

University Senate Chair Award Nomination Packet

Marcia Simmering Dickerson, Ph.D.

Francis R. Mangham Endowed Professor of Management, College of Business

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1. List of Courses Taught and Overall Evaluation

Quarter	Class (* denotes overload; † denotes overload without pay)	Level	Format	Evaluation Score (out of 4.0)
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, & 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, & 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, & Coaching	UG	in person	4.0
Spring 2023	MGMT 370 V84: Human Resources Management	UG	online	3.9
Fall 2023	MGMT 537 Q84: Human Resources Management †	MBA	online	4.0
	MGMT 537 V84: Human Resources Management	MBA	online	3.6
Winter 2023-24	MGMT 461 001: Workplace Training, Development, & Coaching	UG	in person	Not yet available
	MGMT 540 Q84: Principled Business Leadership †	MBA	online	Not yet available
	MGMT 540 V84: Principled Business Leadership	MBA	online	Not yet available
Spring 2024	MGMT 602: Research Methods II	DBA	in person	In progress

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. I was delighted to be asked to be a guest on the University's *Beyond 1894* podcast in January 2024 to share my thoughts on the importance of developing and supporting high quality managers. It's not an exaggeration to say that the quality of one's job, much of which depends on managers, can influence a person's overall financial, social, emotional, and physical well-being. Below I detail how I pursue my passion for my discipline as a professor through student education, impactful research, and service in a way that aligns with the University's mission.

In my teaching, I express Louisiana Tech's mission to provide education and development in a rigorous, yet safe and supportive environment. My goal isn't to churn out cookie-cutter business people; rather, I seek to equip students to navigate work as an important, but not complete part of their lives. Our students may become employees, managers, entrepreneurs, and business owners, and the skills that they develop in my classes will help them in all of these. In my undergraduate classes, I've developed activities that allow students to explore underlying concepts such as motivation, decision making, communication, 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 addressing current issues, they are able to build both conceptual and practical skills for the workplace. In my recent MBA class on Leadership, I led the students through a comprehensive self-evaluation of their own leadership skills and behaviors.

In all of my classes, I prioritize currency, accessibility, and inclusion as a way to foster student engagement and learning. I've pursued my own development as an instructor for many years, implementing practices such as flipping the classroom, Team-Based Learning, micro-learning, and service learning. I utilize technology (such as Flipgrid, Kahoot, and Canvas features) to meet students where they are in their learning and support Tech's mission to integrate technology into learning. I have taken advantage of the excellent training for online course delivery offered by the ULS and Tech. I redesigned both my MGMT 537 and 540 classes to conform to best practices, which also supports the asynchronous learning needs of our MBA students. One of the comments I received from my fall 2023 MBA class was: "Dr. Dickerson's course is very organized and guides students to the required learning objectives. It is clear Dr. Dickerson cares about student learning and spends a significant amount of time preparing course materials so they are meaningful to students." I created a new course (MGMT 461: Workplace Training, Development, and Coaching) for our Human Resources Management major after benchmarking peer and aspirant school curricula. As a means to stay current in my field of human resources, 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 stopped requiring the purchase of a textbook in all of my classes for two reasons that support the university's mission—high quality current content and financial inclusivity. First, the field of management is changing more rapidly than published textbook can capture. Students need to know information such as new personnel laws (e.g., the

Pregnant Workers Fairness Act, new overtime pay rules), trends (e.g., The Great Resignation, increased unionization), or best practices (e.g., transparent management, hybrid work) now, and not on a textbook publishing schedule. By curating resources from open source textbooks, content from organizations such as the Society for Human Resource Management, and articles from sources such as *Harvard Business Review*, I can provide the most current information. Second, with financial hardship being a primary reason students don't finish college, collecting or creating free readings levels the playing field and improves inclusivity. My college education was funded by scholarships, Pell grants, and part-time work. I recognize that the cost of a single textbook can make a difference to a student.

In my 20 years at Louisiana Tech, I have made many connections across campus and in the community. This has allowed me to be a part of engaging with others outside of my discipline and college. In the past five years, I've done the following:

- Presented on starting a business as a creative professional in the capstone Graphic Design course (2019 - 22)
- Guest lectured on survey design in an Industrial Engineering class (2024)
- Judged freshman Engineering projects (2019)
- Presented in Tech's Beta Alpha Psi chapter Certified Professional Accounting continuing education event (2019 – 23)
- Taught in the Louisiana Tech School of Banking (2022-24)
- Participated in the Academic Leaders Program (2022-23)

As the University is moving towards the goal of Carnegie Research I status, I am hopeful that my participation in our Doctor of Business Administration degree (now PhD) will play a crucial role. In the prior 5 years, I have chaired 4 dissertations, which is double the typical load, but undertaken as an act of collegiality in the midst of the COVID-19 pandemic. I have also collaborated with my departmental colleagues to create and grade statistical qualifiers and comprehensive exams. I approach doctoral education and research as intertwined, as I prioritize mentoring as part of the research process. In the past five years (and throughout my career), more than 50% of my publications and presentations have a current or former Tech doctoral student author.

Business research quality is measured primarily by journal status (including impact factor) and number of citations. Grants and patents are not typical in business disciplines. I'm proud that the research I have done supports our university's mission 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. I appear as the 4th on Google Scholar's list of Louisiana Tech's researchers, with over 8623 citations in my career and 4996 since 2019.

Louisiana Tech's goal to provide an unparalleled educational experience cannot be met unless everyone contributes to service. Tasks such as collecting assurance of learning data, serving as a friendly reviewer for colleagues, and doing important committee work are often unseen, but crucial. Three current service assignments of mine have allowed me to use my time and skills in a way that benefits the entire university committee. First, I joined University Senate on the Executive Committee in Fall 2023. This was a critical time, as we learned that we would be hiring a new

university President. I worked with a subcommittee to develop, launch, analyze, and distribute findings from a faculty and staff engagement survey. I met with the President and his executive leadership team to share findings of this survey. I was recently elected Vice President of University Senate, to begin Fall 2024. I am eager to continue to advocate for policies and procedures that support faculty and staff in pursuit of our university mission. Second, I currently serve as the Vice Chair of the Human Use Committee. In addition to regularly reviewing data collection requests, I have worked with a student group from Computer Information Systems and two graduate students hired by Dr. Dua to develop an online application and approval system for institutional review of human subjects protection. Finally, although our work is not done, I have been on the task force to revise the student evaluations of faculty teaching that has a goal to adopt a reliable and valid instrument that can be used as just one criterion for judging faculty teaching performance.

I have been able to represent Louisiana Tech University through service to the community, where I use management and leadership skills to promote economic development and support organizations. I served as an executive committee member of the board of North Louisiana Farm Fresh (which operates the Ruston Farmers Market) for four years, and I played a primary role in moving the market to online ordering and curbside pick-up during the 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*. (2024 Journal Impact Factor: 9.5)
- Bozionelos, N. & **Simmering, M.J.** (2021). Methodological Threat or Myth? Evaluating the Current State of Evidence on Common Method Variance in HRM Research. *Human Resource Management Journal*. (2024 Journal 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. (2024 Journal 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. (2024 Journal Impact Factor: 3.923)

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:

Simmering, M.J., *Ragland, E., & *Bajaba, A. (2023). Reducing the Influence of Method Variance throughout the Research Process. Professional Development Workshop. Southern Management Association annual meeting, St. Pete Beach, FL.

Miller, B.K., **Simmering, M.J.**, & *Ragland, E. (2023). Swiss Army Knife of Marker Variables: Attitude toward the Color Blue. Southern Management Association Meeting annual meeting, St. Pete Beach, FL.

*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.

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

Service to University and College

- University Senate (2023- present)
- Student Evaluations of Faculty Task Force (2023- present)
- COB Graduate Policies and Assessment Committee (2021 – present)
- COB Undergraduate Policies and Assessment Committee (2016 – 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)

Service to the Profession and Community

- Editorial board member, *Journal of Organizational Behavior*
- External tenure reviewer
- Louisiana Tech School of Banking Presenter (2022 – present)
- Conference speaker, Metro Aviation, Shreveport, LA (2023)
- Executive committee member, North Louisiana Farm Fresh/Ruston Farmers Market (2019 - 2023)
- Beta Alpha Psi continuing education instructor (2019-present)

Awards

- College of Business Innovative Teaching Award (2021)
- College of Business Research Award (2022)