

Nomination Packet for the Louisiana Tech University Senate Chair Award

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Francis R. Mangham Endowed Professor of Management
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Dear Awards Committee:

I am delighted to submit a nomination packet for the 2018 University Senate Chair Award. Throughout my career, I have emphasized integrity, enthusiasm, and diligence in my work, and I'm honored that my colleagues in the College of Business have recognized these efforts. Next week marks the completion of my fifteenth year at Tech, and I appreciate the opportunities that I have had to contribute effectively in teaching, research, and service.

One of the requirements of the nomination packet is to provide a statement of beliefs concerning the importance of teaching research, and community/university service to the overall mission of the university. While I have referenced this in each of the following sections, it's worth noting that I believe that it is not only possible, but critical, for a faculty member to contribute fully in all of these areas. As a new professor, I typically saw senior faculty members who seemed to excel in one area versus others (e.g., the best researchers often devoted little time to committee work, and the strongest teachers weren't able to publish in the best journals). But with the overall mission of the education and development of students, professors should strive to contribute in all areas. It takes balance, perseverance, and above all, a belief in the importance of what we do, to achieve this.

I appreciate your consideration for this award,



Marcia Simmering Dickerson
Francis R. Mangham Endowed Professor of Management, College of Business

TEACHING

I teach at all levels (undergraduate, masters, and doctoral) and both in-class and online classes. In the prior five years, I've taken on overload classes due to our growing enrollment and faculty shortage and offered at least three independent studies for undergraduate students. On the following page are the classes I've taught in the last five year and the student ratings of my teaching.

Quarter	Class <i>Classes marked with an asterisk were overload classes and completely online</i>	Evaluation Score (with % of respondents)
Winter 17-18	MGMT 310: Principles of Management	3.9 (82%)
Winter 17-18	MGMT 470: Human Resource Management*	3.3 (50%)
Winter 17-18	MGMT 472: Compensation Systems	4.0 (87%)
Winter 17-18	MGMT 540: Principled Business Leadership	3.9 (32%)
Fall 2017	MGMT 310: Principles of Management*	3.4 (58%)
Fall 2017	MGMT 468: Human Resource Management for Entrepreneurs	4.0 (79%)
Fall 2017	MGMT 470: Human Resource Management*	3.9 (55%)
Fall 2017	MGMT 537: Human Resource Management*	4.0 (67%)
Spring 2017	MGMT 310: Principles of Management	3.9 (82%)
Spring 2017	MGMT 470: Human Resource Management*	3.9 (77%)
Spring 2017	MGMT 537: Human Resource Management*	4.0 (84%)
Winter 2016-17	MGMT 310: Principles of Management	3.9 (78%)
Winter 2016-17	MGMT 472: Compensation Systems	4.0 (71%)
Winter 2016-17	MGMT 540: Principled Business Leadership	4.0 (41%)
Fall 2016	MGMT 468: Human Resource Management for Entrepreneurs	3.8 (42%)
Fall 2016	MGMT 470: Human Resource Management*	3.8 (22%)
Fall 2016	MGMT 537: Human Resource Management*	4.0 (44%)
Fall 2016	FYE 100: First Year Experience	not rated
Spring 2016	MGMT 470: Human Resource Management*	3.1 (39%)
Spring 2016	MGMT 537: Human Resource Management*	4.0 (19%)
Spring 2016	MGMT/MKTG 602: Research Methods II	4.0 (29%)
Winter 2015-16	MGMT 472: Compensation Systems	4.0 (80%)
Winter 2015-16	MGMT 540: Principled Business Leadership	3.7 (18%)
Fall 2015	MGMT 310: Principles of Management	3.9 (79%)
Fall 2015	MGMT 468: Human Resource Management for Entrepreneurs	4.0 (72%)
Fall 2015	MGMT 470: Human Resource Management*	4.0 (18%)
Fall 2015	MGMT 537: Human Resource Management*	3.8 (24%)
Spring 2015	BUSN 420: Career Preparation Seminar*	4.0 (36%)
Spring 2015	BUSN 420: Career Preparation Seminar	not rated
Spring 2015	MGMT 470: Human Resource Management*	3.0 (21%)
Spring 2015	MGMT 472: Compensation Systems	4.0 (73%)
Winter 14-15	BUSN 420: Career Preparation Seminar	not rated
Winter 14-15	BUSN 420: Career Preparation Seminar*	4.0 (17%)
Winter 14-15	MGMT 468: Human Resource Management for Entrepreneurs	4.0 (83%)
Fall 2014	BUSN 420: Career Preparation Seminar*	4.0 (13%)
Fall 2014	MGMT 470: Human Resource Management	4.0 (81%)
Fall 2014	MGMT 470: Human Resource Management*	4.0 (16%)
Fall 2014	MGMT 537: Human Resource Management*	3.7 (37%)
Spring 2014	MGMT 470: Human Resource Management (online, but not overload)	3.3 (14%)
Spring 2014	MGMT/MKTG 602: Research Methods II	4.0 (100%)
Winter 13-14	MGMT 472: Compensation Systems	4.0 (100%)
Fall 2013	MGMT 470: Human Resource Management	3.9 (61%)
Fall 2013	MGMT 470: Human Resource Management*	3.9 (32%)

One thing that I love about teaching at Louisiana Tech is the level of autonomy I have to bring creative teaching approaches to my classes. Despite teaching college courses for over 20 years, I'm always looking for ways to improve the learning environment for students. In some classes, I use question and answer sessions to increase participation and learning; in others, I flip the classroom with online lectures and in-class activities. In Winter 2016-17, I introduced Team-Based Learning into my undergraduate classes. Additionally, I'm always trying new ways to use technology inside and outside of class to better connect with this tech-savvy generation.

Although my online classes are overload teaching, it's important to me that they be as high quality as my classroom-based classes. Therefore, I hired a voice and production coach to review my lectures, which helped me improve the overall sound quality, organization, and pace of my video lectures. I also benchmarked others' successful strategies for interactivity in online classes.

In sum, teaching has been a true joy to me. I have been honored to have received the COB Student Choice Award for Teacher of the Year in Management in 2015, named the College of Business's Advisor of the Year in 2016, been awarded the College of Business Teaching Innovation Award in Fall of 2017, and been nominated for the F.J. Taylor Undergraduate Teaching Award at Tech in 2017 (not having won) and 2018 (under consideration).

RESEARCH

Much of my research in the last five years addresses methodological issues aimed at improving survey validity and data quality. Regardless of topic, one goal that I've had as a full professor is to co-author with junior colleagues and doctoral students in an effort to help them get published. Mentoring should be a goal for all full professors, and working with a variety of less experienced colleagues at Tech is in line with our university's mission.

In business disciplines, research success is not measured with grants or patents, but rather with number and quality of publications. In the last five years, I have published 7 papers in refereed journals (2 in elite/A+ journals, 2 in A journals, and 2 in B journals). Notably, all of these papers were coauthored with current or former Louisiana Tech University students. Further, my research with current and former doctoral students has won awards: at the most recent Southern Management Association conference, we won Best Overall Conference Paper, Best

Paper in the Human Resources/Research Methods Track, and Best Doctoral Student Paper in the Human Resources/Research Methods Track.

My last five years of publications are listed below (note that I publish under my maiden name of Simmering).

- Fuller, J.B., Marler, L.E., Cox, S.S., Simmering, M.J., Bennett, R.J., & Curry, J. Forthcoming. A gendered emotional display perspective on workplace touch and perceptions of supervisor support. *Journal of Managerial Issues*. Accepted November 2016.
- Liu, Y., Fuller, J.B., Hester, K., Simmering Dickerson, M.J., & Bennett, R.J. 2018. Linking authentic leadership to subordinate behaviors. *Leadership & Organizational Development Journal*, 39(2); 218-233.
- Lovett, D.M., Bajaba, S., Lovett, M., & Simmering, M.J. 2017. Data quality from crowdsourced surveys: A qualitative inquiry into Amazon's Mechanical Turk. *Applied Psychology: An International Review*,
- Martin, R.B., & Simmering, M.J. 2016. Multiple supervisors in audit: Fairness and the many-to-one performance appraisal environment. *Academy of Accounting and Financial Studies Journal (AAFSJ)*, 20(2): 1-22.
- Fuller, C., Simmering, M.J., Atinc, G.M., & Ocal, Y.M., & Babin, B. 2016. Common methods variance detection in business research. *Journal of Business Research*, 69(8): 3192-3198.
- Simmering, M.J., Fuller, C.M., Richardson, H.A., Ocal, Y., & Atinc, G.M. 2015. Marker variable choice, reporting, and interpretation in the detection of common method variance: A review and demonstration. *Organizational Research Methods*, 18; 473-511.
- Simmering, M.J., Fuller, J.B., Marler, L.E., Cox, S.S., & Bennett, R.J. 2013. Tactile interaction norms and positive workplace touch. *Journal of Managerial Issues*, 25(23): 132-153.

Additionally, citations of a researcher's work are considered evidence of impact on the field. In the last five years, I had 1664 citations (from all of my research). My most highly cited articles are listed in the table below, with the last 5 years' citations. I'm particularly proud of Fuller et al., 2016, an elite journal publication cited 87 times in under two years of availability.

Article	Number of citations for prior five years
Welsh, Wanberg, Brown, & Simmering. (2003). E-Learning: Emerging uses, empirical results, and future directions. <i>International Journal of Training and Development</i> , 7: 99-121.	417
Richardson, Simmering, & Sturman. (2009). A tale of three perspectives: Examining post hoc statistical techniques for detection and correction of common method variance. <i>Organizational Research Methods</i> , 12: 762-800.	507
Colquitt & Simmering. (1998). Conscientiousness, goal orientation, and motivation to learn during the learning process: A longitudinal study. <i>Journal of Applied Psychology</i> , 83: 654-665.	200
Brown, Sturman, & Simmering. (2003). Compensation policy and organizational performance: The efficiency, operational, and financial implications of pay levels and pay structure. <i>Academy of Management Journal</i> , 46: 752-762.	118

Atinc, G., Simmering, M. J., & Kroll, M. J. (2012). Control variable use and reporting in macro and micro management research. <i>Organizational Research Methods</i> , 15(1): 57-74.	92
Fuller, C. M., Simmering, M. J., Atinc, G., Atinc, Y., & Babin, B. J. (2016). Common methods variance detection in business research. <i>Journal of Business Research</i> , 69(8), 3192-3198.	87

SERVICE

Service is a crucial contribution to the effective and efficient operation of our programs, and I believe that full professors, in particular, should emphasize their service contributions. In the last five years, I have served on a variety of university-level committees: the Instructional Policies Committee, the General Education Requirements Committee, the College of Business Dean Search Committee, the Work/Life Policy Committee (as member and chair), and the Human Use Committee. I have served my college and department on multiple search committees, served as a member of the College of Business Council, and served as prior chair and current member of the Undergraduate Policies and Assessment Committee.

From 2012-15, I was Assistant Dean of Undergraduate Programs in the College of Business. My service in that position included formalizing policies and procedures that benefited students and faculty and completing all of the duties of the Director of Student Services and Career Placement for over four months in 2014-15 due to a job vacancy, including numerous hours recruiting students and organizing events. I was also instrumental in shepherding my college's curriculum changes due to the reduction of General Education Requirements.

In service to my profession, I am currently a member of two journal editorial boards (an elite and an A journal), and I perform many ad hoc journal reviews. I've also served as a best paper selection committee member for the Southern Management Association conference for several years. Finally, In the past two years, I've widened my professional service to include outreach to the community. Specifically, I've completed a human resources consulting project for the Cyber Innovation Center in Bossier City, LA. I have also provided free consulting services for civic groups, schools, and churches. In particular, I developed and administered a parent and employee attitude survey for the Montessori School of Ruston. My goal is for my efforts to lead to increased economic development in our region, in support of the university's mission.