
Wallace Alexander Williams, Jr.
Professor
Management & Economics Department
College of Business
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Academic Background

Academic Degrees

Ph.D. University of Mississippi, Management, 2012.

Title: *The impact of servant leadership on follower outcomes: Testing the mediating roles of stewardship climate and trust*

B.A. Morehouse College, Accounting, 1999.

Professional Certifications

TAMUS Teaching with Artificial Intelligence, 2024

Other Credentials & Relevant Courses Taken

Relevant Courses

Course	Date Completed
Teaching with Artificial Intelligence (TAMUS/Auburn)	6/1/2024
Introduction to Artificial Intelligence (LinkedIn Learning)	5/11/2024
Ethics in the Age of Generative AI (LinkedIn Learning)	5/10/2024
Learning Microsoft 365 Copilot (LinkedIn Learning)	5/9/2024
Generative AI: The Evolution of Thoughtful Online Search (LinkedIn Learning)	5/8/2024
Streamlining Your Work with Microsoft Copilot (February 2024) (LinkedIn Learning)	5/3/2024
What Is Generative AI? (LinkedIn Learning)	5/2/2024
Building a Second Brain: Organize Your Digital Life (Book Bite) (LinkedIn Learning)	10/26/2023
Microsoft Planner Essential Training (LinkedIn Learning)	9/22/2023
Organizational Culture (LinkedIn Learning)	8/30/2023
Business Ethics for Managers and Leaders (LinkedIn Learning)	8/23/2023

The Six Biases of Decision-Making (LinkedIn Learning)	8/17/2023
Leading with Stories (LinkedIn Learning)	7/18/2023
Shaping Workplace Culture as a Manager (LinkedIn Learning)	7/12/2023
Teaching with LinkedIn Learning (LinkedIn Learning)	5/21/2023
Introduction to ESG: Environmental, Social, and Governance (LinkedIn Learning)	5/2/2023
People Analytics (LinkedIn Learning)	4/3/2023
Developing Your Emotional Intelligence (LinkedIn Learning)	3/31/2023
How to Regain Control of Your Time, Energy, and Priorities (LinkedIn Learning)	2/7/2023
Diversity, Inclusion, and Belonging (LinkedIn Learning)	2/2/2023
Finding Your Time Management Style (LinkedIn Learning)	1/31/2023
Nano Tips for Using Excel with Miss Excel (LinkedIn Learning)	9/22/2022
Flipping the Classroom (LinkedIn Learning)	8/16/2022

Work Experience

Work Experience

Associate Professor & Department Head, East Texas A&M University (September, 2020 - Present), Commerce, Texas.

- Manage program development, faculty and staff recruiting and evaluation, strategic planning, and department budget(s).
- Work effectively with other department heads, the college dean and senior administration in the governance of the College.
- Maintain a productive and collaborative atmosphere, mentoring faculty, an effective shared governance system.
- Assist faculty in building excellence in curriculum and coursework.
- Coordinate scheduling in collaboration with the department faculty.

Associate Professor & Interim Department Head, East Texas A&M University (February, 2020 - September, 2020), Commerce, Texas.

Associate Professor, East Texas A&M University (September, 2018 - February, 2020), Commerce, Texas.

Assistant Professor, East Texas A&M University (June, 2012 - August, 2018), Commerce, Texas.

President, Co-Founder, Tennessee Rush Soccer Club (January, 2006 - June, 2012), Memphis, Tennessee. TN Rush Soccer Club is a non-profit organization that promotes the development of character, the electricity of competition, and the importance of pure enjoyment in the sport of soccer.

IT Security Analyst II, International Paper (January, 2004 - July, 2007), Memphis, Tennessee.

Applications Development Analyst, International Paper (January, 2001 - December, 2003), Memphis, Tennessee.

Financial Analyst, International Paper (January, 1999 - December, 2001), Memphis, Tennessee.

Consulting Experience

2020-2021: Clayton Homes HR Project, Worked with a group of faculty and students to assess and present a viable alternative for the retention issue impacting Clayton Homes. Resulted in training for their employees as well as the company implementing the proposed changes.

Intellectual Contributions

Intellectual Contributions Grid: All years

Category	BDS	AIS	TLS	Total
Articles in Peer-Reviewed Journals	10	13		23
Articles in Peer-Reviewed Journals (in Press)	1			1
Articles-in-Progress (All)		1		1
Publications in Conference Proceedings (Refereed)	2			2
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	1			1
Totals	13	14		27

Refereed Articles

Applied or Integrative/application Scholarship

Hasan, M., Hayek, M., Williams, A., Pane-Haden, S., & Gelvez, M.P.M (2020). Activist identity construction of Madam CJ Walker. *Journal of Management History*. [Status: Published] [A]

Hayek, M., Randolph-Seng, B., Williams, Jr., W. A., & Ingram, K. (2017). A dark side of political skill? Awareness and life satisfaction in a Latin American Business. *Journal of Management and Organization*, 23 (3), 405-422. [Status: Published] [Acceptance Date: 2017] [B]

Williams, Jr., W. A., Randolph-Seng, B., Hayek, M., Pane-Haden, S., & Atinc, G. (2017). Servant Leadership and Followership Creativity: The Influence of Workplace Spirituality and Political Skill. *Leadership and Organization Development Journal*, 38 (2), 178-193. [Status: Published] [A]

Hayek, M., & Williams, Jr., W. A. (2015). Effective succession of social entrepreneurs: A stewardship-based model. *Journal of Applied Management and Entrepreneurship*, 20 (2), 93. [Status: Published] [C]

Williams, Jr., W. A., Novicevic, M. M., & Ammeter, A. P. (2015). Rediscovering lost values: exploring contextual and universal views of values within leadership. *Journal of Applied Management and Entrepreneurship*, 20 (3), 75-91. [Status: Published] [Acceptance Date: 2015] [C]

Hayek, M., Bynum, L., Smothers, J., & Williams, Jr., W. A. (2014). Managing healthcare alliance portfolios: A theory-based typology. *Journal of Applied Management and Entrepreneurship*, 19 (1), 3. [Status: Published] [C]

Hayek, M., Hayek, C., & Williams, Jr., W. A. (2013). Implication of SOX Compliance for HRM: Enhancing Internal Controls with E-HRM. *Journal of Applied Management and Entrepreneurship*, 18 (4), 18. [Status: Published] [C]

Humphreys, J. H., Williams, Jr., W. A., Clayton, R., & Novicevic, M. M. (2011). Towards the augmenting role of authenticity: Xenophon as leadership theorist. *Management and Organizational History*, 6 (2), 183-207. [Status: Published] [A]

Harvey, M., Moeller, M., & Williams, Jr., W. A. (2011). Assessing the Role of the Self-Concept on the Destructive Impact of Obsessive-Compulsive Disorder in Managers. *Journal of Applied Social Psychology*, 41 (1), 82-105. [Status: Published] [B]

Novicevic, M. M., Clayton, R. W., & Williams, Jr., W. A. (2011). Barnard's model of decision making: a historical predecessor of image theory. *Journal of Management History*, 17 (4), 420-434. [Status: Published] [Acceptance Date: 2011] [A]

Williams Jr., W. A., Moeller, M., & Harvey, M. (2010). Inpatriates' adjustment to home country headquarters: a social/cultural conundrum. *Leadership and Organization Development Journal*, 31 (1), 71-93. [Status: Published] [A]

Bynum, L., Clayton, R. W., Hayek, M., Moeller, M., & Williams, Jr., W. A. (2009). Chandler as a biographer: content thematic analysis of Chandler's biography of Henry Varnum Poor. *Journal of Management History*, 15 (3), 272-283.

[Status: Published] [Acceptance Date: 2009] [A]

Novicevic, M. M., Buckley, M. R., Clayton, R. W., Moeller, M., & Williams, Jr., W. A. (2009). Commemorating Chandler through the lens of his revisionists. *Journal of Management History*, 15 (3), 313-322. [Status: Published] [Acceptance Date: 2009] [A]

Basic or Discovery Scholarship

Hayek, M. J., Williams, Jr., W. A., Brown, A. C., & Bapi, A. B. (2024). Implicit motivations of entrepreneurial philanthropists: a historical organization studies analysis of Andrew Carnegie. *Journal of Management History*. [Status: Published] [A]

Srivastava, S., & Williams, Jr., W. A. (in press, 2023). How much customer collaboration is too much? Implications for user entrepreneurship and product performance. *Journal of Business and Industrial Marketing*. [Status: In Press] [Acceptance Date: 2023] [A*]

Cristofaro, M., Hayek, M., Williams, Jr., W. A., Hartt, C. M., & Heames, J. (2022). Honoring the Scientific Endeavor of James March. *Journal of Management History*. [Status: Published] [A]

Pane Haden, S., Randolph-Seng, B., Hasan, M.K., Williams, Jr., W. A., & Hayek, M. (2021). Lessons for green management from the Hispanic Civil Rights movement: a pseudo-gap analysis. *Journal of Global Responsibility*. [Status: Published] [C]

Srivastava, S., Panda, S., & Williams, Jr., W. A. (2021). User Entrepreneurship and Innovation: Does Customer Involvement and Learning Orientation Matter? *Journal of Business and Industrial Marketing*. [Status: Published] [A*]

Hasan, Md. K., Hayek, M. J., Williams, Jr., W. A., Pane-Haden, S., & Gelvez, M. P.M. (2020). Activist identity construction of Madam C.J. Walker. *Journal of Management History*. [Status: Published] [A]

Humphreys, J. H., Novicevic, M. M., Hayek, M., Haden, S. S.P., & Williams, Jr., W. A. (2016). Disharmony in New Harmony: insights from the narcissistic leadership of Robert Owen. *Journal of Management History*, 22 (2), 146-170. [Status: Published] [A]

Humphreys, J. H., Novicevic, M. M., Smothers, J., Pane, S., Hayek, M., Williams Jr, Wallace A, Oyler, Jennifer D, Clayton, Russell W (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, 68 (9), 1389-1413. [Status: Published] [A*]

Hayek, M., Williams, Jr., W. A., Clayton, R. W., Novicevic, M. M., & Humphreys, J. H. (2014). In extremis leadership of Sartrean authenticity: Examples from Xenophon's Anabasis. *Journal of Management History*, 20 (3), 292-310. [Status: Published] [A]

Humphreys, J., & Williams, Jr., W. A. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Journal of Applied Management and Entrepreneurship*, 19 (4), 43-60. [Status: Published] [C]

Refereed Proceedings

Basic or Discovery Scholarship

Hayek, M., Deem, J., Einstein, J., Williams, Jr., W. A., & Humphreys, J. (2016). The Intrapsychic and Interpersonal Processes of a Self-deceptive Narcissistic Serial Entrepreneur. *Academy of Management Proceedings*.

Hayek, M., & Williams, Jr., W. A. (in press, 2013). Towards a model of social entrepreneurial intentions: Evidence from the case of Daisy Low. *Academy of Management Proceedings*, 2013 (1), 11645.

Chapters, Cases, Readings, Supplements

Chapters

Williams, Jr., W. A., Ammeter, A. P., Thomas, C., Hayek, M., & Novicevic, M. M. (2014). Accountability to a Servant Leader and OCB: The Role of Follower Integrity. In Selladurai and Carraher (Eds.), *Servant Leadership: Research and Practice* (pp. 1-23). Hershey, PA: IGI Global.

Working Papers

Hayek, M., Williams, A., Brown, A., & Bose, A. (2024). "Implicit Motivations of Entrepreneurial Philanthropists: A Psychobiographical Analysis," targeted for Academy of Management.

Honors & Awards

Honors/Awards

2018-2019: John Humphreys Academic Excellence Award, Texas Association of Black Personnel in Higher Education (TAMUC Chapter). [Type: Award] [Category: Teaching-Research-Service] [Status: Received]

2016-2017: Outstanding Paper, Journal of Management History. Disharmony in new harmony: insights from the narcissistic leadership of Robert Owen [Type: Honor] [Category: Research] [Status: Received]

2016-2017: Outstanding Distance Learning Faculty, Northeast Texas Consortium of Colleges and Universities. [Type: Award] [Category: Teaching] [Status: Received]

2016-2017: Professional Excellence-Teaching Innovation Award, Faculty Senate. [Type: Award] [Category: Teaching] [Status: Received]

2016-2017: Professor of the Year, Hunt/Hopkins County African American Leadership Conference (Presented at the annual Ray and Patricia Keck Education Awards Ceremony). [Type: Award] [Category: Teaching] [Status: Received]

2015-2016: Neill Humfeld Distinguished Faculty Award for Service, Faculty Senate. [Type: Award] [Category: Service-University] [Status: Received]

2014-2015: Teaching with Technology Award, Faculty Senate. [Type: Award] [Category: Teaching] [Status: Received]

Teaching

Courses Taught

Courses from the Teaching Schedule: GLB/BUSINESS STRATEGY, GLB/OPERATIONS MANAGEMENT, GLB/PRINCIPLES OF MGT, GLB/STRATEGIC MANAGEMENT, GROUPS AND TEAMS, HONORS READINGS, HONORS THESIS, MANAGERIAL DECISION MAKING, MGT & ORG BEHAVIOR, OPERATIONS AND ORGANIZATIONS, OPERATIONS MANAGEMENT, ORGANIZATIONAL ETHICS, ORGANIZATIONAL ETHICS, PRINCIPLES OF MGT, QUALITY MANAGEMENT/IMPROVEMENT, SEMINAR IN LEADERSHIP, SPECIAL TOPICS, SPECIAL TOPICS, TRANSFORMING ORGANIZATIONS

Other courses taught:

Graduate, Undergraduate, Online & Face-to-Face instruction of business courses including Principles of Management, Human Resource Management, Compensation Management, Operations Management, Quality Management, Organizational Ethics, Business Strategy, Operations and Organizations, Seminar in Leadership, Organizational Behavior, and Transforming Organizations

Executive or Professional Education Courses Taught

2019-2020 - Professional Development Day. **Title:** "Exploring Behavioral Ethics in Organizational Leadership and Citizenship"***

Description: All leaders and organizational citizens face ethical challenges in their working environments, leadership style, and the objectives that they strive to achieve. This session explores behavioral ethics - why people make the ethical (and unethical) decisions that they do. It aims to address insights into how people can improve their ethical decision-making and behavior.

2017-2018 - Learning how to use D2L from Actual Teachers. Dr. Shwiff and I provided faculty members with tips about and insights on using D2L from our experiences with the Spring pilot program.

Teaching Activities and Efforts toward Continuous Improvement

2018-2019 - Implemented MGT 305 Redesign. Instead of simply migrating my shell from eCollege to D2L, I implemented a full course redesign. This included a new book (with its own online learning exercises), new assignments, and new discussion board topics. The exams for my online students all contain essay components in which they link issues within real businesses to topics we cover within the book. This content is now being shared with other MGT faculty teaching this course. **Innovations in Course Content / Presentation.**

2017-2018 - Created Powerpoint Slides with Blanks to encourage note-taking. I adopted a "fill-in-the-blank" approach to presenting slides in my face-to-face courses. Slides now have the keywords missing. In class, the students fill-in-the-blanks as we go through the material. This approach helps "communicate to your students what information is noteworthy as well as engage them actively in the presentation."

(https://www.depts.ttu.edu/tlpdc/Resources/Teaching_resources/TLPDC_teaching_resources/using_powerpoint.php)

Example: Four Functions of Management: _____, _____, _____, _____ Other Teaching Activities.

2017-2018 - Self Review of Teaching. Assurance of Learning - Teaching.

2016-2017 - Created Kahoot games as test reviews. Kahoot is a game-based learning platform. Educators can create "trivia" games to teach or reinforce material. I created some to use as pre-exam reviews. Students login to the games and play it on their cellphones. Other Teaching Activities.

Service

College Assignments

Member:

2024-2025: Executive Committee

Texas A&M University-Commerce

College Assignments

Assurance of Learning - Institutional Service:

2016-2017 – 2019-2020: Core Competency Exam Administrator

2014-2015 – 2018-2019: AOL Committee

Chair:

2020-2021 – 2021-2022: Shayla Gandy

2020-2021: Associate Dean Search Committee

2019-2020 – 2020-2021: Jacob Stripland

2019-2020: College's Strategic Planning Committee

2017-2018 – 2019-2020: AOL Committee

Member:

2019-2020: Accounting Faculty Search Committee

2018-2019 – 2019-2020: Curriculum Committee

2018-2019: MBA Ad Hoc Committee

2017-2018 – 2018-2019: Curriculum Committee

2017-2018: Curriculum Committee

University Assignments

Assurance of Learning - Institutional Service:

2017-2018: BAAS Organizational Leadership Program Review

Committee Chair:

2024: Meta Majors Initiative

2022-2023: Degree Plan Initial Review Team for Enrollment Management Strategic Planning Project

Committee Member:

2024: Tenure and Promotion Policy Review Committee

2024: Instructor - City Planning

2024: Director of International Programs Search

2024: Enrollment Specialist Search

2024: Instructor - BAAS Public Administration-City Planning

2023-2024 – 2024-2025: D1 Transition Self Study Committee

2020-2021 – 2024-2025: Department Head Council

2023-2024: Executive Director Partnerships Search Committee

2023-2024: Deputy Athletic Director Search
2022-2023 – 2023-2024: Student Services Fee Committee
2022-2023: Associate Athletics Director for Health and Performance Search
2022-2023: Head Football Coach Search
2022-2023: Athletic Director Search
2021-2022: Head Soccer Coach Search
2020-2021 – 2021-2022: VP of Inclusion Search Committee
2019-2020: VP of Enrollment Management Search Committee
2019-2020: VP for Enrollment Management Search Committee
2018-2019 – 2019-2020: Athletic Council
2018-2019: University's Strategic Planning Committee
2013-2014 – 2015-2016: Faculty Center Advisory Committee

Faculty Advisor:

2018-2019 – 2023-2024: Faculty Athletics Representative

Mentoring Activities:

2018-2019: Presentation to LoneStar Conference Student Athlete Advisory Committee Leadership

Other Institutional Service Activities:

2018-2019: Fall Mane Event

Unassigned

University Assignments

Committee Member:

2017-2018: TAMU System Teaching and Learning Technology Council
2015-2016 – 2017-2018: Project Nova

Service to the Profession

Reviewer - Article / Manuscript

2019-2020 – 2021-2022: Journal of Management History (International).
2017-2018 – 2019-2020: Leadership & Organization Development Journal (International).
2016-2017 – 2017-2018: Journal of Applied Management and Entrepreneurship (International).
2015-2016 – 2017-2018: Management Decision (International).
2011-2012 – 2017-2018: Academy of Management (International).
2016-2017: Journal of Marketing Theory and Practice (International).
2014-2015 – 2015-2016: Leadership & Organization Development Journal (International).
2013-2014 – 2014-2015: Journal of Applied Management and Entrepreneurship (International).

Reviewer - Book / Textbook

2017-2018: Emerald Publishing (International). Reviewed a book proposal for the Business, Management, Economics, and Finance books team at Emerald Publishing. Received an Emerald book of my choice as compensation.

Editor: Guest Editor of Journal

2020-2021 – 2021-2022: Journal of Management History (International). Co Guest Editor of Special Issue on James March

Invited Lecture

2020-2021: TEXAS A&M UNIVERSITY-COMMERCE (Local). Presented "Characteristics of Modern Leadership:

Exploring Behavioral Ethics in Organizational Leadership and Citizenship" to the Lion Leadership Academy
 2019-2020: Rotary Club Assistant Governor Training, Bentonville, Arkansas (International). Presented "Characteristics of Modern Leadership: Exploring Behavioral Ethics in Organizational Leadership and Citizenship" during the Assist Governor Training Workshop for Rotary International Club.
 January 31 - February 1, 2020

Other Professional Service Activities

2023-2024: Solar Soccer Club, Plano, Texas (National). Presented on goal setting and SWOT analysis for a Nationally Ranked Non-Profit Soccer Organization

Personal Professional Development

2024-2025: Teaching with Artificial Intelligence. Sponsored by TAMUS, presented by Auburn University.

2023-2024: LinkedIn Learning Courses.

LinkedIn Learning Course	Date Completed
Teaching with Artificial Intelligence	6/1/2024
Introduction to Artificial Intelligence	5/11/2024
Ethics in the Age of Generative AI	5/10/2024
Learning Microsoft 365 Copilot	5/9/2024
Generative AI: The Evolution of Thoughtful Online Search	5/8/2024
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Organizational Culture	8/30/2023
Business Ethics for Managers and Leaders	8/23/2023
The Six Biases of Decision-Making	8/17/2023
Leading with Stories	7/18/2023
Shaping Workplace Culture as a Manager	7/12/2023
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Introduction to ESG: Environmental, Social, and Governance	5/2/2023

People Analytics	4/3/2023
Developing Your Emotional Intelligence	3/31/2023
How to Regain Control of Your Time, Energy, and Priorities	2/7/2023
Diversity, Inclusion, and Belonging	2/2/2023
Finding Your Time Management Style	1/31/2023
Nano Tips for Using Excel with Miss Excel	9/22/2022
Flipping the Classroom	8/16/2022

2021-2022: AACSB International Conference and Annual Meeting (ICAM).

2020-2021: TEXAS A&M UNIVERSITY-COMMERCE. Microsoft Outlook.

2018-2019: NCAA Convention. I attend this as part of my role as Faculty Athletics Representative. However, the convention features many workshops which influence and shape the management and leadership courses that I teach. Many of the sessions explore topics impacting organizations of all types (leadership, motivation, ethics, sexual violence, mental health, etc).

2018-2019: SAP University Alliance. Attended SAP University Alliance training:

Using the Design process to integrate SAP into a course.

2017-2018: SAP University Alliance. Attended SAP University Alliance training:

Introduction to the University Alliances

Introduction to SAP S/4 HANA.

2015-2016: AACSB Assessment I Seminar.

Last updated by member on 29-Jan-25 (02:13 PM)