
John H. Batchelor, Ph.D.
Professor

Academic Background

Ph.D. Virginia Commonwealth University, Business Management/Organizational Behavior, 2011.

M.B.A. East Carolina University, Business Administration, 2005.

B.S.B.A. East Carolina University, Accounting, 2001.

Certifications

Real Estate License, 2017

WORK EXPERIENCE

Academic Experience

Full Professor, University of West Florida (May, 2021 - Present), Pensacola, Florida.

Department Chair - Business Administration, University of West Florida (August, 2020 - Present), Pensacola, Florida.

Associate Professor, University of West Florida (June, 2017 - May, 2021), Pensacola, Florida.

Assistant Professor of Management, University of West Florida (2012 - May, 2017), Pensacola, Florida. College of Business

Post Doctorate Fellow, Virginia Commonwealth University (2011 - 2012), Richmond, Virginia.

Instructor, da Vinci Center for Innovative in Product Design and Development (April, 2010 - 2012), Richmond, Virginia.

Instructor, Virginia Commonwealth University (2009 - 2012), Richmond, Virginia. Business Department

Research Assistant, Virginia Commonwealth University (2008 - 2012), Richmond, Virginia. Business Department

Adjunct Instructor, Edgecombe Community College (2005 - 2011), Tarboro, North Carolina. Business Department

Research Assistant, East Carolina University (2003 - 2004), Greenville, North Carolina. Business Department

Non-Academic Experience

Controller, Bailey's Fine Jewelry, Inc. (February, 2005 - August, 2008), Rocky Mount, North Carolina.

Controller, General Service Co., Inc. (June, 2003 - February, 2005), Kinston, North Carolina.

Artillery Specialist, U.S. Army (June, 1993 - June, 1996), Overseas Service, United States of America. Honorably discharged

INTELLECTUAL CONTRIBUTIONS:

Refereed Articles

- Banks, G. C., Rasmussen, L. M., Tonidandel, S., Pollack, J. M., Hausfeld, M. M., John H. Batchelor, University of West Florida (2025). Women's and Men's Authorship Experiences: A Prospective Meta-Analysis. *Journal of Management*, 51 (4), 1273-1287.
- Batchelor, J. H., Davis, M., McIlveene, T., Barber, D., & Perkins, R. (in press, 2025). It it a mistake for a new venture to think like a small business? The importance of corporate branding. *Journal of Brand Strategy*.
- Batchelor, J. H., McIlveene, T., & Barber, D. (2024). Why petty tyrants are the real enemy of cybersecurity, productivity, and innovation. *Journal of Applied Business and Economics*, 26 (2).
- Davis, J., Fodor, A., Batchelor, J. H., McDowell, W. C., & Perkins, R. D. (2024). Status anxiety and executive decision making: Financial implications of reactions to unethical behaviour. *European Journal of International Management*, 24 (2), 284-309.
- McIlveene, T. R., & Batchelor, J. (2024). Bad Vibes: Younger Workers, the Social Contract, and the Trillion-Dollar Cost to Businesses. *Journal of Business Management and Change*, 22 (3), 42-45.
- McIlveene, T., Lemay, S., Batchelor, J. H., & Allen, A. (2024). Balancing Bytes and Ethics: Stakeholder Implication of Private LLMs. *Journal of Applied Business and Economics*.
- Alipour, K., Barber, D., Batchelor, J. H., Peake, W., & McIlveene, T. (2024). Family Business Culture: A strategic resource and driver of firm performance. *Journal of Family Business Management*.
- Batchelor, J. H., Spivey, T. D., & McIlveene, T. (2023). To fear or not to fear: How to create an optimal security culture. *ISACA Journal*, 5.
- Batchelor, J. H., Whelpley, C. E., Davis, M., Burch, G. F., & Barber, D. (2023). Toxic Leadership, destructive leadership, and identity leadership: What are the relationships and does follower personality matter. *Business Ethics and Leadership*, 7 (2), 128-148.
- Batchelor, J. H., Spivey, T. D., & McIlveene, T. R. (2023). To Fear or Not to Fear. *ISACA Journal*, 6, 34-37.
- Batchelor, J. H., Burch, G. F., Burch, J. J., & Barber, D. (2023). Administrative Withdrawal Policies: 'Good Policies or 'Bad Ethics. *Journal of Higher Education Policy and Management*, 23 (14), 62-70.
- Batchelor, J. H., Fezzey, T. D., & Lemay, S. (2023). ASD: Add Some Diversity: An Exploration of Adverse Impact in Selection Models. *Journal of Business Management and Change*, 21 (1), 4-9.
- Burch, G., Burch, J., Batchelor, J., & McDowell, W. (2023). Disengagement factors associated with creativity in organizations: A conceptual framework. *European Journal of International Management*, 20 (4), 686-713.
- Fezzey, T. N., Batchelor, J. H., Burch, G. F., & Reid, R. (2023). Cybersecurity Continuity Risks: Lessons learned from the COVID-19 pandemic. *Journal of Cybersecurity Education Research and Practice*.
- Davis, J. L., Fudor, A., Perkins, R. D., McDowell, W. C., & Batchelor, J. H. (2023). Status anxiety and executive decision making: Financial implications of reaction to unethical behavior. *European Journal of International Management*.
- Woznyj, H. M., Banks, G. C., Whelpley, C. E., Batchelor, J. H., & Bosco, F. A. (2022). Job Attitudes: A meta-analytic review and an agenda for future research. *Journal of Organizational Behavior*, 43, 946-964.
- Burch, G. F., Burch, J. J., & Batchelor, J. H. (2022). Know before you go: Results from a flipped study abroad program. *Journal of Education for Business*, 97 (6), 409-412.
- Rich, L. L., Baugh, S. G., & Batchelor, J. H. (2022). Consistency of Personal and Organizational Values When Viewed Through the Lens of Regulatory Focus Theory. *International Journal of Business*, 27 (2), 1 - 16.

- Gallagher, R. E., Burch, G. F., & Batchelor, J. H. (2022). United States Civil Reserve Air Fleet (CRAF): A brief history - Formation, Functionality, and Future. *Transportation Research Record*, 2676 (4), 473-482.
- Burch, G. F., Batchelor, J. H., Reid, R., & Fezzey, T. (2021). The pandemic exposed a lack of business continuity. How business must change. *ISACA Journal*, 6 (1), 29-36.
- Burch, G. F., Batchelor, J. H., Reid, R. C., Fezzey, T., & Kelly, C. (2021). The Influence of Employee Personality on Information Security. *ISACA Journal*, 5 (1), 47-92.
- LeMay, S. A., McMahon, D., Batchelor, J., & Keller, S. (2021). Factor Market Rivalry, Factor Market Myopia, and Strategic Blind Spots: The Case of the Truck Driver Labor Market. *Journal of Transportation Management*, 31 (1), 9-22.
- Solomon, S., & Batchelor, J. H. (2021). Vain or able: a strong inference and the efficacy debate. *Team Performance Management*, 27, 130-144.
- Burch, G. F., Batchelor, J. H., Reid, R., Fezzey, T., & Kelly, C. (2021). The Influence of Employee Personality on Information Security. *ISACA Journal*.
- Barber, D., Batchelor, J. H., Hatten, T., Gibson, S. G., & Rolinek, L. (2020). Czech student's perceptions of ethical behavior in business and entrepreneurship. *Business Ethics and Leadership*, 4 (1), 80-91.
- Burch, G. F., Burch, J. J., & Batchelor, J. H. (2019). Group Creativity Problem Solving: The Role of Creative Personality, Process and Creative Ability. *Quality Innovation Prosperity*, 23 (3), 38-54.
- Barber, D., Ghouse, S. M., Batchelor, J. H., Chaher, F. P., Harris, M. L., Gibson, Shanan G. East Carolina University, USA (2019). An investigation of Indian student attitudes towards entrepreneurs and managers. *Journal of Entrepreneurship in Emerging Economies*, 12 (3), 377-398.
- Davis, J. L., Batchelor, J., & Kreiser, P. (2019). The Influence of Organizational Task Environment and Firm Size on Top-Executive Compensation Contracts. *Journal of Small Business and Entrepreneurship*, 31 (1), 21-42.
- Burch, G. F., Giambatista, R., Batchelor, J. H., Burch, J. J., Hoover, J. D., Nathan A. Heller, Tarleton State University, United States of America (2018). A meta-analysis of the relationship between experiential learning and learning outcomes. *Decision Sciences Journal of Innovative Education*, 17 (1), 239-273.
- Burch, G. F., Batchelor, J. H., Burch, J. J., Gibson, S., & Kimball, B. (2018). Microaggression, anxiety, trigger warnings, emotional reasoning, mental filtering, and intellectual homogeneity on campus: A study of what students think. *Journal of Education for Business*, 93 (5), 233-241.
- Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2018). How entrepreneurial leaders use emotional labor to improve employee attitudes and firm performance. *International Journal of Work Organization and Emotion*, 9 (4), 383-403.
- Burch, J. J., Batchelor, J. H., Bostwick, E. D., Gibson, S., Burch, G. F., Abston, Kristie A., Ellenberg, George B. (2018). Assessing Higher Education Assessment Policies and Processes: A Critical Policy Analysis. *Journal of Academic Administration in Higher Education*, 14 (2), 47-71.
- Banks, G., Woznyj, H., Kepes, S., Batchelor, J. H., & McDaniel, M. (2018). A meta-analytic review of tipping compensation practices: An agency theory perspective. *Personnel Psychology*, 71 (3), 457-478.
- Burch, G. F., Humphrey, R. H., Batchelor, J. H., & Cairo, A. (2016). Unraveling the complexities of empathy research: A multi-level model of empathy. *Research on Emotion in Organizations*, 12, 169-189.
- Banks, G. C., O'Boyle, Jr., E. H., Pollack, J. M., White, C. D., Batchelor, J. H., Whepley, C. E., Abston, K. A., Bennett, A. A., and Adkins, C. L. (2016). Questions about questionable research

- practices in the field of management: A guest commentary. *Journal of Management*, 42 (1), 5-20.
- Batchelor, J. H., & Burch, G. F. (2016). Transforming a trip abroad into an experiential exercise in entrepreneurship. *Management Teaching Review*, 3, 1-7.
- Batchelor, J. H., & Mao, C. (2016). Extreme Response Style: A Meta-analysis. *Journal of Organizational Psychology*, 16 (2), tbd.
- Burch, G. F., Batchelor, J. H., Burch, J. J., & Heller, N. (2016). Psychological Contracts Revisited: Providing a New Framework and Example. *Journal of Management Policy and Practice*, 16 (2), 109-121.
- Burch, G. F., Batchelor, J. H., Burch, J. J., & Heller, N. A. (2015). Rethinking Family Business Education. *Journal of Family Business Management*, 5 (2), 1-20.
- Batchelor, J. H. (2015). Exposing the Role of Gender in the Performance of Founding Entrepreneurs. *Journal of Small Business Strategy*, 25 (2), 21-40.
- Lawlor, K. B., Batchelor, J. H., & Abston, K. (2015). The Moderating Role of Time on the Relationship Between Emotional Intelligence and Transformational Leadership. *Journal of Applied Management and Entrepreneurship*, 20, 28-48.
- Burch, G. F., Burch, J. J., Heller, N., & Batchelor, J. H. (2015). An Empirical Investigation of the Conception Focused Curriculum: The Importance of Introducing Undergraduate Business Statistics to the 'Real World'. *Decision Sciences Journal of Innovative Education*, 13 (3), 485-512.
- Batchelor, J. H., Abston, K. A., Lawlor, K. B., & Burch, G. F. (2014). The Job Characteristics Model: An Extension to Entrepreneurial Motivation. *Small Business Institute Journal*, 10 (1), 1-10.
- Banks, G. C., Batchelor, J., Seers, A., O'Boyle, E., Pollack, J. M., Gower, K. (2013). What does team-member exchange bring to the party? A meta-analytic review of team and leader social exchange. *Journal of Organizational Behavior*, 35, 273-295.
- Burch, G. F., Batchelor, J. H., & Humphrey, R. (2013). Entrepreneurship and Emotional Labor: A Natural and Necessary Extension. *Entrepreneurship Research Journal*, 3, 331-366.
- Burch, G. F., Humphrey, R. H., & Batchelor, J. H. (2013). Emotional Labor Requirements for Leaders. *Organizational Dynamics*, 42 (2), 119-125.
- Batchelor, J. H., & Burch, G. F. (2012). Creative Individuals and Entrepreneurship: Is There an Inherent Attraction? *Small Business Institute Journal*, 8 (2), 1-11.
- Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2012). Comparison of Ethical Behavior: Individual Perceptions and Attitudes toward Entrepreneurs. *Journal of Leadership, Accountability, & Ethics*, 8 (5), 32-43.
- Batchelor, J. H., & Burch, G. F. (2011). Predicting Entrepreneurial Performance: Can Legitimacy Help? *Small Business Institute Journal*, 7 (2), 30-45.
- Batchelor, J. H., Gibson, S., & Harris, M. (2011). Student Perceptions of Ethical Behavior: A Comparison of Attitudes towards Entrepreneurs and Traditional Business Managers. *Journal of Applied Management and Entrepreneurship*, 16 (1), 68-86.
- Banks, G. C., & Batchelor Jr., J. H. (2010). Smarter People Are (a Bit) More Symmetrical: A Meta-Analysis of the Relationship between Intelligence and Fluctuating Asymmetry. *Intelligence*, 38 (4), 393-401.

Refereed Proceedings

Full Paper

Barber, D., Batchelor, J. H., Peake, W., & Alipour, K. (in press, 2023). What runs in the family: Understanding the relationship between human capital uniqueness and high performance work systems on firm performance for organizational stress. *Work, Stress, and Health*.

Lemay, S., Burch, G. F., & Batchelor, J. H. (in press, 2021). Student Engagement: An empirical investigation of student engagement throughout the first semester. *Southwest Academy of Management*.

Burch, G. F., Batchelor, J. H., & Burch, J. (2021). Making the most of time: A flipped course approach to study abroad. *Association for Business Simulation and Experiential Learning (ABSEL)*.

Woznyj, H., Banks, G., Whelpley, C., Batchelor, J. H., & Bosco, F. (2020). Job Attitudes: A meta-analytic review and the creation of a temporal theoretical framework. *Academy of Management (AoM)*, 2020 (1).

Rich, L. L., Batchelor, J. H., & Baugh, G. (in press, 2020). Expanding Person-Organization Fit: Considering Personal Values through a Regulatory Focus Perspective. *Southwest Academy of Management*.

Batchelor, J. H., Humphrey, R., & Burch, G. F. (in press, 2019). Emotional Labor and Positive Discrete Emotions. *Small Business Institute Conference*.

Batchelor, J. H., Ghouse, S., Barber, D., Gibson, S., & Harris, M. (in press, 2019). American and Omani Student Attitudes Towards the Ethics of Entrepreneurs and Managers. *Academy of International Business - Middle East North Africa*.

Chaher, F., Soter, H., Batchelor, J. H., & Ezell, J. (in press, 2018). Practical Recommendations for Instructing Non-Native English-Speaking Students in the United States. *Association for Business Simulation and Experiential Learning (ABSEL)*.

Banks, G., Woznyj, H., Batchelor, J. H., & Whelpley, C. (in press, 2018). A critical review and the creation of a grand theoretical framework of job attitudes. *Southern Management Association*.

Banks, G., Woznyj, H., Kepes, S., Batchelor, J. H., & McDaniel, M. A. (2016). A meta-analytic review of tipping compensation practices: An agency theory perspective. *Academy of Management (AoM)*.

Burch, G. F., Giambatista, R., Batchelor, J. H., Hoover, D., & Shaw, J. (2016). Do experimental learning pedagogies effect student learning? A meta-analysis of 40 years of research. *Academy of Management (AoM)*.

Burch, G. F., Biambatista, R., Batchelor, J. H., Hoover, J. D., & Heller, N. (2016). Do experimental learning pedagogies effect student learning? A meta-analysis of 40 years of research. *Academy of Management Annual Meeting*.

Goldstein, G., Lawlor, K. B., Baugh, G., Batchelor, J., & Brode, M. (2016). Enhancing Effectiveness in Curriculum: Necessary Changes. *Association for Business Simulation and Experiential Learning (ABSEL)*.

Batchelor, J. H., & Smith, C. (2016). Century Business Incubator. *Small Business Institute*.

Batchelor, J. H., & Garabedian, C. (2016). Best practices in incubator formation. *Small Business Institute*.

Batchelor, J. H. (2015). Transforming a Trip Abroad Into an Experiential Exercise in Entrepreneurship. *Proceedings of the Small Business Institute*, St. Pete Beach, FL:.

Burch, G. F., Burch, J., Heller, N., & Batchelor, J. H. (2015). Family Business Students Are Different: Using a Conception Focused Curriculum to Overcome Challenges. *Proceedings of the Small Business Institute*, St. Pete Beach, FL:.

Fan, B., Abston, K., Batchelor, J. H., & Burch, G. F. (2015). Social Entrepreneurship and Student Organizations. *Proceedings of the Association for Business Simulation and Experiential Learning (ABSEL)*, Las Vegas, NV:.

Burch, G. F., Batchelor, J. H., & Humphrey, R. H. (2014). Empathetic Leadership: The Role of Interactive Empathy on Leader Performance and Employee Engagement. *Southwest Academy of Management*, Dallas, TX:.

Lawlor, K. B., Batchelor, J. H., & Abston, K. A. (2014). Transformational leadership: The antecedent role of emotional intelligence. *Proceedings of the Small Business Institute*, 38 (1), 95-109.

Lawlor, K. B., Batchelor, J., & Burch, G. (2014). The Job Characteristics Model: an Extension to Entrepreneurial Motivation. *Proceedings of the Small Business Institute*.

Burch, G. F., Batchelor, J. H., & Burch, J. (2013). Creative Personality, Process, and Product: A Mixed Method, Mixed Measure Analysis of Team Creativity. *Proceedings of the International Academy of Management and Business*, San Antonio, TX:.

Batchelor, J. H., & Burch, G. F. (2013). Increasing Intuitive Decision-Making Speed and Accuracy by Further Understanding Intuitive Decision-Making. *Developments in Business Simulation and Experiential Learning-Proceedings Assoc for Bus Sim and Experiential Learning*, ABSEL, 40, Oklahoma City, OK:, 38-42.

Batchelor, J. H., & Burch, G. F. (2013). Assessing Creativity in Entrepreneurship: Are Creative Individuals More Likely to Choose Entrepreneurship as a Profession. *Proceedings of the Small Business Institute*, Saint Petersburg, FL:.

Banks, G. C., O'Boyle, E. H., White, C. D., & Batchelor, J. H. (2013). Tracking SMA Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias. *Southern Management Association Conference*, New Orleans, LA:.

Batchelor, J. H., Chao, M., & McDaniel, M. A. (2013). Extreme Responding: A Meta-analysis. *Proceedings of the Society for Industrial and Organizational Psychology*, Houston, TX:.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2012). When Transparent and Authentic Emotional Labor Helps: The Role of Emotional Labor in Entrepreneurial Leadership. *Academy of Management (AoM)*, Boston, MA:.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2012). Emotional Labor: Person, Situation, and Cultural Considerations. *Proceedings of the Society for Industrial and Organizational Psychology*, San Diego, CA:.

Batchelor, J. H., Chao, M., & McDaniel, M. A. (2012). Extreme Responding: A Meta-Analysis. *Proceedings of the Society for Industrial and Organizational Psychology*, Houston, TX:.

Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2011). Comparison of Ethical Behavior: Individual Perceptions and Attitudes toward Entrepreneurs. *Proceedings of the Small Business Institute*, Bonita Springs, FL:.

Humphrey, R. H., & Batchelor, J. H. (2010). How Leading with Emotional Labor Creates Resonance and Positive Emotional Contagion. *Society for Industrial and Organizational Psychology*, Atlanta, GA:.

Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2010). Student's Perceptions of Ethical Behavior: A Comparison of Attitudes towards Entrepreneurs and Traditional Business Managers. *United States Association for Small Business and Entrepreneurship*, Nashville, TN:.

Abstract Only

Brode, M. A. (2016). The Intersection of High Impact Practices and 21st Century Skills in a Graduate Online Business Course. *Small Business Institute*.

Non-Refereed Articles

Batchelor, J. H., Burch, G. F., & Humphrey, R. H. (2011). Emotional Labor: The Key to Happy Customers & Satisfied Employees. *International Labor Brief*, 9 (5), 4-15.

Book

Davis, J. L., Batchelor, J. H., O'Keefe, W. T., & McDowell, W. (2023). *Handbook of SME Entrepreneurship*.

Book

Davis, J. L., Batchelor, J. H., O'Keefe, W. T., & McDowell, W. (2023). *Handbook of SME Entrepreneurship*. [Status: In Press] [Refereed] [Basic or Discovery Scholarship]
Description: Workforce Development

Book (New)

Davis, J. L., Batchelor, J. H., O'Keefe, W. T., & McDowell, W. (2023). *Handbook of SME Entrepreneurship*.

Presentation of Refereed Papers

International

Batchelor, J. H., Unlu, A., & Mcilveene, T. (2024-2025). *AI Unleashed: Transforming small business for a competitive advantage*. Small Business Institute Conference, New Orleans, Louisiana.

Batchelor, J. H., Mcilveene, T., Sprague, G., & Gornall, A. (2024-2025). *The Challenge of Dairy Farming in the Mountains of Vermont: A Case Study in Necessity and Opportunity*. Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina.

Mcilveene, T. & Batchelor, J. H. (2024-2025). *Bad Vibes: Younger workers, the social contract, and the trillion-dollar cost to do business*. Western Business Management, Rome, Italy.

Batchelor, J. H. & Mcilveene, T. (2023-2024). *Petty tyranny in informational technology: An educational perspective*. ABSEL Conference, Orlando, Florida.

Batchelor, J. H., Mcilveene, T., Salazar, C., & De Souza, T. (2023-2024). *A sensemaking Approach to Inclusive Leadership*. Small Business Institute Conference, Orlando, Florida.

Batchelor, J. H. & Mcilveene, T. (2023-2024). *Fear and Tyranny in IT*. Information Technology and Computer Science, Reykjavik, Iceland.

Batchelor, J. H., Fezzey, T. N., Qeshmi, S., Gornall, A., & Brode, M. (2022-2023). *Immigrant Entrepreneurship*. Small Business Institute, Denver, Colorado.

Burch, J. J., Burch, G. F., & Batchelor, J. H. (2021-2022). *The new entrepreneurial economy: Do you Gig it?* Small Business Institute Conference, Charleston, South Carolina.

Batchelor, J. H., Burch, G., & Fezzey, T. (2020-2021). *Are face coverings emotional dampers: The effects of face coverings on organizational display rule enforcement and compliance*. Small Business Institute Conference, Online, Virtual.

Batchelor, J. H. & Kelley, C. (2020-2021). *Sometimes a little is more than a lot: The role of Dark Triad personality traits in creativity, problem solving, and innovation in SMEs*. Small Business Institute Conference, Online, Virtual.

Gerald, B., Batchelor, J. H., & Burch, J. (2020-2021). *Making the most of time: A Flipped course approach to study abroad*. Association for Business Simulation and Experiential Learning (ABSEL), Online, Unknown.

Perkins, R., Batchelor, J. H., Davis, J. L., & Walker, P. (2019-2020). *The importance of corporate branding in the early stages of new venture formation: An empirical analysis*. Small Business Institute Conference, New Orleans, Louisiana.

Batchelor, J. H. & Chaher, F. (2018-2019). *Patriot Paws*. Small Business Institute Conference, Orlando, Florida.

Chaher, F. P., Ezell, J. R., Batchelor, J. H., & Soter, H. (2018-2019). *Practical Recommendations for Instructing Non-Native English-Speaking Students in the United States*. Association for Business Simulation and Experiential Learning (ABSEL), San Diego, California.

Batchelor, J. H. (2017-2018). *Administrative Withdrawal Policies: Good Intentions or Bad Policy*. Small Business Institute Conference, Corpus Christi, United States of America.

Batchelor, J. H., Garabedian, C., & Smith, C. (2016-2017). *Practical online marketing for startups*. Small Business Institute Conference, San Diego, California.

Batchelor, J. H., Gibson, S., Kimball, B., & Burch, G. F. (2016-2017). *Student perceptions of The Coddling of the American Mind*. Small Business Institute Conference, San Diego, California.

Myhre, M., Batchelor, J. H., Harris, M., & Mcdowell, W. (2016-2017). *Strategic collaborations between SBDCs and SBI Programs*. America's Small Business Development Center Conference, Orlando, Florida.

Banks, G. C., Woznyj, H. M., Kepes, S., Batchelor, J. H., & Mcdaniel, M. A. (2015-2016). *A meta-analytic review of tipping compensation practices: An agency theory perspective*. Academy of Management (AoM), Anaheim, California.

Batchelor, J. H. & Garabedian, C. (2015-2016). *Best practices in incubator formation*. Small Business Institute, New Orleans, Louisiana.

Batchelor, J. H. & Smith, C. (2015-2016). *Century Business Incubator*. Small Business Institute, New Orleans, Louisiana.

Burch, G. F., Hoover, D., Burch, J. J., Heller, N. A., Batchelor, J. H., Shaw, J. (2015-2016, August). *Do experimental learning pedagogies effect student learning? A meta-analysis of 40 years of research*. Academy of Management Annual Meeting, Anaheim, California.

Brode, M. & Batchelor, J. H. (2015-2016, February). *The intersection of high impact practices and 21st century skills in a graduate online business course*. Small Business Institute, New Orleans, Louisiana.

Batchelor, J. H. (2014-2015). *Transforming a Trip Abroad Into an Experiential Exercise in Entrepreneurship*. Small Business Institute, St. Pete Beach, Florida.

Burch, G. F., Batchelor, J. H., & Burch, J. J. (2012-2013). *Creative Personality, Process, and Product: A Mixed Method, Mixed Measure Analysis of Team Creativity*. International Academy of Management and Business, Stephenville, Texas.

Batchelor, J. H., Chao, M., & Mcdaniel, M. A. (2012-2013). *Extreme Responding*. Society for Industrial and Organizational Psychology, Houston, Texas.

Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2011-2012). *Comparison of Ethical Behavior: Individual Perceptions and Attitudes toward Entrepreneurs*. Small Business Institute, Bonita Springs, Florida.

National

Lambert, S. L., Fezzey, T. N., & Batchelor, J. H. (2022-2023). *Delineating responsibilities for COBIT 2019 IT control activities between cloud service providers and cloud service users*. American Accounting Association, San Diego, California.

Fezzey, T., Batchelor, J. H., Burch, G. F., & Reid, R. (2021-2022). *Cybersecurity continuity risks: Lessons learned from the COVID-19 pandemic*. Conference on Cybersecurity Education, Research and Practice (CCERP), Kennesaw, Georgia.

Goldstein, G., Lawlor, K. B., Batchelor, J. H., Baugh, G., & Brode, M. (2015-2016). *Enhancing effectiveness in curriculum: Necessary changes*. Association for Business Simulation and Experiential Learning (ABSEL), New Orleans, Louisiana.

Burch, G. F., Burch, J. J., Heller, N. A., & Batchelor, J. H. (2015-2016). *Family Business Students Are Different: Using a Conception Focused Curriculum to Overcome Challenges*. Small Business Institute, Stephenville, Texas.

Fan, B., Batchelor, J. H., Abston, K., & Burch, G. F. (2014-2015). *Social Entrepreneurship and Student Organizations*. Association for Business Simulation and Experiential Learning (ABSEL), Las Vegas, Nevada.

Batchelor, J. H., Burch, G. F., & Lawlor, K. B. (2013-2014). *The Jobs Characteristics Model: an extension to Entrepreneurial Motivation*. Small Business Institute, Las Vegas, Nevada.

Lawlor, K. B., Batchelor, J. H., & Abston, K. A. (2013-2014). *Transformational leadership: The antecedent role of emotional intelligence*. Small Business Institute, Las Vegas, Nevada.

Batchelor, J. H. & Burch, G. F. (2012-2013). *Assessing Creativity in Entrepreneurship: Are Creative Individuals More Likely to Choose Entrepreneurship as a Profession*. Small Business Institute, St. Petersburg, Florida.

Batchelor, J. H. & Burch, G. F. (2012-2013). *Increasing Intuitive Decision Making Speed and Accuracy by Further Understanding Intuitive Decision Making*. Association for Business Simulation and Experiential Learning (ABSEL), Oklahoma, Oklahoma.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2012-2013). *When Transparent and Authentic Emotional Labor Helps: The Role of Emotional Labor in Entrepreneurial Leadership*. Academy of Management (AoM), Boston, Massachusetts.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2011-2012). *Emotional Labor: Person, Situation, and Cultural Considerations*. Society for Industrial and Organizational Psychology, San Diego, California.

Burch, G. F. & Batchelor Jr., J. H. (2010-2011). *Individual and Group Creativity: A Multi-Discipline, Multi-Level Model*. In C. Baldy-Ngayo (Chair), *Symposium on Enabling Conditions for Creativity within Teams*. Academy of Management (AoM), San Antonio, Texas.

Batchelor, J. H., Harris, M. L., & Gibson, S. G. (2010-2011). *Student Perceptions of Ethical Behavior: A Comparison of Attitudes towards Entrepreneurs and Traditional Business Managers*. Association of Small Business and Entrepreneurship, Nashville, Tennessee.

Humphrey, R. H. & Batchelor Jr., J. H. (2010-2011). *How Leading with Emotional Labor Creates Resonance and Positive Emotional Contagion*. Society for Industrial and Organizational Psychology, Atlanta, Georgia.

Regional

Batchelor, J. H., Fezzey, T. N., & Lemay, S. (2022-2023). *ASD: Add Some Diversity*. Western Business Management, Napa Valley, California.

Batchelor, J. H., Burch, G. F., & Fezzey, T. (2022-2023). *Cybersecurity, Continuity, and Personality*. Southeast Decision Sciences Institute, Wilmington, North Carolina.

Qeshmi, S., Batchelor, J. H., & Burch, G. F. (2022-2023). *Autistic employees, cybersecurity, and diversity: How the three intersect to enhance information security and privacy*. Southern Association for Information Systems Annual Conference, Hilton Head, South Carolina.

Burch, G. F., Mrakovcic, E., Burch, J. J., & Batchelor, J. H. (2021-2022). *The effects of COVID-19 on consumer evaluations of restaurant service quality*. Southwest Academy of Management, Houston, Texas.

Scott, J., Batchelor, J. H., Davis, M., Burch, G. F., & Dunne, T. (2021-2022). *Who wants what? Potential moderators of the relationship between individualized deals (i-deals) and turnover intentions*. Southwest Academy of Management, Houston, Texas.

Lemay, S., Batchelor, J. H., & Burch, G. F. (2020-2021). *Student engagement: An empirical investigation of student engagement throughout the first semester*. Southwest Academy of Management, Online, Unknown.

Rich, L., Batchelor, J. H., & Bauch, G. (2019-2020). *Expanding Person-Organization Fit: Considering personal values through a regulatory focus perspective*. Southwest Academy of Management, San Antonio, Texas.

Burch, G., Heller, N. A., Burch, J., Heller, J. A., & Batchelor, J. (2014-2015, March). *Psychological contracts revisited: Providing a new framework and example*. Southwest Academy of Management, Houston, Texas.

Burch, G. F., Batchelor, J. H., & Humphrey, R. H. (2013-2014). *Empathetic Leadership: The Role of Interactive Empathy on Leader Performance and Employee Engagement*. Southwest Academy of Management, Dallas, Texas.

Banks, G. C., O'Boyle, E. H., & Batchelor, J. H. (2012-2013). *Tracking SMA Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias*. Southern Management Association, New Orleans, Louisiana.

Presentation of Non-Refereed Papers

Regional

Batchelor, J. H. (2021-2022). *Veterans Florida Virtual Expo Panel on COVID-19 Response*. Veterans Florida Expo, PENSACOLA, Florida.

Research Grants

Funded

2020-2021: Batchelor, J. H. Veterans Florida Entrepreneurship Program, Principal Investigator, Veterans Florida.

2017-2018: Brode, M. & Batchelor, J. H., Academic Partners: MBA Program Admissions: Impact of Prior Work Experience on Predicting Academic Performance, Co-Principal Investigator.

2015-2016: Batchelor, J. H. Century Business Incubator, Principal Investigator.

Not Funded

2012-2013: Abston, K. A. & Batchelor, J. H., Linking Human Resource Management Competence to Individual, Group, and Organizational Performance, Co-Principal Investigator, Society for Human Resource Management.

Papers Under Review

Batchelor, J. H., McIlveene, T., & Rabbani-Haghighi, M. (2023). "Why petty tyrants are the real enemy of cybersecurity, productivity, and innovation," Initial submission.

Batchelor, J. H., Abston, K. A., Bostwick, E. D., & Gibson, S. G. (2017). "A Case of Two Perspectives: Administrative Reporting and the Impact on Faculty," Initial submission to ---
Petition removed ---.

Batchelor, J. H., Burch, G. F., & Humphrey, R. H. (2013). "Emotional Labor for Entrepreneurs: A Natural and Necessary Extension," Revised and resubmitted.

Working Papers

Burch, G. F., Batchelor, J. H., Reid, R., Fezzey, T., & Kelly, C. (2021). "The Influence of Employee Personality on Information Security," targeted for Journal is not in list - being petitioned.

Banks, G. C., O'Boyle, E. H., Batchelor, J. H., & Abston, K. (2014). "An Investigation into the Phases of Dissemination Bias," targeted for Academy of Management (AoM).

Batchelor, J. H. & McDaniel, M. A. (2014). "Artifactual Variance: Measurement, Correction, and Identification."

Batchelor, J. H. & McDaniel, M. A. (2013). "Personality Disorders and Human Resource Selection."

Banks, G. C., O'Boyle, E. H., Batchelor, J. H., & Abston, K. (2013). "Tracking Academy of Management Conference Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias."

Banks, G. C., O'Boyle, E. H., & Batchelor, J. H. (2013). "Tracking Sociology Conference Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias."

Burch, G. F., Humphrey, R. H., & Batchelor, J. H. (2013). "Fostering Creativity and Innovation in Business Education."

Banks, G. C., O'Boyle, E. H., & Batchelor, J. H. (2013). "Tracking SMA Papers to Journal Publication: An Investigation into the Phases of Dissemination Bias," targeted for Organizational Research Methods.

Batchelor, J. H., Humphrey, R. H., & Burch, G. F. (2013). "Entrepreneurial Leadership and Emotional Labor."

O'Boyle, E. H., Banks, G. C., Cole, M., & Batchelor Jr., J. H. (2012). "Burnout: A Meta-Analysis," targeted for Journal Of Applied Psychology.

Batchelor, J. H. (2012). "The Job Characteristics Model: An Extension into Entrepreneurial Motivation."

Burch, G. F., Humphrey, R. H., & Batchelor Jr., J. H. (2012). "Fostering Creativity and Innovation in Business Education."

Other Research Activities

Applied or Integrative/application Scholarship

2016-2017: Batchelor, J. H., Griswold, P., Harris, V., Marshall, T., & Wiggins, C. *Navy Federal Credit Union - Project of the year competition*. This is a student project that was submitted to the Small Business Institute Project of the Year competition, it received an "Honorable Mention" at the conference

Basic or Discovery Scholarship

2024-2025: Davis, M. M., McIlvene, T.R., & Batchelor, J., *Leading Through Service: Cultivating Prosocial Behavior in the Workplace*.

2010-2011: Banks, G. C., & Batchelor, J.H., *Smarter People Are (a Bit) More Symmetrical: A Meta-Analysis of the Relationship between Intelligence and Fluctuating Asymmetry*. Introduced and highlighted by Business Week (<http://businessweek.com>)

Other

2013-2014: Batchelor, J. H., *Proposal for Center for Entrepreneurship at the UWF School of Business*. The initial outline for this proposal, along with the supporting materials for the discussion, is submitted. A meeting is scheduled for May 21, to discuss this proposal.

SERVICE:

Service to the University

University of West Florida

Department Assignments

Chair:

2023-2024 – 2024-2025: Business Administration Bylaw Task Force

2023-2024: OA Hiring Committee

2023-2024: Leadership Center Hiring Committee

2023-2024: MIS Hiring Committee Fall 2023

2023-2024: MIS Hiring Committee Spring 2024

2022-2023: Business Administration Advisory Board
2020-2021: Chair Department of Business Administration

Member:

2019-2020: HR Hiring Committee
2017-2018: Hiring Committee - OB/MGMT/HRM
2014-2015: Pre-tenure Mentoring Committee
2012-2013: Mentor and Mid-Tenure Review Committee

Other Institutional Service Activities:

2024-2025: Business Administration Department Chair
2021-2022: Department Chair - Business Administration Department
2014-2015: Multiple assessments of students

Writing Student Recommendations:

2024-2025: Writing Student Recommendations
2023-2024: Student Recommendation Letters

College Assignments

Chair:

2025-2026: Academic Review and Standards Committee

Faculty Advisor:

2016-2017 – 2017-2018: Student CEO
2014-2015: Student CEO
2013-2014: Student CEO student organization

Member:

2024-2025: Academic Review and Standards Committee
2021-2022 – 2023-2024: Academic Review & Standards Committee
2019-2020 – 2020-2021: Personnel Committee
2014-2015: Undergraduate Programs, Curriculum, and Assurance of Learning Committee
2012-2013 – 2013-2014: Undergraduate Programs & Curriculum Committee

Mentoring Activities:

2014-2015: Judge for the Innovation Awards hosted at UWF

Other Institutional Service Activities:

2023-2024 – 2024-2025: Director Center for Entrepreneurship
2022-2023: AACSB Preparation
2021-2022: Center for Entrepreneurship - Director
2019-2020: Various
2014-2015: Healthcare Management Graduate Certificate
2013-2014 – 2014-2015: Facilitator for the Young Entrepreneur Academy
2013-2014: Proposal for entrepreneurship development at UWF

Chair:

2024-2025: GEB3213 CCR Change Task Force

2022-2023 – 2023-2024: COB Advisory Council - Co-Chair of subcommittee
2022-2023: Leadership Center Hiring Committee
2022-2023: Hiring Committee Center for Leadership
2022-2023: Cox Pitch Competition
2021-2022: COBAC - Subcommittee Co-Chair
2020-2021: Director UWF Center for Entrepreneurship
2019-2020: Research and Curriculum Task Force
2018-2019 – 2019-2020: MBA Task Force
2018-2019: Melissa Brode
2017-2018: MBA Taskforce

Member:

2024-2025: College of Business Advisory Council
2024-2025: COB Awards Committee
2023-2024 – 2024-2025: Academic Review and Standards Committee
2022-2023 – 2024-2025: Best of Strictly Business Selection Committee
2023-2024: Hopkins Award Committee
2023-2024: Dyson Research Award Committee
2022-2023 – 2023-2024: COB Employee of the Year Committee
2021-2022 – 2023-2024: Dissertation Committee Melissa Brode
2022-2023: JettyIOT Development Committee
2022-2023: Workforce Development Task Force
2021-2022: AACSB Pre-visit committee
2021-2022: Hopkins Award Committee
2020-2021 – 2021-2022: Aviation Curriculum Committee
2020-2021 – 2021-2022: College of Business Advisory Council
2019-2020: Dyson Award
2019-2020: College Personnel Committee
2014-2015: Dyson Faculty Research Award Committee
2014-2015: Dyson Faculty Service Award Committee
2013-2014 – 2014-2015: Undergraduate Curriculum Committee
2013-2014: Selection Committee for SBDC Director

University Assignments

Committee Chair:

2015-2016 – 2016-2017: Academic Council

Committee Member:

2022-2023 – 2024-2025: Intercollegiate Athletic Advisory Committee
2021-2022 – 2024-2025: All Chairs Committee
2022-2023: Dissertation Committee Melissa Brode
2022-2023: Clinical Promotion Process Workgroup
2022-2023: Intercollegiate Athletic Advisory Committee
2021-2022 – 2022-2023: Adjunct Faculty Excellence Award Selection Committee

2019-2020: Faculty Senate
2018-2019 – 2019-2020: Academic Council
2018-2019: Faculty Senate
2016-2017: Graduate Council
2015-2016 – 2016-2017: General Studies
2015-2016 – 2016-2017: Executive Committee
2014-2015 – 2016-2017: Faculty Senate
2014-2015 – 2015-2016: Academic Council
2013-2014 – 2014-2015: General Studies Committee

Faculty Advisor:

2015-2016 – 2017-2018: UWF Running Club
2015-2016: Student CEO
2013-2014 – 2014-2015: UWF Runners Club

Other Institutional Service Activities:

2021-2022: BSBA-HR New Degree
2020-2021: Director State Farm Elevator Pitch Competition
2014-2015: Attended both graduations and served as a hooder
2013-2014: Healthcare graduate certificate program with Baptist Hospital
2013-2014: Communication Arts and Psychology Department

Dissertation Assignments

Member:

2019-2020: Dissertation Committee EdD

Service to the Profession

Academic Conference: Moderator / Facilitator

2024-2025: Small Business Institute Conference.

Board Member: Advisory Board

2024-2025: Advances in Business Management Conference. President of Conference
2024-2025: Small Business Institute Conference. Fellow of Conference
2023-2024: Small Business Institute. Fellow of SBI
2023-2024: Small Business Institute Conference. Session Track Chair
2022-2023: Board of Fellows.
2021-2022: Small Business Institute Conference. Fellow
2019-2020: Small Business Institute. Member of SBI Board of Fellows

Board Member: Board of Trustees

2020-2021: Fellow. Fellow of the SBI Organization

Board of Directors: Chair

2019-2020: Small Business Institute Conference. Acting President for Summer 2019
2017-2018: Small Business Institute Conference. President of the Small Business Institute Conference. Duties included managing the board of directors and all operation of the conference.

This included managing two journals (Small Business Institute Journal and Journal of Small Business Strategy) and the editors of those journals.

Board of Directors: Substantial Involvement

2018-2019: Small Business Institute. Immediate Past President

2016-2017: Small Business Institute. Currently president of the organization

2014-2015 – 2015-2016: Small Business Institute.

Conference: Program Board / Committee Chair

2022-2023: South East Decision Science Institute, Wilmington, North Carolina. Track Chair

2019-2020: Southern Management Association Conference. This was the closest activity type to being a track chair I could find. I was a track chair at the SMA.

2012-2013: Small Business Institute, St. Petersburg, Florida. Session Chair

Conference: Program Board / Committee Member

2024-2025: Small Business Institute Conference. Past President's Committee

Reviewer - Article / Manuscript

2018-2019: Small Business Institute. Manuscript review

2018-2019: Journal of Small Business Strategy. Manuscript review

2018-2019: Journal of Organizational Behavior. Reviewed manuscript

2018-2019: Management Teaching Review. Reviewed manuscript

2017-2018: Journal of Organizational Behavior.

2017-2018: Journal of Small Business and Entrepreneurship.

2017-2018: Journal of Management Inquiry.

2017-2018: Journal of Family Business Management.

2017-2018: Journal of Electronic Security and Digital Forensics.

2017-2018: Innovation: Organization and Management.

2017-2018: Small Business Institute.

2015-2016 – 2017-2018: Journal of Small Business Strategy.

2015-2016 – 2016-2017: Social Behavior and Personality.

2015-2016: Group and Organization Management.

2015-2016: International Journal of Manpower.

2015-2016: Journal of Management Inquiry.

2013-2014: United States Association for Small Business and Entrepreneurship.

2013-2014: Southern Management Association Conference.

2013-2014: Academy of Management (AoM).

2012-2013 – 2013-2014: Small Business Institute.

2012-2013 – 2013-2014: Group and Organization Management.

Editor: Guest Editor

2014-2015: Journal of Small Business Strategy.

Other Professional Service Activities

2021-2022: External Tenure Reviewer. Served as external reviewer for Erik Taylor at ECU

Reviewer: Ad Hoc Reviewer for a Journal

2021-2022 – 2022-2023: Small Business Institute Journal.
 2021-2022: Journal of Small Business and Enterprise Development.
 2020-2021: Journal of Organizational Psychology.
 2020-2021: Southwest Academy of Management.
 2019-2020: Journal of Entrepreneurship in Emerging Economies.
 2019-2020: Journal of Family Business Research.
 2019-2020: International Journal of Manpower.
 2019-2020: Social Behavior and Personality.
 2019-2020: International Entrepreneurship and Management Journal. Article Review
 2019-2020: Journal of Small Business Strategy. Article Review
 2019-2020: Journal of Further and Higher Education.
 2018-2019: International Entrepreneurship and Management Journal.
 2018-2019: Journal of Business Research.
 2014-2015: Group and Organization Management.
 2014-2015: Journal of Management Inquiry.
 2014-2015: Small Business Institute.
 2014-2015: Journal of Small Business Strategy.

Reviewer: Conference Paper

2024-2025: Western Business Management.
 2024-2025: South East Case Research Association (SECRA).
 2024-2025: Small Business Institute Conference.
 2022-2023: Association for Information Systems.
 2022-2023: Southwest Academy of Management.
 2022-2023: Small Business Institute Conference.
 2022-2023: SEDSI Conference.
 2022-2023: Western Business Management.
 2022-2023: ISACA.
 2020-2021: Association for Business Simulation and Experiential Learning (ABSEL).
 2020-2021: Small Business Institute.
 2019-2020: Small Business Institute Conference. Project of the Year judge - Reviewed three projects
 2019-2020: United States Association for Small Business and Entrepreneurship. Reviewed three conference papers
 2019-2020: Best Doctoral Paper Judge.
 2019-2020: Southern Management Association Conference. Best paper judge
 2017-2018: International Journal of Entrepreneurship and Small Business.
 2017-2018: Small Business Institute Conference.
 2016-2017: Academy of Management Conference.
 2016-2017: Small Business Institute.
 2014-2015: Association for Business Simulation and Experiential Learning (ABSEL).
 2012-2013 – 2014-2015: Small Business Institute.
 2012-2013: Association for Business Simulation and Experiential Learning (ABSEL).

Reviewer: PRJ Editorial Board

2020-2021 – 2022-2023: Journal of Small Business Strategy.

2020-2021 – 2021-2022: Small Business Institute Journal.

2018-2019: Small Business Institute Journal.

Service to the Community**Board of Directors**

2015-2016 – 2016-2017: Center for Innovation and Entrepreneurship

2015-2016 – 2016-2017: Entrepreneurial Ecosystem Gathering

2014-2015: Gulf Coast Center for Innovations and Entrepreneurship

2013-2014 – 2014-2015: Association of Retarded Citizens

2013-2014: Association of Retarded Citizens

2013-2014: Center for Innovation and Entrepreneurship

Chair of a Committee

2022-2023: Cox Pitch Competition

2017-2018: Personnel Committee Chair/Plainview Baptist Church, Responsible for managing all human resource related functions of the organization.

Member of a Committee

2022-2023 – 2023-2024: JettyIOT Development Committee

2022-2023: Pensacola Little Theater Planning Committee

2020-2021: Entrepreneurship Ecosystem Synergy Group

2020-2021: Entrepreneurship Ecosystem Group Meeting

Other Community Service Activities

2024-2025: Gulf Coast Diplomacy, Working and meeting with visitors associated with Gulf coast Diplomacy

2023-2024: Sprague Farms, Outreach to Sprague Farms

2023-2024: Regenerative Labs Intern Program, Provided interns and employee recruitment for Regenerative Labs

2023-2024: Gulf Coast Diplomacy, Worked with Gulf Coast Diplomacy to arrange for faculty to meet with students in their program

2023-2024: Planned Jetty IOT Befoil presentation at the Jetty IOT on September 16 from 10 to noon, I, with Tom's assistance, planned and executed a presentation by Befoil at the Jetty IOT on September 16, 2023, from 10 to noon. We brought in a boat manufacturer from Europe to discuss his manufacturing with the hopes of him renting space at the Jetty IOT to sell his boats in the future. This presentation was live streamed at yacht clubs all over the country.

2022-2023 – 2023-2024: Navy Pilot Program Development

2022-2023: Gulf Coast Diplomacy

2022-2023: Regenerative Labs Intern Program

2022-2023: Volunteer Work with Safe Harbour

2022-2023: Community Engagement Meeting

2021-2022: Pathways for Change, Free consulting services

2021-2022: ENTRECON, Ran Booth

2021-2022: Marcus Point Baptist Church, Mentor and Youth Support

2021-2022: gBeta Mentor

2019-2020: Pathways for Change, Volunteered to support CFO with operational issues.

Speech / Presentation at a Community Meeting

2021-2022: ENTRECON, Introduced speaker

Memberships

Academy of Management, 2017

Small Business Institute, 2008-2017

Honors-Awards-Grants

Other

2013-2014: Hopkins Development Award, University of West Florida.

Research

2022-2023: Raymond C. Dyson Faculty Research Award, UWF College of Business.

2019-2020: Decision Science Journal of Innovation and Education Best Research Paper of the Year 2019, Decision Science Journal of Innovation and Education. My paper published in DSJIE was chose as the best research paper of the entire year. A very high honor.

2018-2019: Dyson Faculty Research Award, UWF COB.

2018-2019: Business Plan Competition Third Place, Small Business Institute. Business plan with graduate students Francesca Chaher titled "Patriot Paws"

2018-2019: Distinguished Empirical Paper Award, Small Business Institute. Award for paper titled "Emotional Labor and Positive Discrete Emotions: The key to entrepreneurial performance"

2015-2016: Dyson Research Award, University of West Florida.

2015-2016: , Small Business Institute.

2015-2016: , Academy of Management Annual Meeting.

2014-2015: Best Reviewer Award, Small Business Institute.

2013-2014: Dyson Research Award, University of West Florida.

2013-2014: Best Conceptual Paper Runner-up Award, Small Business Institute.

Service-Community

2022-2023: Mentor Award, Small Business Institute.

Service-Professional

2019-2020: Fellow - Small Business Institute, Small Business Institute. The Small Business Institute® (SBI) Association recognizes as Fellows those members whose accomplishments are particularly noteworthy to the Association. This is the highest honor that the Small Business Institute ® provides to its members, and the Fellows serve as a group of senior advisors to the Board of Directors and work with newer members in a mentoring capacity. An SBI member becomes a Fellow upon nomination from another Fellow or current officer, and is voted in by the other Fellows.

2017-2018: Outstanding leadership, dedicated service, and advocacy, Small Business Institute. Award for outstanding leadership of the Small Business Institute for 2017/2018 as president

2014-2015: Certificate of Appreciation, Small Business Institute.

Service-University

2023-2024: E.W. Hopkins Faculty Member of the Year, University of West Florida - COB.

2015-2016: Dyson Service Award, University of West Florida.

2014-2015: Faculty Student Advisor of the Year Award, University of West Florida.

2013-2014: Dyson Service Award, University of West Florida.

Teaching

2015-2016: Teacher of the Year Award, SGA.

Teaching-Research-Service

2019-2020: Showcase Award, Small Business Institute. The Showcase Award identifies the SBI Program and its Director that is deserving of recognition for innovative development or management, or because their SBI efforts contributed to a true small business client success story.

Faculty Development

DS: Instructional-Related Conference

2010-2011: Center for the Advancement of Research Methods and Analysis (CARMA). Moderated Multiple Regression Short Course

DS: Research-Related Conference/Seminar

2009-2010: Center for the Advancement of Research Methods and Analysis (CARMA). Meta-Analysis Short Course

2009-2010: Center for the Advancement of Research Methods and Analysis (CARMA). SEM Short Course

Other Professional Development

2012-2013: National Institution of Health (NIH). Certificate of completion in "Protecting Human Research Participants"/

Courses Taught

Courses from the Teaching Schedule: Big Data Mining: A Managerial Perspective, Business Analytics, Business Negotiation, Business System Design, Compensation and Benefits, Compensation and Benefits, Directed Study, Future: Proj/Pln/Mgt, Introduction to Quantitative Models for Business Decisions, Knowledge Mgmt E-Business, MBA Foundation: Mgt Skill, MBA Foundations: Management Skills and Applications, MBA Foundations: Principles of Human Resources Management, Management & Org Behavior, Management Fundamentals, Performance Management, Performance Management, Quant Meth for Bus, Recruitment and Selection, Staffing, Training and Development, Staffing, Training and Development, Strategic Issues in Human Resources Management

Other Teaching Activities

Course Embedded Certificate

2025-2026 - *LinkedIn Learning Course on Excel ISM6137*. An assignment on how to learn Excel

2025-2026 - *LinkedIn Learning Course on AI MAN3240*. Course on how to use AI

2024-2025 - *Learning Data Analytics*. LinkedIn Learning Class on Data Analytics

2024-2025 - *Excel Essentials Training*. Excel class for students to improve their skills
2023-2024 - *Excel Essentials Training*. The LinkedIn Learning class "Excel Essentials Training" is no part of my MAN3025 course

Thesis / Dissertation Committee - Member

2016-2017 - *Dissertation*. Melissa Brode

Guest Speaker

2024-2025 - *Leadership Center Information Session*. Therese Cserep spoke in my class on August 21 about the UWF Leadership Center and their activities

High Impact Practice

2022-2023 - *Case Studies*. Case study projects in MAN6156 that involved three meetings with each student team through the semester to improve their writing and research skills.

2022-2023 - *One on one student meetings to improve writing skills*. One on one student meetings with students about their papers in courses to improve their writing ability in GEB5875 and MAN4330

2022-2023 - *Case Studies with One-on-One Feedback Meetings*. One on one meeting with students (4 through the semester) individually to improve their writing, research, and quantitative skills.

Innovations in Course Content / Presentation

2020-2021 - *MBA Consulting*. For one of my courses I have student groups work directly with businesses to provide consulting services to those businesses. This provides support to the community and gives the students real life experience working with actual businesses.

2018-2019 - *Guest Speaker Karen Spicer*. Karen Spicer, a local realtor with 18 years of experience, spoke to my MAN4441 Business Negotiations Class for over one hour about how to negotiate the purchase of a home. Students wrote a one-page reflection on what they learned from her presentation.

Quality Matters Course Certification-Internal UWF

2016-2017 - *QM Internal Review Certification - GEB5875*.

2016-2017 - *QM Internal Review Certification - MAN6156*.

Research with students

2023-2024 - *Why petty IT tyrants are the real enemy of cybersecurity, productivity, and innovation*. 1 student. Mohadeseh Rabbani-Haghighi, Nov 01, 2023 - Nov 28, 2023 (Fall) This is a ISACA journal submission with a student.

Other Teaching Activities

2016-2017 - *QM External Review Certification - MAN6156*.

2016-2017 - *QM Fundamentals Certification - MAN6156*.

2016-2017 - *QM Fundamentals Certificate for GEB5875*.

High Impact Practice

Course Embedded Certificate

2025-2026 - *LinkedIn Learning Course on Excel ISM6137*. Course Embedded Certificate.

2025-2026 - *LinkedIn Learning Course on AI MAN3240*. Course Embedded Certificate.

2024-2025 - *Learning Data Analytics*. Course Embedded Certificate.

2024-2025 - *Excel Essentials Training*. Course Embedded Certificate.

2023-2024 - *Excel Essentials Training*. Course Embedded Certificate.

Thesis / Dissertation Committee - Member

2016-2017 - *Dissertation*. Thesis / Dissertation Committee - Member.

Guest Speaker

2024-2025 - *Leadership Center Information Session*. Guest Speaker.

High Impact Practice

2022-2023 - *Case Studies*. High Impact Practice.

2022-2023 - *One on one student meetings to improve writing skills*. High Impact Practice.

2022-2023 - *Case Studies with One-on-One Feedback Meetings*. High Impact Practice.

Innovations in Course Content / Presentation

2020-2021 - *MBA Consulting*. Innovations in Course Content / Presentation.

2018-2019 - *Guest Speaker Karen Spicer*. Innovations in Course Content / Presentation.

Quality Matters Course Certification-Internal UWF

2016-2017 - *QM Internal Review Certification - GEB5875*. Quality Matters Course Certification-Internal UWF.

2016-2017 - *QM Internal Review Certification - MAN6156*. Quality Matters Course Certification-Internal UWF.

Research with students

2023-2024 - *Why petty IT tyrants are the real enemy of cybersecurity, productivity, and innovation*. 1 student. , Nov 01, 2023 - Nov 28, 2023 (Fall) Research with students.

Other Teaching Activities

2016-2017 - *QM External Review Certification - MAN6156*. Other Teaching Activities.

2016-2017 - *QM Fundamentals Certification - MAN6156*. Other Teaching Activities.

2016-2017 - *QM Fundamentals Certificate for GEB5875*. Other Teaching Activities.

MISCELLANEOUS

Other

2016-2017 - Teaching practices featured in book by professor in Argentina : In his book "Movimiento De Tierra" Dr. Mardigral discussed how the individual project in MAN4750 can be useful in helping students around the world and in other disciplines plan out thier future.

2010-2011 - Regional NPR Affiliated Radio Interview : Introduced and highlighted the paper; Banks, G. C. & Batchelor Jr., J. H. (2010). Smarter People Are (a Bit) More Symmetrical: A Meta-Analysis of the Relationship between Intelligence and Fluctuating Asymmetry. *Intelligence*, 38 (4), 393-401.