**SCOTT KENNETH CAMPBELL, Ph. D.**

Gordon State College Cell Phone – (334) 868-3207

Department of Business and Social Sciences Office Phone – (678) 359-5028

Russell Hall, Suite 310 E-mail – scampbell@gordonstate.edu

419 College Drive

Barnesville, Georgia 30204

**EDUCATION**

**Doctor of Philosophy**

Auburn University (Auburn, Alabama)

May, 2003

Major Area: Human Resource Management

Organizational Analysis and Change

Dissertation Title: A Study of Top Management Team Compensation and Company

Performance: A North American Perspective

**Master of Science in Finance**

Auburn University (Auburn, Alabama)

May, 2021 (Projected)

Major Area: Finance

**Management Information Systems Graduate Certificate**

Auburn University (Auburn, Alabama)

May, 2021 (Projected)

**Master of Business Administration**

Auburn University at Montgomery (Montgomery, Alabama)

March, 1995

Major Area: Management and Marketing

**Bachelor of Science**

University of Montevallo (Montevallo, Alabama)

May, 1992

Major Area: Psychology

**TEACHING INTERESTS**

1. International Management
2. Strategic Management
3. Entrepreneurship
4. Human Resource Management
5. Organizational Development
6. General Management

**RESEARCH INTERESTS**

1. Strategic Executive Compensation
2. International Business and Theory
3. Organizational Theory
4. Strategic Management
5. Management History

**ACADEMIC EXPERIENCE**

**Gordon State College**

Associate Professor of Management

The Division of Business and Public Service

August, 2016 – Present

Courses Taught: Introduction to Business; Introduction to Marketing; Introduction to

Management; Introduction to Finance; Human Resource Management; International Business; International Management; Business Communication; Entrepreneurship; Strategic Management

**Missouri Southern State University**

Associate Professor of Strategic and International Management

Robert W. Plaster School of Business

August, 2013 – July, 2016

Courses Taught: Strategic Management; International Management; International Business; Introduction to Management; Human Resource Management; Management Information Systems & Compensation and Benefits Management.

**The University of West Alabama**

Adjunct Professor

College of Business

January, 2012 – July, 2013

Courses Taught: Strategic Management & Principles of Management

# Zayed University

Associate Professor of Management

College of Business Sciences

August, 2008 – July, 2011

Courses Taught: Strategic Management; Human Resource Management; International Management & Principles of Management

# Francis Marion University

Assistant Professor of Management

College of Business Administration

May, 2004 – May, 2008

Courses Taught: Strategic Management; Human Resource Management; International Management; Ethics; International Marketing; Principles of Management

# Georgia College and State University

Instructor

School of Business

September, 2001 – May, 2004

Courses Taught: Strategic Management; Human Resource Management; Ethics; International Management & Principles of Management

**PROFESSIONAL EXPERIENCE**

**Wobell, LLC** – Atlanta, Georgia

Human Resource Management Consultant

October, 2010 – July, 2013

Duties: Either or alone, or in conjunction with a small team, we conducted strategic or court appointed human resource management analysis. We engaged in job analysis, as well as researched and wrote appropriate job descriptions. In addition, we devised and help implement recruiting and screening methods to meet the identified job specifications.

**Morgan Stanley** – Lexington, Kentucky

Certified Financial Planner

August, 1997 – July 1998

Duties: Worked with individuals and businesses to help these clients understand their financial circumstances. I consulted with my clients to guide them in making budgetary, savings and investment decisions in order to reach their short-term and long-term financial objectives. In addition, I engaged in random as well as targeted sales and marketing to effectively meet and engage new customers.

**United States Peace Corps** – Szeged, Hungary

Small Business Development Volunteer

June, 1995 – June, 1997

Duties: As a Small Business Development Volunteer stationed in Hungary, I held two distinct postings.

First, I was the Associate Director of the Junior Achievement Foundation in Hungary. As the Associate Director, I specialized in writing grants with various philanthropic agencies to acquire funding for the Junior Achievement Foundation. I also worked closely with the Director to schedule, coordinate and often teach the training programs held in Hungary and neighboring countries to train high school teachers in how to utilize Junior Achievement materials to facilitate the teaching of business classes in their schools.

Second, I was a Business Professor with University of Szeged, in the city of Szeged, Hungary. I also taught international business courses at the University of Pécs, in the city of Pécs, Hungary.

**Regions Bank** – Montgomery, Alabama

Manager – Consumer Loan Counseling Department

July, 1992 – May, 1995

Duties: I supervised the recruiting, training and daily activities of a nine-member Consumer Loan Counseling Department. My staff and I coordinated the monitoring, adjustment, collection and refinancing of a multi-million dollar portfolio of consumer loans in central and southern Alabama.

**PUBLISHED**

Campbell, Scott K., (Under Review) “Contrasting Social Class Background of Chief Executive Officers and Cabinet/Ministerial Rank Government Officials in the United States and the United Kingdom.” Career Development International, Bingley, United Kingdom.

Campbell, Scott K., (2019) “An Exploration of the Contrasting Social Class and Workplace Expectations for Determining Chief Executive Officers in the United States vs the United Kingdom.” Business Management Dynamics, London, United Kingdom. Vol.9, Num. 6, December, 2019.

Campbell, Scott K., (2016) “An Exploration of the Productivity Impact of Corporate Sick Leave Policies When Considering the R-naught Measure of Infectivity for Horizontal Transmission of Common Illnesses in a Work Place Setting.” Business Management Dynamics, London, United Kingdom. Vol.6, Num. 5, December, 2016.

Campbell, Scott K. & Schmidt, Thomas A., (2015) “An Examination of Executive Perquisites and Their Relationship to Strategic Productivity.” Business Management Dynamics, London, United Kingdom. Vol.5, Num. 4, October, 2015.

Campbell, Scott K., (2015) “CEO and Executive Vice President Compensation and Company Performance: An Empirical Study.” The International Journal of Business & Management, Chhattisgarh, India. Vol. 3, Num.2, February, 2015.

Campbell, Scott K., (2015) “A Comparison of United States vs United Kingdom Executive Compensation and Company Performance: An Empirical Study.” International Academic Research Journal of Business and Management, Abu Dhabi, United Arab Emirates. Vol. 3, Num. 8, February, 2015.

Campbell, Scott K., (2014) “The Impact of Federal Government Oversight on the Economies of Dubai and Doha.” The International Journal of Business & Management, Chhattisgarh, India. Vol. 2, Num.9, September, 2014.

Campbell, Scott K. (2012). “Effective Methodology for the Research and Crafting of Cultural Specific Case Studies.” International Journal of Management Cases, Darwen, United Kingdom. Vol. 14, Num. 2, May, 2012.

Campbell, Scott K. (2008). “Graduating From College?: A Practical Guide To Help You Succeed In The Real World.” Uricon Publishing Group, London. ISBN# 978-0615269375.

Campbell, Scott K. & Johnson, Brad R. (2008) “Use of the Designation “CPA” Mobility and the Adverse Regulatory Effects of Professional Scrutiny of CPAs by States in Depriving the Foreign CPA of their Constitutional Guarantee of Freedom of Speech.” The Business Review, Cambridge. Vol. 11, Num. 1, December 2008.

Campbell, Scott K. & Johnson, Brad R. (2005). “A Comparison in Measuring Stock Option Based Compensation Under the Fair Value vs. Intrinsic Value Method and its Effects on the Relationship between Executive Compensation and Company Performance.” The Business Review, Cambridge, Vol. 4, Num. 2, December 2005.

Campbell, Scott K., (2006). Apple Computer: A Case Study. In David, Fred R., Strategic Management: Concepts and Cases (11th edition), Prentice Hall.

Campbell, Scott K., (2006). Dell Inc.: A Case Study. In David, Fred R., Strategic Management: Concepts and Cases (11th edition), Prentice Hall.

**PRESENTATIONS (Published in Conference Proceedings)**

Campbell, Scott K. “An Exploration of the Productivity Impact of Corporate Sick Leave Policies When Considering the R-naught Measure of Infectivity for Horizontal Transmission of Common Illnesses in a Work Place Setting”

18th Annual Academic Conference of the Society of Business, Industry, and Economics

Sandestin, Florida

April, 2016

Campbell, Scott K. “An Examination of Executive Perquisites and Their Relationship to Strategic Productivity”

17th Annual Academic Conference of the Society of Business, Industry, and Economics

Sandestin, Florida

April, 2015

Campbell, Scott. K. & Johnson, Brad. R. ““Pursuant to SFAS 123(R): Will Mandatory Expensing of Stock-Based Compensation under the “Fair Value” Method Result in Better Performance Measures”

2005 Southeastern Chapter of InfORMS 41st Annual Meeting

Myrtle Beach, South Carolina

October, 2005

Stanwick, Peter A. and Campbell, Scott K. “A Study of Top Management Team Compensation and Company Performance: A Canadian Perspective”

2002 Strategic Management Society International Conference

Paris, France

September, 2002

Stanwick, Peter A. and Campbell, Scott K. "The Relationship Between TMT Compensation, Innovation and Performance: An Empirical Study"

2001 Strategic Management Society International Conference

San Francisco, California

October, 2001

Stanwick, Peter A. and Campbell, Scott K. "The Relationship Between Top Management Team Compensation and Organizational Performance: An Empirical Study."

2000 Southern Management Association Conference

Orlando, Florida

November, 2000

Harris, Stanley G. and Campbell, Scott K. "Creating a Faculty's 'Academic Genealogy': A Case Study of Method, Outcome and Benefits"

1999 Academy of Management Conference

Chicago, Illinois

August, 1999

**PROFESSIONAL SERVICE**

**Faculty Advisor (2019 – 2020), Gordon State College**

ROTORACT Club, Rotary International

Rotaract clubs bring together people ages 18-30 to exchange ideas with leaders in the community, develop leadership and professional skills, and have fun through service. In communities worldwide, Rotary and Rotaract members work side by side to take action through service.

**Member (2019 – 2020), Gordon State College**

Faculty Development Committee

The purpose of the Faculty Development Committee shall be to encourage faculty development by awarding grants for faculty development. The committee shall review applications for faculty development funds and shall award such funds to faculty according to those criteria established by the committee.

**Faculty Fellowship (2018 – 2020), Gordon State College**

Student Success Center

Commit to 50 hours a semester of onsite advising, counseling and tutoring at the Gordon State College Student Success Center.

**Committee Chair (2018 – 2019), Gordon State College**

Admissions, Advisement, Registration, Retention, and Financial Aid (AARRFA)

The purpose of the Admissions, Advisement, Registration, Retention, and Financial Aid

Committee shall be to exercise oversight of admissions, advisement, registration, retention, and financial aid.

**Committee Recorder (2017 – 2018), Gordon State College**

Information Technology and eLearning Committee

The purpose of the Instructional Technology and eLearning Committee shall be to review and formulate recommendations related to Instructional Technology and online learning issues for the College.

**Faculty Senate (2014 – 2016), Missouri Southern State University**

Charged with being the Plaster School of Business representative to the Faculty Development Committee and the senate representative to the Faculty Grievance Committee.

**Faculty Advisor (2014 – 2016), Missouri Southern State University**

International Business Club, Plaster School of Business

Charged with coordinating with the student officers to help them plan suitable international and multicultural activities as well as fund raising to support Heifer International.

**Member (2014 – 2016), Missouri Southern State University**

Marketing and Assessment Committee, Plaster School of Business

Charged with coordinating with faculty members to gather, analyze and disseminate the formative writing date they gather in their courses.

**Member (2013 – 2016), Missouri Southern State University**

International Studies Committee

Charged with assisting the Director of the Institute of International Studies program at Missouri Southern State University to support the universities international mission.

**Member (2009 – 2010), Zayed University**

Graduate Studies Learning Assessment Committee

Charged with evaluating the recruitment, retention, graduation and placement of graduate students at both the Abu Dhabi and Dubai centers.

**Co-Chairman (2006 – 2008), Francis Marion University**

Strategic Plan Analysis and Revision Committee, School of Business

Charged with analyzing the current strategic plan for the school of business and revising said plan to ensure that the school of business meets AACSB accreditation standards.

**Committee Chair (2006 – 2008), Francis Marion University**

**Committee Recorder (2005 – 2006)**

Assurance of Learning Committee, School of Business

Charged with exploring and establishing guidelines to ensure that the school of business meets AACSB accreditation standards in regard to assurance of learning standards.

**Committee Recorder (2004 – 2005), Francis Marion University**

Non-Profit Management Program Committee, School of Business

Charged with anglicizing the potential of adding graduate, undergraduate and certificate programs in non-profit management.

**Manuscript Review - Conferences**

2016 Society of Business, Industry and Economics

2015 Society of Business, Industry, and Economics

2004 Academy of Management Association (Strategic Management and Business Policy)

2003 Academy of Management Association (Strategic Management and Business Policy)

2002 Academy of Management Association (Strategic Management and Business Policy)

2000 Southern Management Association Conference (Strategic Management and Business Policy)

**PROFESSIONAL AFFILIATIONS**

Academy of Management

Strategic Management Society

Society for Human Resource Management

Southern Management Association

**Professional References**

**Dr. Brenda Johnson, Department Chair**

Department of Business and Social Sciences

Gordon State College

Email: bjohnson@gordonstate.edu

Phone: (678) 359-5210

**Dr. James Awbrey, Associate Professor**

Department of Business and Social Sciences

Gordon State College

Email: jawbrey@gordonstate.edu

Phone: (678) 359-5039

**Dr. Daniel Lockhart, Associate Dean (Retired)**

School of Business

Zayed University

Email: Daniel.lockhart1958@gmail.com

Phone: (650) 399-5869