

Matthew L. Call

Mays Business School
Texas A&M University
mcall@mays.tamu.edu
Cell: 828.989.2671
Website: MattLCall.com

EDUCATION:

Ph.D. in Business Administration, 2016

Darla Moore School of Business

University of South Carolina

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

Bachelor of Business Administration, December 2003

Marriot School of Business

Brigham Young University, Provo UT

Major: Finance

ACADEMIC POSITIONS:

2024 – present *Texas A&M University* – Mays Business School.
Associate Professor of Management (with Tenure)

2016 – 2024 *Texas A&M University* – Mays Business School.
Assistant Professor of Management

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

REFEREED JOURNAL PUBLICATIONS:

Flynn, P., **Call, M. L.**, Nyberg, A., Bliese, P. (2025) How External Environmental Change Shapes Collective Turnover Over Time: The Relative Impact of Internal Versus External Factors. *Journal of Applied Psychology*

Yim, J., Sullivan, D., **Call, M. L.**, (2024) Motivational strivings, HR practices, and job performance: An advancement of the theory of purposeful work behavior. *Human Resources Management Journal*

Call, M. L., Howard, M., Hendricks, J., Idso, C., (2024) Unpacking the Star Life Cycle: Value Creation Across Stars' Careers. *Journal of Management*

Fulmer, I. S., **Call M. L.**, Conlon, D., Klotz, A., (2024) You can check out any time you like, but can you ever leave? A theory of alumni goodwill. *Organization Science*

Ulrich, M., **Call, M. L.**, (2023) Pay premiums and peer spillovers: Unpacking the value proposition of employing stars at different career stages. *Journal of Management*

- Call, M. L., Bierman, L.,** (2023) Stars in the making? Commentary on "From expectation to exceptional: How gender and tenure impact sponsor effectiveness" by Campbell, Aven, and Chow. *Academy of Management Discoveries*
- Hendricks, J., **Call, M. L.,** Campbell, E., (2023) High performer peer effects: A review, synthesis, and agenda for future research. *Journal of Management*, 49(6): 1997-2029
- Call, M. L.,** Campbell, B., Dunford, B., Boswell, W., Boss W., (2021) Shining with the stars? Unearthing the impact of group star proportion on non-star performance. *Personnel Psychology*, 74(3): 543-572
- Call, M. L.,** Ployhart, R. E., (2021) A theory of firm value capture from employee job performance: A multidisciplinary perspective. *Academy of Management Review*, 46(3): 572-590
- 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
- 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

OTHER ARTICLES

- Call, M. L.,** (2024) Are superstar employees worth it? Lead article in the "Leadership" section of *Wall Street Journal*
- Call, M. L.,** (2022) The power of ex-employees: How companies can turn departing employees into a network of faithful alumni and reap all sorts of benefits. *Wall Street Journal*
- Call, M. L.,** Campbell, E. M., (2022) How to manage a superstar employee. Lead article in the "Leadership" section of *Wall Street Journal*
- Call, M. L.,** Nyberg, A. J., & Ployhart, R. E., (2015) Companies face special challenges when employee departures pick up speed. *London School of Economics Business Review*

JOURNAL ARTICLES UNDER PEER REIVEW

*Denoted former PhD student

- Essman, S., **Call, M. L.,** Ployhart, R. E., A theory of employee lifetime value. 1st R&R at *Journal of Applied Psychology*

Zhu, Z., **Call, M. L.**, Chen, X., & Yang, M., Mixed feelings, mixed blessing: An investigation of psychological processes and work outcomes for high performers. 1st R&R at *Personnel Psychology*

Winchester, C., Hsu, E., Campbell, E., **Call, M. L.**, Underperformance by design: An integrative review and future research agenda of strategic underperformance at work. Under review for the *Journal of Management* review issue.

RESEARCH PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION

Campbell, E., Winchester, C., **Call, M. L.**, Starst(r)uck? Effects of high performers on peer proactive performance. In preparation for submission at *Journal of Applied Psychology*

Hendricks, J., Yu, J., **Call, M. L.** When will stars sacrifice self for team? Firm prestige, organizational identification, and star sacrificing behavior. Preparing for submission to *Academy of Management Journal*

Idso, C., Koopman, J., **Call, M. L.**, Does being praised help or harm employee performance? Developing the praise construct and its consequences. In preparation for *Journal of Applied Psychology*

Hendricks, J., Ployhart, R. E., **Call, M. L.**, Stars on teams: Implications for firm value creation and capture. In preparation for submission to *Academy of Management Review*

Essman, S., **Call, M. L.**, Boswell, W., Idso, C., How does turnover impact store performance: examining mechanisms and boundary conditions. Preparing for submission to *Academy of Management journal*

Locklear, L. R., Taylor, S. G., Campbell, E. M., **Call, M. L.**, Selling yourself short: How high performers use modesty to avoid victimization. In Preparation for submission to *Journal of Applied Psychology*

Yim*, J., Kim, J., Klotz, A. C., Jang, H. & **Call, M. L.**, Gig Worker Citizenship: When Serving the Public Good Leads to Perception of Prosocial Impact, Digital Helping, and Withdrawal.

RECENT MEDIA APPEARANCES

- **Evolve Radio Podcast**, (2023), Managing star employees
- **Builtin.com**, (2022), The anti-work movement is growing: Here's what you need to know <https://builtin.com/company-culture/antiwork-movement>

BOOK CHAPTERS

Kehoe, R., Call, M., Bentley, F.S., (2022) Shining a light on star scholarship: Progress and prospects. In Scullion, Vaimon, & Collings (Eds), *Talent management: A decade in review*. Emerald Publishing

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.

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*.

CONFERENCE PRESENTATIONS

Hendricks, J. L., Yu, J., & Call, M. When Do You Have a Friend in Me? Age, Tenure, and Team Ability as Boundary Conditions of Star OCBs. Part of a symposium entitled "Aligning the Stars: Theoretical and Empirical Advancements in Star Performer Research" 2022 *annual meeting of the Academy of Management, Seattle, WA*

Yim, J., Kim, J., Heeum, J., Klotz, A., **Call M. L.**, "When and why does safety compliance lead to one's well-being?" 2021 *Academy of Management Annual Conference, Virtual*

Call, M. L., Kehoe, B., Howard, M., "A dynamic model of value creation across stars' careers" 2020 *SMS virtual conference*
Finalist, Strategic Human Capital Special Interest Group, Best Paper Award

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:

- Most Impactful Professor Award, *Professional MSHRM program, 2023*
- Best Reviewer Award, *Academy of Management Review, 2022*
- Finalist, Best Paper Award for "A Dynamic Model of Value Creation Across Stars' Careers" 2020 SMS virtual conference.
- *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:**Texas A&M Service:**

- Advising the Center for Human Resource Management including speaking (2021, 2022, 2023) and designing benchmarking studies (2021, present)
- MSHRM Admissions committee (2019-2023)
- MGMT 373- Managing Human Resources; track coordinator.
- New faculty search committee (2019-2020)

Service to the Field:**Editorial Board:**

- Academy of Management Review (2023-Ongoing)
- Journal of Management (2024-Ongoing)
- Human Resource Management Review (2019-Ongoing),

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

Committee Member for Ralph Alexander Best Dissertation Award, 2022, 2023, 2024

Committee Chair for Best Student Paper, HR Division, AOM 2014, 2020

Committee for Best Dissertation Proposal, HR Division, AOM 2024

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 OB/HR topics.

Experience:

COURSES		
<i>Human Resources Management (MGMT 373)</i>		Average Rating:
2021	Section Ratings: 4.82, 4.75	4.79
2020	Section Ratings: 4.1, 4.7, 4.83	4.54
2018	Section Ratings: 4.65, 4.57, 4.86	4.70
2017 (Fall)	Section Ratings: 4.85, 5.00, 4.69	4.85
2017 (Spring)	Section Ratings: 4.73, 4.78, 4.47	4.66
<i>Organizational Behavior (MGMT 630/689)</i>		
2024 (Spring, Honors)	Section Ratings: 4.90, 5.00	4.95
2022 (Fall)	Section Ratings: 4.90, 4.74	4.82
2022 (Spring)	Section Ratings: 5.00	5.00
2021	Section Ratings: 3.65	3.65
2019	Section Ratings: 3.5, 3.97	3.74
<i>Strategic Human Resource Management (MGMT 620)</i>		
2021	Section Ratings: 4.8	4.8
<i>HR Analytics (MGMT 621)</i>		
2024 (Spring)	Professional Masters	5.00
2024 (Spring)	Full Time Masters	4.
2023 (Spring)	Section Rating: 4.83	4.83
2022	Section Ratings: 5.00	5.00
<i>Contemporary Issues in HR (MGMT 628)</i>		
2022	Section Ratings: 4.84	4.84
<i>Special Topics in HR (MGMT 689)</i>		
2022	Section Rating: 5	5.00

University of South Carolina:

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

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

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)

PROFESSIONAL MEMBERSHIP:

Academy of Management: HR, OB, and RM Divisions

Society for Industrial and Organizational Psychology

Strategic Management Society: Strategic Human Capital and Behavioral Strategy

Interest Groups