

JONATHAN R. ANDERSON

University of West Georgia

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Education

- Ph.D.** Business Administration: Management – University of Kentucky, 2004
M.Ed. Business Education – State University of West Georgia, 2000
B.S. Sociology (Cum Laude) – Utah State University, 1999
A.A.S. General Studies – Ricks College, 1996

Experience

University of West Georgia – Carrollton, GA

Academic Positions

- 8/2013 – Present Professor of Management
8/2008 – 8/2013 Associate Professor of Management
8/2004 – 8/2008 Assistant Professor of Management

Administrative Positions

- 7/2011 – 7/2014 Deputy Provost
8/2010 – 6/2011 Associate Vice President for Academic Affairs
7/2009 – 7/2014 SACSCOC Accreditation Liaison
3/2008 – 12/2010 Assurance of Learning Coordinator, Georgia WebMBA
10/2005 – 7/2009 Associate Dean and MBA Director, Richards College of Business

Berea College – Berea, KY

- 8/2003 – 12/2003 Part-Time Instructor of Business

University of Kentucky – Lexington, KY

- 8/2001 – 8/2004 Graduate Teaching Assistant and Ph.D. Student

Bremen High School – Bremen, GA

- 8/1999 – 5/2001 Business Teacher and Coach

Old Kent Mortgage – Lithia Springs, GA

- 7/1998 – 8/1999 Loan Officer

Mortgage Capital Resource – Smyrna/Vinings, GA

- 5/1997 – 7/1998 Loan Officer

Equity First Financial – Logan, UT

- 8/1996 – 5/1997 Liability Specialist

Research

Journal Articles

Anderson, J.R. (In Press). Managing Pressure in Organizations. (Performance Improvement).

Anderson, J.R. 2014. Are Peer Rankings Bias Free? *Global Education Journal*, 2014(3).

Anderson, J.R., Gainey, T., and Rooks, J. 2011. Academic social reach and students' acceptance of online and traditional instruction: an ego network perspective. *Insights to a Changing World*. Dec 2011(8), 69-83.

Gainey, T., **Anderson, J.R.**, and Rooks, J. 2010. Computer-based classrooms in business schools: Factors impacting student preferences. *Journal of International Business Disciplines*, 5(1), 13-23. (This is an updated version of a paper earlier published as *Traditional verses computer-based classrooms: examining business students' perceptions. Business Research Yearbook: Global Perspectives*. 2010(1), 299-304.)

Anderson, J.R., Bergiel, E., Prince, B, and Upson, J. 2010. Advice seeking and small firm strategy. *International Journal of the Academic Business World*. 4(1), 1-8.

Upson, J. W., & **Anderson, J. R.** 2009. Global supply chain motivation and integration in emerging markets. *Business Research Yearbook*. 16(1): 355-361.

Anderson, J.R. 2008. Do popular people perform? *Mountain Plains Journal of Business and Economics*. 9(2), 75-84.

Anderson, J.R. 2008. The influence of ideological alignment on intention to stay and turnover. *Business Research Yearbook: Global Business Perspectives*, XV, 467-472.

Bergiel, E., **Anderson, J.R.**, and Clenney, B. 2007. The social exchange of sales: Assessing antecedents of technical work compliance and customer service performance. *Journal of Contemporary Business Issues*, 15(2), 1-10.

Anderson, J.R. 2006. On cooperative and competitive learning in the management classroom. *Mountain Plains Journal of Business and Economics*, 7 (pedagogy), 1-10.

Anderson, J.R. 2006. Managing employees in the service sector: A literature review and conceptual development. *Journal of Business and Psychology*, 20(4), 501-523.

Anderson, J.R. and Johnson, N.B. 2005. On the relationship between work contexts, mandates, and compliance behaviours of supervisors. *Journal of Change Management*, 5(4), 381-390.

Anderson, J.R. 2005. The relationship between student perceptions of team dynamics and simulation game outcomes: an individual-level analysis. *Journal of Education for Business*, 81(2), 85-90.

Anderson, J.R. 2004. The ego network and entrepreneurial attempts. *Business Journal for Entrepreneurs* 2004(2), 84-93.

Bowler, M., Droege, S., **Anderson, J.R.** 2003. Social network ties and strategic renewal: promotion of strategic initiatives by mid-level actors. *Journal of Behavioral and Applied Management*, 5(1), 31-44.

Droege, S.B., **Anderson, J.R.** & Bowler, M. 2003. Trust and organizational information flow. *Journal of Business and Management*, 9(1), 45-60.

Book Chapter

Johnson, N.B. & **Anderson, J.R.** 2004. Airline employment, productivity, and working conditions following deregulation. In J. Peoples and W.K. Talley (Eds). *Transportation Labor Issues and Regulatory Reform: Research in Transportation Economics*, Vol. 10:79-108. Elsevier; New York: NY.

Presentations at Academic Conferences or Meetings

Anderson, J.R. 2015. Managing Administrative Pressure. Appalachian Research in Business Symposium. Western Carolina University, Asheville, NC.

Upton, J. W., Damaraju, N. L., Barney, J., and **Anderson, J.R.**, 2014. Advice networks of discovery and creation entrepreneurs. Entrepreneurship Exemplar Conference. Daniels College of Business: University of Denver. Keystone, CO.

Damaraju, N. L., Upton, J. W., Barney, J., and **Anderson, J.R.**, 2012. Advice networks of discovery and creation entrepreneurs. Strategic Management Society Meetings. Prague, Czech Republic.

Upton, J. W., Damaraju, N. L., and **Anderson, J.R.**, 2011. Aligning for success: Advice networks and entrepreneurial discovery and creation opportunities, Exemplar Conference. Fischer College of Business: The Ohio State University.

Gainey, T., **Anderson, J.R.**, and Rooks, J. 2010. Traditional verses computer-based classrooms: examining business students' perceptions. IABD Conference, Las Vegas, NV.

Anderson, J.R., Bergiel, E., Prince, B, and Upton, J. 2009. Advice seeking and small firm strategy. Academic Business World International Conference. *Winner of the Presentation*

Excellence Award. Nashville, TN.

Anderson, J.R. 2008. Does social network position influence individual performance? Academic Business World International Conference. *Winner of a Presentation Excellence Award*. Nashville, TN.

Anderson, J.R. 2008. Using experiential learning to teach human resource practices in small firms. Fifth Innovative Teaching in Human Resources and Industrial Relations (HRIR) Conference. Minneapolis, MN.

Anderson, J.R. 2008. The influence of ideological alignment on intention to stay and turnover. IABD Conference. Houston, TX.

Bergiel, E., **Anderson, J.R.**, and Clenney, B. 2007. The social exchange of sales: Assessing antecedents of technical work compliance and customer service performance. *Winner of a Presentation Excellence Award at the ABWIC*. Nashville, TN.

Anderson, J.R. 2006. Ideological alignment and the employee-organization relationship. *Proceedings of the Mountain Plains Management Conference*, Orem, UT.

Ogle, D. and **Anderson, J.R.** 2006. When good research gets interesting: a case in poultry processing. *Proceedings of the Mountain Plains Management Conference*, Orem, UT. (co-authored with an undergraduate student)

Anderson, J.R. and Hovey, D. 2005. Teaching relevant skills in strategic management: a critique of popular pedagogical techniques and their outcomes. *Proceedings of the Mountain Plains Management Association Meetings*, Cedar City, UT.

Anderson, J.R. 2005. Improving learning outcomes through inter-group competition in large classroom settings. *Proceedings of the Innovative Teaching in Human Resources and Industrial Relations Conference*. Park City, UT

Anderson, J.R. 2005. Engaging students through competitive learning. Presented at *The Third Annual Interdisciplinary Conference for Teachers of Undergraduates; Teaching Matters: Tradition, Innovation, and the Making of Students*. Barnesville, GA

Anderson, J.R. & Johnson, N.B. 2004. Compliance with organizational policy. Presented at the *Industrial Relations Research Association Meetings*. San Diego CA.

Anderson, J.R. 2003. Measuring human capital: performance appraisal effectiveness. *Proceedings of the Midwest Academy of Management Meeting*. St. Louis, MO.

Anderson, J.R. 2003. The influence of an ego network on entrepreneurial attempts. *Proceedings of the Southern Management Association Meetings*. Clearwater, FL.

Anderson, J.R. 2003. A conceptual model for teaching entrepreneurship. *Proceedings of the Mountain Plains Management Conference*. Moscow, ID.

Anderson, J.R. 2003. To simulate or not to simulate: antecedents to positive student affect toward a strategic management simulation exercise. *Proceedings of the Mountain Plains Management Conference*. Moscow, ID.

Anderson, J.R., & North, A.B. 2001. Computer use confidence gains in lecture-based and text-based instruction: an action research study. *Proceedings of the Delta Pi Epsilon National Meeting*. Nashville, TN.

Funding Received

Upton, J. and **Anderson, J.R.** 2010. \$1,000, *Robert J. Stone Endowment for Entrepreneurial Studies*. Richards College of Business. University of West Georgia.

Anderson, J.R. 2008. \$4,000. *Warren and Eva Sewell Foundation*. Received to support applied learning and service projects carried out by the UWG SIFE team.

Anderson, J.R. 2006-2007. \$5,000, *Coleman Foundation*. Entrepreneurship Curriculum Development Project.

Anderson, J.R. 2006-2007. \$2,100, *Student Research Assistant Program*. Student work program for hiring undergraduate students to assist in research, University of West Georgia.

Anderson, J.R. 2005-2006. \$750, *Robert J. Stone Endowment for Entrepreneurial Studies*. Richards College of Business. University of West Georgia.

Anderson, J.R. and Clenney, B. 2005-2006. \$1950, *Student Research Assistant Program*, Student work program for hiring undergraduate students to assist in research, University of West Georgia.

Anderson, J.R. 2005-2006. \$1500, *Learning Resources Committee Research Support Grant*, Understanding antecedents to quality customer service performance: managing employees in the service sector, University of West Georgia.

Anderson, J.R. and Clenney, B. 2005. \$1200, *Student Research Assistant Program*, Student work program for hiring undergraduate students to assist in research, University of West Georgia

Anderson, J.R. 2004. Dell Inspiron Laptop, *Dell Laptop Giveaway*, for use in integrating technology into the capstone strategic management class and assisting in faculty-directed student research. VPAA, University of West Georgia.

Anderson, J.R. 2002-2003. \$4,000, *Gatton Research Trust Fund II Doctoral Fellowship*, Gatton College of Business and Economics, University of Kentucky.

Research In Progress/Under Review

Upton, J. W., Damaraju, N. L., **Anderson, J.R.**, and Barney, J. (Journal Article, Under Review, *European Journal of Management*) Advice Networks of Discovery and Creation Entrepreneurs.

Anderson, J.R., Kassis, M., McIntyre, F., Prince, B. (Journal Article, Under Review *Organization Management Journal*). University and Business Accreditation Processes: Building on Commonalities.

Anderson, J.R. (Journal Article). Entrepreneurial Intentions and the College Experience (IRB approval in process).

Anderson, J.R. (Journal Article). Entrepreneurship and the Social Construction of Reality.

Anderson, J.R. (Journal Article). The Innovation/Competence Conundrum: How Rapid Innovation Decreases an Organization's Ability to Deliver Quality.

Teaching

Courses Taught

University of West Georgia

MGNT 3600 Management: A study of the basic concepts and processes of management. The course includes the study of legal, social political environment with specific emphasis on the behavioral perspectives in organizations.

MGNT 3605 Organizational Behavior: The focus of this course is on individual, group and organizational behavioral factors and the managerial perspective on processes, techniques, and practices to improve effectiveness, efficiency, and work satisfaction.

MGNT 3615 Production and Operations Management: A study of the fundamental process for production of goods and services in organizations with emphasis on understanding its relationship to other areas and use of quantitative tools in production/operations decision making.

MGNT 3618 Entrepreneurship and Small Business Management: Study to isolate and examine for solution the significant problems encountered by men and women who establish and manage small businesses.

MGNT 3625: Research Methods for Managers: This course is designed to introduce students to basic approaches for conducting research in a business environment. A special emphasis is placed on research methods and tactics that are applicable to enhancing management practice, organizational effectiveness, and organizational survival. Students will be introduced to various pathways to knowledge, research method design, data collection, data analysis, reporting of research results, the peer review process, and applied research.

MGNT 4620 Human Resource Management: A study of the planning, acquisition, and administration of Human Resources in organizations. Includes case studies and applications of problem solving techniques.

MGNT 4660 Strategic Management: An integrative approach to the study of the total enterprise from the executive management's point of view--the environment in which it operates, the direction management intends to head, management's strategic plan and the task of implementing and executing the chosen strategy.

MGNT 6670 Organizational Theory and Behavior: A managerial examination of the behavioral and structural factors affecting performance of organizations including study of fundamentals, individual and group concerns, and organizational processes with emphasis on current issues.

MGNT 6681 Strategic, Ethical, and Global Management: A study of the total enterprise at the executive level through applying a set of decisions and actions that result in the formulation and implementation of strategies that achieve the mission and goals of the enterprise with special consideration of the effects of globalization, ethics, and corporate accountability.

Berea College

BUS 367 - Marketing Research: This course is designed to introduce the various research methods used to collect and evaluate information for marketing decision making. The course will look at both qualitative and quantitative methods of gathering data, analyzing it, and reporting findings. Individual and group projects will be used to allow students to experience the marketing-research process

University of Kentucky

MGT 301: Introduction to Management: A study of planning, organizing and controlling; an interdisciplinary approach; actual decision-making cases.

Service

Service to the University System

University Representative. (2009-2014) Regents Administrative Committee on Effectiveness and Accreditation (RACEA). Representing the University of West Georgia.

Member of the RACEA Executive Committee (2009-2012) Chair of the Strategic Planning Task Force (2009-2011) Chair of the Emerging Issues task Force (2011-2012).

Service for Other Institutions/Accrediting Entities

On-Site Committee Member. SACSCOC. University of New Orleans. 2015

On-Site Committee Member. SACSCOC. East Tennessee State University. 2013

Service to the University

Member (2015) Dean's Fifth Year Review Evaluation Committee. Richards College of Business. University of West Georgia.

Title IX Investigator (2015-2016) University of West Georgia

Member (2013-2014) Head Football Coach Search Committee. University of West Georgia.

Co-Chair (2011-2013) Facilities Master Plan Update Committee. University of West Georgia.

Member (2012) Complete College Georgia UWG Commission. University of West Georgia

Chair (2012) Vice President of Business and Finance Fifth-Year Review Committee. University of West Georgia

Administrative Representative on the following UWG Senate Committees. (2013-2014). Undergraduate Programs, Strategic Planning, Facilities and Services, Intercollegiate Athletics, and University Relations.

Administrative Representative on the following UWG Senate Committees. (2012-2013). Undergraduate Programs, Strategic Planning, Facilities and Services, Intercollegiate Athletics, and University Relations.

Administrative Representative on the following UWG Senate Committees. (2011-2012). Undergraduate Programs, Strategic Planning, Facilities and Services, Intercollegiate Athletics, and University Relations.

Administrative Representative on the following UWG Senate Committees. (2010-2011). Committee on Graduate Studies.

Coordinator of the UWG SACS Fifth-Year Interim Report (2009-2010) University of West Georgia.

Member (2009) Graduate Student Tuition and Fees, Ad-hoc Committee. Graduate School. University of West Georgia

Member (2005-2009) Committee on Graduate Studies, University of West Georgia

Member (2009) Search Committee for the Executive Director of Construction and Architectural/Engineering Services

Member (2007-2008) University of West Georgia Strategic Planning Committee
Member (2008) Search Committee. V.P. of University Advancement. University of West Georgia
Member (2006-2008) RCOB Representative. Ed.D. Committee. University of West Georgia
Chair (2007-2008) A-Day Faculty/Staff Drive. University of West Georgia
Co-Chair (2007) Vice President of Student Services Fifth-Year Review Committee
Member (2006) Summer Strategies Committee. University of West Georgia
Co-Chair (2006-2007) A-Day Faculty/Staff Drive (Fundraiser). University of West Georgia
Member (2004-2005) General Education Sub-Committee of UAPC. University of West Georgia
Group Leader for New Teaching Assistants (2003). Teaching and Learning Center TA Orientation, University of Kentucky
Research Assistant (2002) Performance Development Partnership Task Force, University of Kentucky

Service to the College

Member (2005-2009) Deans Advisory Council. Richards College of Business, University of West Georgia
Member (2005-2009) Graduate Programs Committee. Richards College of Business. University of West Georgia
Member (2005-2009) Strategic Planning Committee. Richards College of Business. University of West Georgia
Chair (2008) Search Committee. Small Business Development Center Director. SBDC. University of West Georgia
Chair (2007) Search Committee. Small Business Development Center Consultant. SBDC. University of West Georgia
Member (2005) Search Committee. Small Business Development Center Consultant. SBDC. University of West Georgia.
Co-Coordinator (2005-2007) Richards College of Business Big Night. Program for the presentation of undergraduate research.
Member (2005) Ad-hoc AACSB - Strategic Planning Committee, Richards College of Business. University of West Georgia.
Member (2005) Ad-hoc MBA program Review Committee.

Service to the Department

Member (2009) E-tuition Distribution Committee. University of West Georgia. Department of Management.
Member (2006-2007) New Faculty Search Committee. University of West Georgia. Department of Management.
Member (2005-2006) Promotion and Tenure Committee. University of West Georgia. Department of Management and Business Systems.
Chair (2005) New Faculty Search Committee. University of West Georgia. Department of Management and Business Systems.

Service to Student Organizations

Faculty Advisor (2006-2010) SIFE. University of West Georgia Team.
Faculty Advisor (2009-2010) Entrepreneurship Club. University of West Georgia.
Faculty Advisor (2008-2010) LDSSA. University of West Georgia Chapter.
Faculty Advisor (2008-2010) Circle K (Kiwani International). University of West Georgia Chapter.

Service to the Discipline

Journal Reviewer

Reviewer (2009) *Journal of Leadership and Organization Studies*
Reviewer (2008) *Journal of Contemporary Business Issues*
Reviewer (2008) *Mountain Plains Journal of Business and Economics*
Reviewer (2007) *Asia Pacific Management Review*
Reviewer (2007) *B>Quest*
Reviewer (2005) *Human Resource Management Review (Special Issue)*
Reviewer (2005) *Journal of Small Business Management*
Reviewer (2004) *B>Quest*
Best Paper Judge (Management Department) (2004) *B>Quest (for 2003 issue)*

Professional Conference Service

Reviewer (2015) – Academy of Management Meetings (Strategy and Entrepreneurship Divisions), Vancouver, B.C.
Reviewer (2014) – Southern Management Association Meeting, Savannah, GA.
Reviewer (2013) – Southern Management Association Meeting, New Orleans, LA.
Session Chair (2008) – Academic Business World International Conference, Nashville, TN.
Reviewer (2007) – Academy of Management Meeting – Pittsburgh, PA.
Reviewer (2005) – Mountain Plains Management Conference – Cedar City, UT.
Reviewer (2005) – Southern Management Association Meeting – Charleston, SC.
Session Chair (2005) – Innovative Teaching in HR and IR – Park City, UT.
Reviewer (2004) – Mountain Plains Management Conference – Grand Junction, CO.
Reviewer (2004) – Southern Management Association Meeting – San Antonio, TX
Discussant (2003) – Southern Management Association Meeting – Clearwater, FL.
Reviewer (2003) – Southern Management Association Meeting – Clearwater, FL.
Reviewer (2003) – Academy of Management National Conference – Seattle, WA.
Reviewer (2002) – Academy of Management National Conference – Denver, CO.
Session Chair (2001) – Delta Pi Epsilon National Conference – Nashville, TN.

Service to the Community

Chair (2012-Present) Carroll County Board of Education.
Board Member (2011-Present) Carroll County Board of Education.
Member (2007-2009) Statewide Advisory Council for the Georgia Small Business
Development Center Network
Board Member (2007-2009) Carrollton Kiwanis Club
Member (2007) Coweta County Entrepreneurship Friendly Community Review Committee
Member (2007) Haralson County Entrepreneurship Friendly Community Review Committee

Awards and Honors

Richards College of Business Faculty Teaching Award, 2015
Sam M. Walton Fellow in Free Enterprise, 2006-2010
Richards College of Business Faculty Teaching Award, 2005
Beta Gamma Sigma Initiate, 2005
Gatton Doctoral Research Fellowship, 2002-2003
Delta Pi Epsilon Initiate, 2001
Cum Laude Honors Graduate, 2000
Ingram Scholar, 2000
HASS Tuition Waiver Recipient, 1996
Phi Theta Kappa, Chapter Charter Initiate, 1995
NJCAA Distinguished Academic All-American (Football), 1995
Dean's List (Multiple listings), 1992 and 1995-1999
Leadership/Academic Scholarship, 1992

Selected Professional Development Activities

Accelerated Leadership Academy, University System of Georgia, 2013-2014
Executive Leadership Institute, University System of Georgia, 2010-2011
SACS Institute on Quality Enhancement and Accreditation, 2010
AACSB Aspiring Deans Seminar, 2009
AACSB Accounting Accreditation Seminar, 2006
AACSB Maintenance of Accreditation Seminar, 2006
AACSB Strategic Management Seminar, 2006