

Matthew L. Call

Mays Business School
Texas A&M University
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EDUCATION:

Ph.D. in Business Administration, 2016

Darla Moore School of Business
University of South Carolina

Concentration: *Management*; Minor: *Research Methods*

Dissertation: “*Organizational Value Capture, Embeddedness, and Status Notification among Star Employees.*”

Advisor: *Dr. Robert E. Ployhart*

Bachelor of Business Administration, December 2003

Marriot School of Business
Brigham Young University, Provo UT
Major: Finance

ACADEMIC POSITIONS:

2016 – Present *Texas A&M University – Mays Business School*
Assistant Professor of Management

2011 – 2016 *University of South Carolina – Darla Moore School of Business*
Research Assistant

RESEARCH:

Journal Publications:

Call, M. L., Campbell, B., Dunford, B., Boswell, W., (In Press) “Shining with the Stars? Unearthing the Impact of Group Star Proportion on Non-star Performance.” *Personnel Psychology*

Call, M. L., Ployhart, R. E., (In press) A Theory of Firm Value Capture from Employee Job Performance: A Multidisciplinary Perspective. *Academy of Management Review*

Call, M. L., Nyberg, A. J., Ployhart, R. E., Weekley, J. 2015. The Dynamic Nature of Turnover and Unit Performance: The Impact of Time, Quality, and Replacements. *Academy of Management Journal*, 58(4): 1-25
Award winner for Best Student Convention Paper; HR Division, 2013 Academy of Management

Call, M. L., Nyberg, A. J., & Thatcher, S. M. B. 2015. Stargazing: An Integrative Conceptual Review, Theoretical Reconciliation, and Extension for Star Employee Research. *Journal of Applied Psychology*, 100(3): 623–640.

Book Chapters:

Korsgaard, M. A., Meglino, B., **Call, M. L.** 2015. The Role of Concern for Others in Reactions to Justice: Integrating the Theory of Other Orientation with Organizational Justice. In Cropanzano & Ambrose (Eds), *The Oxford Handbook of Justice in the Workplace*.

Ployhart, R. E., **Call, M. L.**, McFarland, L., 2017, Autonomous Learning, Human Capital Resources, and Value Capture, 287-305: *In J. E. Ellingson & R. A. Noe (Eds.), Autonomous Learning in the Workplace*. New York: Routledge.

Works in Progress (in preparation for submission):

Fulmer, I. S., Conlon, D., **Call M. L.**, “You Can Check Out Any Time You Like, But You Can Never Leave: A Theory of Post-Employment Relationships and Alumni Social Capital.” Invited for 1st R&R at *Organization Science*

Call, M. L., Kehoe, B. “Stellar Evolution: The Changing Sources of Firm Value Creation and Capture from Stars Across Their Careers.” *Submitted to Academy of Management Journal (3/19/2020)*

Hendricks, J., **Call, M. L.** “An Integrated Conceptual Model of High-Status Peer Effects: A Social Cognitive Perspective.” *Under review at the Journal of Applied Psychology. (2/5/2020)*

Yim, J., Barrick, M., **Call, M. L.**, “The Joint Effects of Personality and Discretionary HR Practices on Employee Job Performance,” *Preparing for submission to OBHDP*

Gee, I. H., Bovie, S., **Call, M. L.**, Harrison, J. “Working with a Star CEO: Implications for Peer Executive Career Outcomes. *Data Analysis stage, in preparation for submission to Strategic Management Journal*

Conference Presentations:

Hendricks, J., **Call, M. L.**, "An Integrated Conceptual Model of High-Status Peer Effects: A Social Cognitive Perspective " *2020 Society for Industrial and Organizational Psychologist, Austin, TX*

Call, M. L., "Capturing value from talent" a part of the symposium titled *New Conceptual Directions in Talent Management, 2019 Academy of Management Annual Conference, Boston, MA*

Call, M. L., Kehoe, R., "Stellar Evolution: Firm Value Creation and Capture across Star Employees' Careers," *2019 Academy of Management Annual Conference, Boston, MA*

Call, M. L., "Stellar Evolution: The Changing Sources of Firm Value Capture from Stars Across Their Careers." *2018 Academy of Management Annual Conference, Chicago, IL*

Yim, J., Barrick, M. R., **Call, M. L.,** Kim, Y., "The Joint Effects of Personality and HR Practices on Job Performance: Extending the TPWB," *2018 Academy of Management Annual Conference, Chicago, IL*

Call, M. L., Dunford, B., Boswell, W. "Working with Stars: The Impact of Work Unit Star Configuration on Coworker Performance." *2017 Academy of Management Annual Conference, Atlanta, GA*

Call, M. L., Ployhart, R., "On Stars and Value Capture: When the Stars Align." *2015 Strategic Management Society, Strategic Human Capital Special Interest Group, Denver, CO*

Call, M. L., Ployhart, R., Nyberg, A., Weekley, J. "Collective Turnover: Who leaves, when they leave, and who replaces them—unit performance implications." *2013 Academy of Management Annual Conference, Orlando FL.*

Award winner for Best Student Convention Paper, HR Division

Call, M. L., Korsgaard, M. A. The Consequences of Trust Asymmetry and Noise in Dyadic Exchanges" included in the "Interpersonal Trust in Organizations: Dyadic Dynamics and Cross-Referent Relationships. *Symposium at 2013 Academy of Management Annual Conference, Orlando FL.*

Fulmer, I., Conlon, D., & **Call, M. L.** Managing Human Capital After It Walks Out the Door: Antecedents and Consequences of Post-Exit Relationship Maintenance. *2012 Strategic Management Society Annual International Conference, Prague.*

Kehoe, R., **Call, M. L.,** Nyberg, A., & Lepak, D. Seeing the Sky for the Stars: A Review and Agenda for Research on Star Employees. *2012 Strategic Management Society Annual International Conference, Prague.*

AWARDS:

Promising Researcher Award, Moore School of Business, Doctoral Student Association, 2015

Best Student Convention Paper for the HR division of the Academy of Management, Orlando, FL, 2013

The "Extra Mile" Award, Moore School of Business, Doctoral Student Association

Doctoral Fellowship, Darla Moore School of Business, University of South Carolina, 2011 – 2015

SERVICE:

Ad Hoc Reviewer: *Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Personnel Psychology, Journal of Management, Organization Science*

Committee Chair for Best Student Paper, HR Division, AOM 2020

Committee Chair for Best Student Paper, HR Division, AOM 2014

TEACHING:

Philosophy:

I seek to develop critical and analytical thinking among students not only with regard to the conceptual underpinnings of the focal content, but also by providing experiential opportunities (e.g., simulations, exercises) that allow the application of knowledge.

Interests: I am able to teach a broad array of Management topics, including OB, HR, and Strategic management courses.

Experience:

Texas A&M University:

Introduction to Human Resources Management

Spring of 2016 (Evaluations: **4.67/5**)

Fall of 2017 (Evaluations: **4.83/5**)

Fall of 2018 (Evaluations: **4.69/5**)

University of South Carolina:

Pay, Rewards, and Motivation; MGMT 404 (Evaluation: **4.7/5**)

Intro to Organizational Behavior; MGMT 376 (Evaluation: **4.95/5**)

Human Resources Management; MGMT 373 (Evaluation: **4.6/5**)

GRANTS:

Mays Innovation Research Grant for “When do Delivery Drivers Find Innovative Ways to Deliver Food? Antecedents of Creativity of Delivery Drivers in the Gig Economy” (Awarded \$4000, 2020)

Moore School Research Grant for “The Impact of High Performers on Co-Worker Satisfaction and Performance in Cooperative and Competitive Environments” (Awarded \$3000, 2015)

Moore School Research Grant for “Communication as a Buffer to the Negative Effects of Trust Asymmetry on Cooperation” (Awarded \$3000, 2013)

Moore School Research Grant for “A Noisy Prisoner’s Dilemma among Dyads with Trust Asymmetry” (Awarded \$3000, 2012)

University of South Carolina Research Travel Grant: 2013, 2014

PROFESSIONAL MEMBERSHIP:

Academy of Management: HR, OB, and RM Divisions

Society for Industrial and Organizational Psychology

Strategic Management Society: Strategic Human Capital Interest Group