

DEE CONNER

deondra.conner@aamu.edu

EDUCATION

THE FLORIDA STATE UNIVERSITY Tallahassee, FL

Ph.D. in Business Administration, August 2002, Major: Organizational Behavior; Support Area: Sociology.

Research focus: Organizational justice and social comparison.

Dissertation title: "*The role of equity sensitivity in organizational justice perceptions.*"

Committee: Lee P. Stepina (chair), Gerald R. Ferris, William P. Anthony, & Charles F. Hofacker.

THE UNIVERSITY OF MEMPHIS Memphis, TN

Master of Business Administration, Double Major: Business Management & Business Marketing

ALABAMA A & M UNIVERSITY Huntsville, AL

Bachelor of Science, Major: Business Management; Minor: Military Science; Overall GPA: 3.92

TEACHING EXPERIENCE

Associate Professor of Management. Alabama A&M University, School of Business, Department of Management and Marketing, Normal, Alabama. **Undergraduate courses:** Principles of Management (MG 315: 3 credit hrs.), Organizational Behavior (MGT 332: 3 credit hrs.), Staffing Organizations (MGT 430: 3 credit hrs.), Human Resource Management (MGT 433: 3 credit hrs.), Marketing Internship (MGT 441: 3 credit hrs.), International Management (MGT 458: 3 credit hrs.), and Management Internship (MGT 490: 3 credit hrs.). **Graduate courses:** Organizational Behavior (MGT 515: 3 credit hrs.), Training & Development (MGT 554: 3 credit hrs.), and Human Resource Management (MGT 564: 3 credit hrs.).

Assistant Professor of Management. Alcorn State University, School of Business, Department of Management and Marketing, Lorman, Mississippi. **Undergraduate courses:** Principles of Management (MG 301: 3 credit hrs.), Organizational Behavior (MG 320-3 credit hrs.), and Human Resource Management (MG 388: 3 credit hrs.). **Graduate courses (MBA and EMBA):** Survey of Management (MG 541: 3 credit hrs.), Organizational Behavior (MG 640: 3 credit hrs.), Human Resource Management (MG 641: 3 credit hrs.), International/Cross-cultural Management (MG 646: 3 credit hrs.), Staffing Organizations (MG 649: 3 credit hrs.), and Human Resource Management in Hospitality and Gaming (MG 672: 3 credit hrs.).

Graduate Teaching Assistant/Instructor with full course responsibility. The Florida State University, College of Business, Department of Management, Tallahassee, Florida. Taught seventeen sections of undergraduate-level courses including: Organizational Behavior (MAN 3109 - nine sections, 3 credit hrs., average of 45 students per class) and Cross-cultural Management (MAN 4605 - eight sections, 3 credit hrs., average of 60 students per class). Full responsibility for all aspects of each course (i.e., course design, book selection, lectures, exams, and assignment of students' final grades).

ONLINE COURSE EXPERIENCE

Thirteen years of experience teaching traditional classroom and online courses, including delivering hybrid and completely online courses for over a decade using software platforms such as Blackboard and Elluminate.

AREAS OF RESEARCH INTEREST

- ◆ Organizational Justice/Politics
- ◆ Human Resource Management
- ◆ Social Comparison Processes
- ◆ Work Stress
- ◆ Organizational & Cross-cultural Issues
- ◆ Equity Sensitivity/Equity Theory

PUBLICATIONS & PROCEEDINGS

Conner, D. (2015). Positive social identity expectations as a moderator of interpersonal justice perceptions. *Journal of Management Development*, 34(4): 395-405.

Conner, D. (2014). The effects of career plateaued workers on in-group members' perceptions of P-O fit. *Employee Relations*, 36(2): 198-212.

Conner, D. S. (2012). Democratic Legitimacy: A cross-cultural, equity sensitivity perspective of the acceptance of democratic ideals. *Franklin Business & Law Journal*, 2012(3), 91-108. (Reprinted by Franklin Publishing from *Insights to a Changing World Quarterly Journal*, Vol. 2005/1)

Conner, D. (2006). Human resource professionals' perceptions of organizational politics as a function of experience, organizational size, and perceived independence. *Journal of Social Psychology*, 146(6): 717-732.

Conner, D. (April, 2006). The impact of organizational design on employee fairness perceptions. Presented at the annual meeting of the *Society of Business, Industry, and Economics (SOBIE)* in Natchez, Mississippi.

Conner, D., James, M., Treadway, D., & Hochwarter, W. (2005). The Interactive Effects of Positive Affect & a Sense of Competency on the Politics Perceptions-Job Satisfaction Relationship. *Journal of Applied Social Psychology*, 35(4): 798-820.

Conner, D. & Douglas, S. C. (2005). Organizationally induced work stress: The role of employee bureaucratic orientation. *Personnel Review*, 34(2): 210-224.

Conner, D., Adams, B., Calvit, A., & DeShields, L. (2004). *Expatriating U.S. managers to Turkey: A cultural analysis perspective*. *Research Journal of the ooi Academy International Congress*, 1(4): 55-67.

Conner, D. (2003). Social comparison in virtual work environments: An examination of contemporary referent selection. *Journal of Occupational & Organizational Psychology*, 76(1): 133-147.

Conner, D. (2003). Socially appraising justice: A cross-cultural perspective. *Social Justice Research*, 16(1): 29-39.

Conner, D. (2003). Examining Worker Obsolescence: An Organization Environment Perspective. *Ethics and Critical Thinking Quarterly Journal*, Volume 2003 Issue 3.

Conner, D. (2002). The End of Office Politics as Usual: A Complete Strategy for Creating a More Productive and Profitable Organization (Book Review). *Journal of Applied Management & Entrepreneurship*, 7(3): 135-138.

Conner, D., Treadway, D., & Hochwarter, W. (2002). Task interdependence as a moderator of politics. Presented at the annual meeting of the *Academy of Management* in Denver, CO.

Conner, D. (2001). Organizational justice in the virtual organization. *Proceedings of the Southern Management Association*.

Conner, D. S., Douglas, S. C., & Miles, A. K. (2000). Stress: An equity sensitivity perspective. In J. M. Forray (Ed.) *Proceedings of the Eastern Academy of Management*.

Conner, D. (2000). An equity sensitivity perspective of the person-environment fit approach to stress. In Nan Muir Bodensteiner (Ed.), *Southwest Academy of Management Proceedings*.

Conner, D. (2000). The effects of human resource professionals' occupational experience on their perceptions of organizational politics. In Nan Muir Bodensteiner (Ed.), *Southwest Academy of Management Proceedings*.

Conner, D. (2000). The effects of the environmental domain on worker obsolescence. In Nan Muir Bodensteiner (Ed.), *Southwest Academy of Management Proceedings*.

Conner, D. S. & Douglas, S. C. (1999). The impact of bureaucratic orientation on the organizational structure and work stress-strain relationship. In Steve H. Barr (Ed.), *Southern Management Association Proceedings*.

Conner, D. (1999). A cross-cultural perspective of the social comparison process. *Proceedings of the Southwest Academy of Management*.

Conner, D. (1999). The effects of an influential career plateaued worker on the perception of person-organization fit of in-group members. *Proceedings of the Southwest Academy of Management*.

Conner, D. (1999). The effects of the changing organization on social comparison processes: An examination of referent selection. *Proceedings of the Southwest Academy of Management*.

BOOK CHAPTERS & OTHER CONTRIBUTIONS

Conner, D., Treadway, D., James, M., Stoner, J., & Hochwarter, W. (2007). Task interdependence as a moderator of politics-work outcomes relationships. In D.J. Svyantek & E. McChrystal (Eds.), *Refining Familiar Constructs: Alternative Views in OB, HR, and I/O (Research in Organizational Science)*. Greenwich, CT: Information Age Publishing. Vol. 1, Chapter 12, pp.167-187.

Conner, D. (2003). Examining worker obsolescence: An organization environment perspective. In L. Otto (Ed.), *Applied Principles of Ethics & Critical Thinking*. Franklin Publishers. Vol. 1, 134.

WORKING PAPERS AND CURRENT RESEARCH

Conner, D. (2015). Negative affectivity and process control.

Conner, D. (2015). Process control and group work preference.

SERVICE & PROFESSIONAL ACTIVITIES

- Chair, **Faculty Search Committee** for Strategic Management and Entrepreneurship Faculty Position, Department of Management & Marketing, (2015-Present).
- Secretary, College of Business **Research Committee**, Alabama A&M University, (2015 – 2016).
- Participant, Active Learning: Innovative Strategies That Will Dramatically Improve Student Engagement Workshop, The Centers for Excellence in Teaching and Learning, Alabama A&M University, August 2015.
- Reviewer, *Journal of Management and Organization* (2014).

- Committee Chair, School of Business **Strategic Planning and Accreditation Committee**, Alabama A&M University. (2008 – 2010).
- Member, School of Business **Promotion and Tenure Committee**, Alabama A&M University. (2010).
- Member, School of Business **Curriculum Committee**, Alabama A&M University. (2008 – 2010).
- Committee Chair, Department Strategic Planning and Accreditation Committee, Department of Management and Marketing, School of Business, Alabama A&M University. (2008 – 2010).
- Committee Chair/Member, Department Curriculum Committee, Department of Management and Marketing, School of Business, Alabama A&M University. (2008 – 2010).
- Member, **All Faculty Search Committees** (e.g., Management, Marketing, Logistics & Supply Chain Management, and permanent department chair), Department of Management & Marketing, 2008 – 2010.
- Conducted Faculty Blackboard Workshop, School of Business, Alabama A&M University, March 2010.
- Conducted Faculty Publishing Workshop, School of Business, Alabama A&M University, March 2009.
- Conducted Blackboard Workshop, Office of Continuing Education and Non-Traditional Studies (OCEANS) Program, Alabama A&M University, October 2008.
- Participant, **AACSB** Business Accreditation Seminar, Tampa, Florida June 2008.
- Recruited students on behalf of the AAMU School of Business at The Showcase of HBCU, April 2008.
- Participant, Workshop on grant writing, Alabama A&M University January 2008.
- **Created the Alcorn State University School of Business Policy Manual** (2006-2007).
- Participant, Workshop on Faculty Retention, Alcorn State University 2006 Faculty & Staff Conference.
- Participant, University's Quality Enhancement Plan Workshop, Alcorn State University 2006 Faculty & Staff Conference.
- Participant, Service Learning/Community Service Workshop, Alcorn State University 2006 Faculty & Staff Conference.
- Participant, Curriculum Redesign Workshop, Alcorn State University 2006 Faculty & Staff Conference.
- Participant, Workshop on Internet Interactive Video, **Blackboard**, **Elluminate**, and Online Class Attendance Reporting, Alcorn State University 2006 Faculty & Staff Conference.
- School of Business Representative, Alcorn State University New Student Orientation Week Career Workshop (2006).
- Interviewer and Mentor of New Students, Alcorn State University Student Orientation Week (2006).
- School of Business Website Development Committee Vice-Chair (2006).
- Distance Education Policy Committee, Alcorn State University School of Business (2006).
- Search Committee Chair for Gaming/Strategic Management Faculty Position, Alcorn State University School of Business (2006).
- Search Committee for Dean, Alcorn State University School of Business (2006).
- Participant, **AACSB** Strategic Management Seminar, Tampa, Florida (January 2006).
- Panel Judge, Alcorn State University Business Plan Competition (2005).
- Headed Interview Search Committee for Claiborne County, Mississippi Fire Chief (2005).
- *Reviewer*, Ethics/Social Issues/Diversity Track 2004, Southern Association of Management Conference.
- Search Committee for Director of MBA Student Services and Retention (2004).
- Annual Graduate ETS Management Review, Alcorn State University School of Business (2002-2006).
- Annual Undergraduate ETS Management Review, Alcorn State University School of Business (2002-2006).
- School of Business MBA Committee (Secretary, 2002-2007).
- School of Business Management/Marketing Committee (2002-2007).
- School of Business Undergrad Curriculum Committee (2002-2007).
- *Reviewer*, Organizational Behavior, Leadership, & Communications Track 2002, Southwest Academy of Management Conference.
- *Ph.D. Project Conference Panel Member*. Sponsored by KPMG Peat Marwick. (2001).
- *Ph.D. Project Conference Participant*. Sponsored by KPMG Peat Marwick (1996-2001).

- *Doctoral Student Consortium Participant*. Southwest Academy of Management (1999).
- *Reviewer*. Organizational Behavior Track 1999, Southern Association of Management Conference.
- *Doctoral Student Consortium Participant*. Academy of Management - Management Ed. Division (1998).
- *Participant*, Program for Instructional Excellence (PIE) New Student Teacher Workshops, The Florida State University, August 1997.

PROFESSIONAL AFFILIATIONS

- Alumni Association, Alabama A&M University, 2008 – 2010.
- Business Advisory Board, Alabama A&M University, 2008 – 2010.
- The Society of Business, Industry & Economics (SOBIE), 2006-2007.
- Olu Olu Institute Consortium for Teaching, Research, Learning & Development (ooiCTRLD) Senior Academy, 2004-2005.
- Ph.D. Project Management Doctoral Student Association (MDSA), 1999-2002.
- Academy of Management (AOM), 1997-2002.
- Southern Management Association (SMA), 1997-2001.
- Southwestern Academy of Management (SWAM), 1997-2001.

HONORS

- Natchez-Adams County Chamber of Commerce 2007 Teacher of the Year.
- OOICTRLD Faculty/Student Mentored Research Paper Award (2004)
- Leslie Wilson Graduate Assistantship (2001-2002)
- University Fellowship - Florida State University (1997-98, 99-2000, 2000-2001)
- Tennessee Board of Regents Fellowship (1994-1996)
- National Dean's List (1986-89)
- Who's Who Among Students in American Universities and Colleges (1985-89)
- Full Academic Scholarship (1985-89)
- Army ROTC Scholarship (1985-89)

GRADUATE & UNDERGRADUATE ACTIVITIES

- FSU Doctoral Business Student Association (DBSA, 1997-2002)
- Undergraduate Chapter President: Alpha Kappa Mu National Honor Society
- Undergraduate Chapter President: Students in Free Enterprise
- Undergraduate Chapter President: Society for the Advancement of Management
- Undergraduate Chapter President: National Student Business League
- Undergraduate Member: Phi Beta Lambda
- Undergraduate Member: Alabama A&M Presidential Scholars

ADDITIONAL TRAINING

- Circuit City Store Operations/Business Manager Course (June 1992)
- Circuit City Loss Prevention Interviewing Course (June 1992)
- Circuit City Management Through People Course (May 1992)
- U.S. Field Artillery Officers Basic Course (August 1989 – January 1990)
- Nuclear, Biological, Chemical Defense School (1990)
- U.S. Airborne School (February 1990)

WORK EXPERIENCE

ALABAMA A&M UNIVERSITY, Normal, Alabama

Associate Professor of Management (Graduate Faculty)

- ◆ Responsibility for teaching MBA and Undergraduates: Organizational Behavior, Staffing Organizations, Human Resource Management, Training & Development, Marketing Internship, and Management Internship.

ALCORN STATE UNIVERSITY, Lorman, Mississippi

Assistant Professor of Management (Graduate Faculty)

- ◆ Responsibility for teaching MBA and Undergraduates: Principles of Management, Organizational Behavior, Survey of Management, HRM, Staffing, HRM in Hospitality and Gaming, and International/Cross-cultural Management.

FLORIDA STATE UNIVERSITY, Tallahassee, Florida

Student Instructor/Research Assistant/Teaching Assistant

- ◆ Full responsibility for teaching: 1) Organizational Behavior and 2) Cross-cultural Management.
- ◆ Assisted professors with research
- ◆ Assisted professors in teaching their classes

BLUE CROSS & BLUE SHIELD OF ALABAMA, Birmingham, AL

Customer Service Representative

- ◆ Evaluation of medical claims
- ◆ Customer service

CHIEF AUTO PARTS, Memphis, TN

Partsman/Sales Associate

- ◆ Supervise nightshift
- ◆ Assist customers with parts

FOGELMAN COLLEGE OF BUSINESS, The University of Memphis, Memphis, TN

Graduate Assistantship-Dean's Office

- ◆ General office work in an academic environment
- ◆ Interacted with other campus departments on behalf of Business School

CIRCUIT CITY STORES INC. Memphis, TN

Store Operations Manager

- ◆ Overall Store Operations
- ◆ Training Manager
- ◆ Personnel Management
- ◆ Cash Office/Credit Department Responsibility

MILITARY

UNITED STATES ARMY (Honorably discharged)

First Lieutenant, Lawton, OK

- ◆ Battalion Reconnaissance & Survey Officer
- ◆ Battery Headquarters' Executive Officer
- ◆ Combat Battalion-level Staff Officer
- ◆ Training Responsibility
- ◆ Operations Management Responsibility
- ◆ Personnel Management Responsibility
- ◆ Supervised Hundreds of Soldiers and Millions of Dollars of Equipment