

Mitchell J. Neubert

Senior Associate Dean for Research and Faculty Development
Chavanne Chair of Christian Ethics in Business and Professor of Management
Hankamer School of Business
Baylor University
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Education:

Ph.D. in Business Administration (HR/OB), The University of Iowa. May 1998.

Bachelor of Science (General Management), University of Minnesota. May 1987.

Research Interests:

Servant Leadership, Ethical Leadership, Regulatory Focus, Virtue, Teams, Religion and Work, and Organizational Change

Awards:

Research Advancement Award (2021). Hankamer School of Business. School-wide peer reviewed award recognizing overall promoting the colleagues' research through example, mentoring, and leadership.

Distinguished Faculty Award (2016). Hankamer School of Business. School-wide peer reviewed award recognizing overall contributions in research, teaching, and service.

Teaching Excellence Award (2013). Hankamer School of Business. School-wide peer reviewed teaching award conferred on one tenure-track faculty member annually.

Research Grants:

Soundings Project Grant - Called to Lives of Purpose and Meaning Initiative (\$1.5 million), Lilly Endowment (2018-present). Project Development Steering Committee – served as an advisory member during proposal development. The purpose of this research project is to engage in research related to understanding how vocation is promoted in congregations and, in turn, have Baylor serve as an innovation hub that will promote best practices across congregations.

National Science Foundation Grant (\$394,654; Grant #0925907), United States Government (2009-2014). Title: National Study of Entrepreneurial Behavior, Regulatory Focus, and Religion. Lead PI: Mitchell J. Neubert. Co-PIs: Dougherty, K. and Park, J. Department of Sociology. The purpose of this research was to explore the impact of religious communities (churches, synagogues, temples, mosques) on individuals' regulatory mindsets and entrepreneurial behavior

in the marketplace. This research project included two national surveys of working adults as well as in-depth case studies of ten religious communities.

CCCU Initiative Grant (\$10,000), Council for Christian Colleges and Universities (2004-2006). Theology and Management. Recipients: Wong, K., Martinez, R., Daniels, D., Dyck, B., Neubert, M., McCormick, B., Franz, R., Dearborn, T., and Van Duzer, J.

Faculty Research Investment Grant (\$7000), Baylor University (2004). Understanding and influencing employee commitment to organizational change in China. Recipients: Neubert, M. J. and Wu, C.

Academic Leadership Roles:

Associate Dean for Research and Faculty Development. (August 2019 - present). Lead initiatives to promote research and faculty development as well as align efforts of the Hankamer Business School faculty with Illuminate objectives and Baylor's aspiration to become a preeminent Research 1 university. Serve as a liaison to the Provost's office and Registrar in coordinating class schedules and facility utilization in response to the Covid pandemic.

Hazel and Harry Chavanne Chair of Christian Ethics in Business. (2006 - present). Serve as a resource for faculty and a catalyst for the cultivation of principled leaders through hosting events and competitions promoting Christian ethics and leadership in business. Develop and host the Dale P. Jones Ethics Forum, the Paul J. Meyer Christian Leadership in Business Initiatives, and the Christian Ethics and Leadership in Business Scholarship program.

Coordinator, Christian Management Scholars Network. (2006 - present). Organize and lead a national network of Christian faculty within the Academy of Management that meets annually at national meetings.

Committee Chair, Leadership Visioning/Implementation Task Force. (August 2014 - December 2016). Integrated multidisciplinary input in the formation of plans to ensure basic and advanced opportunities for undergraduate students' leadership development.

Professor of Management. (2014 - present)

Executive Committee Member - Faculty Senate Representative. (2013 - 2015). Represented faculty interests and interacted with Baylor University administrators to facilitate cooperation between faculty and administration.

Chairperson, Baylor Strategic Themes Committee. (2011 - 2012). Led an interdisciplinary committee of faculty and staff charged with soliciting and synthesizing input received during a broad input phase of the Strategic Planning process that led to Pro Futuris. A key outcome was the Strategic Input Report based on approximately 300 individual submissions, 17 community feedback meetings across the nation engaging over 700 alumni and friends of Baylor, and 165 documents submitted by faculty and staff.

H. R. Gibson Chair of Management Development, Baylor University. (2002 - 2009). Served as an expert in management development through teaching in graduate programs and conducting leadership research.

Baylor University Associate Professor of Management. (2004 - 2014)

Baylor University Assistant Professor of Management. (2002 - 2004)

Director, Master of Organization Development Programs, Bowling Green State University. (2000 - 2002). Provided leadership and academic oversight for nationally recognized executive and masters programs in Organization Development.

Bowling Green State University Assistant Professor of Management. (1998 - 2002)

Research Publications:

Neubert, M. J. (2022). Contagious and constructive virtue within the workplace. In Newstead, T. and Riggio. R. (Eds.), *Virtues and Leadership: Understanding and Practicing Good Leadership*.

Robinson, M., Kim, J. W., Magnusen, M., & Neubert, M. (2021.) Win-at-all-costs? Exploring bottom-line mentality as a buffer between athletic director servant leadership and coach commitment, *Journal of Applied Sport Management*, 13(1).

Neubert, M. J., de Luque, M. S., Quade, M. J., & Hunter, E. M. (2021). Servant leadership across the globe: Assessing universal and culturally contingent relevance in organizational contexts. *Journal of World Business*, 57(2).

Neubert, M. J., Wu, C., & Dougherty, K. (Accepted). Servant Leadership from Multiple Domains and Follower Work Behavior. *Journal of Management Spirituality and Religion*.

Neubert, M. J., Hunter, E. M., & Tolentino, R. C. (2021). Modeling Character: Servant Leaders, Incivility and Patient Outcomes. *Journal of Business Ethics*, 178(1), 261-278.

Robinson, G. M., Magnusen, M. J., Neubert, M. J., & Miller, G. (2020). Servant leadership, leader effectiveness, and the role of political skill: A study of interscholastic sport administrators and coaches. *International Journal of Sports Science & Coaching*.

Neubert, M. J., & Montañez, G. D. (2020). Virtue as a framework for the design and use of artificial intelligence. *Business Horizons*, 63(2), 195-204.

Dougherty, K. D., Neubert, M. J., & Park, J. Z. (2019). Prosperity Beliefs and Value Orientations: Fueling or Suppressing Entrepreneurial Activity. *Journal for the Scientific Study of Religion, 58*(2), 475-493.

Smith, B. R., Conger, M. J., McMullen, J. S., & Neubert, M. J. (2019). Why believe? The promise of research on the role of religion in entrepreneurial action. *Journal of Business Venturing Insights, 11*, e00119.

Neubert, M. J. (2019). With or without spirit: Implications for scholarship and leadership. *Academy of Management Perspectives, 33*(3), 253-263.

Neubert, M. J., & Wood, M. S. (2019). Espoused Religious Values in Organizations and Their Associations with Applicant Intentions to Pursue a Job. *Journal of Business and Psychology, 34*(6), 803-823.

Miller, D. W., Ewest, T., & Neubert, M. J. (2019). Development of the integration profile (TIP) faith and work integration scale. *Journal of Business Ethics, 159*(2), 455-471.

Kraig, A., Cornelis, C., Terris, E. T., Neubert, M. J., Wood, M. S., Barraza, J. A., & Zak, P. J. (2018). Social purpose increases direct-to-borrower microfinance investments by reducing physiologic arousal. *Journal of Neuroscience, Psychology, and Economics, 11*(2), 116-126.

Robinson, G. M., Neubert, M. J., & Miller, G. (2018). Servant leadership in sport: A review, synthesis, and applications for sport management classrooms. *Sport Management Education Journal, 12*(1), 39-56.

Neubert, M. J., & Dougherty, K. (2018). Innovative work and worship contexts and their associations with regulatory focus mindsets and nascent hybrid entrepreneurship. In Timothy Ewest (Ed.), *Faith and Work: Christian Perspectives, Research, and Insights into the Movement*. Information Age Publishing.

Reed, M. M., & Neubert, M. J. (2017). HealthSouth Rehabilitation CFO: How Can You Turn the Wagon Around?. *Journal of Business Ethics Education, 14*, 315-326.

Neubert, M. J. (2017). Teaching and training virtues: Behavioral measurement and pedagogical approaches. In Alejo José G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management*. Netherlands: Springer. Served as section editor

Neubert, M. J. & McCormick, B. (2017). Developing courage through the Ethics SLAM! In Alejo José G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management*. Netherlands: Springer.

Bell, G., Dyck, B., & Neubert, M. J. (2017). Ethical leadership, virtue theory, and generic strategies: When the timeless becomes timely. In Jurkiewicz, C. L., & Giacalone, R. A. (Eds.), *Radical Thoughts about Ethical Leadership*. Charlotte, NC: Information Age Publishing.

- Neubert, M. J., Hunter, E. M., & Tolentino, R. C. (2016). A servant leader and their stakeholders: When does organizational structure enhance a leader's influence? *The Leadership Quarterly*, 27(6), 896-910.
- Palich, L. E., Neubert, M. J., & McKinney, J. (2016). Ethical attitudes of business professionals in China and the United States: Same or different? *Journal of Business Inquiry*, 15(2), 55-84.
- Park, J., Dougherty, K., & Neubert, M.J. (2016). Work, occupations, and entrepreneurship. In Yamane D. (Ed.), *Handbook of Religion and Society*, New York, NY: Springer.
- Neubert, M. J. & Dyck, B. (2016). Developing Sustainable management theory: Goal setting theory based in virtue. *Management Decision*, 58(2), 304-320.
- Neubert, M. J., Bradley, S. W., Ardianti, R., & Simiyu, E. M. (2015). The role of spiritual capital in innovation and performance: Evidence from developing economies. *Entrepreneurship Theory and Practice*, 41(4), 621-640.
- Neubert, M. J. (2015). Formation of the mind and heart in Christian Universities. *Christian Scholar's Review*, 45(1), 31-35.
- Neubert, M. J. & Dougherty, K. D. (2015). Integrating faith and work. In Kruschwitz, B. (Ed.), *Christian Reflection*, Waco, Tx: Baylor University.
- Neubert, M. J., & Halbesleben, K. (2014). Called to commitment: An examination of relationships between spiritual calling, job satisfaction, and organizational commitment. *Journal of Business Ethics*, 132(4), 859-872.
- Griebel, J., Park, J., & Neubert, M. J. (2014). Faith and work: An exploratory study of religious entrepreneurs. *Religions*, 5(3), 780-800.
- Park, J., Griebel, J., Neubert, M. J. & Dougherty, K. D. (2014). Workplace-bridging religious capital: Connecting congregations to work outcomes. *Sociology of Religion*, 75, 309-331.
- Neubert, M. J., Dougherty, K. D., Park, J. Z. & Griebel, J. (2014). Beliefs about Faith and Work: Development and Validation of Honoring God and Prosperity Gospel Scales. *Review of Religious Research*, 56(1), 129-146.
- Ferguson, T. W., Dougherty, K. D., & Neubert, M. J. (2014). Religious Orthodoxy and Entrepreneurial Risk-Taking. *Sociological Focus*, 47(1), 32-44.
- Hunter, E. M., Neubert, M. J., Perry, S. J., Witt, L. A., Penney, L. M., & Weinberger, E. L. (2013). Servant leaders inspire servant followers: Outcomes for employees and the organization. *The Leadership Quarterly*, 24, 316-331.
- Neubert, M. J., Wu, J.-C. C., Roberts, J. (2013). The Influence of Ethical Leadership and Regulatory Focus on Employee Outcomes. *Business Ethics Quarterly*, 23(2), 269-296.

- Dougherty, K., Neubert, M. J., Park, J., & Griebel, J. (2013). Religious Profile of American Entrepreneurs. *Journal of Scientific Study of Religion*, 52(2), 401-409.
- Neubert, M. J. & Dougherty, K. D. (2012). Christian Perspectives on Faith at Work: An Empirical Exploration of Faith and Work Associations across Religious Traditions. In Judi Neal (Ed.), *Handbook of Faith and Spirituality in the Workplace* (pp. 45-67). New York: Springer.
- Michael, B., Neubert, M. J., Michael, R. (2012). Three alternatives to organizational value change and formation: Top down, spontaneous decentralized, and interactive dialogical, *Journal of Applied Behavioral Science*, 48(3), 380-409.
- Reed, M. & Neubert, M. J. (2011). General Electric: Ecoimagination as a CSR initiative. *Journal of Business Ethics Education*, 8, 245-254.
- Neubert, M. J., (2011). Introduction: The value of virtue to management and organizational theory and practice. *Canadian Journal of Administrative Science*, 28(3), 227-230. Served as special issue editor.
- McKinney, J. A., Emerson, T. L., & Neubert, M. J. (2010). The effects of ethical codes on ethical perceptions of actions toward stakeholders. *Journal of Business Ethics*, 97, 505-516.
- Neubert, M. J., Carlson, D. S., Kacmar, K. M., Roberts, J. A., & Chonko, L. B. (2009). The virtuous influence of ethical leadership behavior: Evidence from the field. *Journal of Business Ethics*, 90, 157-170.
- Neubert, M. J. & Wu, C. (2009). Action Commitments. In Klein, H.J., Becker, T.E., & Meyer, J.P. (Eds.), *Commitment in Organizations: Accumulated Wisdom and New Directions*. Mahwah, NJ: Lawrence-Erlbaum Associated
- Neubert, M. J., Kacmar, K. M., Carlson, D. S., Chonko, L. B., & Roberts, J. A. (2008). Regulatory focus as a mediator of the influence of initiating structure and servant leadership on employee behavior. *Journal of Applied Psychology*, 93(6), 1220-1233.
- Wu, C., McMullen, J., Neubert, M. J., & Yi, X. (2008). The influence of leader regulatory focus on employee creativity. *Journal of Business Venturing*, 23, 587-602.
- Taggar, S. & Neubert, M. J. (2008). A Cognitive (Attributions) - Emotion model of observer reactions to free-riding poor performers. *Journal of Business and Psychology*, 22(3), 167-177.
- Dyck, B., Neubert, M. J., & Wong, K. (2008). Unchaining Weber's Iron Cage: A Look at What Managers Can Do. *Christian Scholar's Review*, 38(1), 41-60.
- Wu, C., Neubert, M. J., and Yi, X. (2007). Transformational leadership, cohesion perceptions, and employee cynicism about organizational change: The mediating role of justice perceptions. *Journal of Applied Behavioral Science*, 43(3), 327-351.

Longenecker, C., Neubert, M. J., & Fink, L. (2007). Causes and consequences of managerial failure in rapidly changing organizations. *Business Horizons*, 50(2), 145-155.

Neubert, M. J., Taggar, S., & Cady, S. H. (2006). The role of conscientiousness and extraversion in affecting the relationship between perceptions of group potency and volunteer group member selling behavior: An interactionist perspective. *Human Relations*, 59(9), 1235-1260.

Neubert, M. J. & Wu, C. (2006). An investigation of the generalizability of the Houghton and Neck Revised Self-leadership Questionnaire to a Chinese context. *Journal of Managerial Psychology*, 21(4), 360-373.

Longenecker, C. & Neubert, M. J. (2005). The practices of effective managerial coaches. *Business Horizons*, 48(6), 493-500.

Taggar, S. & Neubert, M. J. (2004). The impact of poor performers on team outcomes: An empirical examination of attribution theory. *Personnel Psychology*, 57, 935-968.

Neubert, M. J. & Palmer, L. D. (2004). The emergence of women in healthcare leadership: Transforming the impact of gender differences. *Journal of Men's Health and Gender*, 1(4), 383-387. *Co-author is a Baylor EMBA alumnus.*

Neubert, M. J. & Longenecker, C. (2004). Why managers fail in rapidly changing organizations: Top Ten Causes. *American Management Association Executive Matters Newsletter*.

Neubert, M. J. (2004). What you should know about change. *Baylor Business Review*, Fall, 9.

Neubert, M. J. & Taggar, S. (2004). Pathways to informal leadership: The moderating role of gender on the relationship of individual differences and team member network centrality to informal leadership emergence. *The Leadership Quarterly*, 15, 175-194.

Longenecker, C. & Neubert, M. J. (2003). The management development needs of front-line managers: voices from the field. *Career Development International*, 8(4), 210-218.

Neubert, M. J. & Longenecker, C. O. (2003). Creating job clarity: HR's role in improving organizational focus and performance. *HR Advisor*, 9 (4), 17-21.

Neubert, M. J. (2003). Creating a group culture through group systems: An example of integrating academic research into consulting practice. *Organization Development Journal*, 21(2), 20-27.

Neubert, M. J. & Cady, S. (2001). Program commitment: A multi-study longitudinal field investigation. *Personnel Psychology*, 54, 421-448. *This article was nominated for the William A. Owens Scholarly Achievement Award by the Society of Industrial and Organizational Psychology for consideration as the best publication in the field of Industrial and Organizational Psychology for the year of 2001.*

Cady, S. H., Boyd, D. G., & Neubert, M. J. (2001). Multilevel performance probability: A meta-analytic integration of expectancy and self-efficacy. *Psychological Reports, 88*, 1077-1090.

Taggar, S. & Neubert, M. J. (2000-2001). Teams: How one bad apple can affect the whole barrel. *HR Professional, 17*(6), 52-54.

Longenecker, C. & Neubert, M. J. (2000). Barriers and gateways to management cooperation and teamwork. *Business Horizons, 43*, 37-44.

Neubert, M. J. (1999). Too much of a good thing or the more the merrier? Exploring the dispersion and gender composition of informal leadership in intact manufacturing teams. *Small Group Research, 30*(5), 635-646.

Barrick, M., Stewart, G., Neubert, M. J., & Mount, M. (1998). Relating member ability and personality to work-team processes and team effectiveness. *Journal of Applied Psychology, 83*, 377-319.

Neubert, M.J. (1998). The value of feedback and goal setting over goal setting alone and potential moderators of this effect: A meta-analysis. *Human Performance, 11*, 321-335.

Neubert, M.J. (1998). A functional model of informal team leadership (1998). *Dissertation Abstracts*. Dissertation Chairman: Dr. Murray Barrick.

Schmidt, F., Rader, M., Frye, C., & Neubert, M. J. (1995). The validity of the DAT (Differential Aptitude Test) as a predictor of job performance and training success. *Validity Generalization Research Report: State of Iowa*.

Notable Practitioner Publications, Interviews, or Invited Blogs

Neubert, M. J. & Hunter, E. M. (March, 2017). Putting servant leadership to the test and doing away with skepticism. London School of Economics Business Review. Blog.

Neubert, M. J. (October, 2013). Entrepreneurs feel closer to God more than the rest of us do. *Harvard Business Review*. Interview.

Research Presentations, Panels, and Proceedings:

Meuser, J., Eva, N., Hunter, E. M., Neubert, M. J. & Lemoine, J. (2022). *Future directions of servant leadership: A research incubator*. Academy of Management Annual Meeting, Academy of Management, Seattle, WA.

Eva, N., Wood, M., Hunter, E. M., & Neubert, M. J. (2022). *Leading by serving: Understanding the antecedents and influences of servant leadership*. Academy of Management Annual Meeting, Academy of Management, Seattle, WA.

Hunter, E. M. & Neubert, M. J. (2019). *To serve and to protect: Servant leadership buffers the harmful effects of incivility*. Society for Industrial and Organizational Psychology, Washington, DC.

- Neubert, M. J. (2018). Chair and presenter. *Servant Leadership Across Cultures*. Academy of Management Annual Meeting, Chicago, IL.
- Hunter, E. M. & Neubert, M. J. (2017). *Glass ceilings for good leaders: The stigmatization of servant leaders*. Academy of Management Annual Meeting, Atlanta, GA.
- Neubert, M. J. (2016). *Faith and work: Christian perspectives on meaning making within organizations*. Academy of Management Annual Meeting, Anaheim, CA.
- Reed, M. M., & Neubert, M. J. (2016). *HealthSouth rehabilitation CFO: How can you turn the wagon around?* North American Case Research Association, NACRA, Las Vegas, Nevada.
- Neubert, M. J. (2015). *Christian –based servant leadership*. The 4th International Colloquium on Christian Humanism in Economic and Business: Christian Ethics and Spirituality in Leading Business. Barcelona, Spain.
- Terris, E. T., Neubert, M. J. Wood, M. S. & Zak, P. J. (2014). *Kiva microfinance requests with "purpose" decrease stress responses and result in increased investments*. The Society for Judgment and Decision Making, Long Beach, CA.
- Neubert, M. J., Hunter, E., & Tolentino, R. (2014). *The influence of servant leadership and organizational structure on employee and patient outcomes*. Academy of Management Meeting, Philadelphia, PA.
- Neubert, M. J., Wu, C., & Dougherty, K. (2014). *The influence of servant leadership and regulatory focus on forms of deviance in organizations*. Academy of Management Meeting, Philadelphia, PA.
- Neubert, M.J. (2013). *Spiritual capital: Implications for management education*. Practical Wisdom for Management, Yale University, CT.
- Neubert, M.J. (2013). *Virtue at the organizational level: Fact or fiction*. Symposium: Academy of Management, Orlando, FL.
- Neubert, M. J., Dougherty, K. D., & Park, J. (2012). *Exploring links between entrepreneurial orientations, promotion focus, and entrepreneurial behavior*. Academy of Management, Boston, MA.
- Longenecker, C., Neubert, M. J., & Palich (2013), L. *Cross-cultural comparison of ethical attitudes of business professionals*. Tenth AIMS International Conference on Management, Indian Institute of Management Bangalore, India.
- Bell, G. G., Dyck, B., & Neubert, M. J. (2011). *Reconfiguring Porter's generic strategies in a virtuous world*. Academy of Management Annual Meeting, San Antonio, TX.

- Neubert, M. J. (2011). *The essentials of entrepreneurial leadership*. The Entrepreneurial Leaders Conference, Vancouver, BC.
- Dougherty, K., Park, J., & Neubert, M. J. (2011). *The values and beliefs of the American public: Wave III of the Baylor Religion Survey*. National Religious Writers Conference, Durham, North Carolina.
- Neubert, M. J. & Dyck, B. (2010). *A time for developing new management theory: Examples of goal setting and strategy*. Southwest Academy of Management, Dallas.
- Hunter, E. M., Neubert, M. J., Perry, S. J., Witt, L. A., Penney, L. M., & Weinberger, E. L. (2011). *The virtues of servant leadership*. Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Neubert, M. J., Wu, J.-C. C., Roberts, J. (2010). *The influence of ethical leadership and regulatory focus on employee outcomes*. Academy of Management Meetings, Montreal, Canada.
- Wright, P., Palanski, M. & Neubert, M. J. (2010). Responding to human failure: An exploration of sin and grace in organizations. Professional Development Workshop, Academy of Management Meetings, Montreal, Canada.
- Neubert, M. J., Carlson, D. S., Kacmar, K. M., Roberts, J. A., & Chonko, L. B. (2008). *Ethical climate and justice: The links between ethical leadership and follower attitudes*. Academy of Management, Anaheim, CA.
- Neubert, M. J., Kacmar, K. M., Carlson, D. S., Chonko, L., Roberts, J. (2007). *Regulatory focus as a mediator of the influence of ethical and servant leadership of employee behavior*. Academy of Management, Philadelphia, PA.
- Wu, C., McMullen, J., Neubert, M. J., & Yi, X. (2007). *The influence of leader regulatory focus on employee creativity*. Academy of Management Best Papers Proceedings. Philadelphia, PA.
- Neubert, M. J. (2006). *Triumph or tyranny: An ethical perspective on implementing organizational change*. Christian Business Faculty Association Conference, Dayton, Ohio.
- Neubert, M. J., & Wu, C. (2006). *An investigation of the generalizability of the Houghton and Neck Revised Self-leadership Questionnaire to a Chinese context*. Academy of Management, Atlanta, GA.
- Neubert, M. J., & Taggar, S. (2006). *Perceptions of group potency and personality on volunteer group member selling behavior*. Administrative Sciences Association of Canada, Banff, Canada.
- Wu, C., McMullen, J., Neubert, M. J., and Yi, X. (2006). *Your action talks: The influence of leader regulatory focus on employee creativity and innovation*. Society for Industrial and Organizational Psychology Meetings, Dallas, Texas.

- Neubert, M. J., & Wu, C. (2005). *Commitment to change in China*. Conference on Commitment, Columbus Ohio.
- Neubert, M. J. (2005). Professional Development Workshop, chair and presenter: *Integrating theology into management theory and practice*. Academy of Management Meetings, Hawaii.
- Wu, C., & Neubert, M. J. (2005). *Transformational leadership, organizational justice, and employee cynicism about organizational change*. Academy of Management Meetings, Hawaii.
- Klein, H. J., Becker T. E., Cohen, A., Morrow, P. C., Moon, H., & Neubert, M. J. (2004). *Panel symposium: Commitment is commitment is commitment, or is it? A contemplation of commitment constructs*. Academy of Management Meetings, New Orleans.
- Martinez, R., Wong, K., Smith, Y., & Neubert, M. J. (2004). *How a corporation can lose its soul: Corruption for all the right reasons*. Christian Business Faculty Conference, San Antonio. (2004).
- Neubert, M.J. (2003). *Chair of session: Enacting change and meaning in public and Nonprofit Organizations*. Academy of Management Meetings, Seattle.
- Neubert, M. J., Wong, D., Hartley, J., & Hofmann, D. (2002). *Program commitment in strategy implementation*. Academy of Management Meetings, Denver.
- Patton, G. K., Barrick, M. R., & Neubert, M. J. (2002). *Breaking the psychological employment contract: The effect of downsizing on an employee's decision to leave the work team*. Abstracts from the Northern Lights psychology conference, The Journal of General Psychology, 129, 97-111.
- Taggar, S. & Neubert, M. J (2002). *Attributions in teams: A test of the LePine and Van Dyne model*. Academy of Management Meetings, Denver.
- Varney, G., Cady, S. Saner, R., Pate, L., Neubert, M., Motamedi, K., Sorenson, P., Neilsen, E., Freedman, A., & Worley, C. (2001). *Personal Development Workshop – Application of entry-level competencies to organization development and change*. Panel member. Academy of Management Meetings, Washington DC.
- Wong-Ming Ji, D. J. & Neubert, M. J. (2001). *Voices in visioning: Multiple stakeholder participation in strategic visioning*. Academy of Management Meetings, Washington DC.
- Neubert, M. J. & Longenecker, C. (2001). *Why managers fail in rapidly changing organizations: competencies, character, and context*. Midwest Academy of Management Meetings, Toledo.
- Taggar, S. & Neubert, M. J. (2000). *Elaborating Steiner's task typology: How one bad apple can affect the whole barrel*. Academy of Management Meetings, Toronto.

Neubert, M. J. & Jansen, K. (2000). *Conversations in advancing research on organizational change*. Co-chaired this panel of Jeffrey D. Ford, The Ohio State University; Gretchen Spreitzer, University of Southern California; Andrew Van de Ven, University of Minnesota; Richard W. Woodman, Texas A&M University. Academy of Management Meetings, Toronto.

Taggar, S. & Neubert, M. J. (2000). The impact of team member self-efficacy composition on collective-efficacy and team performance. Joint Congress of Administrative Sciences Association of Canada – International Federation of Scholarly Associations of Management, Montreal. Honorable Mention Best Paper.

Neubert, M. J. (1997). *A longitudinal investigation of employee commitment to a program of change*. Academy of Management Meetings, Boston.

Barrick, M., Neubert, M. J., Mount, M., & Stewart, G. (1997). *Selecting people for teams: Personality and ability as determinants of work team effectiveness*. Society of Industrial and Organizational Psychologist Meetings, St. Louis.

Neubert, M. J. (1996). *Commitment to a program of continuous quality improvement*. Academy of Management Meetings, Cincinnati.

Neubert, M. J. (1996). *A meta-analysis of the effect of feedback in goal setting*. Academy of Management Meetings, Cincinnati.

Neubert, M. J. (1995). *Comparing the accuracy of supervisors and peers as rating sources for individual appraisal in interdependent teams*. Industrial/Organizational Behavior Graduate Student Conference, Denver.

Textbooks:

Neubert, M. J. & Dyck, B. (2014). Organizational Behavior. Wiley: Hoboken, NJ.

Dyck, B. & Neubert, M. J. (2010). Management: Current Practices and New Directions. Cengage/Houghton Mifflin: Boston.

Teaching Experience:

Organizational Behavior - MGT 5310. Executive MBA in Dallas and Waco/Austin. (2002-present). The topics covered in this course are leadership, teams, ethics, and organizational change. Projects involve diagnosing and developing action plans for real organizational challenges.

Principled Leadership - MGT 4305. Undergraduate. (2007-present). This course integrates practical leadership theory with ethical principles. Questions addressed in this class include the following: What will be your legacy as a leader? How can you use your unique gifts and talents to influence positive change in business and your community?

Ethical Leadership - BUS 5421. On-line. (2014-2016). This course integrates practical leadership theory with ethical considerations. Topics include situational leadership, virtue-based action, motivation, and ethical leadership. Projects involve diagnosing and developing action plans for addressing leadership challenges.

Human Resource Management – MGT 5136. Executive MBA in Dallas and Waco/Austin. (2004-2009). This is an overview of HRM with an emphasis on establishing a general foundation for analyzing the effectiveness of HRM practices.

Organizational Leadership and Change – MGT 4305. Undergraduate. (2002-2007). The focus of this class is effective leadership of individuals, teams, and organizational change. This course integrates organizational behavior and organizational development practice and theory.

Advanced Organizational Theory and Behavior / Leadership and Change - Executive MBA & Full-time MBA. (1998-2002). Bowling Green State University.

Introduction to Organization Development and Change. Executive and Full-time Graduate Programs. (1999-2002). Bowling Green State University.

Human Resource Management and Change. Executive MBA. (2001). Bowling Green State University.

Introduction to Organization Development and Change. Undergraduate. (1999 - 2000). Bowling Green State University.

Organizational Behavior. Undergraduate. (1999 - 2001). Bowling Green State University.

Human Resource Management. Undergraduate. (1997). University of Iowa.

Individual Behavior in Organizations. Undergraduate. (1996). University of Iowa.

Sampling of Additional Professional Experiences:

Committee Member, Baylor Provost Search. (January 2018 – February 2019).

Committee Member, Illuminate Human Flourishing Committee. (November 2018 - Present).

Committee Member, University Lecturers Committee. (August 2005 - Present).

Member, Hankamer Strategic Input Committee. (2006 - present).

Editorial Board, Journal of Applied Behavioral Science. (2011 - present).

Committee Member, Provost Search Committee. (January 2018 - May 2019).

Speaker/Presenter, Forming Character in the Classroom. (February 17, 2017).

Advisory Board, Institute for Faith and Learning. (June 2007 - May 2018).

University Senate Service, Faculty Senate. (September 2017 - May 2018).

Faculty Dismissal Committee. (August 2016 - May 2019).

Committee Member, Baylor Soundings Steering Committee. (June 2017 - August 2017).

Committee Member, Character Task Force. (July 2016 - July 2017).

Speaker/Presenter, Leadership Seminar - Alvarez and Marsal. (February 17, 2017).

Business Plan Advisor, Prison Entrepreneurship Program. (December 2016 - February 2017).

University Senate Service, Faculty Senate. (August 2009 - May 2016).

Editorial Board, Drake Management Review. (2011 - 2014).

Leadership Consultant/Trainer, Leadership Trek Corporation and Independent

Greater Waco Chamber of Commerce. Texas Farm Bureau. VHA/Baylor Health Systems.
RAM International. Full Color Inc. 100 mph Marketing. Baylor Business Network. Accenture
HR Services. Honeywell. Honda of America. Marathon-Ashland Petroleum. Eliza Jennings
Group. Neural Applications. Amica Wireless.

Member, Undergraduate Education Process Committee. (2005 - 2012).

Member, Hankamer Research Sabbatical Committee. (2005 - 2011).

Board Member, Better Business Bureau, Austin. (2004 - 2013).

Sam Walton Fellow, Students in Free Enterprise (SIFE). (2004 - 2010).

Chair, Executive MBA Curriculum Review Committee. (2004).

Board Member, Servant Leadership Institute of Central Texas. (2004 - 2008).

Academic Reviewer.

Ad Hoc reviewer for the Academy of Management Perspectives
Ad Hoc reviewer for the Academy of Management
Ad Hoc reviewer for Journal of Business Ethics
Ad Hoc reviewer for Journal of Business Venturing
Ad Hoc reviewer for Personnel Psychology
Ad Hoc reviewer for Group and Organization Management
Ad Hoc reviewer for Business Ethics Quarterly

Ad Hoc reviewer for the Canadian Journal of Administrative Sciences
Ad Hoc reviewer for the Journal of Occupational and Organizational Psychology

Continuous Quality Improvement (CQI) Trainer/Research Assistant, Finance and University Services, University of Iowa. (1994 - 1998).

Contributed to the design and implementation of this CQI initiative. Facilitated work teams and process teams. Designed and presented managerial training seminars.

Team Director, Campus Crusade for Christ International. (1989 - 1993).

Directed a non-profit organization consisting of eight full-time staff and over 100 volunteers. Responsibilities included strategic planning, training, and team leadership and development.

Information Systems/Contract Administrator, Rosemount, Incorporated. (1987 - 1989).

Designed information systems to aid contract administration and information management for a large multi-national manufacturing company. Maintained international contracts related to the manufacture of pressure and temperature instruments. Developed training materials.