

Updated January 2024

## **Spenser Essman**

Mays Business School  
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College Station, TX 77843  
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### **ACADEMIC POSITIONS**

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Texas A&M University – Mays Business School  
Assistant Professor, Department of Management, July 2023 – Present

University of Houston – C.T. Bauer College of Business  
Assistant Professor, Management and Leadership Department, June 2021 – June 2023

### **EDUCATION**

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University of South Carolina – Darla Moore School of Business  
Ph.D. Business Administration, May 2021  
Major area: Organizational Behavior and Human Resources

Dissertation\*: “*The most important human capital resource: A strategic human resources perspective on top management team effectiveness*”

Committee: Anthony J. Nyberg (chair), Scott D. Graffin, Donald J. Schepker, Patrick M. Wright

**\*Awarded 2020 SHRM Foundation Dissertation Grant**

University of Kansas - School of Business  
M.B.A., Finance Emphasis, Dec. 2015

University of Kansas - School of Business  
B.S., Accounting, May 2011

### **RESEARCH INTERESTS**

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Strategic Human Capital Resources; Compensation; Strategic Human Resource Management; Top-Management Teams; Executive Succession; Research Methods

### **PUBLICATIONS**

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Ray, C., **Essman, S.M.**, Nyberg, A.J., Ployhart, R.E., & Hale, D. (2023) Human Capital Resources: Reviewing the First Decade and Establishing a Foundation for Future Research. *Journal of Management*, 49, 280-324.

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**Essman, S.M.**, Schepker, D.J., Nyberg, A.J., & Ray, C. (2021). Signaling a successor? A theoretical and empirical analysis of the executive compensation-chief executive officer succession relationship. *Strategic Management Journal*, 42, 185-201.

Wright, P.M., & **Essman, S.** (2021). Carrots, sticks, and performance: Is it commitment, or commitment PLUS control? *Academy of Management Perspectives*, 35, 208-218.

Bliese, P.D., Schepker, D.J., **Essman, S.M.**, & Ployhart, R.E. (2020). Bridging methodological divides between macro- and microresearch: Endogeneity and methods for panel data. *Journal of Management*, 46, 70-99.

Flinchbaugh, C., Zare, M., Chadwick, C., Li, P., & **Essman, S.** (2020). The influence of independent contractors on organizational effectiveness: A review. *Human Resource Management Review*, 30(2).

Nyberg, A.J., Maltarich, M. A., Abdulsalam, D., **Essman, S. M.**, & Cragun, O. (2018). Collective pay for performance: A cross-disciplinary review and meta-analysis. *Journal of Management*, 44, 2433-2472.

Nyberg, A., Reilly, G., **Essman, S.**, & Rodrigues, J. (2018). Human capital resources: A call to retire settled debates and to start a few new debates. *The International Journal of Human Resource Management*, 1, 68-86.

## **RESEARCH IN PROGRESS** (\* denotes Ph.D. Student)

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**Essman, S.**, Call, M.L., & Ployhart, R. Employee lifetime value. *Finalizing manuscript.*

**Essman, S.**, Schepker, D.J., Nyberg, A.J., & Bement, D.\*. Examining the core role of chief human resource officers in top management teams. *Analyzing data.*

**Essman, S.**, Schepker, D.J., & Nyberg, A.J. Extending strategic leadership systems theory. *Manuscript preparation.*

Steinbach, A.S., **Essman, S.** The Hidden Dangers of Pay Disparity: Exploring the Relationship Between the CEO-Employee Pay Ratio and Workplace Safety. *Collecting additional data.*

Schepker, D. J., **Essman, S.**, & Nyberg, A. J. TMT measurement and database. *Collecting data.*

**Essman, S.**, Ray, C. Human capital resource construct and measurement. *Model development.*

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## BOOK CHAPTERS

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Wright, P.M., & Essman, S. (2019). “The missing construct in strategic human capital research: Humans” In Anthony J. Nyberg, and Thomas Moliterno (eds.), *Handbook of research on strategic human capital resources*. Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publishing.

## ACADEMIC PRESENTATIONS

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Essman, S. The people person: Examining the role of chief HR officers in top management teams. *Accepted for the 2020 Strategic Management Society Annual Conference, London, England.*

Nyberg, A. J., Schepker, D. J., & Essman, S., Top management teambuilding: A process theory of effective TMT development after CEO succession. Included in the “Broadening our Sight to Explore Internal Organizational Dynamics of Leader Succession” symposium. *Accepted for the 2020 Academy of Management Annual Conference, Vancouver, Canada.*

Essman, S. & Ployhart, R. (2019) Employee lifetime value. *Presented at the Wharton School’s 2019 People and Organizations Conference, Philadelphia, PA.*

Steinbach, A., & Essman, S. (2019). The Hidden Dangers of CEO Pay: Exploring the Effects of CEO and Employee Compensation on Employee Safety, included in the “Executive Compensation: A Cross-Disciplinary Symposium and Discussion” symposium. *Presented at the 2019 Academy of Management Annual Conference, Boston, MA.*

Essman, S., Schepker, D.J. (2019). Signaling a successor: A theoretical and empirical analysis of the executive compensation-CEO succession relationship, included in the “Executive Compensation: A Cross-Disciplinary Symposium and Discussion” symposium. *Presented at the 2019 Academy of Management Annual Conference, Boston, MA.*

Essman, S., Schepker, D.J., & Nyberg, A.J. (2019). CEO pay disparity as a signal of outside CEO succession. *Presented at the 2019 Strategic Management Society Special Conference, Las Vegas, NV.*

Essman, S., Nyberg, A.J., Weller, I., Ebert, J., & Goebel, L. (2018). Individual and firm response to the Remuneration Transparency Act in Germany, included in the “Compensation Plan Implementation and Change: Consequences for Individuals, Teams, and Firms” symposium *Presented at the 2018 Academy of Management Annual Conference, Chicago, IL.*

Essman, S., Schepker, D.J., & Nyberg, A.J. (2018). Unraveling the CEO compensation-CEO succession paradox. *Presented at the 2018 Strategic Management Society Annual Conference, Paris, France.*

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## CHAired SYMPOSIA

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With Burkert, S. “Executive Compensation: A Cross-Disciplinary Symposium and Discussion”. *Chosen as Showcase Symposium for 2019 Academy of Management Annual Conference, Boston, MA.*

With Nyberg, A.J. “Compensation Plan Implementation and Change: Consequences for Individuals, Teams, and Firms”. *2018 Academy of Management Annual Conference, Chicago, IL.*

## TECHNICAL REPORTS

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Wright, P.M., Schepker, D.J., Nyberg, A.J., Essman, S., & Carrig, K., 2021. Building the High-Performing Executive Leadership Team.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Essman, S., & Carrig, K., 2021. The Chief HR Officer Role.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Carrig, K., Essman, S. 2020. Building Diversity into the Talent Pipeline for Senior Operating Roles.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Essman, S. 2020. The Impact of the COVID-19 Crisis on Executive Succession.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Carrig, K., Essman, S. 2019. Building the Executive Leadership Team.

Wright, P.M., Carrig, K., Schepker, D.J., Nyberg, A.J., Essman, S. 2019. The CHRO and Culture.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Essman, S. 2018. The Chief Human Resource Officer: Exploring the Counselor, Confidante, and Coach Role.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Essman, S. 2018. The CHRO and the Board.

Wright, P.M., Mullins, F.I., Schepker, D.J., Nyberg, A.J., Essman, S. 2018. The Impact of CEO and Board HR Expertise.

## DEPARTMENT AND UNIVERSITY SERVICE

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*Texas A&M University*

- SEC Emerging Scholars – Faculty mentor
  - Fall 2023

# Spenser Essman

## *The University of Houston*

- Brown Bag Committee – Member
  - August 2021 – May 2023
- Journal List Task Force – Member
  - August 2022 – December 2022

## *The University of South Carolina*

- South Carolina Presidential Fellows Advisory Council Member – 2017-2018

## **PROFESSIONAL SERVICE**

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- Ad hoc reviewer for *Academy of Management Journal*
- Academy of Management
  - Reviewer for OB and HR divisions
  - 2022 SHRM Foundation Dissertation Grant Committee Member

## **TEACHING EXPERIENCE**

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### *Texas A&M University, College Station, TX*

#### Instructor (Undergraduate courses)

- Managing Human Resources
- Advanced Concepts in Organizational Behavior

### *The University of Houston, Houston, TX*

#### Instructor

- Introduction to Organizational Behavior and Management – Undergraduate in-person course

### *The University of South Carolina, Columbia, SC*

#### Instructor

- Principles of Management – Online and Hybrid (due to COVID-19) undergraduate course

#### Teaching Assistant

- Human Resources and Business Strategy (3 semesters) – MHR course
- Management of Compensation (3 semesters) – MHR course
- Negotiations (2 semesters) – Professional MBA course
- Human Resources Experiential Project – MHR course
- Strategic Human Capital Management – Undergraduate course
- Principles of Management – Online undergraduate course

# Spenser Essman

*The University of Kansas*, Lawrence, KS, January 2016-May 2016

Graduate Teaching Assistant

- Managing People – Online MBA Course
- Marketing Strategy – Online MBA Course

## **NON-ACADEMIC WORK EXPERIENCE**

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*The Civic Council of Greater Kansas City*, Kansas City, MO, July 2015-August 2016

- Research Assistant

*UMB Financial Corporation*, Kansas City, MO, July 2013-August 2014

- Senior Accounting Analyst

*Koch Industries, Inc.*, Wichita, KS, May 2010-June 2013

- University of Kansas Campus Recruiting Leader
- Accountant/Analyst II

## **AWARDS AND HONORS**

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- University of Houston Bauer Research Star – 2021
- SHRM Foundation Dissertation Grant – 2020
- Finalist for Darla Moore School of Business Outstanding Doctoral Student – 2020
- University of South Carolina, Presidential Fellowship, 2016-2019
- University of Kansas, Center for Integrated Customer Experience – Cerner Corporation Fellowship, 2015
- University of Kansas, School of Business Scholarship, 2015
- University of Kansas, Clifford J. Goering Scholarship, 2015
- University of Kansas, Elizabeth M. Hoyt Scholarship, 2015
- University of Kansas, William A. and Monte L. Murphy Scholarship, 2015
- University of Kansas, Robert Mueller Scholarship in Business, 2015
- University of Kansas, School of Business, MBA Association Class President, 2015
- University of Kansas, School of Business, MBA Association Service Award, 2015