



THE UNIVERSITY OF OKLAHOMA

PRICE

COLLEGE OF BUSINESS

PhD Newsletter

Spring 2013



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Plaza**
*This Plaza honors a generous
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and its business programs.*

From the Dean



Many thanks to our PhD program's faculty and staff for assembling this issue of the Price College Newsletter. As you can see from the bios of the newly admitted students, we have a talented group of future scholars who already are well on their way in various research initiatives. You will also note the conference presentations and publications involving our doctoral student community. This is but one indication of our commitment to engaging doctoral students in the research process while they are in the program. The development and achievements of several PhD students are highlighted in this issue. Anthony Klotz, a fourth-year student in Division of Management & Entrepreneurship who recently accepted an assistant professor position at Oregon State University,

has successfully completed a number of research projects and produced a variety of publications. Likewise, Emre Yetgin and Inchan Kim, third-year students in the Division of Management Information Systems, have also collaborated on a number of papers and projects with various members of the Price College faculty and should be well positioned when they graduate from the doctoral program.

As Associate Dean Robert Dauffenbach notes in his comments in this issue, OU's Price College of Business has a major stake in doctoral education. Our student quality, faculty commitment, and demonstrated success in the preparation and placement of students have been and will continue to be a vital part of our role in business education.



Message from the Associate Dean

College of Businesses throughout the land face numerous challenges. Foremost among these challenges is the looming retirement of the “baby boom” generation. According to the *Wall Street Journal*, many business schools are having trouble filling faculty positions even before that retirement wave crests.¹ The article notes that there are an estimated 14,000 business schools in the world today, thousands opening in recent years, while the number of new PhD’s in business subjects has been relatively steady. A substantial percentage of those graduates take jobs outside academia, with some estimates as high as 39 percent.² Salaries for new faculty continue to advance even with a comparatively weak national economy. It is not hard to understand why business schools face a “looming crisis.”



At OU’s Price College of Business we are working to “do our share” in meeting the demands of the future. We have instituted many changes in our program to orient the student toward the academic career, to provide students with resources to launch their research careers, to allow more time to advance research agendas by reducing teaching requirements, and to develop a culture of collaboration with faculty. We like to refer to our program as the student’s “pre-tenure track appointment.” Our ultimate goal is placement of our students at peer and better research institutions through an early start on an active research agenda in tandem with development of quality teaching capabilities. Our program changes are beginning to yield a sizeable return on investment, as evidence by a substantial improvement in our placements.

While our program is small with 32 students currently in residence, the awards and grants received, publications, and presentations of our students, as reported below, is testimony to the focus and intentions of the OU Price College PhD program. Please see our content below for more detail and if our program stimulates your interest in our PhD program, do not hesitate to contact us.

Cordially,

Robert C. Dauffenbach

1 “We’re Hiring,” *Wall Street Journal*, November 17, 2011, Education Section.

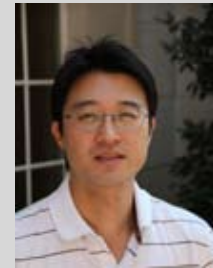
2 W.P. Carey School of Business, “A few good professors: U.S. Business schools suffer a dearth of doctorates,” Arizona State University, June 2007.

New Student Profiles

Accounting

Jaehan Ahn

Jaehan Ahn earned both his Bachelor's degree and Master's degree in Accounting from the University of Illinois at Urbana-Champaign. He is a licensed CPA (California) and worked as an auditor for four years. He received one of 35 Accounting Doctoral Scholars Program grants awarded in 2012 to pursue his PhD in the Price College of Business. His research focuses on auditors, their decisions, and their roles in capital markets.



Bryan Brockbank

Bryan Brockbank received his Master of Accountancy and Bachelor of Science in Accounting from Brigham Young University in 2012. While at BYU, he served as an officer in Beta Alpha Psi where he oversaw volunteer training for one of the largest Beta Alpha Psi sponsored Volunteer Income Tax Assistance programs in the nation. His current research interests are in corporate financial reporting.

Finance

Jeff Black

Jeff Black received his Bachelor's degree in Business Administration from Colorado State University in 2010 with a concentration in Finance and a minor in Applied Statistics. Returning to Colorado State, he completed his Master's degree in Financial Risk Management in 2012. Jeff worked as a financial consultant to US Oil & Gas during his undergraduate work, primarily concerning the feasibility of green operations. While in his Master's program, he worked as a graduate assistant where he coauthored a paper concerning inefficiency in futures markets, "Return Dynamics and Trading Strategy in Alternative Trading Systems," which was published in the Journal of Trading. His present research interests include market inefficiency, microstructure and investments. Jeff enjoys an array of hobbies, ranging from scuba and skydiving to watching football and baseball.



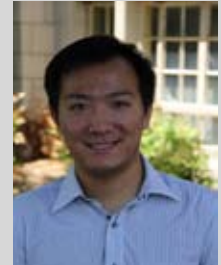
Courtney Diemart

Courtney Diemart received a Bachelor's degree in Business Administration from St. Gregory's University (Shawnee, OK) and a Bachelor's degree in Economics from the University of Oklahoma. She has also received a Master's degree in Accounting and Financial Analysis from Northeastern State University (Tahlequah, OK). While working towards her Master's degree, Ms. Diemart was employed at Global Financial Aid Services where she was responsible for the continued training of employees and their compliance with Department of Education regulations. She was also employed as a legal assistant for over seven years, specializing in both criminal defense and civil litigation. Her research interests include behavior finance, derivatives, corporate governance, and financial econometrics. Her hobbies include reading, music, and watching hockey.

New Student Profiles (continued)

Finance (continued...)

Xuechen Gao



Xuechen Gao earned his Bachelor of Science degree with a major in Physics and a minor in International Economics and Trade from Fudan University in Shanghai, China, in 2010. After coming to the United States, he received his Master of Science degree in Finance with a concentration in Financial Engineering from The University of Texas at Dallas in 2012. While at Fudan University, Xuechen completed two internships; he served as a Financial Management Consultant at the Industrial and Commercial Bank of China and as a Business Consultant at China Galaxy Securities Limited. While enrolled in the Master's program at UTD, he worked as a personal tutor in the Introductory Mathematical Finance course. His research interests include corporate finance, futures and options, optimal portfolio decisions, as well as financial econometrics. Xuechen's hobbies include playing tennis and vocal music.

Management and Entrepreneurship

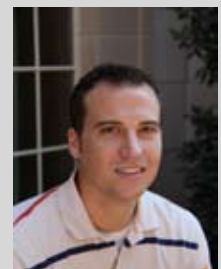


Chris Banford

Chris Banford earned a Bachelor of Arts in Philosophy and a Master of Public Administration degree from Brigham Young University. His professional experience includes working for a non-profit organization and a government agency. His current research interests focus on understanding how employers can create positive work experiences for employees and how dynamic working relationships develop in organizational settings.

Marketing and Supply Chain Management

BJ Allen



BJ Allen earned a Bachelor of Science in Business Management with a concentration in Marketing from the Marriott School of Management at Brigham Young University in 2009. His professional experience includes working as an Analyst at Sears Holdings in the Corporate Strategy division and as a Senior Marketing Analyst for Overstock.com where he performed marketing and CRM analytics. BJ's current research interests involve various marketing strategy theories, and he is excited to be at the University of Oklahoma.



Olalekan (Ola) Seriki

Olalekan (Ola) Seriki earned his Bachelor of Science degree in Finance from Lagos State University, Lagos, Nigeria, and his MBA in General Management from the University of North Carolina at Chapel Hill. Prior to pursuing his doctorate, Ola worked as an analyst for a financial institution in Nigeria and as a market analyst for a medical device firm at Durham, North Carolina. His research interests include sales and marketing strategy in a business-to-business context.

Introduction to Academe Program Preparing Students for Academic Careers

Introduction to Academe provides students with an overview of what a PhD Program is all about and prepares the students for their academic careers. The intention is to help students survive and thrive in the OU PhD program – and start to develop the necessary skills for succeeding in academia.

During the course of the first year in the doctoral program, new students have the opportunity to gain insights and advice from Price College of Business faculty members. The primary components of the Introduction to Academe program are an orientation session, a five-session seminar series, and the Price College Distinguished Lecturer Series.

Prelude Week Orientation

The week before classes start, all entering doctoral students take part in a half-day orientation session. Members of the College PhD Committee and other OU faculty welcome new students and provide an overview of the program. Relevant policies and procedures including the doctoral student evaluation process, International TA policies, and formation of curriculum and dissertation committees are discussed. The session also includes an interactive question-and-answer session. At the conclusion of the orientation, students have an opportunity to meet continuing doctoral students.

Introduction to Academe Seminar Series

During the first year, students attend five two-hour seminars (usually three seminars during the Fall Semester and two during the Spring Semester). Content includes

advice on the profession, teaching, and research. While the content is updated and modified by faculty presenters each year, the seminar series generally covers the following topics:

Profession-related issues: Profile of the work of an academic; balancing teaching, research, and service; getting an academic job; resume building; networking, conferences, doctoral consortiums, and journal reviewing; promotion and tenure processes; and career mobility and successful career strategies.

Teaching-related issues: Developing and structuring a course (content, assignments, assessment); designing a syllabus; teaching skills; grading; classroom management and handling special requests; academic dishonesty and appeals processes; and students with special needs.

Research-related issues: Discussion of why we do research; where to find research topics; becoming proficient at writing scholarly articles; dissertation development; guidelines for reviewing for journals and conferences; editorial processes in peer-review journals; revising a manuscript; and research ethics.



Professor Uysal and Associate Dean Dauffenbach lead a session on developing, delivering, and managing classes.

PhD Workshops

The Price College of Business is a member of the Center for the Advancement of Research Methods and Analysis (CARMA). Through its live video series, CARMA allows members to learn about the latest developments in research methods and statistics, straight from the leading scholars in these techniques. CARMA sessions are broadcasted regularly, and Price College PhD students and faculty members gather together to watch, learn, and discuss the tools and techniques described in the presentation.



Students and faculty in the Division of Management & Entrepreneurship watch a CARMA webcast.

Distinguished Lecturer Series

Each year the Price College PhD Program hosts a Distinguished Lecturer – a researcher with significant accomplishments in his or her field of study. The lecturers share the secrets of their success with Price College PhD students and offer advice. The 2011-2012 Distinguished Lecturer, who visited OU in November 2011, was John Graham, D. Richard Mead Professor of Finance and Co-director of the Center for Financial Excellence at Duke University's Fuqua School of Business. Professor Graham has published more than 50 corporate finance articles including a number of prize winning papers. Also, he has received numerous teaching awards at Duke and several Business Week "outstanding faculty" recognitions. Together with Bill Megginson, Rainbolt Chair in Finance and George Lynn Cross Research Professor in the Price College, and two other co-authors, Professor Graham is author of the leading textbook *Corporate Finance, Linking Theory to What Firms Do*.



During his visit, Professor Graham interacted with Price College PhD students multiple times. This included a lunch with the first-year PhD students and a presentation on his paper: "A Century of Capital Structure: The Leveraging of Corporate America."



Student Profile: Anthony Klotz

Why did you pursue a PhD?

After spending five years as a manager for General Mills and three years running my own business, I realized that the part of management that I enjoyed most was trying to better understand what motivated individuals. While working on my MBA at Creighton University, I saw that being a professor would afford me the opportunity, through research, to more deeply explore what drives employee behavior at work and, through teaching, to positively influence the next generation of business leaders. Simply put, the PhD program has allowed me to concentrate on the aspects of management about which I am most passionate.



*PhD student Anthony Klotz with his SHRM Foundation
Dissertation Grant Award*

Why did you choose OU?

There were a number of reasons I chose OU for my PhD over other schools, with some more highly ranked. The Management and Entrepreneurship Division has a relatively small PhD program, but its faculty members are very active in research and dedicated to PhD student development. Therefore, it was clear that at OU, I would receive much more mentoring and support from faculty than at other programs. In the Price College, PhD students are not required to teach until their third year, which allows students to get a head start on their research before they have to dedicate significant time to the classroom. Finally, the PhD program is a four-year program in our division, which, coupled with the support of the faculty, provides the opportunity for hard-working students to enter the job market with a competitive resume a year earlier than many other programs.

What is Norman like?

Norman has provided the perfect environment in which to pursue my PhD. It has a small college town feel with a low cost of living, so I was able to purchase a home close to school, allowing me to bike to work every day. However, Norman's proximity to Oklahoma City means that big city amenities, from catching a Thunder game to shopping at Whole Foods to watching indie films at the Museum of Art, are only 20 minutes away. Oklahoma City also has a thriving economy, which facilitated my wife in quickly finding a well-paying job.

Did you have prior research experience?

Prior to pursuing my PhD, I had no research experience. While prior research experience certainly would have helped, my prior work experience, and my openness to learn from my coursework and the OU faculty, have been much bigger contributors to my success. In short, the Price PhD will give you all of the tools you need to be a world-class researcher; you must provide the creative thinking to use those tools to develop interesting research ideas, and you must put in the hard work to turn those ideas into completed research projects.

What has the quality of mentoring been like?

As I mentioned, the involvement of the faculty was one of the main reasons I chose OU for my PhD. As I have learned from interacting with my peers at other schools at conferences, the time and energy that Dr. Mark Bolino, Dr. Michael Buckley, Dr. Bret Bradley, and the rest of the faculty in the M&E division have dedicated to my development is extraordinary. I will always attribute a great deal of whatever future success I have to the exceptional mentoring I received in this program.

What have you enjoyed most about the program?

For me, the best part of the my experience as a PhD student in the Price College of Business has been being treated like a peer by the faculty from the day I arrived,

Student Profile: Anthony Klotz (continued...)

which has allowed me to develop strong relationships with the faculty and with my fellow PhD students.

How have you been supported in your job search?

During my job search, the faculty in the division was again very generous in using their resources and networks to help me secure placement in a job (at Oregon State University) that is not only a good placement for OU, but also a great professional and personal fit for me as well. For instance, my dissertation chair helped me identify schools that were a good fit for me, helped me prepare my academic resume (or curriculum vitae) and letter of interest, and provided detailed feedback and advice on the research presentation I had to make as part of the interview process. The other members of my committee provided additional guidance and acted as references during the process. Furthermore, even though he is not on my dissertation committee, Dr. Mark Sharfman, the M&E Division Chair, had a connection at nearly every school with which I interviewed, and he took the time to reach out to each person that he knew to recommend me for the job.

How have you been supported in your research?

Over the past three and a half years, I have never lacked any of the resources I needed to conduct my research or to attend conferences to present my work and interact with other members of my field. Beyond the basic funding in my contract, my advisor Dr. Bolino has provided me with additional funds so that I can provide incentives for survey participation, to pay for others to electronically enter data that I have collected via paper and pen surveys, and to attend regional conferences to present my work. Further, Dr. Buckley has also provided me with additional resources to attend regional conferences.

What is your best accomplishment?

Recently, I was the first author on a paper that was accepted for publication at the Academy of Management Review, the journal with the highest impact factor in our field. I was proud because it is such a rare feat for a PhD student and because my coauthor on the paper was my advisor, Dr. Bolino.



Anthony Klotz

How has the teaching experience been?

I have greatly enjoyed teaching at OU. The students in the Price College of Business are exceptional, and they respond very well when challenged. Further, there is a great deal of autonomy provided to PhD students in terms of how they structure and run their courses. At the same time, the faculty has been more than willing to provide me with materials and guidance which greatly aided my transition into the classroom. With the teaching experience I have gained at OU, I am fully prepared to step into the classroom and be effective in my new job from day one.

Student Profile:
Emre Yetgin, 3rd Year MIS PhD student

During my past three years as a doctoral student, I have had the privilege of working with several faculty members in the Management Information Systems (MIS) department at the OU Price College of Business. Among the fruits of these collaborations are multiple A-level journal submissions, a book chapter, and several presentations at the most recognized conferences in the MIS field, such as the International Conference on Information Systems and the Americas Conference on Information Systems, as well as management conferences, such as the Academy of Management Annual Meeting.

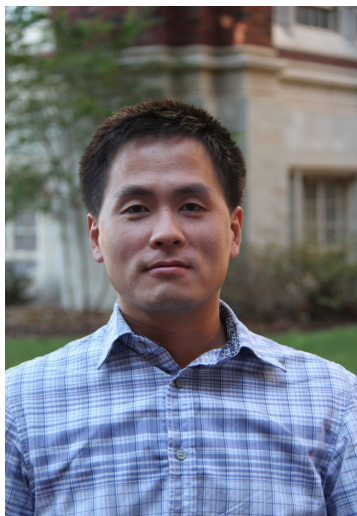
In addition to collaborating with distinguished scholars, the Price College's MIS department also provided me with a wide range of tools and education necessary to pursue my own research interests. For instance, we have been awarded a grant for a large-scale survey for studying individuals' use of online product reviews. Further, I have been able to use eye-tracking devices in my study of individuals' interaction with decision aids. I have taken multiple courses on advanced statistics, which enabled me to analyze the data collected from these studies.

Finally, I have had the opportunity to teach some hands-on lab classes for introductory MIS skills and a business data analysis course. Taken together with the research opportunities and accomplishments above, I believe that my experience with the Price College's MIS department will provide me with a major advantage in the job market over the candidates from other schools.



Emre Yetgin

Student Profile:
Inchan Kim, 3rd Year MIS PhD student



Inchan Kim

As a doctoral student of MIS, I have had the tremendous opportunity to work with several faculty members on diverse projects. This learning opportunity has helped me develop a valuable set of skills. For instance, I have learned (and am still learning) to recognize deficiencies in literature, to organize thoughts and research streams, and to write effectively and efficiently. With these skills and faculty assistance, I have presented several papers at prestigious conferences, such as the International Conference on Information Systems and the Academy of Management. In addition, one of my research projects, with faculty co-authors, is under the second-round review at the Academy of Management Journal—a prestigious academic journal. I am also blessed that my mentor, Dr. Shaila Miranda, is such a supportive and caring person. Thanks to her, I secured a 2012–2013 Business Energy Solutions Center (BESC) doctoral research fellowship. Under her guidance, I have been working hard to make a meaningful contributions to our research society.

Not only have I received the training to do high quality research, but I also have had the privilege of being trained to be a good teacher. The MIS program allows me to have a strong teaching portfolio in essential areas of MIS. Moreover, by closely observing the MIS faculty's interactions with undergraduate students, I have learned that students respond with excellent performance to caring and supportive teachers.

Overall, my development has been made possible through strong faculty support along with the well-organized PhD program. I wholeheartedly believe that anyone can be trained to be an excellent researcher and teacher in the Price PhD program. I hope I can become one of them.

Price College Recent Placements

2013

Nick Bartkoski, Ball State University
Kate Holland, Purdue University
Sung Kim, University of Illinois
Anthony Klotz, Oregon State University

2012

Greg McAmis, Western Kentucky University
Hyo-Jin (Jean) Jeon, University of Nevada-Reno
Kenneth Bills, Colorado State University
Sanaz Aghazadeh, Lehigh University
Kevin Rhoads, Utah Valley University
Veljko Fotak, SUNY Buffalo
Vikas Raman, University of Warwick (UK)

2011

Yun Fan, University of Houston
Sridhar Gogineni, University of Wyoming
Maria Hamdani, University of Akron
Dong Kim, University of Northern Ohio
Yong-Kwan Lim, SKEMA
Anthony May, Wichita State University
Ali Shahzad, James Madison University

Sorin Valcea, Washburn University
Amber Whisenhunt, University of Akron

2010

Scott Grawe, Iowa State University
Jaron Harvey, University of Alabama
Shirley Hsieh, Florida Atlantic University
Hem Mpundu, University of Northern Iowa

2009

Aaron Becker, Baylor University
Timothy Hart, Oklahoma State University
Duong Le, University of Arkansas – Little Rock
Brad Lail, North Carolina State University

2008

Aaron Arndt, Old Dominion University
Ginka Borisova, Iowa State University
Susan Jurney, University of Alabama
Velina Popova, Virginia Tech
Jesus Salas, Lehigh University
David Townsend, North Carolina State University



Publications

Finance

Fotak V. The financial role of sovereign wealth funds. *The Oxford Handbook of Corporate Governance by Oxford University Press*, forthcoming. (with Jie Gao, and William Megginson).

Holland K. TARP participation and exit for U.S. Banks. Privatization Barometer

Management and Entrepreneurship

Klotz AC, & Bolino MC. Citizenship and Counterproductive work behavior: A moral licensing view. *Academy of Management Review*, forthcoming.

Bradley BH, **Klotz AC**, Postlethwaite BE, & Brown KG. Ready to rumble: How team personality composition and task conflict interact to improve team performance. *Journal of Applied Psychology*, forthcoming.

Bolino MC, **Klotz AC**, Turnley WH, & Harvey J. Exploring the dark side of the "Good Soldier" syndrome. *Journal of Organizational Behavior*, forthcoming.

Klotz AC, & Buckley MR. A historical perspective of counterproductive work behavior targeting the organization. *Journal of Management History*, forthcoming.

Bradley BH, Postlethwaite BE, **Klotz AC**, Hamdani MR & Brown KG 2012. Reaping the benefits of task conflict in teams: The critical role of team psychological safety climate. *Journal of Applied Psychology*, 97, 151-158.

Klotz AC, & Buckley MR 2010. Where everybody knows your name: What big business might learn from small business concerning the prevention of workplace violence. *Business Horizons*, 53, 571-579.

Turnley WH, **Klotz AC**, & Bolino MC 2013 Crafting an image at another's expense: Understanding unethical impression management in organizations. In R.A. Giacalone & M.D. Promislo (Eds.), *Handbook of unethical work behavior: Implications for well-being* (pp. 123-139). Armonk, NY: M.E. Sharpe.

Zeni TA, Buckley MR, **Klotz AC**, & Novicevic MM 2012. "Not so fast, my friend!" The eternal marital bliss or imminent divorce of leadership and neuroscience. In A.M. Rossi, P.L. Perrewé, & J.A. Meurs (Eds.), *Stress and quality of working life: Coping and prevention* (pp. 195-217). Charlotte, NC: Information Age.

Buckley MR, Hamdani MR, **Klotz AC**, & Valcea S 2011. Into the great wide open: Bridging the micro-macro divide in the organizational sciences. In D.D. Bergh & D.J. Ketchen (Eds.), *Research methodology in strategy and management* (pp. 31-68). Greenwich, CT: Elsevier Press.

Klotz AC, Wheeler AR, Halbesleben JRB, Brock M, & Buckley MR 2011. Can reward systems influence the creative individual? In M.D. Mumford (Ed.), *Handbook of organizational creativity* (pp. 607-631). Greenwich, CT: Elsevier Press.

Short JC, Randolph-Seng B, **McKenny AF**. In Press. Graphic presentation: an empirical examination of the graphic novel approach to communicate business concepts. *Business Communications Quarterly*.

McKenny AF, Payne GT, Zachary MA, Short JC 2013. Multilevel analysis in family business studies. In *SAGE Handbook of Family Business*, Melin L, Nordqvist M, Sharma P (eds). Sage: London, UK.

McKelvie A, **McKenny AF**, Lumpkin GT, Short JC 2013. Corporate entrepreneurship in family businesses: past contributions and future opportunities. In *SAGE Handbook of Family Business*, Melin L, Nordqvist M, Sharma P (eds). Sage: London, UK.

McKenny AF, Short JC, Zachary MA, Payne GT 2012. Assessing espoused goals in private family firms using content analysis. *Family Business Review*, 25(3): 298-317.

McKenny AF, Short JC, Payne GT. 2012. The challenge for researchers. In *Handbook of Research Methods on Social Entrepreneurship*, Seymour RG (ed). Edward Elgar: Northampton, UK.

Research Details

Organizational citizenship behaviors (i.e., good deeds, like helping others, that contribute to organizational effectiveness; OCBs) and counterproductive work behaviors (i.e., bad deeds that harm organizational functioning; CWBs) were once assumed to be opposites, but recent studies suggest that employees often engage in both behaviors while on the job. Psychologists have found that when people engage in morally-praiseworthy behaviors, like OCBs, they often grant themselves a moral license to behave immorally. In this paper, we draw upon moral licensing theory to explain why and when employees will feel licensed to engage in counterproductive behavior as a result of engaging in citizenship behavior. We also explain how the harm done to the personal reputation of employees who engage in CWBs will be lessened by the degree to which they have a moral license to engage in such behavior.

Publications (continued)

Zachary MA, **McKenny AF**, Short JC, Ketchen DJ. 2012. Strategy in motion: using motion pictures to illustrate strategic management concepts. *Business Horizons* 55(1): 5-10.

McKenny AF, Short JC, Payne GT. In Press. Using CATA to elevate constructs in organizational research: validating an organizational-level measure of psychological capital. *Organizational Research Methods*.

Zachary MA, **McKenny AF**, Short JC, Davis KM, Wu D. 2011. Franchise branding: an organizational identity perspective. *Journal of the Academy of Marketing Science*, 39(4): 629-645.

Zachary MA, **McKenny AF**, Short JC, Payne GT. 2011. Family business and market orientation: construct validation and comparative analysis. *Family Business Review* 24(3): 233-251.

Plummer LA & **Allison TH**. External Resource Acquisition in Spatially Isolated Firms. Best Paper Proceedings of the 2012 Academy of Management Meeting.

Baur JE, Buckley MR, Bagdasarov Z, & Dharmasiri A. A historical approach to realistic job previews: An exploration into their origins, evolution, and recommendations for the future. *Journal of Management History*, forthcoming.

Baur JE, Ellen III BP, DeOrtentiis P, Buckley MR, & Ferris GR. Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Syntek & K. Mahoney (Eds.), *Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies* (A volume in the Research in Organizational Sciences series). Charlotte, NC: Information Age Publishing, forthcoming.

Dharmasiri AS, Ammeter DB, **Baur JE**, & Buckley MR. Promises of telecommuting and preferences of millennials: Exploring the nexus. In W.I. Sauser & R.R. Sims (Eds.), *Managing Human Resources from the Millennial Generation*. Charlotte, NC: Information Age Publishing, forthcoming.

Management Information Systems

Research Details

Business scholars examine phenomena at multiple levels of analysis. For example, scholars in the management field have looked at learning as a phenomenon that can occur for individuals or organizations. Applying traditionally individual-level phenomena such as learning to the organizational level can be a fruitful practice in organizational research. However, there are also measurement and validation concerns that, if improperly addressed, may threaten the validity and usefulness of the research. This article illustrates how computer-aided text analysis, a technique for identifying the presence of phenomena in organizational texts, might be utilized to facilitate elevation while ensuring proper validation. Specifically, we apply a framework to develop organizational-level versions of individual-level phenomena using the 'psychological capital' construct as an example.

Kim SW, & Miranda S (2011). Seeds of change: Substance and influence in brand communities. *Proceedings of 32nd International Conference on Information Systems*, Shanghai, China.

Kim SW, & Miranda S (2011). A call to arms: A social movements perspective on 'issue' surfacing in social media. *Academy of Management Best Paper Proceedings*.

Marketing & Supply Chain Management

Gleiberman A. A commentary on the works of Morris Holbrook. *Legends in Marketing Series*, SAGE Publications, forthcoming (with S

Basuroy).

Gleiberman A. Maximizing profitability through marketing activities: A discussion of the insights and impacts of the work of V. Kumar. *Legends in Marketing Series*, SAGE Publications, forthcoming (with RP Dant).

Gleiberman A (2011). Preventing and combating the onset of dark-side symptoms. *Journal of Marketing Management*, 27(13-14) 1426-1443 (with RP Dant).

McAmis G (2012). The moderating influence of organizational support on the development of salesperson job performance: Can an organization provide too much support? *Journal of Personal Selling and Sales Management*, Vol. 32, Issue 4, 405-420 (with S Stan, KR Evans and TJ Arnold).

Jeon HJ. An introspective examination of single unit versus multi unit franchisees. *Journal of the Academy of Marketing Science*, forthcoming (with RP Dant, SK Weaven and BL Baker).

Jeon HJ. Ethical dilemma in advertising and media coverage. *Journal of Business Ethics*, forthcoming (with D Rinaldo, S Basuroy and R Wu).

Conference Presentations

Accounting

Aghazadeh S. Expressed confidence and skepticism: The effect of expressed confidence on auditor judgments. Miami Rookie Camp, December 2011.

Bills K. Auditor client pairing: A positive assortative matching Market. BYU Accounting Research Symposium, 2010

Bills K. The effects of significant changes in auditor clientele and auditor-client mismatches on audit quality. Audit Industry and International Symposium on Audit Research; also presented at OU Conference on Regulation, both in 2011.

Ma M. Engagement-review partner tenure and audit quality. American Accounting Association Auditing Section Midyear Conference 2011.

Ma M. Busy auditor, partner-client tenure, and audit quality. American Accounting Association Auditing Section Midyear Conference 2012.

Finance

Chen F. Pre-trade transparency in over-the-counter Markets. China International Conference in Finance 2012 (with Z Zhong). Also presented at Xiamen University.

Chen, F. The wealth effects of dividend announcements on bondholders. Financial Management Association meetings, Oct 2012.

Chen, F. Rumors in financial markets. China International Conference in Finance 2011 and Financial Management Association Oct 2011, (with LA Berger and SC Linn).

Chen F. Energy futures prices and drilling activity. Commodity Futures Trading Commission Conference on Commodity Markets 2011 and Financial Management Association Oct 2011.

Fotak V. Why do governments lend? Financial Management Association Annual meeting, Oct 2012. Also presented at six universities.

Holland K. The wealth effects of government investment in publicly traded firms. Financial Management Association Doctoral Consortium, October 2012. Also presented at several universities 2012.

Holland K. Government ownership and the cost of debt: Evidence from government investments in publicly traded firms (with G Borisova, V Fotak, and W Megginson), European Finance Association (August 2012, Copenhagen, Denmark), Darden Risk Management Conference (2011, Charlottesville, VA), and Southwest Finance Symposium (April 2011, Tulsa, OK).

Holland K. Evidence of financial-physical interactions in the U.S. crude oil market. Presented at Energy Information Administration, (Sept 2012, Washington, D.C.) (with L Ederington, C Fernando, and T Lee).

Newton A. The risk relevance of oil and gas producers' financial performance: An analysis of successful efforts and full cost earnings. Financial Management Association Annual meeting, 2012. Also presented in OU Business Energy Solutions Center workshop.

Newton A. Customization of web-based assessment: An application to McGraw-Hill connect finance. Financial Education Association Conference (Sept. 2011), (with KP Ragan).

Raman V. Leaning against the wind? An analysis of high frequency trading. Presented at the Vanderbilt/ISB/NALSAR Conference, Spring 2012 (with M Robe and P Yadav).

Raman V. The who, why, and how well of order revisions: An analysis of limit order trading. Presented at University of Massachusetts at Amherst, Indian School of Business, University of Warwick and OU, Spring 2012.

Management and Entrepreneurship

Klotz AC, Bolino MC, & Song H. Exploring patterns of citizenship in organizations. Presented at the 2012 Southern Management Association Meeting, Fort Lauderdale, FL.

Harvey J, Bergeron D, Bolino MC, & **Klotz AC.** When going the extra mile really helps: The effects of control systems on career outcomes of citizenship behavior. Presented at the 2012 Academy of Management Meeting, Boston, MA.

Bradley BH, **Klotz AC,** & Postlethwaite BE. Personality moderators of the relationship between task conflict and performance in teams. Presented at the 2012 Academy of Management Meeting, Boston, MA.

Research Details

The confidence heuristic suggests a decision maker will use expressions of confidence by an information provider as a cue for knowledge of the provider and accuracy of his/her information (Price and Stone 2004). However, Van Swol (2009) posits that in some environments, decision makers may use expressions of confidence as a cue for deception. The auditing environment provides a unique setting to examine this assertion because auditing standards prescribe that auditors should maintain a skeptical mindset. When a client has a weaker control and business environment, auditors may use expressed confidence as a cue for deception. When a client has a stronger control and business environment, auditors may use expressed confidence as a cue for accuracy. Results from an experiment indicate that auditors do (do not) use the confidence heuristic when the client has a weaker (stronger) control and business environment. The results provide new theoretical insights into decision makers' use of expressed confidence that extend both accounting and psychology research and provide insights for standard setters.

Conference Presentations continued...

- Klotz AC**, Turnley WH, & Bolino MC. Looking good at the expense of others: How impression management harms coworker well-being. Presented at the 2011 Southern Management Association Meeting, Savannah, GA.
- Hamdani M, Valcea S, **Klotz AC**, & Buckley MR. Into the great wide open: Bridging the micromacro divide in the organizational sciences. Presented at the 2011 Academy of Management Meeting, San Antonio, TX.
- Klotz AC**, & Bolino MC. The effects of managing multiple images on employee social anxiety and job performance. Presented at the 2011 Academy of Management Meeting, San Antonio, TX.
- Klotz AC**. Fortune favors the bold: The impact of large acts of proactive trust on new venture survival. Presented at the 2010 Academy of Management Meeting, Montreal, QC.
- McKenny AF**. Identifying the antecedents of social entrepreneurship: a social identity perspective. Presented at the 2012 Academy of Management Annual Meeting, Boston, MA.
- McKenny AF**. Being and becoming in management research. Presented at the 2011 Southern Management Association Annual Meeting, Savannah, GA.
- Randolph-Seng B, **McKenny AF**, Short JC. Extending the narrative approach: using graphic novels to teach strategic management. Presented at the 2011 Southern Management Association Annual Meeting, Savannah, GA.
- McKenny AF**. Toward a configurations approach to entrepreneurial orientation. Presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX.
- McKenny AF**, Short JC, Payne GT, Zachary MA. Multi-level approaches in family business studies. Presented at the 2011 SAGE Handbook of Family Business Workshop, Särö, Sweden.
- McKelvie A, **McKenny AF**, Lumpkin GT, Short JC. Corporate entrepreneurship in family-controlled businesses: past contributions and future opportunities. Presented at the 2011 SAGE Handbook of Family Business Workshop, Särö, Sweden.
- Wu D, Davis KM, **McKenny AF**, Zachary MA, Short JC. Organizational identity in the Franchise 500: an exploratory study of entrepreneurship, leadership, and market orientation. Presented at the 2010 Southern Management Association Annual Meeting, St. Petersburg, FL.
- Zachary MA, **McKenny AF**, Short JC, Payne GT. Family firms and market orientation: a comparative analysis of the S&P 500. Presented at the 2010 Southern Management Association Annual Meeting, St. Petersburg, FL.
- Short JC, **McKenny AF**, Zachary MA, Payne GT. Assessing performance goals in private family firms using content analysis. Presented at the 2010 Family Business Review Special Issue Conference, Montréal, QC, Canada.
- McKenny AF**, Short JC, Payne GT, Rutherford MW. Organizational optimism: construct validation and exploratory analysis. Presented at the 2010 Academy of Management Annual Meeting, Montréal, QC, Canada.
- McKenny AF**, Short JC, Payne GT, Mitchell RK. The influence of family business status on the entrepreneurial orientation to performance relationship. Presented at the 2010 Theories of Family Enterprise Conference, Edmonton, AB, Canada.
- Short JC, **McKenny AF**. A graphic novel approach to business education. Presented at the 2010 Advancing Teaching and Learning Conference, Lubbock, TX.
- Allison TH**. Regulatory change and the opportunity in high growth ventures. Presented at the 2012 Southern Management Association Annual Meeting, Fort Lauderdale, FL.
- Allison TH**. Cash for candor? Entrepreneur to investor disclosure in securing the commitment of resources. Presented at the 2012 Academy of Management Annual Meeting, Boston, MA.
- Allison TH** & Townsend DM. Wisdom of the crowd? Reputational cascades and emotional contagion in microlender crowdfunding. Presented at the 2012 Academy of Management Annual Meeting, Boston, MA.
- Plummer LA & **Allison TH**. External resource acquisition in spatially isolated firms. Presented at the 2012 Academy of Management Annual Meeting, Boston, MA.
- Allison TH** & Busenitz LW. Investor engagement and the interaction of the opportunity and the environment: Alertness to customer needs and to new technologies. Presented at the 2012 Babson College Entrepreneurship Research Conference, Fort Worth, TX.
- Chandler GN, Broberg JC, and **Allison TH**. Customer value propositions in declining industries: Differences between high and low growth firms. Presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX.

Conference Presentations continued...

Allison TH & Plummer LA. Spatial isolation and resource acquisition in new ventures. Presented at the 2011 Babson College Entrepreneurship Research Conference, Syracuse, NY.

Baur JE. Perceived venture capital support. Presented at the 2012 Academy of Management Meeting, Boston, MA.

Baur JE. Employee commitment in the informal economy. Presented at the 2012 Academy of Management Meeting, Boston, MA.

Bradley BH & **Baur JE.** Teamwork and talent: Implication for team performance. Presented at the 2012 Annual INGRoup Conference, Chicago, IL.

Management Information Systems

Carte T, **Wang N, Yetgin E, & Kim I.** Conflict asymmetry in CMC and F2F teams: A longitudinal, multilevel study. Presented at the 2012 Academy of Management Annual Meeting, Boston, MA.

Kim I. Social media in a social phenomenon: Social media in the entrainment of contention to innovation. Presented at the 2012 ICIS, Orlando, FL.

Kim I, Miranda MS, & Summers J. The innovation paradox under control: The role of citizenship behaviors in reducing software development backlogs. Presented at the 2012 ICIS, Orlando, FL.

Kim I. The role of citizenship behaviors in the resolution of the team-level innovation paradox. Presented at the 2012 Academy of Management Annual Meeting, Boston, MA

Kim I & Zmud R. Superior management innovation capability: What is it and how is it formed? Presented at the 2011 Big XII Plus MIS Research Symposium, Manhattan, Kansas.

Kim SW & Mallory M. Trader twitter chatter and corn futures price volatility. Accepted to be presented at the 2013 American Economic Association Annual Meeting, San Diego, CA.

Kim SW. A longitudinal view of the stop online piracy act. Presented at the 2012 Big XII Plus MIS Conference, Dallas, TX.

Kim SW & Miranda S. Seeds of change: substance and influence in brand communities. Presented at the 2011 International Conference on Information Systems, Shanghai, China.

Kim SW & Miranda S. A call to arms: A social movements perspective on 'issue' surfacing in brand communities. Presented at the 2011 Americas Conference on Information Systems, Detroit, Michigan.

Kim SW & Miranda S. A call to arms: A social movements perspective on 'issue' surfacing in social media. Presented at the 2011 Academy of Management Annual Meeting, San Antonio, Texas.

Kim SW & Miranda S. A call to arms: A social movements perspective on 'issue' surfacing in social media. Presented at the 2010 JAIS Theory Development Workshop held in conjunction with the International Conference on Information Systems (ICIS)

Kim SW. Grassroots power: How SourceForge developers elicit change from Geeknet, Inc. Presented at the 2010 Big XII Plus MIS Conference.

Miranda MS, **Summers J, & Kim I.** Visions of social media: Surfacing schemas from firms' informational engagements. Presented at the 2010 ICIS, Orlando, FL.

Miranda S, **Yetgin E, & Young A.** Framing critical messages to attract attention and mobilize action. Presented at the 2012 National Oceanic and Atmospheric Administration (NOAA) in Norman, Oklahoma.

Nan N, Zmud R, & Yetgin E. "Agent-based modeling of innovation diffusion: Theory and simulation results. Presented at the 2012 International Conference on Information Systems (ICIS).

Nang N. Face concern, media choice and effectiveness when communicating bad news: A study of China. Presented at the 2011 Wuhan International Conference on E-Commerce, Wuhan, China (with T Carte).

Wang N. A model of knowledge adoption. Presented at the 2011 SIGADIT workshop doctoral scholarship award, Shanghai, China (with R Zmud).

Yetgin E, Young A, & Miranda S. Cultural production of protest frames and tactics: Cybermediaries and the SOPA movement. Presented at the 2012 International Conference on Information Systems (ICIS) in Orlando, FL.

Yetgin E, Jensen M, & Shaft T. The differential effects of technological cues on elaboration. Presented at the 2011 17th Americas Conference on Information Systems (AMCIS), Detroit, MI.

Conference Presentations continued...

- Yetgin E.** Influence agents in the diffusion of innovations. Presented at the 2011 9th BigXII+ MIS Research Symposium, Manhattan, KS.
- Young A.** Communicating necessary evil messages: The role of expressive and diffusive capabilities. Presented at the 2012 Americas Conferences on Information Systems (AMCIS) in Seattle, WA.
- Young A.** Challenging communication: Why medium matters. Presented at the 2012 Big 12+ MIS Symposium in Dallas, TX.
- Marketing & Supply Chain Management**
- Gleiberman A.** The effects of service brand, service category and level of criticality on customer's service quality perceptions: A comparison of franchised versus independent businesses. In Proceedings of the 26th Annual Conference of the International Society of Franchising, Rozenn Perrigot, Conference Chair, Fort Lauderdale, FL (**HJ Jeon** and RP Dant).
- Gleiberman A.** Conflict resolution through the principal's eyes: A preliminary propositional model. In Proceedings of the 21st Annual Robert Mittelstaedt Symposium, University of Nebraska, Lincoln, NE (**HJ Jeon** and RP Dant).
- Gleiberman A.** Up in the air: An empirical investigation into the effects of pricing strategies. In Proceedings of the Spring 2012 International Academy of Business Research Conference, Randal Valentine, Chair, New Orleans, LA (with S Basuroy).
- Gleiberman A.** Preventing and combating the onset of dark side symptoms: An empirical assessment. In Proceedings of the Winter 2011 American Marketing Association Conference, John Hulland and Sundar Bharadwaj, co-chairs, St. Petersburg, FL (with RP Dant, M Juliger, K de Royter and M Wetzel).
- Gleiberman A.** Preventing and combating the onset of dark side symptoms in business relationships. In Proceedings of the Winter 2011 American Marketing Association Conference, Raji Srinivasan and Leigh McAlister, co-chairs, Austin, TX (with RP Dant).
- McAmis G.** Modification of organizational directives by sales agents. Proceedings of the 2011 Annual Conference, Society for Marketing Advances.
- McAmis G.** Sales role in strategic relationship alignment: An intensification / deintensification perspective. Proceedings of the 2009 Summer Educators' Conference, American Marketing Association, Chicago, IL (with KR Evans).
- Jeon HJ.** Profiling USA based fast food franchise chains: A cross national comparison. In 2013 Proceedings of the 27th Annual Conference of the International Society of Franchising, Robert Stassen and Marko Grunhagen, Conference Chair, Fort Lauderdale, FL: International Institute for Franchise Education, Nova Southeastern University (with RP Dant, J Windsperger and N Mumdziew).
- Jeon HJ.** Cultural convergence in emerging markets through franchising: The case of McDonald's in China and India. In Proceedings of the 25th Annual Conference of the International Society of Franchising, Patrick Kaufmann, Conference Chair, Fort Lauderdale, FL: International Institute for Franchise Education, Nova Southeastern University (with B Meiseberg, RP Dant and M Grunhagen).
- Jeon HJ.** Reflections on firm, brand and service providers using service quality dimensions: A comparison of national vs. local brands. In Proceedings of 20th Robert Mittelstaedt Doctoral Symposium, University of Nebraska, Lincoln, NE.
- Jeon HJ.** An empirical examination of the dark side of relationship marketing within a business to business context. In Proceedings of the Summer 2010 American Marketing Association Conference, Easwar Iyer and Robin A. Coulter, Conference Chair, Boston, MA (with BL Baker and RP Dant).
- Jeon HJ.** Correlates of successful franchise performance. In Proceedings of the 24th Annual Conference of the International Society of Franchising, Lorelle Frazer, Conference Chair, Fort Lauderdale, FL: International Institute for Franchise Education, Nova Southeastern University (with RP Dant and BL Baker) Winner of Best Student Paper Award.
- Jeon HJ.** An introspective examination of single unit versus multi unit franchisees. In Proceedings of the 23rd Annual Conference of the International Society of Franchising, Marko Grünhagen, Conference Chair, Fort Lauderdale, FL: International Institute for Franchise Education, Nova Southeastern University (with RP Dant, SK Weaven, II Lapuka and BL Baker) Winner of Best Conference Paper Award.
- Jeon HJ.** Etic and emic linkages between external reputation and performance of McDonald's: A multi country investigation. In Proceedings of the Summer 2012 American Marketing Association Conference, Todd Arnold and Lisa Sheer, Conference Chairs, Chicago, IL (with RP Dant, J Windsperger and N Mumdziew).
- Jeon HJ.** The impact of organizational learning on franchise system growth. Presented at the 26th Annual Conference of the International Society of Franchising, Rozenn Perrigot, Conference Chair, Fort Lauderdale, FL (with RP Dant and BL Baker)

2011-2012 Awards and Grants

Allison, Thomas

2012 Southern Management Association Late-Stage Doctoral Consortium; Fort Lauderdale, FL

2012 Academy of Management Entrepreneurship Division Doctoral Consortium; Boston, MA

2012 Babson College Entrepreneurship Research Conference Doctoral Consortium; Fort Worth, TX

Price College of Business Energy Solutions Center Doctoral Fellow, 2011-2012

Ronald B. Shuman Memorial Fellowship, 2011
Barnett Scholar

Academy of Management 2012 Meeting Entrepreneurship Division Best Social Entrepreneurship Paper Award, Sponsored by Rowan University (with D Townsend)

Academy of Management 2012 Meeting Entrepreneurship Division Best Paper Proceedings (with L Plummer)

Academy of Management 2012 Meeting Entrepreneurship Division Best Student Paper Award

Baur, John

University of Oklahoma Graduate Foundation Fellowship, 2011-2012

University of Oklahoma 2012 Outstanding Alumni Award

Sigma Education Nation Scholarship

Chen, Fan

Semi-finalist for best paper award in corporate finance, Financial Management Association Oct 2012.

Summer research grant from Price College Business Energy Solutions Center, 2011.

Travel grant from American Finance Association to attend American Finance Association meetings, 2012.

Gleiberman, Aaron

Alley-Rayonier International Travel Support Grant - University of Oklahoma, Norman, OK, 2012

Business Energy Solutions Center 2012 Research Grant - University of Oklahoma, Norman, OK, 2012

Graduate Student Association Research Grant - University of Oklahoma, Norman, OK, Spring 2012

Graduate Student Association Travel Grant - University of Oklahoma, Norman, OK, Spring 2012

Best Doctoral Paper, Academy of Marketing Conference Doctoral Colloquium - University of Liverpool Management School, 2011

Doctoral Bursary Conference Support Grant - University of Liverpool, United Kingdom, 2011

Alley-Rayonier International Travel Support Grant - University of Oklahoma, Norman, OK, 2011

Hoelscher, Seth

Price College summer research grant, 2012

Holland, Kate

Price College Graduate Student Teaching Excellence Award, 2012.

Energy Information Administration research grant, 2011-2012, (with C Fernando and L Ederington).

Energy Information Administration research grant, 2012-2013, (with S Linn, C Fernando, and L Ederington).

Travel grant from American Finance Association to attend American Finance Association meetings, 2012.

Summer research grant from Price College Business Energy Solutions Center.

Jeon, Hyo Jin (Jean)

2012/2013 Price College Business Energy Solutions Center Doctoral Research Fellowship – University of Oklahoma

AMA-Sheth Foundation Doctoral Consortium - University of Washington, Seattle, Washington, 2012

Best Graduate Student Research Award – University of Oklahoma, Price College of Business, 2012

Graduate Student Senate Scholarship – University of Oklahoma, 2011-2012

AMA-Sheth Foundation Doctoral Consortium - Oklahoma State University, Stillwater, Oklahoma, 2011

William J. Alley-Rayonier International Business Scholars Award - University of Oklahoma, Norman, Oklahoma, 2011

2011-2012 Awards and Grants Continued

20th Robert Mittelstaedt Doctoral Symposium - University of Nebraska, Lincoln, Nebraska, 2011
Best Student Paper Award - 24th Annual Conference of the International Society of Franchising - International Institute for Franchise Education, Nova Southeastern University - Sydney, Australia, June 2010

The Lee Williams International Travel Scholarship - University of Oklahoma, Norman, Oklahoma, 2010

2010 Doctoral Summer Research Fellowship Award- University of Oklahoma, Norman, Oklahoma, 2010

19th Robert Mittelstaedt Doctoral Symposium - University of Nebraska, Lincoln, Nebraska, 2010

William J. Alley-Rayonier International Business Scholars Award - University of Oklahoma, Norman, Oklahoma, 2010

Best Paper Award - 23rd Annual Conference of the International Society of Franchising- International Institute for Franchise Education, Nova

18th Robert Mittelstaedt Doctoral Symposium - University of Nebraska, Lincoln, Nebraska, 2009

Brain Korea 21st Century Scholarships, Seoul, Korea, August 2006-February 2008

Klotz, Anthony

SHRM Foundation Dissertation Grant Award, 2012

Price College of Business PhD Student Teaching Excellence Award, 2012

Price College of Business Graduate Research Excellence Award, 2011

University of Oklahoma Graduate Foundation Fellowship, 2009 – 2012

Selected for Organizational Behavior Division Doctoral Consortium at the Academy of Management, 2012

Selected for Human Resources Division Doctoral Consortium, 2011 at the Academy of Management

McKinney, Aaron

Southern Management Association (Best Reviewer Award - ENT/IT/Innovation Track) 2010

Academy of Management (New Doctoral Student Consortium) 2010

Southern Management Association (Early Doctoral Student Consortium) 2010
Co-presenter on choosing a research stream in the Doctoral Consortium at the Southern Management Association Annual Meeting. Savannah, GA. 2011

Academy of Management (Entrepreneurship Division Doctoral Student Consortium) 2011

Inducted into Phi Kappa Phi – 2011

Presenter in the Content Analysis as an Empirical Research Tool PDW at the Southern Management Association Annual Meeting. Ft. Lauderdale, FL. 2012

Panelist in the Content Analysis in Organizational Research: Techniques and Applications PDW at the Academy of Management Annual Meeting. Boston, MA. 2012

Co-presenter in the Assessing Constructs Using Content Analysis session at the Center for the Advancement of Research Methods and Analysis (CARMA) short course. Detroit, MI. 2012

Invited onto the Family Business Review editorial board 2012

Family Business Review (Excellent Reviewer Certificate) 2012

Academy of Management (ENT Division Distinguished Reviewer, ENT Division student paper award) 2012

McAmis, Gregory T.

Discussant for Robert Mittelstaedt Doctoral Symposium, 2009

Foundation Fellowship, The University of Oklahoma, 2007 – 2010

Elton B. Stephens Scholarship, The University of Alabama, 2005 – 2006

President's Scholarship, The University of Alabama- Huntsville, 1992 – 1997

Newton, Ashley

Summer research grant from Business Energy Solutions Center, 2011.

Price College summer research grant, 2012

OU's Teaching Scholars Initiative (with KP Ragan).