

## Larry H. Faulk II

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### Education

#### **Ph.D. in Business Administration**

Louisiana State University

Major area: Organizational Behavior/Human Resource Management

Minor area: Industrial/ Organizational Psychology

Degree Awarded: December 2002

Dissertation Topic: The Construction and Test of a Theoretical Model of Pay Satisfaction

#### **B.S. in Management**

Louisiana State University

Degree Awarded: 1992

GPA 4.0 major; 3.61 cumulative

### Academic Experience

**Clinical Associate Professor**, August 2022 – present

Managing People in Organizations

Advanced Concepts in Organizational Behavior

**Associate Professor**, August 2008- May 2022 University of Arkansas-Fort Smith

- Planning for Success
- Foundations of Business
- Social Responsibility and Ethics in Business
- Organizational Behavior
- Human Resource Management
- Leadership
- Strategic Compensation and Benefits
- Human Behavior in Healthcare Organizations (graduate)

**Assistant Professor**, August 2001- May 2008 Georgia College & State University.

- Organizational Management
- Organizational Behavior (undergraduate and graduate)
- Introduction to Hospitality and Tourism
- Travel and Tourism
- Human Resource Management
- Collective Bargaining and Labor Relations
- Compensation and Benefits

**Independent Study**, October 1998- July 2001. LSU: Update and grade Organizational Behavior and Human Resource Management correspondence courses.

**Teaching Assistant**, LSU, Department of Management: June 1996 – July 2001

- Principles of Management
- Introduction to Labor Relations

**Research Assistant**, LSU, Department of Management: August 1994 – August 1997. Worked with Kevin Mossholder (1994); Tim Chandler (1994-1997) and Paul Jarley (1995-1997).

### Other Work Experience

**Executive Development Program**, Dillard's Department Stores, Inc., San Antonio Division, Baton Rouge, LA: June, 1992- February, 1993; Slidell, LA: February, 1993- January, 1994; Lafayette, LA: February, 1994 – July, 1994.

**Walt Disney World College Program**- Orlando, FL: May, 1990- August, 1990.

### Publications

Faulk, L.H., Settlege, D.M., & Wollscheid, J.R. (2019). Influencing positive student behaviour using the endowment effect. *e-Journal of Business Education and Scholarship of Teaching*, 13(1), 20-29.

Rahal, A., & Faulk, L.H. (2011). A collaborative decision making framework for human resource selection: The case of academic applicants. *Journal of Management & Engineering Integration*, 4 (2), 66-76.

Medlin, W., & Faulk, L.H. (2011). The relationship between optimism and engagement: The impact on student performance. *Research in Higher Education Journal*, 13, 72-79.

Lowery, C. M., Beadles III, N. A., & Faulk, L. H. (2008) Assessing the usability of union web sites. *Communications of the International Information Management Association*, 8 (3), 49-56.

Jarley, P., Chandler, T.D., & Faulk, L.H. (2001). Maintaining a scholarly community: Casual authorship and the state of IR research. *Industrial Relations*, 40, 338-343.

Jarley, P., Chandler, T.D., and Faulk, L.H. (1998). Are we playing the same game?: Publication Patterns and Research Productivity in Management Journals. *Human Relations*, 51, 1-26.

## **Presentations and Proceedings Papers**

Faulk, L.H., & Wollscheid, J.R. (2023) Analyzing students' perceptions of effective study strategies utilizing a behaviorally anchored ratings scale performance appraisal method. Presented at the Society of Business, Industry, and Economics Conference, Sandestin, FL

Wollscheid, J.R., & Faulk, L.H. (2022). "The Impact of the COVID Pivot on Student Attitudes and Performance. Society of Business, Industry, and Economics Conference, Sandestin, FL

Faulk, L.H., & Wollscheid, J.R. (2019). "Do Online Students Perform as Well as Face-to-Face Students? A Comparative Analysis of Business Students." Society of Business, Industry, and Economics Conference, Sandestin, FL

Faulk, L.H., Settlage, D.M., & Wollscheid, J.R. (2018). "Utilizing Behavior Economics to Motivate Students: Capitalizing on the Endowment Effect in Class." Presented at Arkansas College Teachers of Economics and Business Conference, Arkadelphia, AR.

Faulk, L.H. (2017). "Everything old is new again in leadership research: A review of the works of Ordway Tead." Presented at the Annual Meeting of the Society for Advancement of Management, Orlando, FL.

Faulk, L.H. (2015). "Comfort and Ease: An Underlying Theme in Organizational Behavior Education." Presented at the Allied Academies Fall International Conference, Las Vegas, NV.

Faulk, L.H. (2012) "The Impact of On-line Supplements on Student Performance." Presented at the Academic and Business Institute Conference, San Antonio, TX.

Medlin, W., & Faulk, L.H. (2011) "The Relationship Between Optimism and Engagement: The Impact on Student Performance" Presented at the Academic and Business Institute Conference, Nashville, TN.

Faulk, L.H. (2010) Is college football "A disgusting cesspool of hypocritical, greedy sons-of-you know whats?" A comparison of college football coach job change to the general population of the United States. Presented at the Annual Meeting of the Society for the Advancement of Management, Washington, D.C.

Faulk, L.H. (2009) The impact of rubrics on student perceptions of teacher effectiveness. Presented at the Annual Meeting of the Society for the Advancement of Management, Las Vegas, NV.

Lowery, C. M., Beadles III, N. A., & Faulk, L. H. (2008) Assessing the usability of union web sites. Presented at the Annual Meeting of the International Information Management Association, San Diego, CA.

Faulk, L. H., & Arias, J. J. (2008). Disparate impact in academia: An examination of potential discrimination in grading. Presented at the Annual Meeting of the Society for the Advancement of Management, Arlington, VA.

Arias, J. J., & Faulk, L. H. (2007). Fresh or used towels? A new way to price discriminate in the hospitality industry. Presented at the Annual Meeting of the Society for the Advancement of Management, Las Vegas, NV.

Faulk, L.H. (2007). The effect of rubrics on student performance. Presented at the Annual Meeting of the Society for the Advancement of Management, Las Vegas, NV.

Faulk, L.H. (2005). Does Teaching Style Matter? A Comparison of traditional and technology-assisted teaching approaches. Presented at the Annual Meeting of the Society for the Advancement of Management, Las Vegas, NV.

Faulk, L.H. (2003). Do I have to go to class? The effects of teacher attendance policy on student attendance and performance. Presented at the Annual Meeting of the Society for the Advancement of Management, Orlando, FL.

Faulk, L.H., & Sturman, M.C. (2000). Why should organizations care about pay? The development of a general model of pay satisfaction consequences. Presented at the Southern Management Association's annual meeting in Orlando.

Faulk, L.H., & Sturman, M. C. (2000). A Historical review of the pay satisfaction construct. Presented at the Annual Meeting of the Academy of Management in Toronto.

Faulk, L. H. (2000). Benefits of the compressed workweek in a public agency: A field study. Presented at the Annual Meeting of the Society for the Advancement of Management, St. Augustine, FL.

Chandler, T.D., Jarley, P., and Faulk, L.H. (1997). Publishing while perishing: Industrial Relations Research Productivity in an Era of Decline. Presented at the Industrial Relations Research Association's Annual Meeting poster session.

Faulk, L.H. (1995). Gender effects in performance appraisal. Presented at the Association on Employment Practices and Principles national conference in New Orleans.

Jarley, P., Chandler, T., Schultz, E. B., and Faulk, L.H. (1995) "Productivity in top-tier management journals." Presented at the Association on Employment Practices and

Principles national conference in New Orleans.

### **Faculty/Student Research**

Wolfe, A. (2017). "The impact of leader gender on the perceived leader effectiveness in a campus organization setting." Presented at the University of Central Arkansas Student Research Symposium.

Muniz, L. (2016). "A review of cultural awareness impacts on the success rate of international assignments." Presented at the Student Research Symposium, University of Arkansas-Fort Smith.

Casillas, C.J. (2011) "The impact of Sarbanes-Oxley on businesses." Presented at the Student Research Symposium, University of Arkansas-Fort Smith.

Weaver, C. (2011) "Organizational citizenship behaviors: The other side of performance." Presented at the Student Research Symposium, University of Arkansas-Fort Smith.

Cagle, M.G. (2007). The effect of top management change on organizational performance: An examination of head coaching change in college football. Proceedings of the Society for the Advancement of Management Conference, Las Vegas, NV.

Crumbley, M. (2007). Stress and well-being at work. Proceedings of the Society for the Advancement of Management conference, Las Vegas, NV.

Rigsby, D. W. (2007). Executive succession in the National Football League. Proceedings of the Society for the Advancement of Management conference, Las Vegas, NV.

Clopton, C. (2005) The Development Process: Guidelines for Community Development. Proceedings of the Society for the Advancement of Management conference, Las Vegas, NV.

Woods, J. (2003). Integrity and Innovation: A Case Study of Krispy Kreme's Success. Proceedings of the Society for the Advancement of Management conference, Orlando, FL.

### **Work in Progress**

"Does technology make a difference in the classroom?: A Comparative study of the effects of using varying levels of technology in the classroom."

"Pay satisfaction consequences: Development of a theoretical model,"

"Do I have to go to class? The effects of teacher attendance policy on student attendance and performance."

“A Test of the discriminant validity of organizational justice and pay satisfaction as measured by the pay satisfaction questionnaire.”

### **Contracts/Funded Research**

1996: Louisiana State Employees Retirement System. Developing job procedures manuals. (with Nathan Bennett)

1995: Department of Natural Resources. Determined the effectiveness of a compressed workweek as compared to a traditional workweek. (with Nathan Bennett)

### **Professional Affiliations**

Academy of Management

Future Business Leaders of America-Phi Beta Lambda Professional Member

Society for Human Resource Management

Society for the Advancement of Management

Southern Management Association

Delta Sigma Pi Business Fraternity

### **Professional Service**

Faculty sponsor, Sigma Nu Fraternity, University of Arkansas-Fort Smith (2012-current).

Faculty sponsor, Student Leadership Council, University of Arkansas (2013-current).

Chair, Faculty Senate (2017-2018)

Reviewer for papers submitted to Advances in Business Research (2015-2016).

Session Chair, Academic and Business Research Institute Conference, San Antonio, TX (2012).

Session Chair. Annual meeting of the Southern Management Association (2004).

Reviewer for papers submitted to the annual meeting of the Society for the Advancement of Management (2003, 2005, 2007).

Discussant, annual meeting of the Society for the Advancement of Management (2001, 2003, 2005, 2007).

Faculty sponsor for the undergraduate chapter of the Society for the Advancement of Management, Georgia College and State University (2001-2008).

Reviewer for papers submitted to the annual meeting of the Southern Management Association, OB/OT/OD Track (2000-2001; 2003-2005).

Discussant OB/OT/OD Track at the annual Southern Management Association meeting (2000-2001; 2003-2004).

Reviewer for papers submitted to the annual meeting of the Academy of Management, Management History Division (1996); Organizational Behavior Division (2007, 2009-2010, 2012, 2014).

Moderator at the Advances in Business Research Symposium (2010, 2011).

### **Awards and Honors**

University of Arkansas Faculty Excellence in Service to the University, to the Profession, and to the Community Award (2020)

Academic and Business Research Institute Conference Best paper in Education/Instructional Pedagogies Track (2011)

Outstanding Reviewer Academy of Management Organizational Behavior Division (2009)

E.J. Ourso College of Business Administration Excellence in Teaching Award (1998).

Beta Gamma Sigma, business honor society

Order of Omega

Kirschner Award for Academic Excellence

LSU Honor Scholarship

Updated: August, 2022