting, human resources and warehousing for a retail furniture company with \$10 million in annual sales, two store locations and a 75,000 sq. ft. warehouse. Directly responsible for strategic planning, selling, merchandising, pricing strategy and competitive positioning.

Vice President

Cater's Furniture, North Palm Beach, FL.
1990 – 1996.

Initiated and implemented individual sales goals and incentive program.
Updated and implemented strategies for marketing and merchandising.

**Store Manager –
Two locations**

Cater's Furniture, Port St. Lucie and Stuart, FL.
1988 – 1990.

Determined new location's site selection, negotiated lease, and managed grand opening. Hired all staff for new location while continuing to manage Stuart location.

Store Manager Cater's Furniture, Stuart, FL.
1984 – 1988.

Increased store's annual sales volume 400% in four years. Achieved highest annual sales volume per sq. ft. of company's eight locations. Supervised and directed complete remodeling of physical facilities from 15,000 to 27,000 sq. ft.

Assistant Store Manager Cater's Furniture, North Palm Beach, FL.
1983 – 1984.

Assisted Store Manager with pricing, stock transfers, floor display, and customer service problems. Developed retail selling skills.

Professional Affiliations.

Academy of Management
Southern Management Academy
Southwest Academy of Management
USASBE
Allied Academy of Management
Family Firm Institute
Small Business Institute
Turnaround Management Association
Gamma Beta Phi Honor Society, Louisiana State University, 2002.
The National Society of Collegiate Scholars.
Beta Gamma Sigma Honor Society.

Other Professional Activities

Board of Directors, Florida Home Furnishings Association, 1992 – 2001.
Vice President, Florida Home Furnishings Association, 1996.
President, Florida Home Furnishings Association, 1997-1998.
Chairman, Florida Home Furnishings Association, 1999 – 2000.
Board of Directors, Better Business Bureau of Palm Beach County, FL., 1991 – 1999.
Treasurer, Horseshoe Acres Homeowners Association, 1999 – 2001.
Rotary Club of West Palm Beach, FL., 1990 – 2001.
Paul Harris Fellow, Rotary Club International, 1999 – present.