**Karen R. McDaniel, Ph.D.**

**Faculty Curriculum Vita 2017**

**I. Personal Information:**

Associate Professor of Management

Arkansas State University

P.O. Box 50

State University, AR 72467

870-972-3430

[kmcdaniel@astate.edu](mailto:kmcdaniel@astate.edu)

**II. Educational Credentials:**

Ph.D. Organizational Behavior and Human Resource Management; University of Memphis, 2008

M.B.A. Management, Union University, 2001

B.S.B.A Management, Mathematics, Data Processing, Accounting, Secondary Education, Union University, 1999

**III. Employment History:**

2016- Present **Associate Professor of Management**, Management and Marketing Department, Arkansas State University, State University, AR

2012 – 2016 **Assistant Professor of Management**, Management and Marketing Department, Arkansas State University, State University, AR

2011- 2012 **Director of Online MBA**, College of Business, Arkansas State University, State University, AR.

2008 - 2011 **Assistant Professor of Management,** Department of Management, Marketing, Computer Science, and Information Systems, University of Tennessee Martin

2007 – 2008 **Assistant Professor of Organizational Behavior and Human Resource** **Management**, Department of Management, Radford University

2005 – 2006 **Instructor of Organizational Behavior**, Department of Management and Marketing, Arkansas State University

2004 - 2005 Graduate Teaching Assistant of Organizational Behavior and Human Resource Management, Fogelman College of Business, University of Memphis

2001 - 2006 **Research and Graduate Assistant:** *August 2001 to August 2006* – *University of Memphis*. Conduct research with Professors, worked on grants for University, taught classes, proctored exams, attended professional conferences, and assisted with administrative duties. Research Assistant for Dr. David Allen and Dr. Robert Taylor.

2005 – 2006 **Research Member**: *January 2005 to August 2006* – University of Memphis Department of Psychology (Neuropsychology). Topics such as stress, traumatic stress, traumatic brain injury, post concussion symptoms.

2004 – 2004 **Computer Science Instructor:**  *Spring 2004*. *Union University*. Course taught part-time:

- CSC 105 Survey of Microcomputing Applications

2000 – 2001 **Mathematics Instructor:** *August 2000 to May 2001- Jackson State Community College***.** Course taught:

**-** MATH Intermediate Algebra.

1999 – 2001 Mathematics Teacher: July 1999 to 2001- Lexington High School. Subjects taught: Foundations of Mathematics, Geometry, Mathematics for Technology, and Algebra I.

**IV. Scholarly Activities:**

**A. Publications**

Bevill, S. & McDaniel, K.R. (2016). Bullying In The Workplace:  Students' Perspectives. *Business Studies Journal*, 8(1), 1-11.

McDaniel, K., Leonard, K., & Ngala, F. (2015). Does competency matter? Competency as a factor in workplace bullying. *Journal of Managerial Psychology*, 30(5), 597-605.

McDaniel, K. R., Bevill, McNeely, C., & Bevill-Watson, D. (2014). Assessing student’s knowledge of business etiquette for American dining. *Business Studies Journal*, 6(1), 23-33.

Hancock, J.I., Allen, D. G., Bosco, F.A., McDaniel, K.R., & Pierce, C.A.(2013). Meta-analytic review of employee turnover as a predictor of firm performance*. Journal of Management*, 39(3), 537- 603.

McDaniel, K.R., & Allen, D.G. (2012). Organizational support mechanisms as moderators of the relationship between traumatic caregiver stress and outcomes. *Journal of Life Care Planning,* 10(4), 21-34*.*

Parzinger, M.J, Lemons, M., & McDaniel, K.R. (2012). The impact of organizational context on turnover and job satsifaction: A multi-analysis study of bank employees. *International Journal of the Academic Business World,* 6(1), 39-50*.*

Vardaman, J.M., Allen, D.G., Renn, R.W., & McDaniel (Moffitt), K.R. (2008). Should I stay or should I go: The role of risk in employee turnover decisions. *Human Relations,* 61(11), 1531-1563*.*

McDaniel (Moffitt), K. R. (2008). Modeling the Relationship Between Traumatic Caregiver Stress and Job Satisfaction, Organizational Commitment, and Turnover Intentions. Dissertation.

Allen, D.G., Renn, R.W., McDaniel (Moffitt), K.R., & Vardaman, J.M. (2007). Risky business: The role of risk in voluntary turnover decisions. *Human Resource Management Review*, 17(3), 305-318.

Allen, D.G., Weeks, K., & McDaniel (Moffitt), K.R. (2005). Turnover intentions and voluntary turnover: The moderating roles of self-monitoring, locus of control, proactive personality, and risk aversion. *Journal of Applied Psychology*, 90(5), 980-990.

**B. Conference Presentations**

Bevill, S. & McDaniel, K.R. (Accepted for presentation in 2017). *Enhancing Professional Presence through Business Etiquette*. ABC SWUS Conference, Little Rock, AR, March 2017.

Bevill, S., McDaniel, K., & Sirota, K. (2015). Bullying in the workplace: Students’ Perspective. *Allied Academies International Conference*, New Orleans, LA, April 9, 2015.

McDaniel, K. R., Bevill, McNeely, C., & Bevill Watson, D. (2013). Assessing student’s knowledge of business etiquette for American dining. *Allied Academies International Conference,* New Orleans, LA, March, 2013.

Bevill, S., Roberts, S., McDaniel, K.R., Roach, T. (2012). Preparing Students for the Job Interview Meal. *Allied Academies,* Las Vegas, NV, October 2012.

Parzinger, M.J, Lemons, M., & McDaniel, K.R. (2011). The impact of organizational context on turnover and job satsifaction: A multi-analysis study of bank employees, *Academic Business World International Conference and International Conference on Learning and Administration in Higher Education*, Nashville, TN, 2011*.*

Hancock, J.I., McDaniel, K.R., & Allen, D.G. (2010). A meta-analysis of turnover as a predictor of organizational performance. *Society for Industrial and Organizational Psychology Conference*, Atlanta, GA, April, 2010.

McDaniel (Moffitt), K.R., & Allen, D.G. (2008). Traumatic caregiver stress and organizational consequences: Mediating and moderating relationships. *Academy of Management* *Conference* Anaheim, CA, August 13, 2008.

Allen, D. G., Renn, R. W., Vardaman, J., & McDaniel (Moffitt), K. R. (2007).  Risky business: The role of risk in voluntary turnover decisions.  *Academy of Management Conference* Philadelphia, PA, August 2007.

Huning, T., & McDaniel (Moffitt), K. R.  (2007).  Recruitment as information search: The role of need for cognition in employee application decisions.  *Academy of Management Conference* Philadelphia, PA, August 2007.

Allen, D.G., McDaniel (Moffitt), K.R., & Huning, T. (2006). The role of socialization tactics and perceived organizational support in understanding newcomer turnover. *Society for Industrial and Organizational Psychology Conference* Dallas, TX, May 5-7, 2006.

McDaniel (Moffitt), K.R. & Steverson, P.K. (2005). Consequences of traumatic stressful events: Why should organizations care? *Southern Management Association Conference,* Charleston, SC, November 9-12, 2005.

Steverson, P.K., McDaniel (Moffitt), K.R., & Janz, B. (2005). Cultural intelligence and knowledge transfer: Integration and future directions for research. *Southern Management Association Conference* November 9-12, 2005.

Bhagat, R., Steverson, P., & McDaniel (Moffitt), K. (2005). Organizational stress and coping across the individualism-collectivism divide. *International Academy for Intercultural Research*, Kent, OH, May 5, 2005.

Allen, D.G., Weeks, K., & McDaniel (Moffitt), K.R. (2003). Turnover intentions and turnover: The moderating role of personality. *Academy of Management Conference* Seattle, WA, August 5, 2003.

Allen, D.G., Renn, R.W., & McDaniel (Moffitt), K.R. (2003). Should I stay or should I go? The role of risk in voluntary turnover decisions. Clearwater Beach, FL. *Southern Management Association*, November 16, 2003.

McDaniel (Moffitt), K.R., Steverson, P.K., & Van Scotter, J.R. (2003). MIS faculty in higher education: Is the seed-corn problem a myth or reality? *Southern Association of Information Systems Conference*, Savannah GA. March 7-8, 2003.

**C. Grants**

**Summer Research Grant 2015** Arkansas State University,Competency as a factor in workplace bullying data collection.

**Summer Research Grant 2014** Arkansas State University, Office Romance Gone Bad.

**Summer Research Grant 2008 –** Karen Rogers McDaniel (Moffitt),Radford University, Traumatic Stress and Family-work Conflict Moderators.

Research Grant 2004 – Allen, D.G. & McDaniel (Moffitt), K.R. University of Memphis, University Retention Committee Student Retention Report: Applying Organizational Retention Theory and Research Methods to Student Retention.

**D. Works in Progress**

McDaniel, K., Pierce, C., & Howard, E. Data analysis for: Office romance gone bad: Investigating why some sexual harassment cases settle and some go to summary judgment or trial.

McDaniel, K., Leonard, K., & Nagala, F. Data collection for: Does competency matter? Competency as a factor in workplace bullying.

Bevill, S., & McDaniel, K. Bullying in the workplace.

McDaniel, K. Leadership.

**E. Other Research Achievements**

**Citation of Excellence 2016 -** “Meta-Analytic Review of Employee Turnover as a Predictor of Firm Performance”, Journal of Management, 2013) selected as a winning paper in the prestigious Emerald Citations of Excellence for 2016.

V. Faculty and Teaching Development Activities:

2017 Delta Leadership Annual Conference, New Orleans, LA

2016 Faculty Athletics Representative Association (FARA) Conference, Indianapolis, IN

2016 DIV 1A FAR Conference, Dallas, TX

2016 NCAA FAR Institute 2016, Indianapolis, IN

2016 Sun Belt Conference Spring Meeting, Point Clear, AL

2016 Sun Belt Conference Fall Meeting, New Orleans, LA

2016 Certification in DISC Language, Certified Professional Behavioral Analyst

2016 Delta Leadership Annual Conference, New Orleans, LA

2015 DIV 1A FAR Conference

2015 IRB Certifications

2015 Academy of Management Annual Conference

2014-2016 College Of Business Faculty Presentations

2015 Sun Belt Conference Spring Meeting, Montgomery, AL

2015 Sun Belt Conference Fall Meeting, New Orleans, LA

2015 Security Awareness Training

2015 ITTC RPNow Training Session

2015 Critical Thinking Workshop for COB Core Courses

2015 NEASHRM Certificates 2015 – FMLA Updates and Differentiated Leadership and Conflict Resolution

2014 ITTC T&L Talk: Generating Interest in a Required Course, Dr. Shane Hunt

2014 Academy of Management Teaching Conference Philadelphia, PA

2013 Academy of Management Teaching Conference Orlando, FL

2013 Chick-Fil-A Leadercast – Chamber of Commerce at Arkansas State University

2012 Blackboard Boot Camp – Arkansas State University ITTC

2012 Teaching Refresher – Just Beyond the Fundamentals (Blackboard) Arkansas State University ITTC

2011 Train to be a Corporate Etiquette & International Protocol Consultant – *Protocol School of Washington.* (ACCET has been officially recognized by the U.S. Department of Education since 1978 as a "reliable authority as to the quality of education or training provided by the institutions of higher education and the programs they accredit." In 1998, ACCET became the first recognized accrediting agency to be certified as an ISO 9001 Quality Management System under the international standards established by the International Organization for Standardization.) April 2011

2011 How To Teach Online – University of Tennessee at Martin- ITC Services

2010 Faculty Development Technology Meeting – University of Tennessee at Martin, College of Business September 2010

2010 Montreal, Canada Academy of Management Conference

2010 Atlanta, GA Society for Industrial and Organizational Psychology Conference.

2009 Chicago, IL Academy of Management Conference.

2009 On-line course in *Meta Analysis*, Professor - **Dr. Michael Borenstein, Statistics.com**

2008 Anaheim, CA Academy of Management Conference.

2008 St. Petersburg, FL Southern Management Association – Assisted with registration for annual conference.

2004-2005 Honolulu, HI Academy of Management New Doctoral Student Consortium President/Program Development Workshop (PDW) Chair/Executive Committee Chair

2005 Honolulu, HI Academy of Management Conference – New Doctoral Student Consortium Mentor

2003-2004 New Orleans, LA Academy of Management New Doctoral Student Consortium Finance Committee Chair and member of the Executive Committee

2003 Seattle, WA Academy of Management Conference – New Doctoral Student Consortium Mentor

2002-2003 Seattle, WA Academy of Management New Doctoral Student Consortium Finance Committee Member

**VI. Professional Service**

**Department Service:** # of committees during period of review: 8

* Graduate Curriculum Committee 2016-present
* Search Committee for Hospitality position 2016
* Search Committee for Organizational Behavior position 2015-2016
* Undergraduate Curriculum Committee 2013-2016
* Internship Committee 2013-2016
* Program Promotion Committee 2013-present
* Student Scholarship Selection Committee 2013-present
* Social Committee (arrange faculty holiday events, retirement events, Boss’ Day, Administrative Assistant’s Week, etc.) 2012-present
* Search Committee for 3 positions (International Business, Hospitality Management, and Sales/Marketing) 2014-2015
* Search Committee for Business Communications 2013

# of committees chaired during period of review: 3

* Undergraduate Curriculum Committee Chair 2014-2016
* Program Promotion Committee Co-chair 2013-2014
* Social Committee Chair 2013-2016

**College Service:** # of committees during period of review: 9

\***College of Business External Service Award 2014**

* Undergraduate Curriculum Committee 2015-2016
* Society for Human Resource Management (SHRM) Faculty Advisor 2014-2016
* Women’s Business Leadership Conference Committee 2014-present
* Student Professional Development Committee 2012-2015
* Marketing Outreach and Recruiting Committee 2013-2016
* Beta Gamma Sigma Faculty Advisor 2014-2015
* Technology Committee 2012-2014
* Faculty Development 2012-2014
* MBA Oral Communications Committee 2012-2015

# of committees chaired during period of review: 3

* Chair/Faulty Advisor Society for Human Resource Management (SHRM) Faculty Advisor 2014-2016
* Co-Chair/Faculty Advisor Beta Gamma Sigma 2014-present
* Chair Marketing Outreach and Recruiting Committee 2013-2014

**Other college service: 4**

* College of Business Etiquette Dinners with Dr. Bevill 2014-2016
* Attended GABS Halloween Banquet 2015
* Attended Graduate Honors Banquets 2011-2016
* Attended Undergraduate Honors Banquets 2011-2016

**Retention Activities for College/Department:**

**2015-2016**

* New Student Orientations
* Delta Leadership Network
* Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas

**2014-2015**

* College of Business Open House
* Select-a-Major Fair
* New Student Orientations
* Delta Leadership Institute Executive Academy
* Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas
* Advocate in Zeta Tau Alpha Sorority regarding business majors for women

**2013-2014**

* College of Business Open House
* Select-a-Major Fair
* New Student Orientations
* Leadership Arkansas - State Chamber of Commerce
* Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas
* Advocate in Zeta Tau Alpha Sorority regarding business majors for women

**2012-2013**

* Leadership Jonesboro - Jonesboro Regional Chamber of Commerce
* Leadership Arkansas - Arkansas State Chamber of Commerce/Associated Industries of Arkansas
* Jonesboro Regional Chamber of Commerce Networking Events e.g., Business After Hours, Luncheons, Leadership Jonesboro, Power Breakfast, Leadership Arkansas
* Advocate in Zeta Tau Alpha Sorority regarding business majors for women

**2011-2012**

* Leadership Jonesboro - Jonesboro Regional Chamber of Commerce
* Business Expo West Memphis
* Business Expo Forrest City
* Business Expo Jonesboro Women’s Conference
* Business Luncheon with employees at Simmons First Bank discussing Online MBA Searcy and Beebe, AR
* Business luncheon and presentation to Wells Fargo about Online MBA Jonesboro, AR
* Business Lunch with Event Planner for Arkansas Attorney General
* Feed the Children Reception featuring Mark Shriver Little Rock, AR
* Meeting regarding Online MBA with Jeff Hankins with Arkansas Business Publishing Group Little Rock, AR
* Business dinner with AY Magazine Representative regarding Online MBA Little Rock, AR
* Meeting with Radio Station for advertising Online MBA
* Mass mailings of post cards, letters, and emails to alumni of the College of Business and suggested alumni by Dr. Welch in the Little Rock area
* Hobson’s Recruiting
* Social media training and implementation of Online MBA Facebook page and website
* Search Engine Optimization training and implementation for Online MBA website
* Establishing relationships with alumni – e.g., an alumnus in Little Rock had two monthly events where he allowed me to advertise and recruit at no cost for Online MBA
* Meetings with employees at St. Bernard’s Wellness Center regarding Online MBA
* Established relationships with administrators, faculty, and staff at off site ASU campuses – West Memphis, Beebe, Paragould, and Mt. Home
* ASU 10 year celebration reception of Paragould campus

**Other Department/College Service: 3**

* Ambassador Training for Women’s Business Leadership Conference Luncheon
* Took students to Chamber of Commerce Events 2012-2016
* Internship with KAIT 8 for one of my Leadership students for Spring 2013
* Assist students with resumes, interview skills, finding jobs

**Service to University:** # of committees during period of review: 8

* Faculty Athletics Representative 2015-present
* Intercollegiate Athletic Committee 2014-present

- Sun Belt Conference Football Committee 2015-2016

- Sun Belt Conference Baseball Committee 2016-present

* Faculty Athletics Representatives Association (FARA) 2015-present
* Eligibility and Academic Accountability Team (EAAT) 2015-present
* Student-Athlete Advisory Committee (SAAC) 2015-present
* Undergraduate Enrollment and Academic Policy Committee 2014-2016 - Exceptional Talent Subcommittee Chair 2015-2016
* Who’s Who Selection Committee 2014-2015
* Search Committee Career Services 2014

# of committees chaired during period of review: 1

* Chair of Intercollegiate Athletics Committee

**Other University Service: 8**

* Speaker at ASU College of Agriculture and Technology Leadership Conference Luncheon 2015
* Higher Learning Commission Meeting with Non-tenured Faculty 2013-2014
* Thanksgiving host for International Students 2013 (5 students) and 2014 (4 students)
* Agribusiness Club Pink Out 2013-2014
* Agribusiness Petting Zoo 2013-2014
* ASU College of Agriculture and Technology Leadership Conference Luncheon 2013
* Reception Multicultural Center 2013-2014
* ASU The Arch Society, 21st Century Society, Chancellor’s Circle 2013-2015

**Service to Students and Organizations: 10**

* Student-Athlete Advisory Committee (SAAC) 2015-present
* Beta Gamma Sigma Faculty Advisor 2014-present
* SHRM Faculty Advisor 2014-2016
* Program Advisor for Zeta Tau Alpha Sorority 2013-present
* Pink Out Football Game in conjunction with ASU Athletics Breast Cancer Awareness Fundraiser, video production, t-shirt sales, sponsors, etc.
* Partnered with Ag. Business Club 2013
* Allowed students to attend Jonesboro Regional Chamber of Commerce events as my guest 2012-2016
* New Member Advisor for Zeta Tau Alpha Sorority 2012-2013
* Beta Gamma Sigma Induction Ceremonies 2012-2016
* Advising - 2014 Wilson Advising Award Nominee

**Service to Region/State/Community**

* Member Delta Regional Authority AR Advisory Council 2015-present
* Member Delta Leadership Network Annual Conference Committee 2015-2016
* Member, Northeast Arkansas Society for Human Resource Management (NEASHRM) 2011-2016
* Board Member of NEASHRM – College Relations 2014-2016
* Collaboration with St. Bernard’s and ZTA for Breast Cancer Awareness Education and video shown at football and basketball games 2015-2016
* Member Delta Leadership Network, Alumni Association 2013-present
* Member, JRCC 2011-present
* Member, Governmental Affairs Committee (JRCC) 2013-present
* Member, Membership Development Committee (JRCC) 2013-present
* Chamber of Commerce DC Fly-in 2015
* Goodwill Ambassador, JRCC 2012-present
* **Goodwill Ambassador of the Year** by Jonesboro Regional Chamber of Commerce – First time repeat winner 2013-2014
* **Goodwill Ambassador of the Year** by Jonesboro Regional Chamber of Commerce – Achieved the greatest number of points in the history of Goodwill Ambassadors 2012-2013
* Graduate, Delta Leadership Institute Executive Academy 2014
* Selected by Governor Beebe to the Delta Leadership Institute Executive Academy 2013
* Member, Arkansas Democratic Finance Committee 2012-2016
* Member, Arkansas State Chamber of Commerce/Associated Industries of Arkansas 2013-2016
* Organizer, Legislative Reception in Little Rock, AR (JRCC) 2014 and 2015
* President of Goodwill Ambassadors, JRCC 2014 and 2015
* Assisted St. Bernard’s Runway for the Cure Committee, Zeta Tau Alpha Community Service 2014
* Graduate, Leadership Arkansas Class of 2013
* Graduate, Leadership Jonesboro Class of 2012
* Academy of Management 2001-2016
* Allied Academies 2013-2016
* Member, National Society for Human Resource Management (SHRM) approximately 2003-2016
* Member, Beta Gamma Sigma 2009-2016
* Member, Red Wolves Club 2009-2016
* ASU Arch 21st Century Society Chancellor’s Circle 2013-2016
* ASU Red Wolves Top 200 Club 2013-2014
* Red Wolves Foundation 2009-2016
* Assisted Dr. Bevill with Business Etiquette Luncheon for Jr Leadership at ASU, JRCC 2013

**International Service**

* Reviewer for Journal of Managerial Psychology 2016-2017
* Reviewer for Journal of Managerial Psychology 2015-2016
* Reviewer for Journal of Managerial Psychology 2014-2015
* Reviewer for Journal of Managerial Psychology 2012-2013

**Other Professional Service**

* Co-presenter for presentation regarding group/jury behaviors to University of Arkansas Law School 2012 and 2014
* Guest speaker for Dr. Irmo Marini, Department of Rehabilitation, College of Health Sciences and Human Services at the University of Texas – Pan American on Human Behavior 2011 and 2012
* Keynote speaker for Jonesboro Young Professional Network Luncheon 2012

**Unpaid Consulting:**

* 2014-2016 - Human Resource Recruiting and Selection Consultant for McDaniel Law Firm, PLC. Jonesboro, AR. Job analysis, job design and descriptions, marketing and advertising, website design, technical support, etc.
* 2014-2016 - Mock Trial Jury Deliberation Behavior Analysis; Analysis of Participants; Consulting on actual Jury Selection for Trial - McDaniel Law Firm, PLC
* 2009-2014 - Human Resource Recruiting and Selection Consultant for McDaniel and Wells, P.A. Jonesboro, AR. Job analysis, job design and descriptions, marketing and advertising, website design, technical support, etc.
* 2009-2014 - Mock Trial Jury Deliberation Behavior Analysis; Analysis of Participants; Consulting on actual Jury Selection for Trial - McDaniel and Wells, P.A. and Litigation Resource Group, LLC Jonesboro, Little Rock, and Ft. Smith, AR