
Milorad Novicevic, Ph.D.

Associate Professor of Management

Department of Management
School of Business Administration
The University of Mississippi
University, MS 38677

mnovicevic@bus.olemiss.edu

Academic Background

Ph.D. University of Oklahoma, Norman, OK, 2001
M.B.A. Metropolitan State University, St Paul, MN, 1995
BSEE University of Belgrade, Belgrade, Yugoslavia, 1978

Work Experience

Academic Experience

Associate Professor of Management, University of Mississippi, School of Business (2007 - Now).
Assistant Professor of Management, University of Wisconsin, LaCrosse (2000 - 2003).
Teaching/Research Assistant (Management), University of Oklahoma (1997 - 2000).

Non-Academic Experience

National

Vice President, MTC (1991 - 1997).
Director International Market Development, Centroexport (1990 - 1991).
Marketing Director, CAPPs (1983 - 1990).
Regional Marketing Supervisor, Brown & Williamson-Europe (1981 - 1983).
Joint Venture Research Coordinator, Institute for Planning and Management Systems (1978 - 1981).

Teaching

Courses Taught

Concept Integration and Application, Global Business, Global Business Strategy, International Business, International Business Management, Management of Strategic Planning, Organization Theory, Principles of Management, Seminar in Human Resource Management, Special Topics in Business, Theoretical Foundations of Management

Teaching Honors and Awards

Award

2006: Frist Teaching Award Nominee University of Mississippi.

Honor

2006: Frist Teaching Award Nominee University of Mississippi.

Research/Intellectual Contributions:

Refereed Articles

Michael, H., Buckley, M., Moller, M., Richey, G., & Novicevic, M. M. (in press, 2011). Aligning Global Managers' Expectations/Capabilities during Global Assignments. *Journal of Applied Social Psychology*.

Bing, M., Davison, K., Vitell, S., Ammeter, A., Garner, B., Milorad Novicevic, (in press, 2011). An experimental investigation of an interactive model of academic cheating among business school students. *Academy of Management Learning and Education*.

Novicevic, M. M., Buckley, M. Ronald, Duke, A., Breland, J., Holmes, E., Mark Bing, (in press, 2011). Customers Co-creating value with the firm: Implications for IHRM. *International Journal of Human Resource Management*.

Novicevic, M., Humphreys, J., Buckley, M. R. , Cagle, C., & Roberts, F. (in press, 2011). Effective Leadership Found in Unexpected Places: A Sociohistorical Analysis of the Red Tops Dance Orchestra. *Business Horizons*.

Valcea, S., Hamdani, M. R., Buckley, M. R. , & Novicevic, M. M. (in press, 2011). Exploring the developmental potential of leader-follower interactions: A constructive-developmental perspective. *Leadership Quarterly*.

Bing, M., Klumper, D., Davison, K., Taylor, S., & Novicevic, M. (in press, 2011). It Ain't the Things You Don't Know That Hurt You. It's the Things You 'Claim' to Know That Just Ain't So: Overclaiming as a Measure of Faking. *Organizational Behavior and Human Decision Processes*.

Evans, R. & Novicevic, M. M. (in press, 2011). Legitimacy of HRM Practices: Managerial Perceptions of Economic and Normative Value'. *Journal of Applied Management and Entrepreneurship*, 15 (4).

Humphreys, J., Paine, S., Novicevic, M., Clayton, R., & Gibson, J. (2011). Lillian McMurry of Trumpet Records: Integrity and Authenticity in the Charismatic Constructive Narcissist. *Journal of Leadership and Organizational Studies*, 18 (1), 40-55.

Novicevic, M., Williams, L., Abraham, R., Gibson, M., Smothers, J., Aleta Crowford, (in press, 2011). Principles of outstanding leadership: Dale Carnegie's folk epistemology. *Journal of Applied Management and Entrepreneurship*.

Jones, N., Novicevic, M., Hayek, M., & Humphreys, J. (in press, 2011). The First Documents of Emancipated African American Management: The Letters of Benjamin Montgomery (1865-1870. *Journal of Management History*.

Bing, M., Minor, H., Davison, K., Novicevic, M., & Frink, D. (in press, 2011). The Prediction of Task and Contextual Performance by Political Skill: A Meta-Analysis and Moderator Test. *Journal of Vocational Behavior*.

Humphreys, J., Williams, W., Clayton, R., & Novicevic, M. M. (in press, 2011). Towards the augmenting role of authenticity: Xenophon as leadership theorist. *Management & Organizational History*.

Smothers, J., Hayek, M., Bynum, L., Novicevic, M. M. , & Buckley, M. R. (in press, 2010). Alfred D. Chandler, Jr.: Historical Impact and Historical Scope of His Works. *Journal of Management History*.

Novicevic, M., Humphreys, J., & Zhao, D. (2010). An ideological shift in Chandler's research assumptions: From American exceptionalism to transnational history. *Journal of Management History*, 15 (3), 299-312.

Novicevic, M., Clayton, R., & Williams, W. (in press, 2010). Barnard's Model of Decision Making: A Historical Predecessor of Image Theory. *Journal of Management History*.

Novicevic, M. M., Hayek, M., Buckley, M. Ronald, & Humphreys, J. (in press, 2010). Chandler and Technological determinism in the histories of management. *Journal of Applied Management and Entrepreneurship*, 14 (4), 3-13.

Hayek, M., Novicevic, M. M., Humphreys, J., & Jones, N. (in press, 2010). Ending the denial of slavery in management history: Paternalistic leadership of Joseph Emory Davis. *Journal of Management History*, 16 (3), 367-379.

Novicevic, M. M., Hayek, M., Bynum, L., & Fang, T. (in press, 2010). Integrating Barnard's and Contemporary Views of Industrial Relations and HRM. *Journal of Management History*, 17 (1), 126-138.

Martin, J. & Novicevic, M. M. (2010). Social Entrepreneurship in Poverty Stricken Kenya. *International Journal of Intercultural Relations*, 34 (5), 482-492.

Novicevic, M. M., Hayek, M., Buckley, M. Ronald, & Humphreys, J. (2010). Was the hand of management visible in the ante-bellum plantations? The examination of Chandler's hypothesis. *Journal of Applied Management and Entrepreneurship*, 15 (1), 84-95.

Abraham, R., Gibson, M., Novicevic, M., & Robinson, R. (2009). Biographical analysis of outstanding management historians: Wren and Bedeian,. *Journal of Management History*, 15 (1), 9-19.

Novicevic, M. M., Buckley, M. Ronald, Clayton, R., Moeller, M., & Williams, W. (2009). Commemorating Chandler through the lens of his revisionists. *Journal of Management History*, 15 (3), 313-322.

Bing, M., Davison, K., Ammeter, T., Garner, B., & Novicevic, M. (in press, 2009). Employees' relation with their organization: The multidimensionality of equity sensitivity construct. *International Journal of Management*.

Harvey, M., Novicevic, M. M., & Breland, J. (2009). Global dual-career exploration and the role of hope and curiosity during the process. *Journal of Managerial Psychology*, 24 (2), 178-197.

Robinson, R., Franklin, G., & Novicevic, M. (2009). Post-tenure review and just cause termination: A legalistic examination. *Public Personnel Management*, 22 (1), 123-135.

Vitell, S., Bing, M., Davison, K., Ammeter, T., Garner, B., Milorad M. Novicevic, (in press, 2009). Religiosity and moral identity: The mediating role of self-control. *Journal of Business Ethics*.

Fang, T., Zikic, J., & Novicevic, M. (in press, 2009). Stock and flow of immigrant career capital. *International Journal of Manpower*.

Novicevic, M., Ghosh, K., Clement, D., & Robinson, R. (2008). A missing scroll of the functions of the executive: Barnard on status

- systems in organizations. *Journal of Management History*, 14 (4), 373-385.
- Evans, M., Novicevic, M., Martin, J., & Dorn, F. (2008). CEO Blogs: Credibility issues. *International Journal of Learning and Intellectual Capital*, 7 (2), 161-177.
- Novicevic, M., Heames, J. T., Paolillo, J. A. G., & Buckley, M. R. (in press, 2008). Executive development: Lessons learned from Barnard. *Leadership Quarterly*.
- Duke, A. & Novicevic, M. (2008). Historical Foundations of Social Effectiveness? Dale Carnegie's Principles. *Social Influence*, 3 (2), 132-142.
- Novicevic, M. M., Buckley, M., Harvey, M., & Fung, H. (2008). Social Comparison in Ethical Decision Making. *Journal of Applied Social Psychology*, 38 (4), 1061-1091.
- Novicevic, M. & Kastantin, J. (2008). Teaching to the choir (Pedagogical Note). *Accounting Education: An International Journal*, 17 (2), 209-212.
- Novicevic, M., Harvey, M., Buckley, M., & Adams, G. (2008). The Use of Historicism in Claims for Future Research Directions in Strategic Management. *Journal of Management History*, 14 (4), 334-347.
- Novicevic, M. M., Harvey, M., Buckley, M., Wren, D., & Pena, L. (2007). Communities of creative practice: Follett's original conceptualization. *International Journal of Public Administration*, 30 (4), 367-385.
- Harvey, M., Novicevic, M. M., Zikic, J., & Ready, K. (2007). How to manage multiple faculty identifications during change. *Multicultural Education & Technology Journal*, 1 (4), 259-270.
- Novicevic, M., Burrows, A., & Kastantin, J. (2007). In Spritzer we thrust (poem). *Critical Perspectives on Accounting*, 18 (2), 189-190.
- Evans, W. R., Davis, W., & Novicevic, M. M. (2007). Resource-Based Foundations of SHRM: A Re-examination. *International Journal of Learning and Intellectual Capital*, 4 (1/2), 75-91.
- Ready, K., Novicevic, M. M., Elfessi, A., & Kuffel, T. (2007). Students Acquisition of General Business Competences. *Journal of College Teaching & Learning*, 4 (3), 1-9.
- Harvey, M., Novicevic, M., Leonard, N., & Payne, D. (2007). The role of curiosity in global managers' decision making. *Journal of Leadership and Organizational Studies*, 13 (3), 43-58.
- Buckley, M. R., Harvey, M., & Novicevic, M. (in press, 2007). The role of realistic job previews in expectation lowering procedures for expatriate assignments. *Journal of Diversity Management*, 2 (3), 13-22.
- Novicevic, M., Buckley, M. R., Hawley, D., & Garner, B. (2007). University getting virtual: How to avoid the optimizer's curse. *International Journal of Management Education*, 1 (3), 251-265.
- Harvey, M., Buckley, M. R., & Novicevic, M. (2006). Addressing ethical issues in inpatriation of healthcare professionals. *Journal of Applied Management and Entrepreneurship*.
- Novicevic, M., Harvey, M., Buckley, M., Brown, J., & Evans, R. (2006). Authentic Leadership: A historical perspective. *Journal of Leadership and Organizational Studies*, 13 (1), 64-76.
- Novicevic, M., Sloan, H., Duke, A., Holmes, E., & Breland, J. (2006). Customer Relationship Management: Barnard's Foundations. *Journal of Management History*, 13 (3), 306-318.
- Harvey, M., Novicevic, M., Sigerstad, T., Kuffel, T., & Keaton, P. (2006). Faculty Role Categories: A Dean's Management Challenge. *Journal of Education for Business*, 81 (4), 230-236.
- Buckley, M., Harvey, M., & Novicevic, M. (2006). Leadership, Organizations, and the Environment: Applying Population Ecology Models to Understand a Leader's Influence on Organizational Performance. *International Journal of Strategic Change Management*, 1 (1/2), 61-72.
- Harvey, M., Novicevic, M., Ready, K., Kuffel, T., & Duke, A. (2006). Managing Change in Business Schools. *Journal of Education for Business*, 81 (3), 160-164.
- Novicevic, M., Evans, M., Paolillo, J. G., & Buckley, M. R. (2006). Positive coping strategies: Linking historical and contemporary views. *Journal of Applied Management and Entrepreneurship*, 11 (4), 65-80.
- Zikic, J., Novicevic, M., Harvey, M., & Breland, J. (2006). Post Assignment Career Exploration: A Path to Career Growth upon Repatriation. *Career Development International*, 11 (7), 633-649.
- Harvey, M., Novicevic, M., Buckley, M., & Fung, H. (2006). Reducing Managers Liability of Foreignness' by Addressing Stigmatization and Stereotype Threats. *Journal of World Business*, 40 (3).
- Halbesleben, J., Buckley, M., Harvey, M., & Novicevic, M. (2006). The Role of Social Comparison in Promoting Ethical Corporate Behavior. *Journal of the NAMS*, 1 (1).
- Harvey, M. & Novicevic, M. (2006). The world is flat: Perfect storm for global business? . *Organizational Dynamics*, 35 (3), 207-219.
- Novicevic, M., Davis, W., Dorn, F., Buckley, M., & Brown, J. (2005). Barnard on Conflicting Responsibilities of Executives: Implications for Authentic Leadership. *Management Decision*, 43 (10), 1396-1409.
- Burrows, A. & Novicevic, M. (2005). Born again accountants (poem). *Accounting, Auditing and Accountability Journal*, 18 (2), 299-300.

- Harvey, M., Novicevic, M., & Garrison, G. (2005). Global Virtual Teams: A Human Resource Capital Architecture. *International Journal of Human Resource Management*, 16 (9).
- Burrowes, A. & Novicevic, M. (2005). Introspections of a post-Andersen Auditor (poem). *Managerial Auditing Journal*, 20 (5).
- Burrowes, A. & Novicevic, M. (2005). New Managerial Self Awareness (poem). *Managerial Finance*, 31 (11).
- Burrowes, A., Kastantin, J., & Novicevic, M. (2005). Pedagogical Note for Ethics of Instruction. *Accounting Education: An International Journal*, 14 (3), 339-340.
- Harvey, M. & Novicevic, M. (2005). The Challenges Associated with the Capitalization of Managerial Skills. *International Journal of Human Resource Management*, 16 (8).
- Novicevic, M., Kastantin, J., & Burrowes, A. (2004). A critical commentary to our academic selves (poem). *Critical Perspectives on Accounting*, 15 (1), 04.
- Harvey, M., Novicevic, M., & Garrison, G. (2004). Challenges to staffing global vistual teams. *Human Resource Management Review*, 14 (3).
- Buckley, M., Novicevic, M., Halbesleben, J., & Harvey, M. (2004). Course Expectations and students' expectations: Theory based considerations. *International Journal of Educational Management*.
- Buckley, M., Novicevic, M., Halbesleben, J., & Harvey, M. (2004). Course Management and Student Expectations: Theory-Based Considerations. *International Journal of Educational Management*, 18 (2).
- Novicevic, M. & Harvey, M. (2004). Export-import relationships in a global corporation: Relational contracting analysis of subsidiary behavior. *International Marketing Review*, 21, 4-5.
- Harvey, M., Fung, H., Novicevic, M., & Heames, J. (2004). Identification of entrepreneurs and intrapreneurs: A cognitive framework. *Review of Business Research*, 2, 1.
- Harvey, M., Hartnell, C., & Novicevic, M. (2004). Inpatriation of foreign healthcare workers: A potential remedy for the chronic shortage of professional staff. *International Journal of Intercultural Relations*, 28, 3.
- Novicevic, M., Harvey, M., Bond, E., & Autrry, C. (2004). Marketing planning and intelligence via a SWOT framework: A formal synthesis. *Marketing Planning and Intelligence*, 22, 2.
- Novicevic, M. & Harvey, M. (2004). Staffing architecture for expatriate assignments to support subsidiary cooperation. *Thunderbird International Business Review*, 46 (6).
- Harvey, M. & Novicevic, M. (2004). Strategic global human resource management its role in global networks. *Research and Practice in Human Resource Management*, 11, 1.
- Harvey, M., Novicevic, M., Buckley, M., & Halbesleben, J. (2004). The Abilene Paradox after thirty-years: A global perspective. *Organizational Dynamics*, 33, 2.
- Harvey, M. & Novicevic, M. (2004). The development of political skill and political capital by global leaders through global assignments. *International Journal of Human Resource Management*, 15, 7.
- Ready, K., Novicevic, M., Kuffel, T., & Stapleton, A. (2004). The motorcoach industry: Strategies for competing post 9/11. *Business Horizons*, 47, 2.
- Novicevic, M. & Harvey, M. (2004). The political role of corporate human resource management in strategic global leadership development. *Leadership Quarterly*, 15 (4).
- Burrowes, A., Kastantin, J., & Novicevic, M. (2004). The Sarbanes-Oxley Act as a hologram of post-Enron disclosure: A critical realist commentary. *Critical Perspectives on Accounting*, 15 (6-7), 797-805.
- Novicevic, M. & Burrowes, A. (2004). Third eye critical (poem). *Critical Perspectives on Accounting*, 15 (6-7), 884.
- Novicevic, M., Pena, L., Wolf, R., Colclough, W., & Finch, J. (2003). Effective team-teaching for a cross-disiplinary MBA course. *International Journal of Management Education*.
- Harvey, M., Novicevic, M., Hench, T., & Myers, M. (2003). Global account management: A supply-side view. *Industrial Marketing Management*, 32, 7.
- Ready, K., Stapleton, A., Novicevic, M., & Kuffel, T. (2003). Industry-wide response to terror: A political economy analysis of the owner/operator sector of the U.S. motorcoach industry Post 9-11. *Journal of Transportation Management*.
- Novicevic, M., Harvey, M., Buckley, M., & Keaton, P. (2003). Latent impediments to quality: Collaborative teaching and faculty goal conflict. *Quality Assurance in Education*.
- Novicevic, M., Buckley, M., Harvey, M., Halbesleben, J., & Des Rosiers, S. (2003). Socializing Ethical Behavior of Foreign Employees in Multinational Corporations. *Business Ethics: A European Review*, 12 (3).
- Harvey, M. & Kiessling, T. (2003). Staffing marketing positions during global hypercompetiveness: A market-based perspective. *International Journal of Human Resource Management*, 14, 2.
- Harvey, M. & Novicevic, M. (2003). Strategic global human resource management its role in global networks. *Research and Practice in Human Resource Management*, 11, 1.

Halbesleben, J., Novicevic, M., Harvey, M., & Buckley, M. (2003). The influence of temporal complexity in the global leadership of creativity and innovation: A competency-based model. *Leadership Quarterly*, 14, 4-5.

Harvey, M., Novicevic, M., Buckley, M., & Elfessi, A. (2002). Developing a Timescape-base Framework for an Online Education Strategy. *International Journal of Educational Management*, 16 (1).

harvey, M., Novicevic, M., & Kiessling, T. (2002). Development of multiple IQ maps to be used in the selection of inpatriate managers: A practical theory. *International Journal of Intercultural Relations*, 26, 5.

Novicevic, M., Harvey, M., Pati, N., Kuffel, T., & Hensch, T. (2002). 'Intangible/Intellectual Resources Curse': Symptoms and Cures. *Journal of Intellectual Capital*, 3 (4).

Harvey, M., Myers, M., & Novicevic, M. (2002). Managerial issues associated with global account management. *Thunderbird International Business Review*, 44, 5.

Novicevic, M., Hensch, T., & Wren, D. (2002). Playing by ear...in an incessant din of reason: Chester Barnard and the history of intuition in management thought. *Management Decision*, 40, 10.

Buckley, M., Wheeler, A., Mendoza, J., Carraher, S., Novicevic, M., D. Beau, (2002). Realistic job preview and expectations lowering procedure: A field study. *Journal of Vocational Behavior*.

Harvey, M. & Novicevic, M. (2002). Selecting appropriate marketing managers to effectively control global channels of distribution. *International Marketing Review*, 19, 5.

Harvey, M., Novicevic, M., Tihanyi, L., & Dabic, M. (2002). Technology Transfers to Central and Eastern Europe: Developing an Adequate Due Diligence Format. *Journal of East-West Business*, 8 (2).

Harvey, M. & Novicevic, M. (2002). The coordination of strategic initiatives within global organizations: The role of global teams. *International Journal of Human Resource Management*, 13, 4.

Harvey, M. & Novicevic, M. (2002). The development of political skill and political capital by global assignments. *International Journal of Human Resource Management*, 15, 7.

Harvey, M., Novicevic, M., & Speier, C. (2002). The evolution of strategic human resource systems and their application in a foreign subsidiary context. *Asia-Pacific Journal of Human Resource Management*, 40, 3.

Harvey, M. & Novicevic, M. (2002). The hypercompetitive global marketplace: The importance of intuition and creativity in expatriate managers. *Journal of World Business*, 37, 2.

Harvey, M., Myers, M. M., & Novicevic, M. (2002). The role of MNC's in balancing the human capital books between developed and African countries. *International Journal of Human Resource Management*, 13, 7.

Harvey, M. & Novicevic, M. (2002). The role of political competence in global assignments of expatriate managers. *Journal of International Management*, 8, 4.

Reis, D., Pena, L., & Novicevic, M. (2002). The widening quality gap: A historical perspective. *TQM Journal*, 13, 3.

Harvey, M., Novicevic, M., Buckley, M., & Ferris, G. (2001). A Historic Perspective on Organizational Ignorance. *Journal of Managerial Psychology*, 16 (5-6).

Harvey, M., Speier, C., & Novicevic, M. (2001). A Theory-Based Framework of Strategic Global Human Resource Staffing Policies and Practices. *International Journal of Human Resource Management*, 12 (6).

Novicevic, M. & Buckley, M. (2001). How to manage the emerging generational divide in the contemporary knowledge-rich workplace. *Performance Improvement Quarterly*, 14, 2.

Harvey, M., Novicevic, M., & Kiessling, T. (2001). Hypercompetition and the Future of Global Organizations in the 21st Century. *Thunderbird International Business Review*, 43 (5).

Buckley, M., Novicevic, M., Wiese, D., & Siggerstan, T. (2001). Managing different generations simultaneously: Issues and suggestions. *Review of Business*, 16, 3.

Harvey, M. & Novicevic, M. (2001). Selecting Expatriates for Increasingly More Complex Global Assignments. *Career Development International*, 6 (2).

Harvey, M., Speier, C., & Novicevic, M. (2001). Strategic Human Resource Staffing of Overseas Subsidiaries. *Research and Practice in Human Resource Management*, 9 (2).

Novicevic, M. & Harvey, M. (2001). The changing role of the corporate HR function in global organizations of the twenty-first century. *International Journal of Human Resource Management*, 12, 8.

Novicevic, M. & Harvey, M. (2001). The Corporate HR Function in Global Organizations of the 21st Century: New Venues of Influence. *International Journal of Human Resource Management*, 12 (8).

Harvey, M. & Novicevic, M. (2001). The Emergence of the Pluralism Construct and the Inpatriation Process. *International Journal of Human Resource Management*, 12 (3).

Harvey, M. & Novicevic, M. (2001). The Impact of Hypercompetitive Timescapes' on the Development of a Global Mindset. *Management Decision* (39), 6.

- Harvey, M., Novicevic, M., & Dabic, M. (2001). The Politics of Globalizing Expatriate Assignments. *Ekonomski Pregled* (52), 7-8.
- Harvey, M., Speier, C., & Novicevic, M. (2000). An Innovative Global Management Staffing System: A Competency-Based Perspective. *Human Resource Management*, 39 (4).
- Harvey, M., Griffith, D., & Novicevic, M. (2000). Development of Timescapes' to Effectively Manage Inter-organizational Communications. *European Management Journal*, 18 (6).
- Harvey, M. & Novicevic, M. (2000). Staffing Global Marketing Positions: What We Don't Know Can Make a Difference. *Journal of World Business*, 35 (1).
- Harvey, M., Speier, C., & Novicevic, M. (2000). Strategic Global Human Resource Management: The Role of Inpatriate Managers. *Human Resource Management Review*, 10 (2).
- Novicevic, M., Buckley, M., & Harvey, M. (2000). The Changing Role of Managers Within Supply Chain Networks: Theory and Practical Implications. *Mid-American Journal of Business*, 15 (2).
- Harvey, M. & Novicevic, M. (2000). The Influence of Inpatriation Practices on the Strategic Orientation of a Global Organization. *International Journal of Management*, 17 (3).
- Harvey, M., Speier, C., & Novicevic, M. (1999). Inpatriate Managers: How to Increase the Probability of Success. *Human Resource Management Review*, 9 (1).
- Harvey, M., Buckley, M., Novicevic, M., & Wiese, D. (1999). Mentoring Dual-Career Expatriates: A Sense-making and Sense-giving Social Support Process. *International Journal of Human Resource Management*, 10 (5).
- Harvey, M., Novicevic, M., & Speier, C. (1999). The Impact of Emerging Markets on Staffing the Global Organization. *Journal of International Management*, 5 (2).
- Harvey, M., Speier, C., & Novicevic, M. (1999). The Role of Inpatriation in a Globalization Strategy and Challenges Associated with the Inpatriation Process. *Human Resource Management* (22), 1.
- Harvey, M., Speier, C., & Novicevic, M. (1999). The role of inpatriation in global staffing. *International Journal of Human Resource Management*, 10, 3.
- Harvey, M. & Novicevic, M. (1999). The Trials and Tribulations of Addressing Global Organizational Ignorance. *European Management Journal*, 17 (4).
- Harvey, M., Cosier, R., & Novicevic, M. (1998). Conflict in family business; Make it work to your advantage. *Journal of Business & Entrepreneurship*, 10 (2).

Papers Under Review

- Ready, K., Novicevic, M., Elfessi, A., & Kuffel, T. (2008). "What Should Organizations Consider When Assessing Security?," Initial submission to *International Journal of Emergency Management*.
- Novicevic, M., Ammeter, A., Arnold, W., Bemby, T., Gentry, B., A. Sullivan, (2008). "Global knowledge networking: The case of Ericsson," Initial submission to *Journal of International Technology and Information Management*.
- Novicevic, M. & Zikic, J. (2008). "Theory of Shortening Global Assignments," Initial submission to *International Journal of Human Resource Management*.

Book Chapters

Refereed

- Harvey, M. & Novicevic, M. (2008). "Expatriate Political Capital", In P. Sparrow (Ed.) *Blackwell Handbook of International HRM*. Oxford, UK: Blackwell.
- Ready, K., Novicevic, M. M. , & Evans, M. (2008). "How HRIS Can Help Facilitate Sarbanes-Oxley (SOX) Compliance", In Teresa Torres-Coronas and Mario Arias-Oliva (Eds.) *Encyclopedia of HRIS: Challenges in electronic-HRM*. Hershey, PA.: IDEA Group Publishing.
- Nyberg, T., Buckley, M., Harvey, M., & Novicevic, M. (2007). "Socializing employees: Helping individuals develop appropriate expectations for their work and the organization, ", In Ronald Sims (Ed.) *Human Resources Management: Contemporary Issues, Challenges and Opportunities*.
- Harvey, M. G. & Novicevic, M. M. (2006). "Development of an efficient architecture for the inpatriation of managers", In Michael Morley, Noreen Heraty and David Collings (Eds.) *International Human Resource Management and International Assignments*. New York: Palgrave Macmillan ISBN 1-4039-4298-6.
- Harvey, M. & Novicevic, M. (2006). "From repatriation to 'patriation' in the evolution from MNEs to global organizations", In G. Stahl & I. Bjorkman (Eds.) *Handbook of Research in International Human Resource Management*. London: Edward Elgar Publishing.
- Harvey, M., Speier, C., & Novicevic, M. (2002). "The Role of Inpatriates in a Globalization Strategy and Challenges Associated with the Inpatriation Process", In G. Redding & B. Stening (Eds.) *Cross-Cultural Management*. Cheltenham Glos, United Kingdom: Edward Elgar.
- Harvey, M. & Novicevic, M. (2001). "Staffing Global Marketing Positions: What We Dont Know Can Make a Difference", Annual Editions: *International Business*. Guilford, CT: Dushkin/McGraw-Hill.

- Harvey, M., Buckley, M., & Novicevic, M. (2001). "Strategic Global Human Resource Management: A Necessity when Entering Emerging Markets", In G. Ferris (Ed.) Research in Personnel and Human Resource Management. New York: JAI Press.
- Novicevic, M. (2000). "The role of culture in the globalization of TQM programs in MNCs", In R. Fedor (Ed.) Advances in the Management of Organizational Quality. JAI Press, Inc.
- Novicevic, M. (2000). "Managing the future manager: An individual and organizational perspective", In R. R. Sims (Ed.) Keys in Employee Success in the Coming Decade.

Refereed Proceedings

Full Paper

- Stapleton, A., Novicevic, M., Ready, K., & Kuffel, T. (2005). Security preparedness starts at the sea. Southern Marketing Association, SMA, Dallas, TX, November 2005.
- Novicevic, M., Harvey, M., & Buckley, M. (2004). Managing expatriate unrealistic expectations prior to undertaking International assignments. EGOS.
- Harvey, M., Novicevic, M., & Buckley, M. (2003). The Vanishing Leisure of the Faculty Class: Administrative Challenges and Responses. North American Management Society, Irwin/McGraw Hill.
- Harvey, M. & Novicevic, M. (2003). Development of an efficient architecture for the inpatriation of managers. International Conference on IHRM.
- Harvey, M. & Novicevic, M. (2003). A Staffing Mechanism to Stimulate Cooperative Initiatives of Subsidiaries in Global Organizations. International Conference on IHRM.
- Novicevic, M., Harvey, M., Buckley, M., Wren, D., & Pena, L. (2003). Communities of Creative Practice: Follett's Seminal Conceptualization. Academy of Management Meeting.
- Harvey, M., Novicevic, M., & Dabic, M. (2002). The politics of globalizing expatriate assignments: A transaction cost analysis. Academy of International Business.
- Novicevic, M., Harvey, M., Buckley, M., & Keaton, P. (2002). Collaborative teaching initiative in a business college: Academics' goal conflict considerations. Academy of Management, Midwestern Region.
- Harvey, M., Novicevic, M., & Myers, M. (2002). The supply side of global account management. AMA Theory Conference.
- Harvey, M., Myers, M., & Novicevic, M. (2002). Examining the potential positive and negative consequences of global account management. AMA Conference.
- Harvey, M., Novicevic, M., & Dabic, M. (2002). Global Account management: A logical step in the globalization of organizations? Academy of International Business.
- Harvey, M., Novicevic, M., & Hench, T. (2001). The changing role of manager in global account management. Southwestern Federation of Administrative Discipline.
- Harvey, M., Myers, M., Novicevic, M., & Dabic, M. (2001). Building knowledge in transition markets: A key factor in the development of an entrepreneurial environments. International Conference on Dynamic Enterprises.
- Harvey, M. & Novicevic, M. (2001). Managing change: Exploiting the role of global teams. IMDA Conference.
- Harvey, M., Novicevic, M., & Cavarkapa, B. (2001). The Importance of the United Nations. AMA Theory Conference.
- Harvey, M., Novicevic, M., & Cavarkapa, B. (2001). The importance of UN convention of contracts: Its impact on global relational contracting. Marketing Theory and Practice Conference.
- Novicevic, M., Pati, N., Kuffel, T., & Hench, T. (2001). Vision impossible, Interactive Paper Session. Strategic Management Society.
- Harvey, M., Tihanyi, L., Novicevic, M., & Dabic, M. (2001). Development of a due diligence format for the successful transfer of technology from developed to Central/Eastern European transition economies. Enterprises in Transition.
- Novicevic, M., Harvey, M., & Dabic, M. (2001). A re-conceptualization of the SWOT framework for global business. International Business and Economics Conferences.
- Harvey, M. & Novicevic, M. (2000). Understanding the inpatriation process and the strategic implications. Institute of International Human Resource Management.
- Harvey, M. & Novicevic, M. (2000). Organizational ignorance and the globalization of business. Marketing Theory and Practice Conference.
- Novicevic, M. & Harvey, M. (2000). Strategic leadership within global sourcing networks. Southwestern Federation of Administrative Discipline.
- Wren, D. & Novicevic, M. (2000). Intuitive decision making in Chester Barnard's work. Academy of Management Meeting.
- Novicevic, M. & Harvey, M. (2000). Relational contracting as a governance mechanism to encourage subsidiary cooperation in multinational networks. Academy of International Business Conference.
- Harvey, M. & Novicevic, M. (2000). A Staffing Solution to Reduce Global Marketing Ignorance. AMA Theory Conference.

Novicevic, M. & Harvey, M. (2000). Strategic Leadership with Global Sourcing Networks. Southwestern Federation of Administrative Discipline.

Harvey, M. & Novicevic, M. (1999). Diagnosing and curing global organizational ignorance, Interactive Paper Session. Academy of International Business Conference.

Novicevic, M. (1999). Pluralistic orientation in strategic international human resource management, Interactive Paper Session. Academy of International Business Conference.

Novicevic, M. (1999). The mother of all pluralisms, Interactive Paper Session. Academy of Management Meeting.

Harvey, M., Napier, N., Tung, R., Buckley, M., & Novicevic, M. (1999). Issues and solutions in globalizing management staffing and development systems. Academy of Management Meeting.

Abstract Only

Harvey, M., Novicevic, M., & Kiessling, T. (2004). Expatriate managers managing in a global timescape context. Academy of International Business.

Working Papers

Robinson, R., McClure Franklin, G., Novicevic, M., & Davison, K. (2008). "Challenges to administering post-tenure review" targeted for Journal of Education for Business.

Novicevic, M., Brannon, L., Brent, W., Herring, J., & Sherman, B. (2008). "A competency-based view of an MNC's global expansion: The case of Coca Cola" targeted for Multinational Business Review.

Novicevic, M., Evans, M., Douglas, L., Sun, W., & Cecil, C. (2008). "Adapting competencies for emerging markets: The case of IKEA entering China" targeted for Multinational Business Review.

Novicevic, M., Franco, C., Harris, C., Lane, B., & Sabin, W. (2008). "Regional strategies: The case of BASF" targeted for Journal of Business Strategies.

Sigerstad, T., Novicevic, M., & Sharfman, M. (2008). "Organizational slack: Historical perspective" targeted for Management Decision.

Ready, K., Elfessi, A., Kuffell, T., & Novicevic, M. (2008). "Assessment Matrix for Strategy Courses" targeted for Sam Advanced Management Journal.

Broom, K., Novicevic, M., Harvey, M., & Buckley, M. (2008). "How to Manage Leniency: A Systems Approach" targeted for Personnel Review.

Presentation of Refereed Papers

International

Humphreys, J., Pane Haden, S., Novicevic, M., Clayton, R., & Gibson, J. (2010). Lillian McMurry of Trumpet Records: Integrity and Authenticity in the Charismatic, Constructive Narcissist Leader. Academy of Management Annual Meeting, Montreal, Canada.

Tony, F., Samnani, A., Novicevic, M., & Bing, M. (2010). Liability-of-Foreignness Effects on Job Success of Immigrant Job Searchers: The Case of the Canadian Labour Market. Academy of Management Annual Meeting, Montreal, Canada.

Bing, M., Kluemper, D., Davison, K., Sauley, K., & Novicevic, M. M. (2009, August). A measurement of individual differences in faking that enhances personality test validity: Overclaiming and its suppression effect. Academy of Management Annual Meeting, Chicago, Illinois.

Novicevic, M. M., Hayek, M., Bynum, L., & Fang, T. (2009, August). Integrating Barnard's and Contemporary Views of Industrial Relations and HRM. Academy of Management Annual Meeting, Chicago, Illinois.

Novicevic, M. M., Clayton, R., Williams, W., & Moeller, M. (2009, August). Barnard's model of decision making: A historical foundation of image theory. Academy of Management Annual Meeting, Chicago, Illinois.

Novicevic, M. & Zikic, J. (2006, March). Adjustment Cost Theory of Global Assignments. European Institute of Advanced Studies in Management, Birmingham, United Kingdom.

Harvey, M., Novicevic, M., Halbesleben, J., & Buckley, M. (2005). Social Comparison and Ethical Behavior. International Critical Management Studies Conference, Cambridge, United Kingdom.

Harvey, M. & Novicevic, M. (2005). The 'New' University and Faculty: Administrative Challenges and Responses. CIBER Research Institute, Puerto Vallarta, Mexico.

Harvey, M. & Novicevic, M. (2005). Faculty Role Categories: A Dean's Management Challenge. International Business and Economics Conferences, Oxford, United Kingdom.

Harvey, M. & Novicevic, M. (2004). Expatriate Managers Managing in a Global Timescape' Context. Academy of International Business, Stockholm, Sweden.

Harvey, M., Novicevic, M., Fung, H., & Heames, J. (2004). Identification of Potential Entrepreneurs and Intrapreneurs: A Cognitive Perspective. Las Vegas, Nevada.

Novicevic, M., Harvey, M., & Buckley, M. (2004). Managing Expatriate Unrealistic Expectations Prior to Undertaking International

Assignments. EGOS, Ljubljana, Slovenia.

Novicevic, M. & Harvey, M. (2004). Managing Expatriate Unrealistic Expectations Prior to Undertaking Integration Assignments. EGOS, Ljubljana, Slovenia.

Harvey, M. & Novicevic, M. (2003). Managing Expatriates' Unrealistic Role Expectations Relative to Global Assignments. Academy of International Business, Monterey, California.

Harvey, M., Myers, M., & Novicevic, M. (2003). Developing a Method for the Selection of Global Account Management Team Members. Academy of International Business, Monterey, California.

Harvey, M. & Novicevic, M. (2003). A Staffing Mechanism to Stimulate Cooperative Initiatives of Subsidiaries in Global Organizations. International Conference on IHRM, Limerick, Ireland.

Harvey, M., Novicevic, M., & Dabic, M. (2002). The Politics of Globalizing Expatriate Assignments: A Transaction Cost Analysis. Academy of International Business, Unknown, Puerto Rico.

Harvey, M., Myers, M., & Novicevic, M. (2002). Examining the Potential Positive and Negative Consequences of Global Account Management. AMA Conference, Austin, Texas.

Harvey, M., Myers, M., Novicevic, M., & Dabic, M. (2001). Building Knowledge in Transition Markets: A Key Factor in the Development of an Entrepreneurial Environment. International Conference on Dynamic Enterprises, Unknown, Slovenia.

Harvey, M., Novicevic, M., & Dabic, M. (2001). Managing Change: Exploiting the Role of Global Teams. IMDA Conference, Zagreb, Unknown.

Harvey, M., Novicevic, M., Tihanyi, L., & Dabic, M. (2001). Development of a Due Diligence Format for the Transfer of Technology from Developed to Transition Economies. Conference on Enterprise in Transition, Split, Yugoslavia.

Novicevic, M., Harvey, M., & Dabic, M. (2001). A Re-conceptualization of the SWOT Framework for Global Businesses. International Business and Economics Conferences, De Pere, Wisconsin.

National

Bing, M., Minor, I., Davison, K., Novicevic, M. M. , & Frink, D. (2009, April). The relationship between political skill and job performance. Society for Industrial and Organizational Society, San Francisco, California.

Gilstrap, B. J., Harvey, B. J. , Novicevic, M. M. , & Buckley, M. R. (2008, August). Research vitality as sustained excellence. Academy of Management Annual Meeting, Los Angeles, California.

Novicevic, M. (2008, August). Moral identity as a foundation of executive responsibility. Academy of Management Annual Meeting, Los Angeles, California.

Zikic, J., Fang, T., & Novicevic, M. M. (2008, August). Questions we ask about immigrant careers. Academy of Management Annual Meeting, Los Angeles, California.

Abraham, R., Gibson, C., Novicevic, M., & Robinson, R. (2007, August). Outstanding management historians: Wren and Bedeian. Academy of Management Meeting, Philadelphia, Pennsylvania.

Novicevic, M., Ghosh, K., Clement, D., & Robinson, R. (2007, August). Barnard on status systems in organizations. Academy of Management Meeting, Philadelphia, Pennsylvania.

Duke, A. & Novicevic, M. (2006, August). Political Skill: Dale Carnegie's Historical Conceptualization. Academy of Management Meeting, Atlanta, Georgia.

Evans, M., Novicevic, M., Dorn, F., & Martin, J. (2006, August). CEO Blogs. Academy of Management Meeting, Atlanta, Georgia.

Harvey, M., Hartnell, C., & Novicevic, M. (2005). The 'Liability of Foreignness' in Healthcare Organizations: A Framework for Reducing Stakeholder Alienation. Society for the Advancement of Management, Las Vegas, Nevada.

Novicevic, M., Duke, A., Holmes, E., & Breland, J. (2005, August). Barnard on Customer-Focused HRM (Visual Presentation). Academy of Management Meeting, Honolulu, Hawaii.

Harvey, M. & Novicevic, M. (2004). Boundary Spanning in Global Markets through the Inpatriation of Marketing Managers. AMA Theory Conference, Sandestin, Florida.

Novicevic, M., Davis, W., Dorn, F., & Buckley, M. (2004). On authenticity of organizational leadership: Barnard's seminal insights. Gallup Leadership Institute Summit, Omaha, Nebraska.

Novicevic, M., Harvey, M., Buckley, M., Wren, D., & Pena, L. (2003). Communities of Creative Practice: Follett's Seminal Conceptualization. Academy of Management Meeting, Seattle, Washington.

Harvey, M., Novicevic, M., & Myers, M. (2002). The Supply Side of Global Accountant Management. AMA Theory Conference, Savannah, Georgia.

Regional

Stapleton, A., Novicevic, M., Ready, K., & Kuffel, T. (2005, November). Security preparedness starts at the sea. Southern Marketing Association, Dallas, Texas.

Novicevic, M., Harvey, M., Buckley, M., & Keaton, P. (2002). Collaborative Teaching Initiative in a Business College: Academics' Goal Conflict Considerations. Academy of Management, Midwestern Region, Chicago, Illinois.

Research Honors and Awards

Award

2006: Best Paper of the Year Award - Management Decision Journal 2005 Elsevier Publishers, UK.
2006: Best Paper Award - NAMS Conference, Chicago, March, 2006. North American Management Society.
2005: Outstanding Junior Researcher School of Business Administration - University of Mississippi.
2005: Best Reviewer - International Management/Management History Division Southern Management Academy.

Honor

2004: Research articles included in TOP 25 Critical Perspectives on Accounting.
2004: Research articles included in TOP 25 Human Resource Management Review.
2004: Research articles included in TOP 25 Journal of World Business.
2004: Research articles included in TOP 25 Leadership Quarterly.
2002: AOM Junior Faculty Consortium International Management Division.

Service:

Service to the University

Department Assignments

Chair:

2010-2011: PhD Dissertation Committee Co-Chair: Co-Chairing Committee for Mario Hayek's PhD thesis

Coordinator:

2007-2008: Assessment Coordinator

Member:

2010-2011: Search Committee - Entrepreneurship Position
2004-2005: University of Mississippi, School of Business: Whiteker, William - Honors Thesis - Honors College - 7/5/05
2004-2005: University of Mississippi, School of Business: Drago, Gaines - Honor Thesis - Honors College - 7/5/05

College Assignments

Member:

2010-2011: Mission Development Committee SBA
2010-2011 – 2011-2012: Curriculum Committee
2009-2010: Assistant Professor of Management 11207267
2009-2010 – 2011-2012: Strategic Planning Committee
2009-2010 – 2011-2012: MBA Committee
2007-2008: Search Committee: Search Committee for Tenure-Track Professor
2007-2008: Management Faculty Search Committee I
2006-2007: Search Committee: Search Committee for Clinical Professor
2006-2007: Clinical Asst Prof of Management Search
2004-2005: MBA Committee

Other Institutional Service Activities:

2006-2007: University of Mississippi, School of Business Administration: Formulated Questions in Management History field for the Comprehensive Examination of Jacob Breland and graded this Exam
2004-2005: University of Mississippi, School of Business: Formulated Questions in Management History field for the Comprehensive Examination of Randy Evans and Joseph Goodman;

University Assignments

Member:

2010-2011: PhD Dissertation Committee: PhD Dissertation Committee Leigh Ann Bynum (School of Pharmacy)
2010-2011: Study Abroad Committee Member
2010-2011: University Undergraduate Council Member
2010-2011 – 2011-2012: Undergraduate Council
2010-2011 – 2011-2012: Study Abroad Committee
2007-2008: Committee for Excellence in Teaching and Learning: Member of the University Committee for Excellence in Teaching and Learning
2007-2008: Research Board Oversight: Research Board Committee
2007-2008: Quality Enhancement Committee: SACS Accreditation
2004-2005: University of Mississippi: Member of the Sub-Committee for University Services
2004-2005: University of Mississippi: Member of University Senate

Other Institutional Service Activities:

2004-2005: University of Mississippi, School of Business: Gave a presentation on 'Historicism in Strategy Research' to Management PhD students and faculty
2004-2005: University of Mississippi, School of Business: Assisted in PhD student recruitment
2004-2005: University of Mississippi, School of Business: Graded the Comprehensive Examination of Randy Evans and Joseph Goodman.
2004-2005: University of Mississippi, School of Business: Formulated Questions in Strategy field for the Comprehensive Examination of Randy Evands and Joseph Goodman

Dissertation Assignments

Member:

2005-2006: Durak Dolar - Doctoral Thesis - Department of Economics - University of Mississippi: External Committee Member

Service to the Profession

Board Member: PRJ Editorial Review Board

2011: Journal of Management History, Editorial Board Member 2008-2009 (International).

Chair: Conference / Track / Program

2011: Academy of Management Annual Meeting, PDW Chair, San Antonio, Texas (International).
2010: Southern Management Association, Annual Meeting, Co-Chair Management History/Education Division, St. Petersburg, Florida (National).

Member: Committee/Task Force

2005: Journal of World Business, Editorial Board Member 2005-2008 (International).

Reviewer - Article / Manuscript

2008: Journal of World Business, Editorial Board Member and Reviewer (International).
2007: Baltic Journal of Management, Reviwer (International).

Reviewer: Conference Paper

2011: Academy of Management Conference, Reviewer: Conference Paper, Philadelphia, Pennsylvania (International).
2006: Academy of Management Conference, Reviewer: Conference Paper, Atlanta, Georgia (International).
2005: Southern Management Association, Reviewer, Charleston, South Carolina (Regional).

Service Honors and Awards

2009: Best Reviewer - Academy of Management - Management History Division.
2009: Best Symposium Participant - Academy of Management - Careers Division.
2007: 23 citations Social Science Citation Index.
2004: 14 Citations of Excellence Emerald's Hall of Fame of the World's Best Management Authors.
2002: Best Paper Award IHRM Track, Academy of International Business.
2002: North American Management Society Irwin/McGraw-Hill Distinguished Paper Award.

Other

Last updated by member on 21-Apr-11 (02:51 PM)