

Dr. John H. Humphreys

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Education:

- 2002 Faculty Development in International Business, Darla Moore School of Business, University of South Carolina
- 2000 D.B.A., Management, H. Wayne Huizenga School of Business and Entrepreneurship, Nova Southeastern University, Ft. Lauderdale, FL (dissertation committee - Walter Einstein, Ph.D., Syracuse University, Neal Rappaport, Ph.D., MIT, and Randi Sims, Ph.D., Florida Atlantic University)
- 1995 M.A., Management (distinguished graduate), Webster University, St. Louis, MO
- 1988 B.S., Psychology (highest honors), University of Southern Mississippi, Hattiesburg, MS

Academic Experience:

- 2022 - Professor of Management, Texas A&M University – Commerce
- 2016 - 2022 Provost and Vice President for Academic Affairs
Texas A&M University - Commerce
- 2015 - 2016 Dean
College of Business, Texas A&M University – Commerce
Visiting Lecturer, Belgrade University, Serbia
- 2013 - 2015 Department Head, Management
Professor of Management, Texas A&M University – Commerce
Texas A&M University System Graduate Faculty
Visiting Lecturer, Shandong University, Jinan, P.R. China
Visiting Lecturer, Carleton University, Ottawa, CA
- 2008 - 2013 Professor of Management, Texas A&M University – Commerce
Texas A&M University System Graduate Faculty
Visiting Lecturer, Rabat, Morocco (2012)
Visiting Lecturer, Dubai, United Arab Emirates (2012)
Visiting Lecturer, Belgrade, Serbia (2011-2012)
Visiting Lecturer, Sarajevo, Bosnia & Herzegovina (2010-2012)
- 2005 - 2008 Associate Professor of Management, Texas A&M University - Commerce
Texas A&M University System Graduate Faculty
Visiting Lecturer, Shandong University, Jinan, P.R. China (summer 2008)
Fulbright Scholar, DUFU, Dalian, P.R. China (spring 2006)
- 2004 - 2005 Associate Professor of Management, Eastern New Mexico University, Portales, NM
- 2000 - 2004 Assistant Professor of Management, Eastern New Mexico University, Portales, NM

Honors and Professional Leadership:

- 2021 David Talbot Outstanding Professor of the Year Award, Texas Association of Black Personnel in Higher Education chapter, Texas A&M University – Commerce
- 2020 John F. Mee Award for outstanding intellectual contribution in the Management History Division of the Academy of Management
- 2019 Distinguished Scholar Award, Texas A&M University – Commerce
- 2018 Outstanding article (shared) in the *Journal of Management History*
- 2017 Editor, *Journal of Applied Management and Entrepreneurship*
- 2016 Outstanding article in the *Journal of Management History*
Proceedings Editor, Academy of Management
Editor, *Journal of Applied Management and Entrepreneurship*
- 2015 Best Paper Proceedings of the 75th Annual Meeting of the Academy of Management
SAGE Award for best paper on leadership in the Management History Division of the Academy of Management
Journal of Management History Award for best international paper in the Management History Division of the Academy of Management
Outstanding Reviewer, *Journal of Management History*
Proceedings Editor, Academy of Management
Editor, *Journal of Applied Management and Entrepreneurship*
- 2014 Highly Commended Articles (2), *Journal of Management History*
Best Paper Proceedings of the 74th Annual Meeting of the Academy of Management
Proceedings Editor, Academy of Management
- 2013 Highly Commended articles (2) in the *Journal of Management History*
- 2012 Chair, Discussion Paper Committee – Academy of Management
Fellow – 9th Annual World Congress, Academy for Global Business Advancement
Best Paper Proceedings of the 72nd Annual Meeting of the Academy of Management
Halloran Award for best paper on business ethics in the Management History Division of the Academy of Management
- 2011 Provost’s Award for Research - Texas A&M University - Commerce
Best Paper Proceedings of the 71st Annual Meeting of the Academy of Management
Division and Interest Group Relations Committee – Academy of Management
Discussion Paper Committee – Academy of Management
- 2010 SAGE Award for best paper on leadership in the Management History Division of the Academy of Management
Past Chair, Management History Division of the Academy of Management
Discussion Paper Committee – Academy of Management
Strategic Planning Committee – Academy of Management
- 2009 Outstanding article in the *Journal of Applied Management and Entrepreneurship*
Division Chair, Management History Division of the Academy of Management
Outstanding Reviewer for *Chinese Management Studies*
Strategic Planning Committee – Academy of Management

- 2008 SAGE Award for best paper on leadership in the Management History Division of the Academy of Management
Division Chair Elect, Management History Division of the Academy of Management
Strategic Planning Committee – Academy of Management
Outstanding Research Paper Award at the (IABPAD) conference
- 2007 Outstanding article in the *Journal of Management History*
Program Chair, Management History Division of the Academy of Management
- 2006 Best Paper Proceedings of the 66th Annual Meeting of the Academy of Management
PDW Chair, Management History Division of the Academy of Management
- 2005 Best Paper in Management Track at the 47th Mountain Plains Management Conference
Fulbright Award to lecture in the Peoples Republic of China
- 2004 Best of the *Journal of e.Commerce and Psychology* for the past three years
Editor, *Journal of Behavioral and Applied Management*
- 2003 Paul Hersey Award for best paper on leadership in the Management History Division of the Academy of Management
Best Paper Proceedings at the 63rd Annual meeting of the Academy of Management
Editor, *Journal of Behavioral and Applied Management*
- 2002 Outstanding Paper at the 19th Annual Southwest Business Symposium
- 2001 Outstanding Paper at the 18th Annual Southwest Business Symposium
Best Paper recognition at the International Business and Economics Research Conference

Impact Statement:

As evidence that I have successfully joined scholarly conversations in my discipline, my scholarship has been cited over 3,500 times in numerous journals including the *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, *Journal of Applied Psychology*, *Human Relations*, *AMLE*, *Leadership Quarterly*, *Cornell Hospitality Quarterly*, *Organization*, *Journal of Services Marketing*, *Journal of Vocational Behavior*, *Journal of World Business*, *International Journal of Management Reviews*, *Business Ethics Quarterly*, *Management Decision*, and the *Journal of Business Ethics*, as well as in multiple textbooks, practitioner outlets, and the *New York Times*.

Publications:

Gates, S., Burke, M., & Humphreys, J. (2022). The hidden history of Benjamin Montgomery: Slave, manager, and accountant. *Accounting History*, 27(1): 24-40.

Humphreys, J.H., Novicevic, M.M., Pane Haden, S.S., & Hasan, M.K. (2021). Enabling leadership: Whitney Young, Jr. as dramaturgical director of the U.S. civil rights movement. *Journal of Management History*, 27(2): 186-204.

Humphreys, J.H., Loncar, D., Atinc, G., Hayek, M., & Novicevic, M.M. (2020). An integrated framework of market and nonmarket strategies for demoralized transition economies. *Journal of East European Management Studies*, 25(1): 84-104.

Lugar, C., Novicevic, M.M., Popoola, I.T., Humphreys, J.H., & Mills, A.J. (2020). The historic emergence of intersectional leadership: Maggie Lena Walker and the Independent Order of St. Luke. *Leadership*, 16(2): 220-240.

- Humphreys, J.H., & Pane Haden, S.S. (2020). Leadership on request: Constructing Milton Hershey's leader identity. *Journal of Management Research*, 20(1): 3-13.
- Randolph-Seng, B., Humphreys, J., Novicevic, M., Ingram, K., & Roberts, F. (2020). Propensity to morally disengage: The malevolent leader dyad of Andrew Carnegie and Henry Frick. In M. Schwartz, H. Harris, C. Highfield, & H. Breakey (Eds.), *Research in Ethical Issues in Organizations*, 24: 5-29. London, UK: Emerald Publishing.
- Novicevic, M.M., Smothers, J., Murphy, P.J., Humphreys, J.H., Roberts, F., & English, R. (2020). Humanistic entrepreneurship: The pioneering case of Francis Wright. *Journal of Ethics and Entrepreneurship*, 10(1): 23-44.
- Humphreys, J.H., Hayek, M., Novicevic, M.M., Pane Haden, S.S., & Pickens, J. (2019). The narrative cleansing of Andrew Carnegie: Entrepreneurial generativity as identity capital. *Journal of Management History*, 25(2): 203-220.
- Novicevic, M.M., Marshall, D.R., Humphreys, J., & Seifried, C. (2019). Both loved and despised: Uncovering a process of collective contestation in leadership identification. *Organization*, 26(2): 236-254.
- Baur, J.E., Haynie, J.J., Buckley, M.R., Palar, J.M., Novicevic, M.M., & Humphreys, J.H. (2018). When things go from bad to worse: The impact of relative contextual extremity on Benjamin Montgomery's positive leadership and psychological capital. *Journal of Leadership & Organizational Studies*, 25(3): 323-338.
- Murphy, P., Smothers, J., Novicevic, M.M., Humphreys, J.H., Roberts, F., & Kornetsky, A. (2018). Social enterprise in Antebellum America: The case of Neshoba (1824-1829). *Journal of Management History*, 24(1): 99-119. **"Outstanding Article of 2018"**
- Novicevic, M.M., Humphreys, J.H., Popoola, I.T., Poor, S., Gigliotti, R., & Randolph-Seng, B. (2017). Collective leadership as institutional work: Interpreting evidence from Mound Bayou. *Leadership*, 13(5): 590-614.
- Humphreys, J.H., Novicevic, M.M., Hayek, M., Gibson, J.W., Pane Haden, S., & Williams, W.A. (2016). Disharmony in New Harmony: Insights from the narcissistic leadership of Robert Owen. *Journal of Management History*, 22(2): 146-170. **"Outstanding Article of 2016"**
- Gibson, J.W., Deem, J., Einstein, J., & Humphreys, J.H. (2016). Applying a critical biography perspective to the work of Frank Gilbreth. *Journal of Management History*, 22(4): 413-436.
- Poor, S., Novicevic, M.M., Popoola, I.T., & Humphreys, J.H. (2016). Making history happen: A genealogical analysis of Colt's rhetorical history. *Management & Organizational History*, 11(2): 147-165.
- Winstead, J., Novicevic, M.M., Humphreys, J.H., & Popoola, I.T. (2016). When the moral tail wags the entrepreneurial dog: The historic case of Trumpet Records. *Journal of Management History*, 22(1): 2-23.
- Humphreys, J.H., Novicevic, M.M., Smothers, J., Pane Haden S.S., Hayek, M., Williams, W.A., Jr., Oyler, J.D., & Clayton, R.W. (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, 68(9): 1389-1413.
- Humphreys, J.H., Randolph-Seng, B., Pane Haden, S.S., & Novicevic, M.M. (2015). Integrating libertarian paternalism into paternalistic leadership: The choice architecture of H.J. Heinz. *Journal of Leadership & Organizational Studies*, 22(2): 187-201.

- Clayton, R., Stratton, M.T., Julien, M., & Humphreys, J. (2015). Beverly Mathews. *Organization Management Journal*, 12: 221-234.
- Humphreys, J., Pane Haden, S.S., & Davis, J. (2015). Falling from a calling: Entitlement and the social (de)construction of leader identity. *Journal of Applied Management and Entrepreneurship*, 20(4): 6-24.
- Humphreys, J.H. (2015). Introduction to special issue: Leadership. *Journal of Applied Management and Entrepreneurship*, 20(3): 5-7.
- Humphreys, J.H., Williams, A., Pane Haden, S., Hayek, M., Pryor, M.G., & Randolph-Seng, B. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Journal of Applied Management and Entrepreneurship*, 19(4): 43-60.
- Hayek, M., Williams, W.A., Clayton, R., 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.
- Pane Haden, S.S., Diaz, S., Humphreys, J.H., & Hayek, M. (2014). Leading aesthetically: Insights from the founders of the San Antonio Conservation Society. *Journal of Applied Management and Entrepreneurship*, 19(2): 3-26.
- Humphreys, J.H., Randolph-Seng, B., Pane Haden, S.S., & Novicevic, M.M. (2014). Integrating libertarian paternalism into paternalistic leadership: H.J. Heinz as choice architect. In John Humphreys (Ed.), *Best Paper Proceedings of the 74th Annual Meeting of the Academy of Management*, Online ISSN: 2151-6561.
- Smothers, J., Murphy, P.J., Novicevic, M.M., & Humphreys, J.H. (2014). Institutional entrepreneurship as emancipating institutional work: James Meredith and the Integrationist movement at Ole Miss. *Journal of Management History*, 20(1): 114-134.
- Barnes, B., Humphreys, J.H., Oyler, J.D., Pane Haden, S.S., & Novicevic, M.M. (2013). Transcending the power of hierarchy to facilitate shared leadership. *Leadership & Organization Development Journal*, 34(8): 741-762.
- Humphreys, J.H., Loncar, D., Novicevic, M.M., & Roberts, F. (2013). Differentiating foothold attacks from strategic feints. *Management Decision*, 51(9): 1821-1838.
- Gibson, J.W., Chen, W., Henry, E., Humphreys, J.H., & Lian, Y. (2013). Examining the work of Mary Parker Follett through the lens of critical biography. *Journal of Management History*, 19(4): 441-458. **"Highly Commended Paper"**
- Novicevic, M.M., Humphreys, J., Buckley, M.R., Roberts, F., Hebdon, A. & Kim, J. (2013). Teaching as constructive-developmental leadership: Insights from Mary Follett. *Journal of Management History*, 19(4): 423-440. **"Highly Commended Paper"**
- Novicevic, M.M., Zikic, J., Martin, J., Humphreys, J.H., & Roberts, F. (2013). Responsible executive leadership: A moral-identity analysis based on Barnard's conceptualization. *Journal of Management History*, 19(4): 474-491.
- Humphreys, J.H., Gibson, J.W., & Oyler, J.D. (2013). Upward defiance in organizations: Management lessons from the Battle of Blair Mountain. *Journal of Management History*, 19(3): 304-327.
- Humphreys, J.H., Pane Haden, S., Hayek, M., Einstein, J., Fertig, J., Paczkowski, & Weir, D. (2013). Entrepreneurial stewardship and implicit CSR: The responsible leadership of Lillian Shedd McMurry. *Journal of Applied Management and Entrepreneurship*, 18(3): 24-49.

- Pane Haden, S.S., Humphreys, J.H., Cooke, J., & Penland, P. (2013). Applying Taylor's principles to teams: Renewing a century-old theory. *Journal of Leadership, Accountability, and Ethics*, 9(4): 11-20.
- Taneja, S., Pryor, M.G., Humphreys, J.H., & Singleton, L.P. (2013). Strategic management in conditions of paradigmatic chaos: Lessons for managers. *International Journal of Management*, 30(1): 112-126.
- Humphreys, J.H., Pane Haden, S., Hayek, M., Einstein, J., Fertig, J., Paczkowski, W., & Weir, D. (2012). Entrepreneurial stewardship and implicit CSR: The responsible leadership of Lillian Shedd McMurry. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the 72nd Annual Meeting of the Academy of Management*.
- Ford, R., Humphreys, J., & Dickson, D. (2012). Introduction to special issue: QUIS 12. *Journal of Applied Management and Entrepreneurship*, 17(3): 2-3.
- Humphreys, J.H., Pane Haden, S.S., Oyler, J.D. Cooke, J., Zhou, D., Hayek, M., & Little, C. (2012). Pragmatism and personalism in post-merger leadership: Lessons from the founding of LULAC. *Journal of Applied Management and Entrepreneurship*, 17(2): 38-62.
- Jones, N., Novicevic, M.M., Hayek, M., Humphreys, J.H. (2012). The first documents of emancipated African American management: The letters of Benjamin Montgomery (1865-1870). *Journal of Management History*, 18(1): 46-60.
- Novicevic, M.M., Humphreys, J.H., Buckley, M.R., Cagle, C., & Roberts, F. (2011). Effective leadership in unexpected places: A sociohistorical analysis of the Red Tops Dance Orchestra. *Business Horizons*, 54(6): 529-540.
- Pryor, M.G., Toombs, L., Cooke, J., & Humphreys, J.H. (2011). Strategic quality management: The role of process ownership, management, and improvement. *International Journal of Business Excellence*, 4(4): 420-439.
- Pryor, M.G., Oyler, J., Humphreys, J.H., & Toombs, L.A. (2011). The people cried – a case of compassionate, transformational leadership. *Journal of Business Cases and Applications*, 4: 1-20.
- Pryor, M.G., Humphreys, J.H., Taneja, S., & Toombs, L.A. (2011). Where are the new organization theories? Evolution, development and theoretical debate. *International Journal of Management*, 28(3): 959-978.
- Pryor, M.G., Singleton, L.P., Humphreys, J.H., & Taneja, S. (2011). Transforming the Texas plant. *Journal of the International Academy for Case Studies*, 17(7): 111-120.
- Pryor, M.G., Singleton, L.P., Humphreys, J.H., & Taneja, S. (2011). Transforming the Texas plant: Teaching notes. *Journal of the International Academy for Case Studies*, 17(8): 87-98.
- Carraher, S.M., & Humphreys, J.H. (2011). Introduction to special issue: Management history. *Journal of Applied Management and Entrepreneurship*, 16(3): 2-3.
- Humphreys, J.H., Williams, W.A., Clayton, R.W., & Novicevic, M.M. (2011). Towards the augmenting role of authenticity: Xenophon as leadership theorist. *Management & Organizational History*, 6(2): 183-208.
- Humphreys, J.H., Pane Haden, S., Oyler, J.D., Duan, Z., & Cooke, J. (2011). Pragmatism and personalism in post-merger leadership: Lessons from the founding of LULAC. In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventy First Annual Meeting of the Academy of Management*, ISSN 1543-8643.

- Humphreys, J.H., Pane-Haden, S., Clayton, R., Novicevic, M.M., & Gibson, J.W. (2011). Lillian McMurphy of Trumpet Records: Integrity and authenticity in the charismatic, constructive narcissist leader. *Journal of Leadership & Organizational Studies*, 18(1): 40-55.
- Humphreys, J., Pryor, M., & Oyler, J. (2010). Why so many managers are cowards. *BusinessWeek Online*, 8/04/10: 7.
http://www.businessweek.com/managing/content/aug2010/ca2010082_106654.htm
- Pryor, M.G., Singleton, L.P., Taneja, S., & Humphreys, J.H. (2010). Workplace fun and its correlates: A conceptual inquiry. *International Journal of Management*, 27: 294-302.
- Ford, R.C., & Humphreys, J.H. (2010). Introduction to special issue: QUIS 11. *Journal of Applied Management and Entrepreneurship*, 15(2): 2-3.
- Hayek, M., Novicevic, M.M., Humphreys, J.H., & Jones, N. (2010) Ending the denial of slavery in management studies: Paternalistic leadership of Joseph Emory Davis. *Journal of Management History*, 16(3): 367-379.
- Novicevic, M.M., Hayek, M., Buckley, M.R., & Humphreys, J.H. (2010). Was the hand of management visible in ante-bellum plantations? An examination of Chandler's hypothesis. *Journal of Applied Management and Entrepreneurship*, 15(1): 84-95.
- Pane Haden, S., & Humphreys, J. (2010). Leaders, Protect your Company's Blind Side. *BusinessWeek Online*, 3/26/10: 6.
http://www.businessweek.com/managing/content/mar2010/ca20100325_559370.htm
- Humphreys, J., Oyler, J., Pryor, M., & Pane, S. (2010). Lost in translation. *Journal of Business Strategy*, 31(2): 13-17.
- Humphreys, J.H., Zhao, D., Ingram, K., Gladstone, J., & Basham, L. (2010). Situational narcissism and charismatic leadership: A conceptual framework. *Journal of Behavioral and Applied Management*, 11(2): 118-136.
- Humphreys, J., Novicevic, M., Olson, W., & Buckley, M.R. (2010). Time to "hunker down?" *BusinessWeek Online*, 2/1/2010: 4.
http://businessweek.com/managing/content/jan20100128_592971.htm
- Novicevic, M.M., Hayek, M., Buckley, M.R., & Humphreys, J.H. (2010). Chandler and technological determinism in the histories of management. *Journal of Applied Management and Entrepreneurship*, 14(4): 3-13.
- Caruth, D.L., Caruth, G.D., & Humphreys, J.H. (2009). Towards an experiential model of problem initiated decision making. *Journal of Management Research*, 9(3): 123-132.
- Pane-Haden, S., Oyler, J., & Humphreys, J. (2009). Historical, practical, and theoretical perspectives on Green management. *Management Decision*, 47(7): 1041-1055.
- Carraher, S., & Humphreys, J. (2009). Guest editorial: Honoring the life and works of Alfred Chandler (1918-2007). *Journal of Management History*, 15(3): 233-235.
- Novicevic, M.M., Humphreys, J.H., & Duan, Z. (2009). An ideological shift in Chandler's research assumptions: From American exceptionalism to transnational history. *Journal of Management History*, 15(3): 299-312.
- Humphreys, J., Ahmed, Z., & Pryor, M. (2009, May). World-Class Bull. *Harvard Business Review*, 87(5): 35-42.

- Humphreys, J., Ahmed, Z., & Pryor, M. (2009). When does a smart sales strategy cross the line to become a load of bull? *BusinessDay Management Review*.
- Taneja, S., Pryor, M.G., & Humphreys, J. (2009). Empowerment from the gender perspective. *Delhi Business Review*, 10(2): 17-26.
- Humphreys, J., Pryor, M., Pane, S., & Oyler, J. (2009). The leadership of Joseph R. Walker: Towards a model of socialized charisma through expert power. *Journal of Applied Management and Entrepreneurship*, 14(1), 59-81. **“Outstanding Article of 2009”**
- Humphreys, J. (2008). Managing the emerging knowledge economy inside China. *Chinese Management Studies*, 2(2), 83-85.
- Pryor, M.G., Humphreys, J., & Taneja, S. (2008). Freeing prisoners of work. *Industrial Management*, 50(5), 21-24.
- Caruth, D.L., & Humphreys, J.H. (2008). Performance appraisal: Essential characteristics for strategic control. *Measuring Business Excellence*, 12(3), 24-32.
- Pryor, M.G., Humphreys, J., Taneja, S., & Moffitt, B. (2008). Terrorism – A strategic management process issue. *International Journal of Business and Public Administration*, 5(2), 109-124.
- Humphreys, J., Jiao, N., & Sadler, T. (2008). Emotional disposition and leadership preferences of American and Chinese MBA students. *International Journal of Leadership Studies*, 3(2), 162-180.
- Humphreys, J., & Langford, H. (2008). Managing a corporate culture slide. *MIT Sloan Management Review*, 49(3), 25-27.
- Ahmed, Z.U., & Humphreys, J.H. (2008). A conceptual framework for developing country transnationals: PROTON Malaysia. *Thunderbird International Business Review*, 50(1), 45-58.
- Pryor, M.G., Taneja, S., Humphreys, J., Anderson, D., & Singleton, L. (2008). Challenges facing change management theories and research. *Delhi Business Review*, 9(1), 1-20.
- Pryor, M.G., Anderson, D., Toombs, L.A., & Humphreys, J.H. (2007). Strategic implementation as a core competency: The 5P’s model. *Journal of Management Research*, 7(1), 3-17.
- Humphreys, J. (2007). Weakness or opportunity? *MIT Sloan Management Review*, 48(3), 96.
- Humphreys, J.H. (2007). Adapting the congruent temperament model with culturally specific work motivation elements. *Cross-Cultural Management: An International Journal*, 14(3), 202-216.
- Humphreys, J. (2007). The Chinese are coming: And I’m afraid. *Journal of Business Strategy*, 28(3), 42-44.
- Humphreys, J., Ingram, K., Kernek, C., & Sadler, T. (2007). The Nez-Perce leadership council: A historical examination of postindustrial leadership. *Journal of Management History*, 13(2), 135-152. **“Outstanding article of 2007”**
- Clark-Hitt, R., & Humphreys, J.H. (2006). A graceful and beautiful swan. *International Journal of Diversity in Organisations, Communities and Nations: Volume 4*.
- Humphreys, J.H. (2006). The Nez Perce leadership council: A historical examination of postindustrial leadership. In K.M. Weaver (Ed.), *Best Paper Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.

- Humphreys, J. (2006, November). A Chinese culturally specific congruent temperament model. *Liaodong University Journal*, Dandong, Liaoning, P.R. China 116001 (translated into Mandarin Chinese).
- Mobley, M.E., & Humphreys, J. (2006, May). Sex is a surefire seller, but is it good for business? *BusinessDay Management Review*, 6-8.
- Mobley, M.E., & Humphreys, J. (2006, April). How Low Will You Go? *Harvard Business Review*, 84(4), 33-44.
- Humphreys, J. (2005). The best of intentions. In J. Kirby (Ed.), *Management Dilemmas: When People Are the Problem* (pp. 125-147). Boston: Harvard Business School Press.
- Humphreys, J.H. (2005). Contextual implications for transformational and servant leadership: A historical approach. *Management Decision*, 43(10), 1410-1431.
- Humphreys, J. (2005). Developing the big picture. *MIT Sloan Management Review*, 47(1), 96.
- Humphreys, J.H. (2005). Transformational leadership and support for e-commerce: The moderating effects of leader practical intelligence. In Jones, J.W. & Brasher, E. (Eds.), *Advances in e-Business and Psychology: Volume 1*. Indianapolis, IN: Author House.
- Humphreys, J., Brunsen, W., & Davis, D. (2005). Emotional structure and commitment: Implications for health care management. *Journal of Health Organization and Management*, 19(2), 120-129.
- Humphreys, J.H. (2004). Customer expectations: Herman Morris, Jr. on customer satisfaction and organizational diversity. *Journal of Management Inquiry*, 13(3), 231-237.
- Humphreys, J. (2004). The vision thing. *MIT Sloan Management Review*, 45(4), 96.
- Humphreys, J.H., & Einstein, W.O. (2004). Leadership and temperament congruence: Extending the expectancy model of work motivation. *Journal of Leadership & Organizational Studies*, 10(4), 58-79.
- Humphreys, J. (2003). The dysfunctional evolution of goal setting. *MIT Sloan Management Review*, 44(4), 96.
- Humphreys, J.H. (2003). Xenophon as leadership theorist: An early model of leader behavior and follower work motivation. In D.H. Nagao (Ed.), *Best Paper Proceedings of the Sixty-third Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
- Humphreys, J.H., & Einstein, W.O. (2003). Nothing new under the sun: Transformational leadership from a historical perspective. *Management Decision*, 41(1), 85-95.
- Humphreys, J.H., Weyent, L.E., & Sprague, R.D. (2003). Organizational commitment: The roles of emotional and practical intellect within the leader/follower dyad. *Journal of Business and Management*, 9(2), 189-209.
- Einstein, W.O., & Humphreys, J.H. (2002). The changing face of leadership: The influence of information technology. In E.J. Szewczak & C.R. Snodgrass (Eds.), *Managing the Human Side of Information Technology: Challenges and Solutions* (pp. 1-34). Harrisburg, PA. Idea Group Publishing.
- Humphreys, J.H. (2002). The *Anabasis* and lessons in leadership: Xenophon as a prototypical transformational leader. *Journal of Management Research*, 2(3), 136-146.

- Humphreys, J.H. (2002). Transformational leader behavior, proximity, and successful services marketing. *Journal of Services Marketing*, 16(6), 487-502.
- Humphreys, J. (2002, July). The best of intentions. *Harvard Business Review*, 80(7), 31-34.
- Humphreys, J.H. (2002). FCS of Mid-America's CEO Donnie Winters on the Challenges of Leading Strategic Change. *Journal of Applied Management and Entrepreneurship*, 7(1), 98-107.
- Humphreys, J.H., & Zettel, M.C. (2002). Transformational leader self-perception and objective sales performance: The potential moderating effects of behavioral coping ability. *International Business & Economics Research Journal*, 1(1), 9-23.
- Einstein, W.O., & Humphreys, J.H. (2001). Transforming leadership: Matching diagnostics to leader behaviors. *Journal of Leadership & Organizational Studies*, 8(1), 48-60.
- Humphreys, J.H. (2001). Transformational leadership and support for e-commerce: The moderating effects of leader practical intelligence. *Journal of e.Commerce and Psychology*, 2(1), 38-69. **"Best articles from 2001- 2003"**
- Humphreys, J.H. (2001). Transformational and transactional leader behavior: The relationship with support for e-commerce and emerging technology. *Journal of Management Research*, 1(3), 149-159.
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- Humphreys, J. (2007). Diversity: Leaders not labels. *Journal of Applied Management and Entrepreneurship*, 12(1), 119-121.
- Humphreys, J.H. (2004). On leadership style: Mobsters and motivators. *Journal of Business Strategy*, 25(2), 57-59.

Conference Proceedings and Presentations:

- Humphreys, J.H., Novicevic, M.M., Pane Haden, S.S., & Hasan, M.K. (2020). Enabling leadership: Whitney Young, Jr. as dramaturgical director of the U.S. civil rights movement. *Virtual presentation at the 80th Annual Meeting of the Academy of Management*, Vancouver, BC, Canada. **"John F. Mee Award for outstanding intellectual contribution"**
- Humphreys, J.H., & Pane Haden, S.S. (2019). Leadership on request: Followers and the social construction of Milton Hershey's leader identity. *Presentation at the 79th Annual Meeting of the Academy of Management*, Boston, MA.
- Lugar, C., Novicevic, M.M., Popoola, I.T., & Humphreys, J.H. (2019). Historic emergence of intersectional leadership: Maggie Walker and the Independent Order of St. Luke. *Presentation at the 79th Annual Meeting of the Academy of Management*, Boston, MA.
- Humphreys, J.H., Hayek, M., Pickens, J., Pane Haden, S.S., & Novicevic, M.M. (2018). The narrative cleansing of Andrew Carnegie: Entrepreneurial generativity as identity capital. *Presentation at the 78th Annual Meeting of the Academy of Management*, Chicago, IL.

- Marshall, D., Seifried, C., Novicevic, M.M., & Humphreys, J.H. (2017). Microhistory of James Meredith's contested leadership: An ANTi-History approach. *Presentation at the 77th Annual Meeting of the Academy of Management*, Atlanta, GA.
- Humphreys, J.H., Novicevic, M.M., Randolph-Seng, B., Ingram, K., & Roberts, F. (2016). Moral disengagement: Insights from the malevolent leader dyad of Andrew Carnegie and Henry Frick. *Presentation at the 76th Annual Meeting of the Academy of Management*, Anaheim, CA.
- Gibson, J.W, Deem, J., Einstein, J., & Humphreys, J.H. (2016). Applying a critical biography perspective to the work of Frank Gilbreth. *Presentation at the 76th Annual Meeting of the Academy of Management*, Anaheim, CA.
- Hayek, M., Deem, J., Einstein, J., & Humphreys, J.H. (2016). The intrapsychic and interpersonal processes of a self-deceptive narcissistic serial entrepreneur. *Presentation at the 76th Annual Meeting of the Academy of Management*, Anaheim, CA.
- Humphreys, J.H., Novicevic, M.M., Hayek, M., Gibson, J.W., Pane Haden, S., & Williams, W.A. (2015). Disharmony in New Harmony: Insights from the narcissistic leadership of Robert Owen. *Presentation at the 75th Annual Meeting of the Academy of Management*, Vancouver, BC, Canada. **"Best Paper Proceedings" and "Journal of Management History Award"**
- Novicevic, M.M., Humphreys, J.H., Popoola, I.T., Poor, S., Gigliotti, R., & Randolph-Seng, B. (2015). Collective leadership as institutional work: Interpreting evidence from Mound Bayou. *Presentation at the 75th Annual Meeting of the Academy of Management*, Vancouver, BC, Canada. **"SAGE Best Leadership Paper Award"**
- Poor, S., Novicevic, M.M., Popoola, I.T., & Humphreys, J.H. (2015). Making history happen: A genealogical analysis of Colt's rhetorical history. *Presentation at the 75th Annual Meeting of the Academy of Management*, Vancouver, BC, Canada.
- Humphreys, J.J., Pane Haden, S.S., & Davis, J. (2015). Falling from a calling: Entitlement and the social (de)construction of leader identity. *Presentation at the 2015 Southwest Academy of Management Meeting*, Houston, TX.
- Humphreys, J.H., Randolph-Seng, B., Pane Haden, S.S., & Novicevic, M.M. (2014). Integrating libertarian paternalism into paternalistic leadership: H.J. Heinz as choice architect. *Presentation at the 74th Annual Meeting of the Academy of Management*, Philadelphia, PA. **"Best Paper Proceedings"**
- Humphreys, J.H., Pane Haden, S., Hayek, M., Pryor, M.G., Randolph-Seng, B., & Williams, A. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Presentation at the 2014 Southwest Academy of Management Meeting*, Dallas, TX.
- Palar, J., Novicevic, M.M., Buckley, M.R., & Humphreys, J.H. (2013). Positive leadership in the extreme contexts of the emancipation era. *Presentation at the 2013 Southern Management Association*, New Orleans, LA.
- Humphreys, J.H., Novicevic, M.M., Smothers, J., Pane Haden S., Hayek, M., Williams, A., Oyler, J., & Clayton, R. (2013). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Presentation at the 73rd Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.
- Pane Haden S., Diaz, S., Humphreys, J.H., & Hayek, M. (2013). Leading aesthetically: Emily Edwards, Rena Maverick Green, and the San Antonio Conservation Society. *Presentation at the 73rd Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.

- Novicevic, M.M., Smothers, J., Murphy, P.J., Humphreys, J., & Roberts, F.B. (2013). The concept of social justice entrepreneurship: A narrative analysis of Frances Wright's pioneering. *Presentation at the 73rd Annual Meeting of the Academy of Management*, Lake Buena Vista, FL.
- Clayton, R., Stratton, M.T., & Humphreys, J. (2013). Navigating the messiness of divergent work-life balance priorities: A case of inconsistent messaging and policy implementation. *Presentation at the 2013 Organizational Behavior Teaching Conference*, Asheville, NC.
- Pane Haden, S.S., Humphreys, J.H., Hayek, M., Williams, A., & Randolph-Seng, B. (2013). Elements of effective social movements: Lessons for Green Management from the Hispanic Civil Rights movement. *Presentation at the 2013 Southwest Academy of Management Meeting*, Albuquerque, NM.
- Humphreys, J.H., Pane Haden, S., Hayek, M., Einstein, J., Fertig, J., Paczkowski, W., & Weir, D. (2012). Entrepreneurial stewardship and implicit CSR: The responsible leadership of Lillian Shedd McMurry. *Presentation at the 72nd Annual Meeting of the Academy of Management*, Boston, MA. **“Best Paper Proceedings” and “Halloran Award”**
- Humphreys, J.H., Gibson, J.W., & Oyler, J.D. (2012). Upward defiance in organizations: Management lessons from the battle of Blair Mountain. . *Presentation at the 72nd Annual Meeting of the Academy of Management*, Boston, MA.
- Pryor, M., Toombs, L., Oyler, J., & Humphreys, J. (2012). Honest or prudent? Is honesty really the best policy? *Southwest Case Research Association annual meeting*, New Orleans, LA.
- Humphreys, J.H., Pane Haden, S.S., Oyler, J.D. Cooke, J., & Zhou, D. (2011). Pragmatism and personalism in post-merger leadership: Lessons from the founding of LULAC. *Presentation at the 71st Annual Meeting of the Academy of Management*, San Antonio, TX. **“Best Paper Proceedings”**
- Barnes, B., Humphreys, J.H., Oyler, J.D., Pane Haden, S.S., & Novicevic, M.M. (2011). Transcending the power of hierarchy to facilitate shared leadership: The historical, counterculture case of Jerry Garcia. *Presentation at the 71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- Novicevic, M.M., Humphreys, J.H., Hebdon, A., Kim, J., & Roberts, F. (2011). Teaching as constructive-developmental leadership. *Presentation at the 71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- Pane Haden, S.S., Humphreys, J., & Cooke, J. (2011). Applying Taylor's principles to teams: Renewing a Century-old theory. *Presentation at the 2011 Southwest Academy of Management Meeting*, Houston, TX.
- Humphreys, J.H., Pane-Haden, S., Clayton, R., Novicevic, M.M., & Gibson, J.W. (2010). Lillian McMurry of Trumpet Records: Integrity and authenticity in the charismatic, constructive narcissist leader. *Presentation at the 70th Annual Meeting of the Academy of Management*, Montreal, CA. **“SAGE Best Leadership Paper Award”**
- Humphreys, J., Pane Haden, S., Oyler, J., & Pryor, M. (2010). Authentic leadership and constructive narcissism: The potential influence of substantive virtue. *Presentation at the 2010 Southwest Academy of Management Meeting*, Dallas, TX.
- Pryor, M.G., Taneja, S., Toombs, L.A., & Humphreys, J.H. (2010). Organization theories: Evolution, development, and theoretical debates. *Presentation at the 2010 Southwest Academy of Management Meeting*, Dallas, TX.

- Humphreys, J.H., Zhao, D., Ingram, K., Gladstone, J., & Basham, L. (2009). Situational narcissism and charismatic leadership: A conceptual framework. *Presentation at the 68th Annual Meeting of the Academy of Management*, Chicago.
- Pane-Haden, S., Oyler, J., & Humphreys, J. (2009). Historical perspectives on green management: A struggle between environmental good and evil. *Presentation at the 68th Annual Meeting of the Academy of Management*, Chicago.
- Haden, S.P., Humphreys, J., & Oyler, J. (2009). Differences between temporary and permanent employees with respect to workplace deviance, organizational commitment, trust, and fairness. *Proceedings of the 51st Annual Southwest Academy of Management Meeting*, Oklahoma City.
- Oyler, J., Pryor, M.G., Humphreys, J., & Haden, S.P. (2009). A vision for the future: Bridging the academia/practitioner divide. *Proceedings of the 51st Annual Southwest Academy of Management Meeting*, Oklahoma City.
- Pryor, M.G., Anderson, D., Humphreys, J., Singleton, L.P., & Taneja, S. (2009). Transforming the Texas Plant. *Presentation at the Southwest Case Research Association Meeting*, Oklahoma City.
- Humphreys, J., Pryor, M., Pane, S., & Oyler, J. (2008). The leadership of Joseph R. Walker: Towards a model of socialized charisma through expert power. *Presentation at the 67th Annual Meeting of the Academy of Management*, Anaheim, CA. **“SAGE Best Leadership Paper Award”**
- Pryor, M., & Humphreys, J.H. (2008). The 5P’s model – An integrative strategic systems model. *Proceedings of the 25th Annual Southwest Business Symposium*. University of Central Oklahoma, Edmond.
- Humphreys, J., & Pane, S. (2008). Gender differences in emotional competencies and charismatic leadership in the People’s Republic of China. *Proceedings of the 50th Annual Southwest Academy of Management Meeting*, Houston.
- Pryor, M.G., Humphreys, J., Taneja, S., & Moffitt, B. (2008). Terrorism – A strategic management process issue. *Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) conference*, Orlando, FL. **“Outstanding Research Paper Award”**
- Pryor, M.G., Taneja, S., Humphreys, J.H., Anderson, D., & Singleton, L. (2008). Challenges facing change management theories and research. *Presentation at the Ninth International Conference on Management of Transformation*, Delhi, India.
- Humphreys, J., Jiao, N., & Sadler, T. (2007). Emotional disposition and leadership preferences of Chinese and American MBA students. *Proceedings of the 24th Annual Southwest Business Symposium*. University of Central Oklahoma, Edmond.
- Einstein, J., Einstein, W.O., & Humphreys, J.H. (2007). Extending the congruent temperament model of work motivation. *Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) conference*, Orlando, FL.
- Mobley, M.E., & Humphreys, J. (2006). Charismatic self-perception as a moderator between constructive thinking ability and subjective well-being. *Presentation at the 14th Annual Conference of the Institute of Behavioral and Applied Management*, Memphis, TN.
- Humphreys, J.H. (2006). The Nez-Perce leadership council: A historical examination of postindustrial leadership. *Presentation at the 66th Annual Meeting of the Academy of Management*, Atlanta. **“Best Paper Proceedings”**

- Humphreys, J.H., & Totolici, D. (2005). *Transformational leader behavior: The relationship with gender and organizational commitment*. Proceedings of the 47th Mountain Plains Management Conference. **“Best Paper Award in the Management Track”**
- Brunsen, B., Davis, D., & Humphreys, J. (2005). Teaching the online course: A tool to improve teaching. *Presentation at the 22nd Annual Southwest Business Symposium*. University of Central Oklahoma, Edmond.
- Humphreys, J., Sherman, H., Sosik, J., Grunhagen, M., & Rowley, D. (2004). Moving from conference paper to journal article: Strategies for success as an author and developing a reputation as a good reviewer. *Symposium presented at the 12th Annual Conference of the Institute of Behavioral and Applied Management*. Providence, RI.
- Clark-Hitt, R. & Humphreys, J.H., (2004). A graceful and beautiful swan. *Presented at the Fourth International Conference on Diversity in Organizations, Communities, and Nations* (UCLA). Los Angeles, CA.
- Humphreys, J., Brunsen, B., & Davis, D. (2004). The relationship between emotional intelligence, emotional coping ability, and affective commitment: Further implications for health care management. *Proceedings of the 21st Annual Southwest Business Symposium*. University of Central Oklahoma, Edmond.
- Brunsen, B., Davis, D., & Humphreys, J. (2003). Global business in the general education block. *Presentation at the 2003 Association for Global Business*. Atlanta, GA.
- Humphreys, J.H. (2003). Xenophon as leadership theorist: An early model of leader behavior and follower work motivation. *Interactive session presented at the 63rd Annual Academy of Management Meeting*, Seattle. **“Best Paper Proceedings” & “Paul Hersey Best Leadership Paper Award”**
- Humphreys, J.H., & Zettel, M.C. (2003). The relationship between employee constructive thinking, satisfaction, and organizational commitment. *Presentation at the 2003 International Business & Economic Research Conference*, Las Vegas, NV.
- Humphreys, J.H. (2002). The *Anabasis* and lessons in leadership: Xenophon as a prototypical transformational leader. *Presentation at the 62nd Annual Academy of Management Meeting*, Denver.
- Humphreys, J.H., & Einstein, W.O. (2002). A conceptual interpretation of Jung’s psychological types and motivation within the leader/follower dyad. *Paper presented at the 9th annual American Society of Business and Behavioral Sciences Meeting*, Las Vegas.
- Humphreys, J.H., Lapuka, I., & Liu, C. (2002). Guanxi and mianzi: Culturally specific work motivation catalysts. *Proceedings of the 19th Annual Southwest Business Symposium*. University of Central Oklahoma, Edmond. **“Outstanding Paper Award”**
- Humphreys, J.H., Weyent, L.E., & Sprague, R.D. (2002). Organizational commitment: The roles of emotional and practical intellect within the leader/follower dyad. *Proceedings of the 2002 International Business & Economic Research Conference*, Las Vegas, NV.
- Humphreys, J.H. (2001). Manager practical intelligence: The relationship with leadership style and support for e-commerce. *Proceedings of the 18th Annual Southwest Business Symposium*, University of Central Oklahoma, Edmond. **“Outstanding Paper Award”**
- Humphreys, J.H. (2001). Transformational and transactional leader behavior: The relationship with support for e-commerce and emerging technology. *Proceedings of the 2001 International Applied Business Research Conference*, Cancun, Mexico.

- Humphreys, J.H. (2001). Transformational and transactional sales leader behavior and proximity: The relationship with follower sales productivity. *The 10th Annual National Academy of Business Administration Meeting*, San Antonio.
- Humphreys, J.H., & Einstein, W.O. (2001). Leader constructive thinking ability: The relationship with follower extra effort, satisfaction, effectiveness perceptions, and performance. *Proceedings of the 43rd Annual Southwest Academy of Management Meeting* (pp. 126-132), New Orleans.
- Humphreys, J.H., Einstein, W.O., & Sawyer, T. (2001). Transformational, transactional, and laissez-faire leader behavior and constructive thinking ability: The relationship with consolidated-follower-unit performance. *Paper presented at the 8th annual American Society of Business and Behavioral Sciences Meeting*, Las Vegas.
- Humphreys, J.H., & Zettel, M.C. (2001). Transformational Leader Self-Perception and Objective Sales Performance: The Potential Moderating Effects of Behavioral Coping Ability. *Proceedings of the 2001 International Business & Economics Research Conference*, Reno, NV. **“Best Paper Recognition”**
- Humphreys, J.H., & Einstein, W.O. (2000). Transformational leadership: The evolution through historical management thought. *Presentation at the 60th Annual Academy of Management Meeting*, Toronto.
- Humphreys, J.H., & Parise, P.A. (2000). Shifting culture: An examination of the relationship between transformational leadership and sales productivity during a period of organizational turbulence. *Interactive session at the 41st Western Academy of Management Meeting*, Hawaii.
- Humphreys, J.H. (1997). The relationship between transformational leadership and personality type as predictors of organizational performance. *Paper presented at the Sixth International Conference on Productivity and Quality Research*, Houston.

Industry Experience:

Prior to joining academia, Dr. Humphreys held a leadership position with a multi-billion dollar financial services organization.