

## VITA

Nathan Bennett

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### Office:

J. Mack Robinson College of Business  
Georgia State University  
35 Broad Street  
Atlanta, GA 30303  
(404) 413-7191  
nate@gsu.edu

### Home:

3875 Streamside Drive  
Marietta, GA 30067

### Current Position

Associate Dean for Program Innovation, J. Mack Robinson College of Business,  
Georgia State University (since October 2016)

Faculty Director, Executive MBA Program (Since May 2016)

### Education

**Ph.D.** College of Management, Georgia Institute of Technology, 1989. Areas of concentration were organizational theory and human resource management

**M.A.** Tulane University, 1984. Degree in Applied Social Research with a concentration in research methods and statistics

**B.A.** Tulane University, 1983. Degree in Sociology

### Previous Administrative Positions

Associate Dean for Faculty & Research, J. Mack Robinson College of Business,  
Georgia State University (December 2014 to October 2016)

Senior Associate Dean, College of Management, Georgia Institute of Technology  
(December 2002 to August 2007)

Associate Dean, College of Management, Georgia Institute of Technology  
(November 1999 to December 2002)

Associate Dean for Academic Programs, E.J. Ourso College of Business, Louisiana State University (June 1998 to November 1999)

Chair, William W. and Catherine M. Rucks Department of Management, Louisiana State University (January 1997 to June 1998)

### **Academic Positions**

Professor of Management, J. Mack Robinson College of Business, Georgia State University, 2012 -

Affiliate faculty member, Tennenbaum Institute/Enterprise Transformation Initiative, School of Industrial and Systems Engineering, College of Engineering, Georgia Institute of Technology, 2010-2013

Catherine W. and Edwin A. Wahlen Professor, College of Management, Georgia Institute of Technology, 1999-2012

Associate Professor, Department of Management, Louisiana State University, 1995-1999

Assistant Professor, Department of Management, Louisiana State University, 1989-1995

### **Publications**

#### **Books**

Bennett, N., & Miles, S. (2017). *Riding Shotgun: The Role of the COO*. Second edition, Stanford University Press.

*Farsi translation forthcoming, Tarjomanclub.*

Bennett, N., Aldrich, J., & Miles, S.A. (2014). *Winning Your Career Game: A Workbook for Those in Career Transition*. Navitas Press.

Bennett, N., Kessler, W., & McGinnis, L. (eds.) (2012). *Manufacturing in a Complex Socio Technical System: Interdisciplinary and Collaborative Perspectives*. Tennenbaum Institute Enterprise Systems Series, Volume 4. IOS Press.

Bennett, N., & Miles, S. (2011). *Your Career Game: How Game Theory Can Help You Achieve Your Professional Goals*. Stanford University Press. (Paperback edition)

Bennett, N., & Miles, S. (2010). *Your Career Game: How Game Theory Can Help You Achieve Your Professional Goals*. Stanford University Press.

*Vietnamese translation published in 2010 by Hoa Sen University Press.*

Bennett, N., & Miles, S. (2006). *Riding Shotgun: The Role of the COO*. Stanford University Press.

*Korean translation published in 2007 by DD World.*

*Spanish translation published in 2008 by Ediciones Deusto; Planeta DeAgostini Profesional y Formacion.*

*Vietnamese translation rights acquired in 2009 by Tinh Van Corporation.*

### **Publications in Academic Journals**

Bennett, N., & Parks, J. M. (2015). Struggling to Innovate? Examine your Structure, Systems, and Culture. Business Horizons, 58, 563-569.

Russell, C., & Bennett, N. (2015). Big Data and Talent Management: Using Hard Data to Make the Soft Stuff Easy, Business Horizons, 58, 237-242.

Bennett, N., & Lemoine, G.J. (2014). What a Difference a Word Makes: Understanding Threats to Performance in a VUCA World, Business Horizons, 57, 311-315.

Bennett, N., & Lemoine, G.J. (2014). What VUCA Really Means for You. Harvard Business Review, January/February, 27. See also podcast at <http://blogs.hbr.org/2014/09/a-framework-for-understanding-vuca/>

Kidwell, R.E., Bennett, N., & Valentine, S. (2010). The limits of effort in understanding performance: What employees “do” and what might be done about it. Journal of Applied Management Education, January.

Miles, S.A. & Bennett, N. (2008). Rebuilding the Top Management Team After Merger or Acquisition. Sloan Management Review, 50, (1), 60-64.

Bennett, N., & Martin, C.L. (2007). The Customer’s Revenge: Commentary. Harvard Business Review, 85, (12): 40.

Bennett, N. (2007). Munchausen at work. Harvard Business Review, 85, (11): 24-25. See also <http://abcnews.go.com/GMA/video?id=5706197>.

Bennett, N., & Miles, S. (2006). What makes a great COO or second in command:

The misunderstood role of the chief operating officer. Harvard Business Review, 84 (5): 70-79.

Short, J.C., Ketchen, D.J., Bennett, N., & du Toit, M. (2006). An examination of firm and industry effects on performance using hierarchical linear modeling. Organizational Research Methods, 9: 259-284.

Liden, R.C., Wayne, S.J., Jaworski, R.A., & Bennett, N. (2004). Social loafing: A field investigation. Journal of Management, 30: 285-304.

Naumann, S.E., & Bennett, N. (2002). The effects of procedural justice climate on work group performance. Small Group Research, 33: 361-377.

Bennett, N., & Kidwell, R.E., Jr. (2001). The provision of effort in self-designing work groups: The case of collaborative research. Small Group Research, 32: 727-744.

Kidwell, R.K., Jr., & Bennett, N. (2001). Perceived work context and employee job neglect. American Business Review, 19:64-74.

Naumann, S.E., & Bennett, N. (2000). A case for procedural justice climate: Development and test of a multilevel model. Academy of Management Journal, 43: 881-889.

Naumann, S.E., Bennett, N., Bies, R.J., & Martin, C.L. (1998). Laid off, but still loyal: The influence of perceived justice and organizational support. International Journal of Conflict Management, 9: 356-368.

Wech, B. A., Mossholder, K. W., Steel, R. P., & Bennett, N. (1998). Does work group cohesiveness affect individuals' performance and organizational commitment? A cross-level examination. Small Group Research, 29: 472-494.

Mossholder, K.W., Bennett, N., Kemery, E.R., & Wesolowski, M.A. (1998). Relationships between bases of power and work reactions: The mediational role of procedural justice. Journal of Management, 24: 533-552.

Mossholder, K.W., Bennett, N., & Martin, C.L. (1998). Relationships between procedural justice and affective work reactions: A multilevel analysis. Journal of Organizational Behavior, 19: 131-141.

Bennett, N., Ketchen, D.J., & Schultz, E.B. (1998). Antecedents and consequences of human resource integration with strategic decision making. Human Resource Management Journal, 37: 3-16.

McGrath, R.N., & Bennett, N. (1997). Technological discontinuities: A multi-disciplinary model of organisational responses. International Journal of Innovation Management, 1: 257-273.

Deadrick, D. L., Bennett, N., & Russell, C.J. (1997). Using HLM to examine dynamic performance criteria over time. Journal of Management, 23: 745-757.

Kidwell, R.E., Mossholder, K.W., & Bennett, N. (1997). Work group context effects on organizational citizenship behavior: A multi-level analysis. Journal of Management, 23: 775-793.

Schultz, E.B., Bennett, N., & Ketchen, D.J. (1997). An examination of the relationship between strategy and human resource management practices among small businesses. Journal of Small Business Strategy, 8: 35-48.

Settoon, R.P., & Bennett, N., & Liden, R.C. (1996). Social exchange in organizations: The differential effects of perceived organizational support and leader-member exchange. Journal of Applied Psychology, 81: 219-227.

Martin, C.L., & Bennett, N. (1996). The role of justice judgements in explaining the relationship between facet satisfaction and organizational commitment. Group and Organization Management, 21: 84-104.

Bennett, N., Martin, C.L., Bies, R., & Brockner, J. (1995). Coping with a layoff: A longitudinal study of victims. Journal of Management, 21: 1025-1040.

Martin, C.L., Parsons, C., & Bennett, N. (1995). The influence of employee involvement program membership during downsizing: Attitudes toward the organization and the union. Journal of Management, 21: 879-890.

Castrogiovanni, G., Bennett, N., & Combs, J.G. (1995). Franchisor types: Replication and Clarification. Journal of Small Business Management, 33: 45-55.

Bennett, N., Blum, T.C., & Roman, P.M. (1994). Presence of drug screening and employee assistance programs: Exclusive and inclusive human resource management practices. Journal of Organizational Behavior, 15: 549-560.

Bennett, N., Blum, T.C., & Roman, P. M. (1994). Employee attitudes towards drug testing: Effects of individual characteristics and employment setting. Employee Rights and Responsibilities Journal, 7: 117-128.

Kidwell, R.E., & Bennett, N. (1994). Employee reactions to electronic control systems: The role of procedural fairness. Group and Organization Management, 19: 203-218.

Kidwell, R.E., & Bennett, N. (1994). Electronic surveillance as employee control: A procedural justice interpretation. Journal of High Technology Management Research, 5: 39-57.

Bennett, N., Phillips, P.L., Carson, K.D., & Blum, T.C. (1994). A comparison of 'traditional' and 'atypical' workers: Demographic, behavioral, and attitudinal differences. Journal of Business and Psychology, 8: 467-474.

Bennett, N., Blum, T.C., Long, R.G., & Roman, P.M. (1993). A firm-level analysis of employee attrition. Group and Organization Management, 18: 482-499.

Kidwell, R.E., & Bennett, N. (1993). Employee propensity to withhold effort: A conceptual model to intersect three avenues of research. Academy of Management Review, 18: 429-456.

Blanton, A.E., Kidwell, R.E., & Bennett, N. (1992). Application of performance testing to identify workplace drug users: A panacea or a familiar set of problems? Journal of Employee Assistance Research, 1: 350-361.

Bennett, N., Herold, D.M., & Ashford, S.J. (1990). The effects of tolerance for ambiguity on feedback seeking behavior. Journal of Occupational Psychology, 63: 343-348.

Mulaik, S.A., James, L.R., Van Alstine, J., Bennett, N., Lind, S., & Stilwell, C.D. (1989). An evaluation of goodness of fit indices for structural equation models. Psychological Bulletin, 105: 430-445.

Bennett, N. (1989). Stress among employee assistance program administrators: The influence of role and organizational characteristics. Journal of Drug Issues, 19: 401-416.

Blum, T.C., Roman, P.M., & Bennett, N. (1989). Public images of alcoholism: Data from a Georgia Survey. Journal of Studies on Alcohol, 59: 5-14.

Roman, P.M., Blum, T.C., & Bennett, N. (1987). Educating organizational consumers about employee assistance programs. Public Personnel Management, 16: 299-312.

Bennett, N. & Kelley, L.S. (1987). Assessing the acceptance of the disease concept of alcoholism among EAP practitioners. Journal of Drug Issues, 17: 281-299.

Smith, M.D. & Bennett, N. (1985). Poverty, inequality, and theories of forcible rape. Crime and Delinquency, 31: 293-305.

### **Publications with Popular Outlets**

Bennet, N., & Lemoine, G.J. (2019). Overcoming VUCA in a Dynamic Environment. BizEd, forthcoming.

Bennett, N. (2019). Investing in the Provost as COO. Inside Higher Ed, forthcoming.

Bennett, N. (2017). Feedback: A Gift You Can't Return. Saporta Report, October 2.

Bennett, N. (2017). Waffle House, Hash Browns and Leadership. Atlanta Business Chronicle, November 3.

Miles, S.A., & Bennett, N. (2017). Startups and COOs: When and How? Entrepreneur Magazine, May 25.

Bennett, N., & Bedwell, M. (2017). Arguing the Case for a Lawyer as COO. Law360. May 12.

Bennett, N., & Miles, S.A. (2017). Re-Inventing Yourself as COO. European Business Review, January.

Bennett, N. (2016). Leaders are Made, Not Born: Here's How. Forbes, November 3.

Bennett, N., & Lemoine, G.J. (2016). The Essential Leadership Challenge for 2016 is Overcoming VUCA. Atlanta Business Chronicle, January 5.

Bennett, N. (2015). Our Leader Left. Who is Left to Lead? The Chronicle of Higher Education, Opinion/Editorial Section, July 22 (web), August 7 (print).

Bennett, N. (2015). Why Should Anyone Lead You? Saporta Report, April 27.

Bennett, N., & Parks, J.M. (2015). Four Resolutions for Leading a More Innovative Company in 2015. Atlanta Business Chronicle, January 16.

Bennett, N. (2015). Resolved for 2015: Invest in your Portable Capabilities. Saporta Report, January 5.

Bennett, N. (2014). Why No One Gets Away with Trash Talk Anymore. Harvard Business Review, blogs.hbr.org, July 18.

Bennett, N. (2014). Reputation is Still King. [Saporta Report](#), August 27.

Miles, S.A., & Bennett, N. (2014). Getting the Board on its Toes: Anticipate the Threats to CEO Succession. [PREA Quarterly](#), Summer.

Bennett, N., & Shill, W. (2014). The Dangers in Letting COOs Become an Endangered Species. [Directors and Boards](#), Summer.

Bennett, N., & Forquer, D.R. (2014). What America's Cup Taught about Turnarounds. [Harvard Business Review](#), [blogs.hbr.org](http://blogs.hbr.org), April 9.

Bennett, N. (2014). Is a Winning Culture the Chicken or the Egg? [Atlanta Business Chronicle](#), March 21.

Bennett, N., & Griffin, T. (2014). Don't Skimp on Talent Management During a Downturn. [Saporta Report](#), March 7.

Bennett, N., & Miles, S.A. (2014). Who is Looking Out for Number 1? [Saporta Report](#), February 17.

Bennett, N. (2013). Are Your Change Leaders Managing Traffic? [Bloomberg BusinessWeek](#), October 10.

Bennett, N., & McMahon, B. (2013). What Baseball Teaches About Leading When Expectations are High or Failure is Certain. [Bloomberg BusinessWeek](#), March 29.

Bennett, N. & Miles, S.A. (2013). Leadership Lessons from March Madness. [Bloomberg BusinessWeek](#), March 13.

Bennett, N. (2012). The New Year Resolutions Your Team Hopes You Make (and Keep). [Forbes](#), December 3.

Miles, S.A., & Bennett, N. (2012). Leadership Advice for the New York Times and its New CEO. [Bloomberg BusinessWeek](#), November 21.

Miles, S.A., & Bennett, N. (2012). The Hidden Cost of the Citi Succession. [Bloomberg BusinessWeek](#), October 31.

Bennett, N., & Miles, S.A. (2012). Is Your Board About to Pick the Wrong CEO? [Boardmember/NYSE Euronext](#), October 11.

Miles, S.A., & Bennett, N. (2012). NFL Fans Get the 'Stakeholder' Treatment in Ref



Dispute. [Bloomberg BusinessWeek](#), September 26.

Bennett, N., Miles, S.A., & Shill, W. (2012). The Disappearing COO and the Evaporating Talent Pool. [Bloomberg BusinessWeek](#), September 10.

Miles, S.A., & Bennett, N. (2012). Systematic shocks: Does Your Leader Absorb Them or Make Them Worse? [Bloomberg BusinessWeek](#), September 4.

Bennett, N. (2012). What All Leaders Should Learn from Olympic Divers. [Forbes.com](#), August 8.

Miles, S.A., & Bennett, N. (2012). Tell Me Sweet Little Lies. [Bloomberg BusinessWeek](#), May 14.

Miles, S.A., & Bennett, N. (2012). Overcommitting to a CEO (Or a Coach). [Bloomberg BusinessWeek](#), March 24.

Bennett, N., & Miles, S.A. (2012). Your 2012 Leadership Secret: Be a Better Self-Diagnostician. [Forbes.com](#), January 11.

Bennett, N., & Miles, S.A. (2011). How to Make Big Career Decisions: Don't Tack to Cover. [Forbes.com](#), July 19.

Miles, S.A., & Bennett, N. (2011). Are You Ready to Replace Your CEO? [BankDirector.com](#), July 10.

Bennett, N., Miles, S.A., & McMahon, B. (2011). Managing the Millennials. [Talent Management](#), June.

Bennett, N., & Miles, S.A. (2010). Making the Move from COO to CEO. [Outlook](#), Spring.

Bennett, N., & Miles, S.A. (2010). Business Decisions are Like Golf Decisions. [Forbes.com](#), March 24.

Miles, S.A. & Bennett, N. (2009). How the SEC Just Changed Succession Planning, I. [Forbes.com](#), November 17.

Miles, S.A. & Bennett, N. (2009). How the SEC Just Changed Succession Planning, II. [Forbes.com](#), November 18.

Miles, S.A. & Bennett, N. (2009). The Changing Employer-Employee Relationship. [BusinessWeek online](#), March 31.

- Miles, S.A. & Bennett, N. (2009). Is your CEO Recession-Capable? BusinessWeek online, January 9.
- Bennett, N. & Miles, S. A. (2008). Don't Skimp on Talent Management in a Downturn. Forbes CEO Network, December.
- Bennett, N. & Miles, S.A. (2008). Now everyone wants to be the COO. Directors & Boards, October.
- Bennett, N. & Nunes, P.F. (2008). Better COOs come from best practices in on-boarding. Outlook, Fall.
- Martin, C.L. & Bennett, N. (2008). Corporate reputation: What to do about on-line attacks. Sloan Management Review - Wall Street Journal edition, 3/10/2008 (appeared in US, European, and Asian editions). See interview with Carol Hymowitz at <http://online.wsj.com/article/SB120467937489712025.html>.
- Bennett, N. & Miles, S.A. (2008). The right war to fight? Forbes.com, 1/29.
- Bennett, N. & Miles, S.A. (2007). How can a company get the most out of its COO? Sloan Management Review - Wall Street Journal edition, 12/01/2007 (appeared in US, European, and Asian editions on/about this date).
- Miles, S.A. & Bennett, N. (2007). Best practices in succession planning. Forbes.com, November.
- Bennett, N. & Miles, S.A. (2007). How to Help Your Successor Succeed. Strategy & Business, Winter, 49: 16-17.
- Bennett, N. & Miles, S.A. (2007). Capturing the value in the COO role. Ivey Business Journal, March/April.
- Bennett, N. & Miles, S.A. (2007). The second in command. Law Firm, Inc., January/February.
- Bennett, N. & Miles, S.A. (2006). COO: Friend or foe? Chief Executive Magazine, June.
- Bennett, N. & Miles, S.A. (2006). Changes at the C-Level. Optimize Magazine, August.
- Bennett, N. & Miles, S.A. (2006). Who is the boss? Information Week, August.

Bennett, N. & Miles, S.A. (2006). Putting the COO inside professional services. Business Strategy Review, Autumn.

### Cases

Forquer, D.R., & Bennett, N. (2014). Regions Financial Corporation: Getting Ready for a Retail Banking Revolution. SEC MBA Case Competition, Tuscaloosa, AL, April.

### Monographs and Book Chapters

Bennett, N. (ed.) (2017). Robinson Blue Book of Teaching. J. Mack Robinson College of Business, Georgia State University, Atlanta, GA.

Makins, Q., Nagao, D., & Bennett, N. (2012). Leading Change in Complex Socio-Technical Systems. In Bennett, N., Kessler, W., & McGinnis, L. (eds.) *Manufacturing in a Complex Socio Technical System: Interdisciplinary and Collaborative Perspectives*. Tennenbaum Institute Enterprise Systems Series, Volume 4. Forthcoming, IOS Press.

Kessler, W., McGinnis, L., & Bennett, N. (2012). Introduction to Manufacturing in Complex Socio-Technical Systems. In Bennett, N., Kessler, W., & McGinnis, L. (eds.) *Manufacturing in a Complex Socio Technical System: Interdisciplinary and Collaborative Perspectives*. Tennenbaum Institute Enterprise Systems Series, Volume 4. Forthcoming, IOS Press.

Bennett, N., Kessler, W., & McGinnis, L. (2012). Summary of Findings and Implications for Practice in Manufacturing. In Bennett, N., Kessler, W., & McGinnis, L. (eds.) *Manufacturing in a Complex Socio Technical System: Interdisciplinary and Collaborative Perspectives*. Tennenbaum Institute Enterprise Systems Series, Volume 4. Forthcoming, IOS Press.

Miles, S.A., & Bennett, N. (2012). "Creating winners in the career game: What every player and coach needs to know." In Goldsmith, M., Lyons, L.S., & McArthur, S. (eds.). *Jossey Bass/Wiley*.

Bennett, N. & Naumann, S.E. (2004). "Withholding effort at work: Understanding and preventing shirking, job neglect, social loafing, and free-riding." In Martin, C.L., and Kidwell, R.E. (eds.), Managing Organizational Deviance, Newbury Park, CA: Sage.

Reprinted in Organizational Science, S. Ybema & K. Bijlsma-Frankema (eds.), London, UK: Sage Publications, 2007.

Blum, T.C. & Bennett, N. (1990). Employee assistance programs: Utilization and referral data, performance management and prevention concepts. In: P.M. Roman (ed.), Alcohol problem intervention in the workplace: Employee assistance programs and strategic alternatives, 143-162. Quorum Press: Westpoint, CN.

Bennett, N. & Kelley, L.S. (1988). Women: alcohol, drugs, and workplace issues. A critical review and annotated bibliography of over 300 research articles. The Association of Labor-Management Administrators and Consultants on Alcoholism, Arlington, VA. 140 pages.

### **Book Reviews**

Bennett, N. (1992). Review of 'Deviance in the workplace: Case studies of drug testing in large organizations', by D.D. Irwin, 1990, Mellen Research University Press. Journal of Employee Assistance Research, 1: 230-233.

### **Technical Reports**

Bennett, N. (2013). Succeeding in a Critical and Complex Role: A Research Study on COOs from Around the Globe. Prepared for Accenture, LLC.

Bennett, N., & Faulk, L. (1995). 'Evaluation of the Compressed Work Week Schedule at the Department of Natural Resources.' Prepared for the State of Louisiana, Department of Natural Resources.

Bennett, N., & Bateman, J.M. (1995). 'Design of a Program of Supported Education for Consumers of Public Mental Health Services.' Prepared for the State of Louisiana, Office of Mental Health.

Ellett, C., & Bennett, N. (1994). 'Causes and Solutions to Turnover Among Child Protection Workers.' Prepared for the State of Louisiana, Office of Community Services.

### **Work in Progress**

James, L. R., Bennett, N., & Blum, T.C. Putting Power in Perspective. Proposal accepted at Academy of Management Perspectives.

Bennett, N., & Liu, L.A. Identity and Workplace Conflict in South Africa. Data collection completed summer, 2018.

Bennett, N. The Millennial Leader. Book manuscript to be completed summer, 2019.

## **Television/Radio Appearances**

Leading Change in Organizations, SarderTV, July 18, 2017

The Role of COO, Wharton Business Radio, April 6, 2017

Munchausen at Work, Good Morning America, August 2008

## **Funded Research Projects**

### **As PI/Co-PI**

Co-Investigator, "Assessing organizational readiness for deployment of JSF 35 Global Deployment System." Lockheed-Martin Aeronautical, July 1, 2009 to December 31, 2011. Total award of \$459,067.

Co-Investigator, "Workplace Transformation and Human Resource Practices in the Pulp and Paper Industry." Sloan Foundation, Center for Paper Business and Industry. July 1, 2001 to December 31, 2002. Total award of \$143,000.

Co-Investigator, "Enhancing the Relevancy of Management Ph.D. Education: A Demonstration Project to Forge a New Partnership." State of Louisiana, Board of Regents. 2000-2002. Total award of \$42,000.

Principal Investigator, "Graduate Fellow Enhancements in Business Administration." State of Louisiana, Board of Regents. 2000-2003. Total award of \$128,000.

Co-Investigator, "Delta Visions: Resource Teams for Lower Mississippi Delta Communities." Louisiana Educational Quality Support Fund. July 1, 1997 to June 30, 1998. Total award of \$200,000.

Co-Investigator, "Plan for the Evaluation of the Louisiana Individual Responsibility Project." State of Louisiana, Department of Social Services. July 1, 1996 to November 30, 1996. Total award of \$76,837.

Principal Investigator, "Evaluation of a Compressed Work Week Schedule." State of Louisiana, Department of Natural Resources. May 1, 1995 to June 15, 1995. Total award of \$13,010.

Co-Investigator, "Supported Education for Consumers of Mental Health Services." State of Louisiana, Office of Mental Health. May 22, 1995 to October 22, 1995. Total award of \$53,431.

Principal Investigator, "Small Business Responses to Drug Problems at Work." U.S. Public Health Service Grant No. DA-07712 from the National Institute on Drug Abuse. March 1, 1992 to February 28, 1994. Total award of \$186,790.

### **In Other Roles**

Project Coordinator, College of Management, Georgia Institute of Technology (6/87 to 8/89). (U.S. Public Health Service Grant No. AA-07218 from the National Institute on Alcohol Abuse and Alcoholism to Terry C. Blum, principal investigator) entitled "Worksite Integration of Alcohol/Drug/Mental Health Prevention Strategies."

Research Assistant, Institute for Behavioral Research, University of Georgia (7/86 to 6/87). (U.S. Public Health Service Grant No. AA-01792 from the National Institute on Alcohol Abuse and Alcoholism to Paul M. Roman, principal investigator). "Medicalization: Substance Abuse Treatment and the Workplace."

Research Assistant, Tulane University (4/84 to 7/86). (U.S. Public Health Service Grant No. AA-01792 from the National Institute on Alcohol Abuse and Alcoholism to Paul M. Roman, principal investigator). "The Structure and Content of Employee Assistance Programs."

### **Proceedings Publications**

Wech, B.A., Steel, R.P., Mossholder, K.W., & Bennett, N. (1997). 'The effects of work group cohesiveness on performance and organizational commitment: A contextual perspective.' Proceedings of the 1997 Southern Management Meeting.

Naumann, S.E., & Bennett, N. (1995). 'Perceived organizational support as a mediator of the relationship between procedural justice perceptions and organizational commitment.' Proceedings of the 1995 Southern Management Meeting.

Settoon, R.P., & Bennett, N., & Liden, R.C. (1995). 'Social exchange in organizations: The roles of perceived organizational support and leader-member exchange.' Proceedings of the 1995 Southern Management Meeting.

Mossholder, K.W., Bennett, N., & Martin, C.L. (1994). 'Relationships between procedural justice and affective work reactions: A cross-level analysis.' Proceedings of the 1994 Southern Management Meeting.

Blanton, A.E., & Bennett, N. (1994). 'An empirical investigation of factors influencing human resource integration with business planning.' Proceedings of the 1994 Southern Management Meeting.

Settoon, R.P., Kidwell, R.E., & Bennett, N. (1994). 'The impact of social context on individual helping behavior: An empirical test of a model.' Proceedings of the 1994 Southern Management Meeting.

Castrogiovanni, G., Bennett, N., & Combs, J.G. (1993). 'Franchisor types: Re-examination and clarification.' Proceedings of the Annual World Conference of the International Council for Small Business.

Blanton, A.E., Kidwell, R.E., & Bennett, N. (1993). 'Application of performance testing to identify workplace drug users: A panacea or a familiar set of problems?' Proceedings of the 1993 Southwest Academy of Management Meeting.

Blum, T.C., Bennett, N., Milne, S.H., Spell, C., & Goodman, J. (1992). 'Describing the presence of health related human resource management practices: Organizational and environmental factors.' Proceedings of the 1992 Southern Management Association Meeting.

Martin, C.L., & Bennett, N. (1992). 'Coping with a layoff: A longitudinal study of victims.' Proceedings of the 1992 Southern Management Association Meeting.

Kidwell, R.E., & Bennett, N. (1992). 'Employee reactions to electronic control systems: An extension and an exploration.' Proceedings of the 1992 Southern Management Association Meeting.

Bennett, N. (1990). 'The boundary spanning role: A critical review and suggestions for research.' Proceedings of the 1990 Southern Management Association Meeting.

Bennett, N., Blum, T.C., Long, R., & Roman, P.M. (1990). 'Employee benefits, labor market segmentation, and aggregate turnover.' Proceedings of the 1990 Southern Management Association Meeting.

Bennett, N., Blum, T.C., & Roman, P.M. (1990). 'Employee attitudes towards workplace drug testing: A test of a theoretical model.' Proceedings of the 1990 EAPA Conference.

Bennett, N., Blum, T.C., & Roman, P.M. (1989). 'Human resource practices and employee assistance.' Proceedings of the 1989 EAPA Conference.

Blum, T.C., Roman, P.M., Bennett, N., & Weubker, L. (1988). 'A longitudinal analysis of internal EAPs.' Proceedings of the 1988 ALMACA Conference.

### **Invited Presentations**

American Society of Crime Lab Directors, Atlanta, GA, May 2018

Bridging Disruption and Innovation, Women in Business Leadership Forum, San Francisco, CA, March 2017

Beta Gamma Sigma Atlanta, November 2016

Library Employee Development Program, Georgia State University, Atlanta, GA, August 2016

College and University Professional Association for Human Resources, Georgia Leadership Symposium, Macon, GA, June, 2016

GSU Learning Week, Office of Organizational Development, Atlanta, GA, December, 2015

LSU School of Social Work, Baton Rouge, LA, November, 2014

Accenture COO Circle North American Roundtable, Chicago, Illinois, May 2013

Accenture COO Circle North American Roundtable, Chicago, Illinois, October 2010

Flores MBA Program, Louisiana State University, Baton Rouge, Louisiana, October 2010

Accenture COO Circle European Summit, Brussels, Belgium, June, 2010

Accenture COO Circle International Summit, Washington, DC, May, 2010

Accenture COO Circle European Roundtable, London, England, December, 2009

Accenture COO Circle International Summit, New York, NY, April 2009

Cyber Awareness Summit, Shreveport, LA, October 2008

Children's Healthcare Association, CFO Forum, Denver, CO, May 2008.

Children's Healthcare Association, CNO Forum, Denver, CO, May 2008.



Institutional Investors CEO Forum, Chicago, IL, November 2007

Children's Healthcare Association, COO Forum, Atlanta, GA, May 2007

Institutional Investors COO Forum, New York, NY, April 2007

Health Management Academy, CEO Forum, Miami, FL, February 2007

Health Management Academy, COO Forum, San Francisco, CA, September 2006

COO Forum, San Francisco Chapter, San Francisco, CA, July 2006

COO Forum, Silicon Valley Chapter, San Jose, CA, July 2006

### **Presentations at Academic Meetings**

'Employee Commitment to a Self-Directed Work Team Transition.' Southwest Academy of Management, Albuquerque, NM, March, 2018.

'Assessing the Relationship Between Partner Perceptions and Employee Commitment to Company.' Southwest Academy of Management, Oklahoma City, OK, March, 2016.

'Your Career Rock Climb.' MBA Career Services and Employer Alliance, Minneapolis, MN, June, 2014.

'The effects of work group cohesiveness on performance and organizational commitment: A contextual perspective.' Southern Management Meeting, Atlanta, GA, 1997.

'Social exchange in organizations: The roles of perceived organizational support and leader-member exchange.' Southern Management Meeting, Orlando, FL, 1995.

'Perceived organizational support as a mediator of the relationship between procedural justice perceptions and organizational commitment.' Southern Management Meeting, Orlando, FL, 1995.

'Is anyone listening? An empirical test of prescribed relationships between human resource management and strategic type.' Academy of Management Meeting, Vancouver, CA, 1995.

'Work group context effects on organizational citizenship behavior: A multi-level analysis using HLM.' Academy of Management Meeting, Vancouver, CA, 1995.

'Estimating selection utility: Using HLM to examine dynamic performance criteria over time.' Academy of Management Meeting, Vancouver, CA, 1995.

'Relationships between procedural justice and affective work reactions: A cross-level analysis.' Southern Management Meeting, New Orleans, LA, 1994.

'The impact of social context on individual helping behavior: An empirical test of a model.' Southern Management Meeting, New Orleans, LA, November, 1994.

'An empirical investigation of factors influencing human resource integration with business planning.' Southern Management Meeting, New Orleans, LA, November, 1994.

'Strategies for adding value to human resource management.' Employee Assistance Professional Association, Anaheim, CA, November, 1993.

'Isomorphism, adaptability, and organizational survival in conflicting institutional environments.' Academy of Management, Atlanta, GA, August, 1993.

'Franchisor types: Re-examination and clarification.' Annual World Conference of the International Council for Small Business, Las Vegas, NV, June, 1993.

'Application of performance testing to identify workplace drug users: A panacea or a familiar set of problems?' Southwest Division of the Academy of Management, New Orleans, March, 1993.

'Describing the presence of health-related human resource management practices: Organizational and environmental factors.' Southern Management Association, New Orleans, LA, November, 1992.

'Coping with a layoff: A longitudinal study of victims.' Southern Management Association, New Orleans, LA, November, 1992.

'Employee reactions to electronic control systems: An extension and an exploration.' Southern Management Association, New Orleans, LA, November, 1992.

'Organizational and individual characteristics associated with employee acceptance or rejection of drug testing.' Academy of Management, Miami, FL, August, 1991.

'The perceived efficacy of organizational drug testing programs.' Southern Sociological Society, Atlanta, GA, March, 1991.

'Differences among full-time workers, part-time workers, and moonlighters: Empirical analysis and theoretical development.' Southwest Division of the Academy of Management, Houston, TX, March, 1991.

'The boundary spanning role: A critical review and suggestions for research.' Southern Management Association, Orlando, FL, November, 1990.

'Employee benefits, labor market segmentation, and aggregate turnover.' Southern Management Association, Orlando, FL, November, 1990.

'Employee attitudes towards workplace drug testing.' Employee Assistance Professionals Association, New Orleans, LA, October, 1990.

'Labor market characteristics and the presence of pre-employment drug screening and employee assistance programs.' Academy of Management, San Francisco, CA, August, 1990.

'Human resource practices and employee assistance.' Association of Labor-Management Administrators and Consultants on Alcoholism, Baltimore, MD, November, 1989.

'Environmental selection and organizational choice: An integration of population ecology and open systems concepts.' 10th Annual I/O and O.B. Graduate Student Convention. Tulane University, New Orleans, LA, March, 1989.

'A longitudinal analysis of internal employee assistance programs.' Association of Labor-Management Administrators and Consultants on Alcoholism, Los Angeles, CA, November, 1988.

'Employee Assistance Programs: Prevention Concepts.' American Public Health Association, Boston, MA, November, 1988.

'An exploratory analysis of the reliability of the Lodahl and Kejner job involvement measure.' 8th Annual I/O and O.B. Graduate Student Convention. University of Tennessee, Knoxville, TN, April, 1987.

'The structure and content of internally based employee assistance programs.' Association of Labor-Management Administrators and Consultants on Alcoholism, National Meeting, Boston, MA, November, 1986.

'A log-linear analysis of attitudes towards alcoholism among EAP practitioners.' Society for the Study of Social Problems, Washington, D.C., August, 1986.

'The social worker in EAPs.' New Orleans Occupational Social Work Committee of the National Association of Social Workers, New Orleans, LA, February, 1986.

'Qualitative comments regarding urban and rural settings for EAPs.' Association of Labor-Management Administrators and Consultants on Alcoholism, National Meeting, Dallas, TX, November, 1985.

'External EAP service providers, regional and local comparisons.' Dallas Area Service Providers, Dallas, TX, May, 1985.

'Employee assistance programs: an ethnographic assessment.' Southern Sociological Society, Charlotte, NC, April, 1985.

'Structure and process in internal and external EAPs: A research update.' Texas EAP Symposium V, Austin, March, 1985.

## **Teaching**

### **Courses Taught**

#### *PhD*

Organizational Theory  
Research Methods

#### *Executive Doctorate*

Decision Making

#### *MBA*

Managing in the Global Economy  
Leadership and Organizational Behavior  
Leading Organizational Renewal and Growth  
Leading and Managing Change  
Human Resource Management  
Becoming an Effective Leader in your First Post-MBA Job

#### *Executive MBA*

Organizational Behavior  
Strategic Management  
New Venture Creation  
Technology Commercialization  
International Human Resource Management  
Leading and Managing Change  
Sustainability and Strategy  
Leading the Enterprise

*Undergraduate*

Organizational Theory  
Organizational Behavior  
Human Resource Management  
Compensation

**Examples of Executive Education, Consulting, and Board Service**

*Major Corporations:* Delta Airlines, Schneider Electric, GE, GEICO, The Home Depot, McKesson, United Health, Lockheed-Martin, Coca-Cola, CHS, Southern Company, St. Jude Medical, NCR, Regions Bank, BoatUS, Schlumberger, Cox Communications

*Not-for-Profits:* Boys & Girls Club, St. John River Water Management District, Louisiana Municipal Association, Emory University, Georgia Tech Institute for Bioscience and Bioengineering, National Association of Federal Credit Unions

*Other Clients:* American Society of Crime Lab Directors, The National Football League, US Navy, Federal Bureau of Investigation, State of Louisiana Office of the District Attorney, Zhejiang (China) Provincial Department of Science and Technology

*Collaborations:* Accenture, North Highland Company, Slalom Consulting, The Miles Group

*Advisory Boards:* Georgia Tech Alumni Association Advisory Board; Private Equity Executive Leadership Network

**Professional Activities**

*Journal Reviews and Editorial Board Activities*

Editorial Board, Academy of Management Perspectives, 2018-

Ad hoc reviewer, Academy of Management Perspectives, 2014, 2017, 2018

Editorial Board, Academy of Management Journal, 2008 – 2016

Ad hoc reviewer, Human Resource Management Journal, 2016

Editorial Board, Journal of Applied Psychology, 2008 – 2015

Ad hoc reviewer, Academy of Management Review, 2003, 2004, 2007, 2008, 2010, 2013, 2014

Ad hoc reviewer, Journal of Organizational Behavior, 1998, 2013, 2014

Editorial Board, Academy of Management Perspectives, 2005 – 2013

Editor, COO Circular, 2008-2012

Ad hoc reviewer, Psychological Reports, 2009, 2010

Editorial Board, Human Resource Management Journal, 1996-2003.

Ad hoc reviewer, Organizational Behavior and Human Decision Processes, 2003, 2005

Ad hoc reviewer, Academy of Management Journal, 1991, 1994, 1997 - 2000, 2004, 2005-2007

Ad hoc reviewer, Journal of Applied Psychology, 1995, 1997-2007

Ad hoc reviewer, Journal of Management, 2003- 2005

Ad hoc reviewer, Psychological Bulletin, 1996

Editorial Board, Journal of Employee Assistance Research, 1991-1994

Ad hoc reviewer, Alcohol Health and Research World, 1992

Ad hoc reviewer, Human Resources Management Journal, 1994, 1995

Ad hoc reviewer, Journal of Occupational Psychology, 1991

*Service for Professional Meetings*

Reviewer, Engaged Management Scholarship Annual Meeting, 2015

Session leader, "The L Word" case discussion, Reaching Out: LGBT MBA Conference, Atlanta, GA, 2009 Meeting

Track Chair, Organizational Behavior/Organizational Theory, Management Association, 2003 Meeting

Presenter, "Ask the Experts/Hierarchical Linear Modeling", Academy of Management Annual Meeting, 1997, 1998, 1999, 2000, 2001, 2003

Track Chair, Research Methods/Management History, Southern Management Association 1999 Meeting

Reviewer, Southern Management Association, 1990 – 2001, 2013, 2014 Meetings

Reviewer, Academy of Management, 1990, 1992 – 2001 Meetings

Track Chair, Social Issues in Management. Association on Employment Practices and Principles. New Orleans, LA, October, 1995

Session Chair, Symposium titled 'Introduction, explanation, and illustrations of hierarchical linear modeling as a management research tool.' Academy of Management Meeting, Vancouver, CA, August, 1995

Track Chair, Employee Assistance Professional Association, 1992 Meetings

Track Chair, Personnel/Human Resource Management. 1992 meetings of the Southwest Division of the Academy of Management

Track Co-Chair, Employee Assistance Professional Association, Research Track, 1991 Meetings

Program Committee, Employee Assistance Professional Association, 1990

Session Chair, Southern Management Association Meetings, 1993

Discussant, Southern Management Association Meetings, 1991, 1992, 1993, 1995, 1998

Reviewer, Southwest Division of the Academy of Management, 1991, 1993 Meetings

### *Executive Education*

Affiliate Faculty, Executive Development, Kenan-Flagler School of Business, University of North Carolina, 2012 -

Affiliate Faculty, Executive Development, Carlson School of Management, University of Minnesota, 2008 - 2013

Faculty, College of Management, Georgia Institute of Technology, Executive MBA in the Management of Technology Program, 1999-2011

Faculty, Korean Institute for the Advancement of Technology, 2010

Faculty, College of Management, Georgia Institute of Technology, Global Executive MBA program, 2005-2008

Faculty, College of Management, Georgia Institute of Technology, Executive Non-Degree Programs, 1999-2011

Faculty, Louisiana State University Executive MBA Program, 1995-2000

Faculty, Louisiana State University Executive Summer Program, 1995-2007

Louisiana State University Executive Education Department, 1992-2001

### *Grant Reviews*

Committee Member, Centers of Excellence to Promote a Healthier Workforce, Centers for Disease Control/National Institute on Occupational Safety and Health, 2014

Committee Member, National Center for Construction Safety and Health Research and Translation Review Panel, National Institute on Occupational Safety and Health, 2013

Committee Member, Centers of Excellence to Promote a Healthier Workforce, Centers for Disease Control/National Institute on Occupational Safety and Health, 2011

Reviewer, Centres of Research Excellence Fund, The Royal Society of New Zealand, 2002



Ad hoc reviewer, National Science Foundation, Transformation to Quality Organizations Program, 1997, 1998

Ad hoc Reviewer, U.S. Department of Education, Fund to Improve Post-Secondary Education, 1993

Ad hoc reviewer, National Institute on Drug Abuse, Drug Abuse Epidemiology and Prevention Research Committee, 1989, 1990

Ad hoc reviewer, National Institute on Drug Abuse Small Business Innovative Research Initiative, 1989, 1990, 1991

#### *Appointments and Invited Presentations*

National Institute on Drug Abuse Expert Panel on drug problems and small business, Washington, DC, 1992

Mayor's Drug Free Work Environment Task Force, Baton Rouge, LA, 1991-1993

Keynote Speaker, Governor Roemer's Conference on a Drug Free Workplace, Baton Rouge, LA, 1991

Faculty, University of Utah, Summer School on Alcoholism and Other Drug Dependencies, 1990, 1991

#### *Honors*

Best Professor Award, MBA Program, Georgia Tech, 2012

Outstanding Professor Award, EMBA in the Management of Technology Program, Georgia Tech, 2009

Outstanding MBA Teacher Award, Louisiana State University, 1991, 1992, 1993, 1995, 1999

Louisiana State University Alumni Association Outstanding Faculty Member Award, 1996-1997

Outstanding Faculty Service Award, E.J. Ourso College of Business Administration, 1996-1997

Southern Management Association, Outstanding Faculty Paper, 1995 Annual Meeting

Phi Kappa Phi Outstanding Nontenured Faculty Award, Humanities and Social Sciences, Louisiana State University, 1994

LSU College of Business Administration Competitive Summer Research Grant, 1991

LSU Council on Research Competitive Summer Grant, 1990

Student Government Association Outstanding Teaching Certificate, Louisiana State University, 1989

Representative to the Academy of Management OB/OT Ph.D. Consortium, Los Angeles, August, 1988

### *Memberships*

Member, Academy of Management

Member, Southern Management Association

Member, American Public Health Association

### *Certifications*

Six Sigma Green Belt Trained

Hogan Assessments Certified

### **Service at Georgia State University (2012 to date)**

#### *To the Robinson College of Business*

Member, Associate Dean for Teaching and Curriculum Search Committee, 2014

Chair, PMBA Curriculum Task Force, 2014

#### *To the University*

Georgia State University – Georgia Perimeter College Consolidation Implementation Committee, 2015-2016.

Robinson College of Business Representative to the Advisory Panel to the Provost on Promotion and Tenure, 2013 - 2015

## **Service at the Georgia Institute of Technology (1999 to 2012)**

### *To the College of Management*

Faculty Senate Representative, 2007 – 2012

MBA Curriculum Committee, 2009 – 2012

IT Committee, 2007 – 2012

Associate Dean, 1999 – 2007

Strategy Area Coordinator, 1999 - 2006

MBA Steering Committee, 1999 - 2007

Faculty Advisor, Undergraduate Student Advisory Board, 2000-2003

Executive Master of Science in MOT Committee, 1999 - 2007

Executive Education Steering Committee, 1999 - 2007

### *To the Institute*

Co-Chair, Tennenbaum Institute, Review Committee, 2010-2012

Member, Institute Admissions Appeals Committee, 2004-2007, 2010-2012

Member, President's Executive Board, 2008–2012

Member, Library Faculty Advisory Committee, 2009-2012

Member, Ombuds Program Review Panel, 2010

Member, Georgia Tech Athletic Advisory Board (Chair, Compliance and Equity Subcommittee), 2004-2007

Member, Institutional Review and Program Accreditation Committee, 2004-2007

Member, Director of Assessment Search Committee

Member, Vice Provost for Enrollment Services Search Committee

Member, Assistant Dean of Students Search Committee

**Service at Louisiana State University (1989 to 1999)**

*To the Department of Management*

Department Chair, 1997-1998

Chapter Founder & Advisor, Sigma Iota Epsilon, Louisiana State University, 1993-1996

Ph.D. Program Advisor, 1991-1996

MBA Program Advisor, 1991-1998

Graduate Admissions Committee, 1989-1996

OB/HR Curriculum Committee, 1989-1999

Departmental Strategic Planning Committee, 1989-90, 1993

*To the E.J. Ourso College of Business*

Co-chair, Undergraduate Curriculum Review Committee, 1998 – 1999

Chair, MBA Program Review Committee, 1995 -1998

Total Quality Management Committee, 1994-1995

Committee on the Feasibility of a Health Care Administration degree program, 1993-1994

Faculty Advisor, MBA Association, 1993-1999

Chapter Advisor, Beta Gamma Sigma, Louisiana State University, 1992-1999

College MBA Advisory Committee, Louisiana State University, 1990-1993, 1995-

*To the University*

Member, Honors College Advisory Board, 1998-1999

Member, Graduate School Dean Search Committee, 1998-1999

Member, Institutional Screening Committee, Office of Academic Affairs, 1998

Member, Code of Student Conduct Committee, Louisiana State University, 1994-1999

Member, Community-University Partnership Task Force, Office for Research and Economic Development, 1994-1999

Member, University Review Panel, School of Social Work, 1997

Chair, Human Resources and Services Research Advisory Group, Office for Research and Economic Development, 1995-1997

Member, Vice Chancellor's Council on Research, Office for Research and Economic Development, 1995-1997

Human Resources and Services Research Advisory Group, Office for Research and Economic Development, 1993-1997

#### *Instructional Innovations*

1. Developed and taught a course on Leading Organizational Growth at Renewal for MBA students (Georgia Tech)
2. Developed and taught a course for MBA students centered around three team-based, live cases with area employers (LSU)
3. Developed and taught (with B. Kennedy, S. Turner, and S. Artunc) a multidisciplinary community service project course that included MBA, MSW, architecture and landscape architecture students (LSU)
4. Developed (with J. Lingham Farh) an advanced course in research methods for Ph.D. students (LSU)
5. Developed (with Art Crawley) and taught a course on teaching effectiveness for College of Business doctoral students (LSU)

#### *Service on Student Committees*

#### *EDB Students at Georgia State*

J. Helsten (Chair)  
R. Starzyk (Chair)  
K. Stone – Business (Chair)  
J. Hoffman – Business (Chair)  
R. Erhardt – Business  
K. Odom – Business  
J. Lau – Business  
P. Gable - Business

*Ph.D. Students at Georgia Tech*

M. A. Wright – Psychology  
S. Collins – Management  
P. McNeil - Psychology  
B. McMahon – Psychology

*Ph.D. Students at Louisiana State University*

J. Short – Management  
A. Bookter - Vocational Education  
M. Dean – Management  
J. Runge – Management  
S. Naumann – Management (Chair)  
A. Schultz – Management (Chair)  
B. Woods – Communication  
C. Shook - Management  
F. Lohrke - Management  
R. McGrath - Management (Chair)  
J. Combs - Management  
R. Kidwell - Management - (Chair)  
P. Damiano - Psychology  
C. Markham-Shaw - Communication  
K. Fontenot - Communication  
R. Long - Management  
A. Phillips - Management  
C. Phillips - Management  
P. Phillips - Management  
K. Carson - Management  
J. Rains - Psychology

*Master Students at Louisiana State University*

K. Lapeyrouse - Engineering Science

D. Holden - Journalism

**Other Business and Community Involvement**

Founder, ACC/SEC Business School Associate Dean Advisory Group

Advisor, The Miles Group Executive Consultancy

Founder & Principal, Red Buoy Consulting, LLC

Co-Founder, Reperio Partners, LLC

Founder, East Cobb Youth Club Lacrosse

Founder, Baton Rouge Youth Ice Hockey

Volunteer, St. Bernard Project