

## BIO

Dr. Mark N. Bing  
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Dr. Mark Bing has been a faculty member at Ole Miss since 2005. He has won many awards for both his scholarship and his teaching. In 2002, Dr. Bing won the International Personnel Assessment Council's (IPAC's, formerly IPMAAC's) 26th annual International Student Paper Competition. In 2007, he was a Runner-Up for the Best Publication of the Year Award in the journal *Organizational Research Methods*, which is the statistical and research methods peer-reviewed outlet sponsored by the Research Methods Division of the Academy of Management. In 2008, Dr. Bing won the Outstanding Publication of the Year Award in the School of Business Administration, and the Outstanding MBA Teacher of the Year Award. Recently in 2010, Dr. Bing placed 2nd in the Business Week magazine competition for his innovative use of Business Week magazine when teaching business courses at Ole Miss. Also in 2010, Dr. Bing won the Best Assistant Professor Researcher of the Year Award in the School of Business Administration. In 2010, he also won 1st Place - Best New Business Plan Award, in the School of Business Administration at Ole Miss. Dr. Bing won this award for his faculty mentorship, sponsorship, and co-ownership of the Best New Business Plan along with his co-owner and student competitor, Mr. Jack Smothers, Ph.D. Student in Management.

Dr. Bing served as the Organizational Behavior Track Chair for the Southern Management Association's (SMA's) 2009 Conference, which is the largest Track Chair position in the SMA. From 2001 to 2005 he was Director of Psychological Screening for the U.S. Navy's Submarine Force and SUBSCREEN Principal Investigator. During his work with the U.S. Navy, Dr. Bing acquired and oversaw approximately \$1.5 million dollars in both operational funding and grants.

He obtained his B.A., Magna Cum Laude, from the University of Colorado, Boulder, his M.S. from Villanova University, and his Ph.D. from the University of Tennessee at Knoxville. He has published over 30 peer-reviewed articles in journals such as the *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Research Methods*, *Journal of Vocational Behavior*, *Academy of Management Learning and Education*, *Journal of Business Ethics*, and *Journal of Personality Assessment*. Dr. Bing is an Editorial Board Member for the journals *Organizational Research Methods* and *Journal of Applied Psychology*. His research areas include human resource selection, personality measurement, personality test faking, test development and validation, counterproductive workplace behavior, and research methods.

Dr. Bing has served as a HR consultant and subject matter expert for companies and organizations such as the U.S. Navy's Submarine Force, Whirlpool Corporation, AT&T Wireless, U.S. Department of Energy, U.S. National Guard, Bank of America, Michelin North America, and AK Steel. Of late in 2010, Dr. Bing served as an expert job analyst for the Baker-Donelson and Mayo Mallette law firms to provide job requirement interpretations for the Department of Homeland Security. In 2010, Dr. Bing also consulted pro-bono for the U.S. Navy's Submarine Force to move prediction equations for submarine service duty qualifications, which he designed via extensive validation studies when working for the U.S. Navy, to earlier stages in the Submarine Force's training pipeline.