

JONATHAN R. ANDERSON

Richards College of Business
University of West Georgia
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EDUCATION

Ph.D. Business Administration – 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

Administrative Experience

10/05 – Present Associate Dean
Richards College of Business
University of West Georgia – Carrollton, GA

10/05 – Present MBA Director
Richards College of Business
University of West Georgia – Carrollton, GA

3/08 – Present Assurance of Learning Coordinator
Georgia WebMBA
Consortium of five AACSB accredited institutions

Academic Experience

8/08 – Present Associate Professor
Richards College of Business
University of West Georgia – Carrollton, GA

8/04 – 8/08 Assistant Professor
Richards College of Business
University of West Georgia – Carrollton, GA

8/03-12/03 Adjunct Professor
Department of Economics and Business
Berea College – Berea, KY

8/01-8/04 Teaching Assistant
School of Management, Gatton College of Business and Economics
University of Kentucky – Lexington, KY

8/99-8/01 Teacher and Coach
Business Education Department
Bremen High School – Bremen, GA

Industry Experience

- 7/98-8/99** **Loan Officer**
Old Kent Mortgage – Lithia Springs, GA
- 5/97-7/98** **Loan Officer**
Mortgage Capital Resource – Vinings, GA
- 8/96-5/97** **Liability Specialist**
Equity First Financial – Logan, UT

RESEARCH

Refereed Publications

Bergiel, E., **Anderson, J.R.**, and Clenney, B. (In Press - 2007) The Social Exchange of Sales: Assessing Antecedents of Technical Work Compliance and Customer Service Performance. *Journal of Contemporary Business Issues*.

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 the supervisor-subordinate relationship 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 behaviors 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.

Presentations and Proceedings

Anderson, J.R. 2008. Does social network position influence individual performance? Academic Business World International Conference. 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. April, 2008.

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

Books and Book Chapters

Anderson, J.R. 2007. *Entrepreneurs of West Georgia: Selected Cases*. University of West Georgia Press. Carrollton, GA.

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.

Other Articles

Anderson, J.R. 2005. Collective Bargaining In Skill And Knowledge Intensive Occupations: Why Collective Bargaining Did Not influence The Yule Distribution Of NBA Salaries Following The New Collective Bargaining Agreement. *BQuest*.

Anderson, J.R. Spring, 2008. The World is Flat and Fragmenting. Phi Delta Kappa Chapter Newsletter.

Funded Research Support

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. \$2100, *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.

Under Review and In Process

Anderson, J.R. (Journal Article, In Process). Do Popular People Perform?

Anderson J.R. (Journal Article, In Process) On the effect of inductive and deductive instruction on student confidence.

Anderson, J.R. (Book, In Process). Leadership in a Committee-Based Society.

Anderson, J.R. (Book, In Process). A Pocket Guide to Organizational Strategy: Helping organizations focus, thrive and capture market space.

TEACHING

University Courses Taught

Undergraduate
Entrepreneurship and Small Business
Human Resource Management
Management Principles

Marketing Research
Organizational Behavior
Strategic Management

Graduate

Strategic, Ethical, and Global Management (MBA)
Organizational Theory and Behavior (MBA)

Other

AACSB, Fall 2007. PQ Bridge Program, Georgia State University. Atlanta, GA.
Sertoma Club of Carrollton. January, 2008. Carrollton, GA.
Public Relations Society of America's Georgia Chapter Annual Conference. May, 2008. Atlanta, GA

Independent Studies Supervised

Research in Service-Sector Management
Management and Industry Analysis
Organizational Behavior
Research in Poultry Processing Management
Management in Aviation

SERVICE

Peer-Reviewed Journal Service

Ad-Hoc Review (2008) Mountain Plains Journal of Business and Economics
Ad-Hoc Review (2007). Asia Pacific Management Review.
Ad-Hoc Review (2007). *B>Quest*.
Ad-Hoc Review (2005). *Human Resource Management Review (Special Issue)*.
Ad-Hoc Review (2005). *Journal of Small Business Management*.
Ad-Hoc Review (2004). *B>Quest*.
Best Paper Judge (Management) Issue 2003 (2004) *B>Quest*.

Professional Conference Service

Session Chair (2008) – Academic Business World International Conference, Nashville, TN.
Reviewer (2007) – Academy of Management Meetings – 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.

University Service

Member (2005-Present) Committee on Graduate Studies, University of West Georgia
Member. (2004-Present) Professional Education Faculty. University of West Georgia
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
Faculty Advisor (2007-Present) Students in Free Enterprise Team (SIFE)
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

College Service

Member (2005-Present) Deans Advisory Council. Richards College of Business, University of West Georgia
Member (2005-Present) Graduate Programs Committee. Richards College of Business. University of West Georgia
Member (2005-Present) Strategic Planning Committee. Richards College of Business. University of West Georgia
Chair (2007) Search Committee. Small Business Consultant. SBDC. University of West Georgia
Member (2005) Search Committee. Small Business 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.

Department Service

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 Outside the University

Member (2007-2009) Statewide Advisory Council for the Georgia Small Business Development Center Network
Member of the Board of Directors (2007-2009) Carrollton Kiwanis Club
Member (Fall, 2007) Coweta County Entrepreneurship Friendly Community Review Committee
Member (Fall, 2007) Haralson County Entrepreneurship Friendly Community Review Committee

AWARDS AND HONORS

Sam M. Walton Fellow, 2006-Present
Richards College of Business Faculty Teaching Award, 2004-2005
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, 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

PROFESSIONAL DEVELOPMENT ACTIVITIES

AACSB Strategic Management Seminar
AACSB Accounting Accreditation Seminar