

University Senate Chair Award Nomination Packet

Marcia Simmering Dickerson, Ph.D.

Francis R. Mangham Endowed Professor of Management

College of Business

May 12, 2023

1. List of Courses Taught and Overall Evaluation

Quarter	Class (* denotes overload course)	Level	Format	Evaluation Score (out of 4.0)
Fall 2018	MGMT 310 001: Management of Organizations	UG	in person	4.0
	MGMT 310 V84: Management of Organizations *	UG	online	3.7
	MGMT 468 001: Human Resources Management for Entrepreneurs	UG	in person	4.0
	MGMT 470 084: Human Resources Management*	UG	online	4.0
	MGMT 537 V84: Human Resources Management*	MBA	online	4.0
Winter 2018-19	MGMT 310 002: Management of Organizations	UG	in person	4.0
	MGMT 540 V84: Principled Business Leadership*	MBA	online	3.9
Spring 2019	MGMT 310 001: Management of Organizations	UG	in person	3.9
	MGMT 310 V84: Management of Organizations *	UG	online	3.8
	MGMT 470 V84: Human Resources Management*	UG	online	3.7
	MGMT 537 V84: Human Resources Management*	MBA	online	3.9
Fall 2019	MGMT 310 001: Management of Organizations	UG	in person	4.0
	MGMT 310 V84: Management of Organizations *	UG	online	4.0
	MGMT 370 001: Human Resources Management	UG	in person	3.9
	MGMT 370 V84: Human Resources Management*	UG	online	4.0
	MGMT 537 V84: Human Resources Management*	MBA	online	4.0
Winter 2019-20	MGMT 310 002: Management of Organizations	UG	in person	3.9
	MGMT 540 V84: Principled Business Leadership*	MBA	online	4.0
	MGMT 540 084: Principled Business Leadership*	MBA	online	4.0
Spring 2020	MGMT 310 V84: Management of Organizations *	UG	online	3.9
	MGMT 310 V84: Management of Organizations *	UG	online	3.9
	MGMT 537 V84: Human Resources Management*	MBA	online	3.9
	MGMT 602 001: Research Methods II*	DBA	online	4.0
Fall 2020	MGMT 310 001: Management of Organizations	UG	Hybrid	3.9
	MGMT 370 001: Human Resources Management	UG	in person	4.0
	MGMT 370 V84: Human Resources Management*	UG	online	4.0
	MGMT 537 V84: Human Resources Management*	MBA	online	4.0
Winter 2020-21	BUSN 401C 001: Workplace Training, Development, and Coaching	UG	in person	4.0
	MGMT 540 V84: Principled Business Leadership*	MBA	online	4.0
	MGMT 540 084: Principled Business Leadership*	MBA	online	4.0
Spring 2021	MGMT 310 001: Management of Organizations	UG	hybrid	3.8
Fall 2021	MGMT 310 001: Management of Organizations	UG	in person	4.0
	MGMT 537 V84: Human Resources Management	MBA	online	3.9

Winter 2021-22	MGMT 461 001: Workplace Training, Development, and Coaching	UG	in person	4.0
Spring 2022	MGMT 370 V84: Human Resources Management	UG	online	3.9
Fall 2022	MGMT 310 001: Management of Organizations	UG	in person	4.0
	MGMT 537 084: Human Resources Management	MBA	online	4.0
	MGMT 537 V84: Human Resources Management*	MBA	online	3.5
Winter 2022-23	MGMT 461 001: Workplace Training, Development, and Coaching	UG	in person	4.0
Spring 2023	MGMT 370 V84: Human Resources Management	UG	online	Not yet evaluated

2. Statement of Beliefs Concerning the Importance of Teaching, Research, and Community/University Service to the Overall Mission of the University

In my discipline of Management, my goal is to improve people's quality of work life. Jobs are a substantial part of many people's lives, and the experiences they have at work have a profound influence on their overall financial, social, emotional, and physical well-being. I am able to pursue this passion as a professor through student education, impactful research, and service in a way that aligns with the University's mission.

I embrace Louisiana Tech's mission to provide education and development that are challenging, yet safe and supportive in my teaching. In my courses, I seek to equip students with the skills to navigate work as an employee, a manager, or an entrepreneur and improve the workplaces they inhabit. In my undergraduate classes, this means introducing activities that allow students to explore underlying concepts like communication, motivation, decision making, and problem solving in their own lives, then apply them to management problems. Most of my MBA students are currently working, and between sharing my own current industry experience from my outreach, and through discussions and assignments of current issues, they are able to build both conceptual and practical skills for the workplace.

My teaching focuses on currency, accessibility, and inclusion as a means to foster student engagement and learning. I've done this by continuing to improve my own knowledge and skills in instruction. Pre-pandemic, I had already begun implementing things like flipping the classroom and Team-Based Learning to increase engagement. In the past few years, I have adopted new technology in teaching (e.g., Flipgrid, Kahoot, Moodle discussion boards) to help students learn in different ways, which supports Tech's mission to integrate technology into learning. Since COVID-19, I've taken advantage of the excellent training for online course delivery offered by the ULS and Tech, and this has improved my ability to engage with asynchronous online students in our MBA program as it has grown. I also contributed to updating our Human Resources Concentration by benchmarking other similar curricula and developing a new course—MGMT 461: Workplace Training, Development, and Coaching. As organizations have increasingly invested in workforce development, this course is aimed at preparing students to support organizational efforts to increase human capital. In my own development to advance my teaching skills, I obtained three certifications in the past five

years: the Senior Professional in Human Resources, the Society for Human Resources Senior Certified Professional credential, and an accredited Executive Business Coaching certificate.

In 2021, I began teaching without a required textbook purchase in all of my classes. This shift supports both my personal teaching philosophy and the mission of the university. First, with the rapid changes in my fields of management, human resources, and leadership (e.g., the Great Resignation, remote work, increased unionization, etc), textbooks just couldn't keep up with what students needed to know. Teaching more current information means that I instead use high quality open access textbooks with fundamental information, coupled with up-to-date online resources that I curate to provide a foundation for student learning. By collecting or creating all free materials, I've increased the accessibility and inclusivity of my classes by reducing the financial hurdles. As a college student, I survived on Pell grants, scholarships, and part-time work, and I recognize that a primary reason students drop out of college is financial hardship.

I've also enjoyed engagement outside of my discipline. For four years, I've given a talk in the capstone Graphic Design class on starting a business as a creative professional. In 2019, I helped judge freshman engineering projects by bringing a business viewpoint. I have volunteered as a guest speaker for Tech's Beta Alpha Psi chapter Certified Professional Accounting annual continuing education event for four years. In fall of 2022, I joined other faculty across campus in an Academic Leaders program, and we continue to meet monthly to support the new Executive Director for Presidential Leadership Initiatives and collaborate to provide educational excellence.

Our Doctor of Business Administration degree is a crucial part of Louisiana Tech's expanding commitment to graduate education. I have been active in our doctoral program, collaborating with my departmental colleagues to create and grade statistical qualifiers and comprehensive exams. I also teach a large, interdisciplinary doctoral seminar in Research Methods that serves all areas of the College of Business and students in other colleges. This year, I developed and distributed a performance a DBA student evaluation to increase development feedback for our students. In the past five years, I chaired four doctoral dissertations. This is double that number that I would normally take, but in the midst of the pandemic and in the spirit of collegiality, I chose to ease the burden of my colleagues who were more negatively affected by the pandemic. For me, doctoral education and research are intertwined, as I prioritize mentoring as part of the research process. In the past five years, I have co-authored refereed journal articles or presentations with 13 different doctoral current or former doctoral students.

I'm proud that my research supports our university's desire to produce nationally-recognized impactful scholarship. The number and quality of my publications have helped contribute to our AACSB-International reaccreditation. Additionally, my body of research is some of the most highly cited of professors at Louisiana Tech, with over 7330 citations in my career and 4282 since 2018. My h-index is one of the highest in the College of Business (overall h-index = 20; overall i10 index = 25; 5 year h-index =16; 5 year i10 index = 19). In 2018, I was identified as being in the top 54 (6%) of most published authors in the 20-year history of *Organizational Research Methods*, the premier journal in

this subdiscipline. Additionally, I was one of only 4 women on this list, and since the calculation, I have published another article in this journal.

Successful teaching and research are supported through service efforts; we cannot provide an unparalleled educational experience without the behind-the-scenes work of serving on committees, engaging in assurance of learning, advising students, and serving as refereed reviewers. One of the areas of service that I believe contributes most meaningfully to our university mission is my role as vice chair of the Human Use Committee. I have served on this committee for over five years, and I am one of the most active expedited reviewers for the committee, which facilitates research across the university. This year, I worked with a student group in a Computer Information Systems class that developed specifications to build out an online human use committee submission form, which would benefit a large number of faculty and student researchers. I also perform service for my college beyond my committee assignments, including moderating panels for Diversity, Equity, and Inclusion and Women in Business events.

I am proud to represent Louisiana Tech University in my service in my community, where I use my management and leadership skills to promote economic development and support organizations. I have served for four years in an executive committee role on the board of directors for the Ruston Farmers Market and was integral in moving the market to online ordering with curbside pickup in spring of 2020. I chaired my church's pastoral search committee, resulting a new hire who doubled our church membership in less than three years. I have also performed outreach through consulting on human resources and leadership for nonprofit organizations, government, and business organizations in north Louisiana. This community involvement has helped me connect Tech graduates with organizations who hire locally and also contribute to Louisiana Tech's positive reputation in our region.

3. Selected List of Recent or Relevant Publications, Papers, Grants, and/or Presentations

I publish under my maiden name of Simmering; an asterisk () denotes a current or former student coauthor.*

Selected refereed journal articles:

- Miller, B. K. & **Simmering, M.J.** (2022). Attitudes towards the Color Blue: Development of a Marker Variable Scale. *Organizational Research Methods*. (2023 Impact factor: 8.247)
- Bozionelos, N. & **Simmering, M.J.** (2021). Methodological Threat or Myth? Evaluating the Current State of Evidence on Common Method Variance in HRM Research. *Human Resources Management Journal*. (2023 Impact factor: 5.667)
- *Lovett, D.M., *Bajaba, S., Lovett, M., & **Simmering, M.J.** (2018). Data Quality from Crowdsourced Surveys: A Qualitative Inquiry into Amazon's Mechanical Turk. *Applied Psychology: An International Review*, 67(2), 339-366. (2023 Impact factor: 5.414)
- *Liu, Y., Fuller, J.B., Hester, K., **Simmering, M.J.**, & Bennett, R.J. (2018). Linking Authentic Leadership to Subordinate Behaviors. *Leadership & Organizational Development Journal*, 39(2), 218-233. (Impact factor: 3.923, 2023)

Selected book chapters:

Simmering, M.J., Sturman, M. C., Corcoran, R. J. (2023). Communicating Survey Research to Practitioners. *The Sage Handbook of Survey Development*.

*Atinc, G. & **Simmering, M.J.** (2021). Control Variables. *Oxford Research Encyclopedia of Business and Management*.

Richardson, H.A., & **Simmering, M.J.** (2020). Missing Data in Research. *Oxford Research Encyclopedia of Business and Management*.

Selected presentations:

*Fournet, A.C., & **Simmering, M.J.** (2022). Coaching Isn't Just for Little League Anymore: A Theory of Coachability, Academy of Management annual meeting, Seattle, WA.

Simmering, M.J., *Ragland, E., & *Bajaba, A. (2022). A Tutorial to Address Method Variance throughout the Research Process, Southern Management Association annual meeting, Little Rock, AR.

*Ragland, E., & **Simmering, M.J.** (2021). Buying Attentiveness: Exploring MTurk Compensation, Motivation, and Insufficient Effort Responding, Southern Management Association annual meeting, New Orleans, LA.

4. Selected List of Relevant Community and/or University Service Activities

Service to University and College

Undergraduate Policies and Assessment Committee (2016 – 2021)

Graduate Policies and Assessment Committee (2021 – present)

Human Use Committee (2017 – present)

Management Department Search Committee Chair (2021-2022)

Panel moderator: COB Diversity, Equity, and Inclusion (2019 & 20) and Women in Business (2019) programs

Top Dawg Competition advisor (2022)

Doggone Good Idea Pitch judge (2021)

Faculty Advisor, Women in Business (2022 – present)

COB Advisory Board (2015 – 2018)

Service to the Profession and Community

Editorial board member, *Journal of Organizational Behavior*

External tenure reviewer

Louisiana Tech School of Banking presenter

NELA SHRM Presenter

Conference speaker, Metro Aviation

Executive committee member, North Louisiana Farm Fresh

Beta Alpha Psi continuing education instructor

Awards

College of Business Innovative Teaching Award (2021)

College of Business Research Award (2022)