

## **D. HAROLD DOTY**

Professor of Management  
Soules College of Business

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## **EDUCATION**

- 1990 PhD in Management, The University of Texas at Austin.
- 1987 MBA, The University of Texas at Austin.
- 1982 BA in Psychology (with honors), Texas State University – San Marcos (formerly Southwest Texas State University).

## **HONORS AND AWARDS**

### **“Best Paper” Recognition**

- 2014 Richard A. Swanson Research Excellence Award for the best article in Human Resource Development Quarterly. Presented by the Academy of Human Resource Development.
- 2013 Cutting Edge Research Award. Presented by the Academy of Human Resource Development.
- 2004 Nominated for Outstanding Empirical Paper. Eastern Academy of Management.
- 1997 Scholarly Achievement Award. Presented by the Human Resources Division of the Academy of Management.
- 1993 Academy of Management Journal Best Article Award. Presented by the Academy of Management.

### **Other Research Recognition**

- 2014 Certificate of Achievement. The University of Texas at Tyler.
- 2008 BAC Professor, College of Business. The University of Southern Mississippi.
- 1983 Citation for Research. Presented by the Department of Psychology, Texas State University – San Marcos.
- 1982 Citation for Research. Presented by the Department of Psychology, Texas State University – San Marcos.

## Professional Honors

- 2011 Leadership Tyler Executive Class.
- 2010 Certificate of Appreciation, Office of Sponsored Research, The University of Texas at Tyler.
- 2005 Motion of Support from the University of Southern Mississippi Faculty Senate.
- 2004 Nominated for HEADWAE (Higher Education Appreciation Day-Working for Academic Excellence) award. Program sponsored by the Mississippi State Legislature.
- 1999 Recognized for Outstanding Contribution as a Psychology Alumnus, Texas State University – San Marcos.
- 1989 Professional Development Award. Presented by the Graduate School of The University of Texas at Austin.
- 1988 Participant, Doctoral Consortium. Sponsored by the OMT and OB Divisions of the Academy of Management.
- 1982 Citation for Leadership. Presented by the Department of Psychology, Texas State University – San Marcos.
- 1982 Citation for Scholarship. Presented by the Department of Psychology, Texas State University – San Marcos.
- 1981 President, Psychology Association, Texas State University – San Marcos.

## Biographical Listings

- 2017 Lifetime Achievement Award, Marquis Who's Who.
- 2015 Initial listing in Marquis Who's Who in the South and Southwest.
- 2015 Initial listing in 2000 Outstanding Intellectuals of the 21<sup>st</sup> Century.
- 2015 Initial listing in Who's Who in Senior Administration Higher Education.
- 2010 Initial listing in Marquis Who's Who in the World.
- 2008 Initial listing in Who's Who in Business Academia.
- 2008 Initial listing in Who's Who in Business Higher Education.
- 2008 Initial listing in Cambridge Who's Who Among Executives, Professionals and Entrepreneurs.
- 2006 Initial listing in United Who's Who Registry, Honors Edition.
- 2005 Initial listing in Who's Who in Higher Education.
- 2005 Initial listing in International Who's Who of Professionals.
- 2005 Initial listing in Who's Who Among America's Teachers.
- 2004 Initial listing in Marquis Who's Who in Finance and Business.
- 2004 Initial listing in The United Who's Who Registry.
- 2004 Initial listing in National Academic Affairs Who's Who in American Education.
- 2003 Initial listing in Marquis Who's Who in America.
- 2000 Initial listing in Who's Who in the Management Sciences.
- 1988 Selected for Outstanding Young Men of America.

## ADMINISTRATIVE EXPERIENCE

### **University of Texas at Tyler. Spring, 2009- August 2019.**

UT Tyler is a component of The University of Texas System that currently serves approximately 10,000 high ability students. The primary campus is located in Tyler, Texas with satellite locations in Longview, Palestine, and Houston, Texas.

*Director of Management, Soules College of Business.* January 2019 – August, 2019.

*Director of Ph.D. in Human Resource Development, Soules College of Business* January 2019 – August, 2019.

*Associate Vice President, Business Affairs Operations.* Summer 2014 – August 2017.

*Interim Associate Vice President, Facilities Management.* Summer 2016.

*Assistant Vice President for Strategic Initiatives.* Summer 2013 – Summer 2014.

- Leadership role in 10 year strategic planning process.
- Leadership role in \$65,000,000 of real estate acquisition projects; \$25,000,000 successfully completed by August 2017. Duties included business plan development, valuation models, and coordinating UT System/Board of Regents approval processes.
- Varying participation in over \$100,000,000 of new construction projects on the UT Tyler campus.
- Coordinated initial feasibility process to implement new ROTC program at the university.
- Managerial responsibility for Human Resources, Compliance, Information Security, and University Printing 2013 - 2015.
- Oversight of remote campus in Palestine, Texas.
- Preparation of business plans for major University initiatives, acquisitions, and new buildings.
- Business process improvement.
- Coordinated acquisition and due diligence process for \$21.5 million student apartment complex acquisition.
- Leadership role in preparation of local tuition increase requests for The University of Texas System.
- Operational responsibility for the R. Don Cowan Center for the Performing Arts 2014 - 2015.
- Awarded the 2014 Richard A. Swanson Research Excellence Award by the Academy of Human Resource Development.

*Dean, College of Business and Technology and Frank M. and Fannie Burke Professor of Business* Spring, 2009- Summer 2013.

Dean of a 1700 student college with approximately 40 full time faculty members and 20 staff members. Responsible for managing all aspects of college operations including strategic management, accreditation processes, curriculum revisions, fundraising, and budget.

- Awarded a 2013 Cutting Edge Research Award by the Academy of Human Resource Development.
- Successful maintenance of AACSB accreditation.
- Successful reaffirmation of ATMAE accreditation.
- Successful reaffirmation of SACS accreditation.
- Record enrollments and continuing student growth.
- New undergraduate and graduate programs.
- Secured initial endowment to create the Hibbs Institute for Business and Economic Research within the college.
- Launched four separate college research and outreach centers including the first named center at UT Tyler.
- Significant increase in the number of tenure track faculty lines to meet guidance received from AACSB.
- Led faculty effort to revitalize both undergraduate and graduate curriculum.
- Oversaw launch of new doctoral program.
- Significant expansion of distance education offerings to comply with state mandate for non-traditional course offerings.
- Led collaborative process to revise college mission and strategy in response to AACSB Maintenance of Accreditation feedback.
- Initiation of new Assurance of Learning system consistent with revised mission and strategy.
- Initiated and led collaborative process with faculty to design and implement new annual performance management system and tenure and promotion expectations.

**University of Southern Mississippi College of Business. Summer, 2003 – Spring 2009.**

USM is a state assisted university of approximately 15,000 students, two campus locations, multiple other teaching sites and a budget of approximately 300 million dollars.

*Dean, College of Business. Summer, 2003 – Spring, 2007.*

Dean of a 2800 student college with approximately 75 full time faculty members and 20 staff members. Responsible for managing all aspects of college operations including strategic management, accreditation processes, curriculum revisions, fundraising, and budget. College faculty located at two separate locations.

- The College of Business was included in Peterson's 2008 list of Best Business Schools during my tenure as dean.
- Raised the funding necessary from internal and external sources to equip the college with state-of-the-art classroom teaching technology.
- Led the college through the initial phases of a new building project including updating program of study and site location.
- Managed the integration of two new academic units into the college as part of a university restructuring process.

- Managed the college through the recovery of Hurricane Katrina both in Hattiesburg and Long Beach, Mississippi.
- Led a faculty process to completely revise the undergraduate curriculum. Reduced program length from 128 to 120 semester hours to be competitive with the flagship programs in other southern states. First 120 hour business degree program in Mississippi.
- Managed the process that resulted in the first legal Casino Management curriculum in a public university in Mississippi as part of our Tourism Program.
- Led process to prepare the college for AACSB Accreditation Peer Review Visit.
- Reaffirmation of SACS accreditation.
- Raised in excess of 3.25 million dollars in cash and pledges.
- Created college level Career Placement Office.
- Nominated for the 2004 Eastern Academy of Management Outstanding Empirical Paper Award.

**Syracuse University Whitman School of Management. Fall, 1995 – Summer, 2003.**

Syracuse is a private, comprehensive Research 1 university. In 2003 the university enrolled approximately 18,000 students and had an operating budget of approximately 550 million dollars.

*Chair, Department of Strategy and Human Resources.* Spring, 1998 - Summer, 2003.

Led a department with approximately 10 faculty members and 6 resident doctoral students. Responsible for managing department budget, all department level personnel decisions including annual reviews, and overseeing department curriculum.

- Participated in successful AACSB reaffirmation of accreditation.
- Initiated and led effort to reposition and rename the department from Organization and Management to Strategy and Human Resources.
- Led efforts to significantly revise departmental curriculum.
- Significantly increased research expectations and productivity for the department.
- Developed a new performance evaluation system that was approved by departmental faculty.
- Developed a statement of tenure expectations for junior faculty.

## **FACULTY EXPERIENCE**

### **Academic Appointments**

*Professor of Management*, Department of Management and Marketing, Soules College of Business, The University of Texas at Tyler. Summer 2009 – present.

*Frank M. and Fannie Burke Professor of Business*, College of Business and Technology, The University of Texas at Tyler. Spring, 2009 – Summer, 2013.

*Professor of Management*, College of Business, The University of Southern Mississippi. Summer, 2003 – Spring, 2009.

*Associate Professor*, Syracuse University. Fall, 1995 - Spring, 2003.  
*Assistant Professor*, University of Arkansas, Fayetteville. Fall 1990 - Spring, 1995.  
*Assistant Instructor*, The University of Texas at Austin. Spring 1990.  
*Teaching Assistant*, The University of Texas at Austin. Spring 1988.

### **Executive Education**

MBA Upgrade, Syracuse University  
Management Essentials Program, Syracuse University  
Executive MBA Program, Syracuse University  
School of Industrial and Labor Relations, Cornell University

### **Representative Courses Taught**

- Strategic Leadership Processes (MBA)
- Strategic Management (MBA)
- Strategic Management (Undergraduate)
- Strategy and Leadership (Undergraduate)
- Introduction to Management (Undergraduate)
- Organizational Behavior (Undergraduate)
- Organizational Theory (Undergraduate)
- Seminar in Organization Theory (PhD)
- Seminar in Theory Building (PhD)
- Seminar in Strategy Research (PhD)
- Strategic Human Resource Management (Undergraduate)
- Capstone Projects (Executive MBA)
- Internships (Undergraduate)

### **Dissertation Committees**

Julie Lewis, Committee Member  
Michael (Cody) Mulla, Committee Member  
Judy Sun, Committee Member  
Mousumi Bhattacharya, Committee Chair  
Kim Jerral, Committee Co-Chair  
Kathleen Wheatley, Committee Co-Chair  
David Greene, Committee Member

## **RESEARCH EXPERIENCE**

### **Funded Research Appointments**

Research Assistant, Changes in Organizational Design and Effectiveness, January 1987 - August 1990, The University of Texas at Austin. Funding agency: Army Research Institute.

Consultant, Texas Cancer Network Project. LBJ School of Public Affairs, The University of Texas at Austin. Funding agency: Texas Cancer Council.

Research Assistant, Mapping Work and Information Flows, September 1986 - January 1987, The University of Texas at Austin. Funding agency: International Business Machines.

Research Assistant, Pay For Knowledge Compensation Systems, January 1985 - August 1985, University of Arkansas, Fayetteville. Funding agency: United States Department of Labor.

Research Consultant, Southwest Development Educational Laboratory, Austin, Texas, December, 1983 - May, 1984.

Research Assistant, Human Factors of Geophysical Data Processing, September 1982 - October 1983. Interactive Systems Laboratories, San Marcos, Texas. Funding agency: CGG North America.

Research Assistant, Early Mathematical Development in Children, January 1982 - September 1982, Southwest Educational Development Laboratory, Austin, Texas. Funding agency: National Institute of Education.

### **Grants and Contracts**

Faculty Sponsor of various grants for two Syracuse University doctoral students for Summer, 1998. Total funding approximately \$14000. Funding Centers include the Earl V. Snyder Innovation Management Center, the Entrepreneurship & Emerging Enterprises Program, and the Robert H. Brethen Operations Management Institute, all from the Syracuse University School of Management.

Co-Principal Investigator, Comparing Skill-Based Pay to Other Compensation System, January, 1993 - 1995. Funding Agency: American Compensation Association. (\$ 6600).

Co-Principal Investigator, Arkansas Bank Study, April 1993 - June, 1994. The University of Arkansas. Funding agency: Worthen Banking Fund. (\$ 5000).

Co-Principal Investigator, Arkansas Bank Study, August 1991 - September, 1992. The University of Arkansas. Funding agency: Worthen Banking Fund. (\$ 4900).

Co-Principal Investigator, Investigating Skill-Based Compensation Systems, March 1991 - August 1992. University of Southern California and University of Arkansas. Funding agency: American Compensation Association. (\$ 12,000).

### **Journal Review Activities**

- Editorial Board Member, Journal of Managerial Issues 2020 - Present
- Editorial Board Member, Academy of Management Journal (1997 – 2004)
- Ad Hoc Reviewer, Human Resource Development Quarterly
- Ad Hoc Reviewer, Human Resource Management Review
- Ad Hoc Reviewer, Academy of Management Journal
- Ad Hoc Reviewer, Administrative Science Quarterly
- Ad Hoc Reviewer, Academy of Management Review
- Ad Hoc Reviewer, Strategic Management Journal

- Ad Hoc Reviewer, Organization Science
- Ad Hoc Reviewer, Human Resource Management
- Ad Hoc Reviewer, International Journal of Manpower
- Ad Hoc Reviewer, Journal of Management
- Ad Hoc Reviewer, Journal of Management Studies
- Ad Hoc Reviewer, Industrial Relations
- Ad Hoc Reviewer, Sloan Management Review

## BIBLIOGRAPHY

- Yu, M., Yang, J., and Doty, D. H. (2022 R&R). Strategic conformity, organizational learning ambidexterity, and corporate innovation performance: An inverted U-shaped curve? *Journal of Business Research*, XXX\_XXX
- Gopalakrishna-Remani, V., Byun, K., and Doty, D. H. (2022 R&R). The impact of top management beliefs and actions on sustainability adoption and firm performance. *Business Strategy and the Environment*, XXX:XXX.
- Astakhova M., Coauthor, Doty, D. H., and Coauthor. (2022; conditional acceptance). The ultimate escape: Escapism, sports fan passion and procrastination across two cultures. *Journal of Consumer Marketing*, XXX:XXX
- Wang, G. G., Doty, D. H., and Yang, S. (2022; 3<sup>rd</sup> round review). Toward a general theory of human resource development: An indigenous approach. *Human Resource Development Review*. XXX:XXX.
- Wang, G. G., Doty, D. H., and Yang, S. (2022). Re-examining the history of HRD policy in China: From local indigenous phenomena to global HRD knowledge. *Advances in Human Resource Development* 24(1): 26-48.
- Cater, J. J., Young, M. and Doty, D. H. (2021; in press). A study of women successors in multigenerational family firms and the development of their leadership roles. *International Journal of Entrepreneurship and Small Business*. XXX:XXX
- Wang, G. G. and Doty, D.H. 2021. From an HRD definition to a core theory of human resource development. *AHRD International Research Conference in the Americas*.
- Wang, G. G., and Doty, D. H. 2021. Shaping and skilling as cornerstones of a new HRD core theory. *AHRD International Research Conference in the Americas*.
- Yang, J., Ma, J., Doty, D. H., and Lee, J.Y. 2020. IJV's political ties and R&D strategy. Asymmetric contingencies of market versus governmental policy turbulence. *Business Research Quarterly*, 1-14. (Published online 12/16/20).



Yang, J., Ma, J., and Doty, D. H. 2020. Family involvement, governmental connections, and IPO underpricing in China. Family Business Review, 33(2): 175-193.

Doty, D.H., and Astakhova, M. 2020. Common method variance in international business research: a commentary. In Research Methods in International Business (L. Eden, B. Bernhard Nielsen and A. Verbeke, Eds.) JIBS Special Collections (Volume 7). Palgrave Macmillan – Springer.

Doty, D. H., Wooldridge, B., Astakhova, M., Fagan, M. H., Marinina, M. G., Caldas, M., and Tuncalp, D. 2020. Passion as an Excuse to Procrastinate: A Cross-Cultural Examination of the Relationships between Obsessive Internet Passion and Procrastination. Computers in Human Behavior, 102: 103-111.

Yang, J., Ma, J. and Doty, D. H. 2020. Small IJV's Political Ties and R&D Strategy: An Environmental Contingency View. Presented at the Academy of International Business Conference, Miami, FL.

Wang, G. G., Doty, D. H., and Yang, S. 2020. Can the idea of NHRD explain what happened in China? A follow-up study. Academy of Human Resource Development International Conference in the Americas: Atlanta, GA.

Doty, D. H., Young, M. Reyes, M., Wink, K., and Owens, M. 2019. Winning the Battle and Winning the War: Evaluating Economic Development Corporation Success Today and Tomorrow. East Texas Research Conference, Tyler, Texas.

Naydanova, E., Beal, B. D., and Doty, D. H. 2018. Internet Use for School-Mandated and Self-Initiated Learning: Good, Bad, or Both? Cyberpsychology, Behavior, and Social Networking 21 (7), 444-449.

Astakhova, M. N., Doty, D. H., and Hang, H. 2014. Understanding the antecedents of perceived fit at work in the United States, Russia, and China. European Management Journal, 32: 879-890.

Bhattacharya, M. Doty, D. H., and Garavan, T. 2014. The organizational context and performance implications of human capital investment variability. Human Resource Development Quarterly 25: 87-113.

- Awarded the 2014 Richard A. Swanson Research Excellence Award for the best article in Human Resource Development Quarterly by the Academy of Human Resource Development.

Avery, S., Lirely, R.; McWhorter, R., and Doty, D. H. 2014. Searching for empirical validity in an AOL system. The Journal of Education for Business 89: 156-164.

Doty, D. H. 2013. Reviving your advisory board: A test-retest experiential design. Invited presentation, AACSB Advisory Council Seminar. Chicago, IL.

Yi, S. Wang, G. G. Gilley, J. W. and Doty, D. H. 2013. Career authenticity based voluntary career transition: a grounded theory study. Presented at the 2013 Academy of Human Resource Development International Research Conference. Arlington, Virginia.

- Awarded an AHRD Cutting Edge Research Award at the 2013 AHRD International Research Conference.

Avery, S. Lirely R., and Doty, D. H. 2012. Searching for empirical validity in an AOL system. Presented at the 2012 Decision Science National Meeting. San Francisco, CA.

Doty, D. H. Lirely, R., and Avery, S. 2011. Searching for empirical validity in an AOL system. Presented at the 2011 AACSB Annual Accreditation Conference, Philadelphia PA.

Doty, D. H. Lirely, R., and Avery, S. 2011. Using the logic of confirmatory factor Analysis to design and evaluate a strategically derived AOL system. Presented at the 2011 Southwestern Business Deans' Meeting, Santa Fe, NM.

Bushardt, S. C., Glascoff, D. W., and Doty, D. H. 2011. Organizational culture, formal reward structures, and effective strategy implementation: A conceptual model. Journal of Organizational Culture, Communications and Conflict : 15(2) 57-70.

Bushardt, S. C., Glascoff, D. W., and Doty, D. H. 2011. Career advancement strategies for the new decade: Out with the old; In with the new. Journal of Business and Training Education.

Bushardt, S. C., Glascoff, D. W. and Doty, D. H. 2010. Delegation, authority, and responsibility: A reconfiguration of an old Paradigm. Advances in Management, 3(9) 9-12.

Wheatley, K. K. & Doty, D. H. 2010. Executive compensation as a moderator of the innovation—performance relationship. Journal of Business and Management, 16(1): 89-104.

Doty, D. H. and Adams, G. 2009. Custom courseware – It's revolutionary. Presented at the 2009 Creating Futures Through Technology Conference. Biloxi, MS.

Reed, K. K., Srinivasan, N., and Doty, D. H. 2009. Adapting human and social capital to impact performance: Some empirical findings from the U.S. personal banking system. Journal of Managerial Issues, 21(1): 36-57.

Doty, D. H. 2008. Exploring best practices in departmental promotion and tenure guidelines. National meetings of the Academy of Management, Anaheim, CA.

Doty, S. S., and Doty, D. H. 2008. Mississippi outreach: Preliminary assessment of the Virtual Economics CD-ROM initiative using proxy measures. Presented at the 2008 annual meetings of the Academy of Economics and Finance, Nashville, Tennessee. Published in 2008 Proceedings of the Academy of Economics and Finance.

Doty, D. H., Bushardt, S. C. and Reed, K. K. 2007. An extension of the configurational fit methodology and support for a respecification of Mintzberg's theory. Current Issues in Finance, Business, and Economics, 1 (2/3): 53 – 67.

- Reprinted in 2011 in Progress in Economics Research Volume 22. Thomas L. Wouters (Ed.). Nova Science Publishers: New York.

Doty, D. H., Wheatley, K. K., Bhattacharya, M. and Sutcliffe, K. M. 2006. Divergence between informant and archival measures of the environment: Real differences, artifact, or perceptual error. Journal of Business Research, 59: 268-277.

Bhattacharya, M. Gibson, D. E., and Doty, D. H. 2005. Human resources and competitive advantage: The effects of flexibility in employee skills, employee behaviors, and HR practices on firm performance. Journal of Management, 31: 622-640.

Reed, K., Doty, D. H., and May, D. R. 2005. The impact of aging on self-efficacy and computer skill acquisition. Journal of Managerial Issues, 7(2): 212-228.

Bhattacharya, M., Gibson, D. E., and Doty, D. H. 2004. Human resources and competitive advantage: The effects of skill, behavior, and HR practice flexibility on firm performance. Presented at the 2004 Eastern Academy of Management meetings.

- Nominated for the Outstanding Empirical Paper Award by the Eastern Academy of Management.

Jarrell, K. A., Tucker, F. G., and Doty, D. H. 2004. The effect of job-related diversity on service team performance. Accepted for presentation at the 2004 International Conference on Service Systems and Service Management.

Doty, D. H. 2002. Strategy and HR fit: Revisiting ties with organization theory. Paper presented at an All Academy Symposium at the National Meetings of the Academy of Management, Denver, Colorado.

Reed, K., May, D. R., Waskel, S., and Doty, D. H. 2001. New age technology and new aged workers: The impact of age on computer skill acquisition and the influence of technological self-efficacy, age-related beliefs, and change attitudes. Paper presented at the National Meetings of the Academy of Management, Washington, D. C. Published in National Academy of Management Electronic Proceedings.

Bhattacharya, M. and Doty, D. H. 2001. People as competitive advantage: An empirical analysis of the relationship between human resource flexibility and firm performance. Paper presented at the National Meetings of the Academy of Management, Washington D. C.

Bhattacharya, M., Wheatley, K. K., and Doty, D. H. 1999. Divergence between informant and archival measures of the environment: Real differences, artifact, or perceptual error. Presented at the National Meetings of the Academy of Management, Chicago IL.

Doty, D. Harold. 1999. Psychology as an entry route to the management professions. Invited presentation at Texas State University – San Marcos.

Doty, D. H., & Glick, W. H. 1998. Common methods bias: Does common methods variance really bias results? Organizational Research Methods, 1: 374-406.

Doty, D. H., & Delery, J. E. 1997. The importance of holism, interdependence, and equifinality assumptions in high performance work systems: Toward theories of the high performance work force. Presented at the National Meetings of the Academy of Management, Boston, MA.

Delery, J. E., & Doty, D. H. 1996. Modes of theorizing in strategic human resource management: Tests of universalistic, contingency, and configurational performance predictions. Academy of Management Journal, 39: 802-832.

- Awarded the 1997 Scholarly Achievement Award by the Human Resources Division of the Academy of Management.
- Reprinted in 2005 in Cooper, C. L., & Starbuck, W. H. (Eds.) Work and Workers, London: Sage.

Doty, D. H., & Delery, J. E. 1996. Designing the high performance work force: A systems perspective. Invited presentation at a conference sponsored by the American Society for Training and Development and the National Center for the Workplace, Washington, D.C.

Delery, J. E., & Doty, D. H. 1995. Theoretical frameworks in strategic human resource management: Universalistic, contingency, and configurational views. Presented at the national meetings of the Academy of Management, Vancouver, B.C.

Doty, D. H. 1994. Structuring in threes: A partial resurrection of Mintzberg's theory. Presented at the Southern Management Association meetings, New Orleans, LA, and published in the Proceedings of the Southern Management Association.

Doty, D. H., & Glick, W. H. 1994. Typologies as a unique form of theory building: Towards improved understanding and modeling. Academy of Management Review, 19: 230-251.

Doty, D. H., Reeves, C. A., & Lawrence, R. C. 1994. Employee satisfaction, customer satisfaction, and bank performance: An exploratory study. Worthen Banking Corporation Research Fund, Fayetteville, Arkansas.

Glick, W. H., & Doty, D. H. 1994. Configurations of job and organizational design: Building theory to reduce barriers to understanding. Presented at an All Academy Symposium during the National Meetings of the Academy of Management, Dallas, TX.

Doty, D. H., Glick, W. H., and Huber, G. H. 1993. Fit, equifinality, and organizational effectiveness: A test of two configurational theories. Academy of Management Journal, 36: 1196-1250.

- Awarded the 1993 Academy of Management Journal Best Article Award.
- Reprinted in 2010 in Cameron, K. S. (Ed.) Organizational Effectiveness. Edward Elgar Publishing Ltd.: Cheltenham/GB.

Gupta, N., Ledford, G. E. Jr., Jenkins, G. D. Jr., and Doty, D. H. 1992. Survey based prescriptions for skill-based pay. ACA Journal, 1: 48-59.

Jenkins, G. D. Jr., Ledford, G. E. Jr., Gupta, N., and Doty, D. H. 1992. Skill-based Pay: Practices, Payoffs, Pitfalls, and Prescriptions. World at Work: Scottsdale, AZ. Now in the second printing.

Doty, D. H., Glick, W. H., and Huber, G. P. 1992. Failing in fives: A cross-sectional and longitudinal test of Mintzberg's (1979) theory. Paper presented at the Academy of Management National Meetings, Las Vegas, NV.

Jenkins, G. D., Gupta, N., Doty, D. H., and Ledford, G. E. Jr. 1992. Skill-based pay: Lessons from a large scale survey. Paper presented at the Academy of Management National Meetings, Las Vegas, NV.

Doty, D. H., Glick, W. H. & Huber, G. P. 1991. Fit and equifinality: A clarification and test of Miles and Snow's (1978) theory. Presented at the Southern Management Association Meetings and published in the Proceedings of the Southern Management Association.

Glick, W. H., Huber, G. P., Miller, C. C., Doty, D. H., & Sutcliffe, K. M. 1990. Studying changes in organization design and effectiveness: Retrospective event histories and periodic assessments. Organization Science, 3(1): 293-313.

- Reprinted in 1995 in G. P. Huber and A. H. Van de Ven (Eds.) Longitudinal Field Research Methods: Studying Processes of Organizational Change, Thousand Oaks, CA: Sage.
- Reprinted in 1993 in G. P. Huber and W. H. Glick (Eds.) Organizational Change and Redesign: Ideas and Insights for Improving Performance, Oxford University Press: Oxford.

CODE Technical Reports. 1990. Authors include Huber, G. P., Glick, W. H., Doty, D. H., Miller, C. C., and Sutcliffe, K. M. The University of Texas. Order of authorship varies.

Doty, D. H., and Glick, W. H. 1989. Construct validity in organizational research: Good news - Bad news. Presented at the Academy of Management National Meeting, Washington D.C. August 1989.

- Glick, W. H., Doty, D. H., and Huber, G. P. 1989. Multidimensional fit, equifinality, and organizational effectiveness: A test of Mintzberg's theory. Presented at the Academy of Management National Meeting, Washington D.C. August 1989.
- Glick, W. H., & Doty, D. H. 1988. A technology for using organizational theory: As easy as ABCE? (Review of Organizational design: The organizational audit and analysis technology, by Kenneth D. Mackenzie). Contemporary Psychology, Vol. 33 (4):345-347.
- Doty, D. H., and Glick, W. H. 1988. Method variance in I/O research: Major effect or mythical beast? Presented at the Society for Industrial and Organizational Psychology Conference, Dallas, Texas. April 1988.
- Glick, W. H., Carsrud, A. L., Doty, D. H., and Beekun, R. I. 1987. Supervision without authority: The best laid plans.... Presented at the 1987 Academy of Management National Meeting, New Orleans, Louisiana. August 1987.
- Gupta, N., Jenkins, D., Curington, W., Clements, C., Doty, H., Schweizer, T., and Teutsch, C. 1986. Exploratory Investigations of Pay-For-Knowledge Systems. United States Department of Labor (BLMR 108), Washington, D.C.
- Ashmos, D. P., Kilbourne, L., Orton, D., & Doty, D. H. 1986. Information and Organizations: Internal and External Perspectives. Edited volume published as the Proceedings of the First Annual Texas Conference on Organizations. The University of Texas at Austin.
- Gupta, N., Jenkins, D., Curington, W., Clements, C., Doty, H., Schweizer, T., and Teutsch, C. 1986. Exploratory investigations of pay-for-knowledge systems. College of Business Administration, University of Arkansas.
- Doty, D. H. 1983. Using technology to disseminate educational R&D results: An analysis of SEDL needs and capabilities. Southwest Educational Development Laboratory, Austin, Texas.
- Doty, D. H., and Durrett, H. J. 1983. Human engineering of audiographics-videographics systems. Presented at the Society for Applied Learning Technology Conference, Dickenson, Texas. April 1983.
- Cooper, R. G., Doty, D. H., Campbell, R., and Uhl, L. 1983. The role of parental involvement in the development of children's early mathematical development. Presented at the Southwest Psychology Association Conference, San Antonio, Texas. April 1983.
- Lidwell, K., and Doty, D. H. 1982. Attention shifts and optimal speed of presentation of televised visual stimulation in pre-school children. Presented at the Southwest Psychology Association Conference, Dallas, Texas. April 1982.

## **REPRESENTATIVE PROFESSIONAL ACTIVITIES**

### **The University of Texas at Tyler**

Member, PhD in Strategic Leadership Planning Committee 2019 – present.  
Vice Chair, University Strategic Planning Committee, 2014 – 2017.  
Board Member, Better Business Bureau, 2011 – 2016.  
Member, Council of Deans, 2009 – 2013.  
Member, University Council, 2009 – 2017.  
Member, Tyler Chamber of Commerce 2009 - 2014.

### **University of Southern Mississippi**

Member, AACSB Accreditation Committee, College of Business 2007-2008.  
Member, Graduate Committee, College of Business 2007-2008.  
Board Member, Mississippi Council on Economic Education, 2005 – 2007.  
Member University Handbook Committee, 2004 – 2007.  
Member, Provost's Council, 2003 - 2007.  
Member, Academic Council, 2003 - 2007.  
Member, Graduate Council, 2003 – 2007.  
Member, Faculty Activity Report Committee, 2003 – 2004.

### **Syracuse University**

Member, Management Committee, Syracuse University School of Management. 1998 - 2003.  
Member Associate Dean Performance Evaluation Committee, 2001 - 2003.  
Member, AACSB Accreditation Oversight Committee, Syracuse University School of Management. 1999 - 2001.  
Chair, Doctoral Board, Syracuse University School of Management. 1999 -2000.  
Member, Marketing Director Search Committee, Syracuse University School of Management, 1999 - 2000.  
Member, University Benefits Advisory Committee. Syracuse University. 1998 - 2001.  
Member, Promotion and Tenure Committee, School of Management, Syracuse University, 1998 - 2000.  
Co-Chair, AACSB Accreditation Task Force on Faculty Development, School of Management, Syracuse University, 1997 - 2001.  
Member, Doctoral Board, School of Management, Syracuse University, 1997 - 2000.  
Coordinator of Undergraduate Strategy program, Department of Strategy and Human Resources, School of Management, Syracuse University, 1995 - 1998.  
Reviewer, Organization and Management Theory Division, Academy of Management National Meeting, 1988 - 1999 (most years).  
External Member of Promotion and Tenure Committee, New York State School of Industrial and Labor Relations, Cornell University. 1995 - 1996.

### **University of Arkansas**

Member of Continuing Education Committee, College of Business Administration, University of Arkansas. 1993 - 1995.

Member, University Library Committee, the University of Arkansas, Fayetteville, 1991 - 1994.

Faculty Sponsor, Student Chapter of the Society for Human Resource Management, University of Arkansas, Fayetteville.

### **University of Texas at Austin**

Arrangements Committee, 1988 Texas Conference on Organizations.

Student Representative, Doctoral Student Selection Committee, Association of Management Ph.D. students, The University of Texas at Austin, 1987 - 1989.

### **REFERENCES**

Provided on Request