Rebecca Bennett Personal Statement

I came to Louisiana Tech University in 2004 because of the opportunity to mentor doctoral students. I had previously only had the opportunity to be an “exterior” member of a doctoral candidate’s dissertation committee since my previous university did not have a doctoral program in Management. I have relished the opportunity to advise and coach and mentor doctoral students through the tough passage of their doctoral course work and dissertation. I have served on 14 dissertation committees since arriving at Louisiana Tech, chairing or co-chairing 4 of those. In the Business fields, serving on a dissertation committee is a lot of work, continually advising and coaching students about their readings, research question, research design, writing, analyses and presentation. It can take hundreds of hours, but it is so worth it to see how much students develop through the process.

At the other extreme, I also teach undergraduates the basic Management Principles class. In that situation, I am most concerned that students leave the course with an understanding of foundational management principles and the awareness of how those principles can be applied in many aspects of their life. I use a variety of teaching methods: lecture, videos, case discussions and experiential learning activities to enable them to comprehend the intricacies of human behavior in organizations. In the Human Resource Management Principles course I teach, my goal is to have students leave with an awareness of the important legal, ethical and interpersonal aspects of all aspects of managing ‘human resources’ from hiring to firing. For instance, I want them to leave my course understanding that Discrimination is not a dirty word, that employers HAVE to discriminate amongst applicants for jobs or promotions or raises, but that bosses should do so based on job-relevant characteristics, measured in appropriate ways.

I also teach in the Executive Masters of Business Administration program, which we offer in Shreveport and in Monroe. That class is in a condensed format, on weekends, which has been a challenge keeping myself and the students energized after 12 contact hours across two days. I utilize many experiential exercises, case discussions, and open forums in this “contemporary management” class and the student evaluations suggest that they learn a great deal from these varied teaching methods. I also assign them to keep a journal during the class to contemplate what they are learning and how they might apply it to their work lives. I tell them that often time management may seem like “common sense” but writing it down and thinking about how it applies makes it seem less common, and helps them solidify their learning. They also write three take-home essay exams and a term project in that class, which requires a lot of grading but results in a better comprehension of the material.

In the last class, I asked them to utilize a group decision making technique called the “nominal group technique.” I gave the groups the problem of “what is the purpose of universities in society” and they came up with: creating basic knowledge and providing an opportunity for individuals to engage in higher education to better their skills and to advance society. I agree that these are important functions for a(n) university and spend my time engaged in both of these activities as well as contributing my expertise to improve my community.
To that extent, I have been significantly involved with the Domestic Abuse Resistance Team whose headquarters and shelter is located in Lincoln Parish, but whose service area covers a 5 parish area. I served as secretary and vice president before serving two terms as president. I was able to assist them with developing an employee policy manual and with various compensation and performance appraisal projects. Currently I am expanding my own skills by assisting with an area of critical need: fund raising.

I also have applied my research expertise to an issue of National concern, National Security. In fall of 2010 I was contacted by the Space and Naval Warfare Systems Center Atlantic (SPAWAR) and the Special Security Center in the Office of the Director of National Intelligence and asked to serve on a panel of experts they were developing to assist them with screening individuals for High Security positions in the U.S. government. There were approximately 20 of us, from all across the U.S. and representing many fields: developmental psychology, lawyers, and parole officers just to name a few. I, of course, was asked because of my expertise in employee deviance. My insight was that rather than trying to weed out every potential spy, perhaps the government should improve the system itself so that unfairness would not provoke someone to seek out an opportunity to betray their employer and thereby their country.

**Bennett Selected Service Activities 2008-2013**

**National Service**
- Participated in focus group on criminal conduct for Space and Naval Warfare Systems Center Atlantic (SPAWAR) and the Special Security Center (SSC) in the Office of the Director of National Intelligence, Dulles, VA, August 17, 2010

**Professional Service**
- Editorial Board of Organizational Behavior and Human Decision Processes (2008-present)
- Ad Hoc Reviewer for
  - Academy of Management Executive
  - Academy of Management Review
  - Academy of Management Journal
  - Administrative Science Quarterly
  - Leadership Quarterly
  - Organizational Science
  - Personnel Psychology
  - Journal of Management
  - Human Relations
  - Applied Psychology: An International Review
  - Work and Psychology
  - Journal of Occupational and Organizational Psychology
  - Journal of Sports Sciences

- Chair, Facilitator & Discussant for Sessions at Academy of Management Annual
Meetings and Society of Industrial and Organizational Psychology, 1995-present
- Selection committee for Best article from a dissertation, Academy of Management Annual Meetings, Organizational Behavior Division, 2005 & 2008
- Selection committee for HR Best journal article award, Academy of Management Annual Meetings, 2002

Selected Louisiana Tech University & College Service
- College of Business Strategic Planning Committee (2007-present), co-chair with Dean
- Management Department Curriculum Committee (2004-present)
- Management Principles Course Coordinator and Teaching Mentor (2004-present)
- College of Business Professorship Committee (2009-present)
- Faculty Advisor, Society for Human Resource Management (SHRM) Student Group (2006-present)

Ruston Community Service
- Presentation to North Louisiana SHRM group on Forgiveness in the Workplace (Fall 2012)
- Domestic Abuse Resistance Team (DART) board member (February 2005-2011), Board Secretary (2006), Vice President (2007), President (2008, 2009)
- Presentation to Beta Alpha Psi on Empowering Employees (Fall 2009)

Bennett publications 2008-2013
Impact factor: 4.447
Five-year impact factor: 7.497
Impact Factor: 1.218

Impact Factor: 0.868
5-Year Impact Factor: 1.075
Posey, C., Bennett, R. J., Roberts, T. L., & Lowry, P. B. (2011).When computer monitoring backfires: Invasion of privacy and organizational injustice as precursors to computer

**Impact Factor:** 0.421

**Impact Factor:** 4.595

**Impact Factor:** 1.729

**Impact Factor:** 0.963


N/A


**Impact Factor:** 3.854
<table>
<thead>
<tr>
<th>Year</th>
<th>Qtr.</th>
<th>Class No.</th>
<th>Course Title</th>
<th>Cr. Hrs</th>
<th>No. Studs</th>
<th>INSTRUCTOR RATING</th>
<th>COLLEGE RATING</th>
<th>UNIVERSITY RATING</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>Winter</td>
<td>MGMT 470</td>
<td>PERSONNEL MANAGEMENT</td>
<td>3</td>
<td>18</td>
<td>3.8</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>Fall</td>
<td>MGMT 310</td>
<td>MANAGEMENT OF ORGANIZATIONS</td>
<td>3</td>
<td>70</td>
<td>3.0</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>Fall</td>
<td>MGMT 510</td>
<td>CONTEMPORARY MANAGEMENT</td>
<td>3</td>
<td>15</td>
<td>4.0</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>Fall</td>
<td>MGMT 650 C</td>
<td>DIRECTED STUDY IN MANAGEMENT</td>
<td>3</td>
<td>1</td>
<td>.</td>
<td>.</td>
<td>.</td>
</tr>
<tr>
<td>2012</td>
<td>Spring</td>
<td>MGMT 470</td>
<td>PERSONNEL MANAGEMENT</td>
<td>3</td>
<td>22</td>
<td>3.8</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>Spring</td>
<td>MGMT 470</td>
<td>PERSONNEL MANAGEMENT</td>
<td>3</td>
<td>20</td>
<td>3.9</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>Spring</td>
<td>MGMT 478</td>
<td>SEM: PERSONNEL &amp; INDUSTRIAL REL</td>
<td>3</td>
<td>17</td>
<td>3.6</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2012</td>
<td>Winter</td>
<td>MGMT 671</td>
<td>ORGANIZATIONAL BEHAVIOR</td>
<td>3</td>
<td>11</td>
<td>4.0</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2011</td>
<td>Fall</td>
<td>MGMT 310</td>
<td>MANAGEMENT OF ORGANIZATIONS</td>
<td>3</td>
<td>74</td>
<td>3.3</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2011</td>
<td>Spring</td>
<td>MGMT 478</td>
<td>SEM: PERSONNEL &amp; INDUSTRIAL REL</td>
<td>3</td>
<td>24</td>
<td>3.6</td>
<td>3.6</td>
<td>3.7</td>
</tr>
<tr>
<td>2011</td>
<td>Winter</td>
<td>MGMT 310</td>
<td>MANAGEMENT OF ORGANIZATIONS</td>
<td>3</td>
<td>69</td>
<td>3.5</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2011</td>
<td>Winter</td>
<td>MGMT 472</td>
<td>COMPENSATION SYSTEMS</td>
<td>3</td>
<td>29</td>
<td>3.6</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2010</td>
<td>Fall</td>
<td>MGMT 470</td>
<td>PERSONNEL MANAGEMENT</td>
<td>3</td>
<td>49</td>
<td>3.8</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>2010</td>
<td>Spring</td>
<td>MGMT 478</td>
<td>SEM: PERSONNEL &amp; INDUSTRIAL REL</td>
<td>3</td>
<td>24</td>
<td>3.8</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>2010</td>
<td>Spring</td>
<td>MGMT 602</td>
<td>RESEARCH METHODS II</td>
<td>3</td>
<td>10</td>
<td>3.9</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>2010</td>
<td>Winter</td>
<td>MGMT 472</td>
<td>COMPENSATION SYSTEMS</td>
<td>3</td>
<td>20</td>
<td>3.1</td>
<td>3.4</td>
<td>3.6</td>
</tr>
<tr>
<td>2009</td>
<td>Fall</td>
<td>BUSN 610</td>
<td>CURRENT TOPICS IN RESEARCH</td>
<td>3</td>
<td>4</td>
<td>4.0</td>
<td>3.4</td>
<td>3.6</td>
</tr>
<tr>
<td>2009</td>
<td>Spring</td>
<td>MGMT 310</td>
<td></td>
<td>3</td>
<td>16</td>
<td>3.6</td>
<td>3.4</td>
<td>3.6</td>
</tr>
<tr>
<td>2009</td>
<td>Winter</td>
<td>MGMT 310</td>
<td>MANAGEMENT OF ORGANIZATIONS</td>
<td>3</td>
<td>15</td>
<td>3.5</td>
<td>3.4</td>
<td>3.6</td>
</tr>
<tr>
<td>2009</td>
<td>Winter</td>
<td>MGMT 472</td>
<td>COMPENSATION SYSTEMS</td>
<td>3</td>
<td>34</td>
<td>3.6</td>
<td>3.5</td>
<td>3.6</td>
</tr>
<tr>
<td>2008</td>
<td>Fall</td>
<td>MGMT 310</td>
<td>MANAGEMENT OF ORGANIZATIONS</td>
<td>3</td>
<td>69</td>
<td>3.4</td>
<td>3.6</td>
<td>3.6</td>
</tr>
<tr>
<td>2008</td>
<td>Fall</td>
<td>MGMT 470</td>
<td>PERSONNEL MANAGEMENT</td>
<td>3</td>
<td>32</td>
<td>3.6</td>
<td>3.6</td>
<td>3.6</td>
</tr>
</tbody>
</table>

* The evaluation score did not require an evaluation or scores were not available

<table>
<thead>
<tr>
<th></th>
<th>INSTRUCTOR</th>
<th>COLLEGE</th>
<th>UNIVERSITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVER</td>
<td>3.6</td>
<td>3.5</td>
<td>3.6</td>
</tr>
</tbody>
</table>