
Aleta Crawford, Ph.D.

Clinical Professor of Management

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Professional Interests

Teaching Interests

Principles of Management, Human Resources Management, Organizational Behavior, Management of Strategic Planning, Compensation Management, Training and Development

Academic Background

Ph.D. Mississippi State University, Starkville, MS, Strategic Management, 2002

M.B.A. Mississippi State University, Starkville, MS, Business, 1996

B.S.P.A. Mississippi State University, Starkville, MS, Accountancy, 1988

Dissertation

Dissertation

Defended Dissertation: August 14, 2002

Dissertation Title: The Role of Academic Origin and Academic Affiliation on Research Productivity: An Empirical Investigation of Information Systems Faculty

Work Experience

Academic Experience

Clinical Assistant Professor of Management, The University of Mississippi, Tupelo Campus (2003 - Now). Classes: Principles of Management, Human Resources Management, Organizational Behavior, Management of Strategic Planning, Compensation Management.

Visiting Assistant Professor of Management, Mississippi State University, Meridian Campus (2003 - 2002). Classes: Principles of Management and Production, Business Policy, Advanced Human Resources; Strategic Management and Strategy Field Study (both MBA classes).

Lecturer and Doctoral Candidate, Mississippi State University (2001 - 2002). Taught two Business Policy classes per semester as a full-time doctoral student.

Graduate Teaching Assistant and Doctoral Student, Mississippi State University (1997 - 2001). Instructor for Business Policy (two classes per semester).

Non-Academic Experience

National

Graduate Assistant and Master's Student, Mississippi State University (1996 - 1997). Worked in the Graduate Studies of Business Office while pursuing the MBA degree.

Accounting Assistant, Mississippi State University Television Center (1988 - 1996). Provided 12-month financial forecasting, analyzed financial data and compiled financial reports, compiled data for budget preparation, deposited and expended funds from university accounts (E & G fund), income (revenue) accounts, and grant accounts, extensively trained with Banner (the university's newest accounting program), working knowledge of using Banner to enter data as well as produce accounting reports.

Professor's Assistant, Mississippi State University (1987 - 1988). Worked in the School of Accountancy as an undergraduate assistant. Test grading, computerized reporting, audit report analyses of various colleges and universities in preparation of a professor's dissertation.

Professor's Assistant, Mississippi State University (1986 - 1987). Worked in Office of Economics, Finance, and Applied Legal Studies as an undergraduate assistant. .

Teaching

Courses Taught

Compensation Management, Human Resource Management, Management of Strategic Planning, Organization Behavior, Principles of Management, Selection and Placement, Training and Development

Research/Intellectual Contributions:

Refereed Articles

Novicevic, M. M., Williams, L., Abraham, D. Reed, Gibson, M. C. , Smothers, J., Aleta L. Crawford, (in press, 2011). Principles of Outstanding Leadership: Dale Carnegie's Fok Epistemology. Journal of Applied Management and Entrepreneurship.

Robinson, R. K., Schafer, S. E., & Crawford, A. L. (2010). Gross V. FBL Financial Services: A Major Sea Change in Age Discrimination or Merely Maintaining The Status Quo. Southern Law Journal.

Long, R., Crawford, A., White, M., & Davis, K. (in press, 2008). Determinants of Faculty Productivity in Information Systems: An Empirical Analysis of the Impact of Academic Origin and Academic Affiliation. Scientometrics.

Papers Under Review

Long, R. , Alli, A., & Barnett, T. (2004). "The Effects of Academic Origin and Academic Affiliation on Research Productivity: An Empirical Investigation of Information Systems Faculty," Initial submission to .

Non-Refereed Proceedings

Full Paper

Crawford, A., Gaylor, K., Wilkins, N., Smith, M., Tucci, J., Jacqueline Chestnut, (2007). A Pledge of Allegiance: Corporate America and Universities Enhance the Classroom Experience. Academy of Management Conference.

Working Papers

Davison, H. K., Roedder III, W. C. , Hamilton, B., & Crawford, A. L. (2010). "How Obsession with Money Affects Perceptions and Attitudes Regarding Pay" targeted for Journal of Business Inquiry.

Alli, A., Gaylor, K., Rodriguez, L., & Whitfield, G. (2005). "The Impact of Minority Faculty at Majority Institutions".

Alli, A. & Harrell-Cook, G. (2004). "Strategic Hiring Practices: The Impact of Status".

Alli, A., White, M., & Long, R. (2004). "Productivity Differences Between Management and Information Systems Faculty".

Alli, A. & White, M. (2004). "A Literature Review on Research Productivity and Status".

Presentation of Refereed Papers

International

Robinson, R. K., Schafer, S. E. , & Crawford, A. L. (2010, March). Gross v. FBL Financial Services: A Major Sea Change in Age Discrimination or Merely Maintaining the Status Quo. Southern Academy of Legal Studies in Business, San Antonio, Texas.

National

Novicevic, M. M., Morf, D., O'Neal, S., Dorn, F., & Crawford, A. (2009). How to Integrate HR and Internal Controls in Post-Enron Era: The Role of e-HRM. North American Management Society, Chicago, Illinois.

Presentation of Non-Refereed Papers

International

Crawford, A., Gaylor, K., Wilkins, N., Smith, M., Tucci, J., Jacqueline Chestnut, (2007, August). A Pledge of Allegiance: Corporate America and Universities Enhance the Classroom Experience. Academy of Management Conference, Philadelphia, Pennsylvania.

Crawford, A. (2006, August). Diversity in Action. Academy of Management Meeting, Atlanta, Georgia.

Crawford, A., Gaylor, K., Rodriguez, L., & Whitfield, G. (2005, August). Impact of Diverse Faculty at IHL. Academy of Management Meeting, Honolulu, Hawaii.

Regional

Robinson, R. K., Schafer, S. E. , & Crawford, A. L. (2010). Gross m. FBL Financial Services: A Major Sea Change in Age Discrimination or Merely Maintaining the Status Quo. Association of Legal Studies in Business, Southern Region, San Antonio, Texas.

Research Reports

2010: Robinson, R. K., Schafer, S.E., & Crawford, A.L., Gross V. FBL Financial Services: A Major Sea Change in Age Discrimination or Merely Maintaining the Status Quo., submitted to .

Research Honors and Awards

Honor

2005: My part of the professional development workshop focuses on how culturally-diversified management professors enhance classroom learning by drawing from our experiences, encouraging students to embrace diversity (race, gender, religious affiliation, etc.), and promoting creativity and innovation by thinking outside of the box. Academy of Management Conference.

Other Research Activities

Discipline-Based Scholarship

2011: Other Research Activities. Reviewer for Journal of Applied Management and Entrepreneurship, February 2011

Article: Rhona Rapoport: A Critical Biography of a Pioneering Work-Family Researcher

Summary: This research provided a historical account of the origins of the work-family research stream and the social issues that influenced the writings that were instrumental in the establishment of work-family issues as a research field.

2011: Research-in-Progress. Submitted to: Journal of Applied Management and Entrepreneurship, January 2011

Article: Principles of Outstanding Leadership: Dale Carnegie's Folk Epistemology

Authors: Milorad M. Novicevic; Laura Williams; D. Reed Abraham, Michael C. Gibson, Jack Smothers, Aleta Crawford

Waiting to hear if accepted

Abstract: The purpose of this paper is to examine how Carnegie's principles can be used to describe three types of outstanding leadership: charismatic, ideological, and pragmatic. We explain Dale Carnegie's principles, assess which of these principles underlie particular types of outstanding leadership, and illustrate how the exemplary outstanding leadership of Henry Ford, Andrew Carnegie, and John Rickefeller, Jr. can be explained in terms of Carnegie's folk theory of leadership and Mumford's comprehensive research on charismatic, ideological, and pragmatic leadership.

Service:

Service to the University

College Assignments

Faculty Advisor:

2004-2005: Phi Beta Lamda-Business Fraternity

Member:

2009-2010: Clinical Assistant Professor of Management 10046988

2007-2008: Management Faculty Search Committee II

2006-2007: Visiting Clin Instructor of MGMT Search

2006-2007: Clinical Asst Prof of Management Search

2005-2006: B-Comm Search Committee

2004-2005: Selection Committee, Clinical Professor of Management (Southaven Campus)

University Assignments

Member:

2006-2007: Recruiting and Retention Committee, Tupelo Campus: Work with Dr. Jim Pate, Director, Tupelo Campus, and discuss ways to recruit and retain highly intelligent and motivated students to our Tupelo campus

2006-2007: Selection Committee, Coordinator of Non-Credit Programs: Viewed all resumes, made recommendations

2006-2007: Selection Committee, Regional Admissions Counselor (Tupelo): viewed all resumes, made recommendations

2006-2007: Selection Committee, Clinical Professor of Management (Oxford): Viewed all vitas, made recommendations

2004-2005: Selection Committee, Academic Advisor (Tupelo and Southaven Campuses)

Other Institutional Service Activities:

2004-2005: The University of Mississippi, School of Business Administration, Recruitment

Service to the Profession

Reviewer: Conference Paper

2001: Academy of Management, Southern Region, New Orleans, Louisiana (Regional).

2000: Academy of Management, Annual Southern Conference, Orlando, Florida (Regional).

1999: Academy of Management, Western Region, Maui, Hawaii (Regional).

Service to the Community

Member of a Committee

2004: Phi Beta Lamda, March of Dimes Fund-raiser

Other Community Service Activities

1999: Noxubee County Board of Education, Macon, MS, Consultant on professional business skills for employees of Noxubee County School District

1998: City of Starkville, MS, Consultant on diversity training for the city of Starkville's mayor, policemen, firemen, sanitation workers, and other city employees.

Speech / Presentation at a Community Meeting

2009: Full Gospel Baptist Church Fellowship International Conference, Taught a class on Recession-Proof Living using Biblical and practical business principles

2009: State Wide Leadership Conference, Taught a class on Effective Teaching Techniques

2008: State-Wide Leadership Conference, Taught a class on Ladder Holders; Focused on building effective teams for organizational decision-making

2007: Teaching Skills Class, Taught attendees the principles of being effective teachers at a state-wide conference at the BancorpSouth Center in Tupelo, MS.

2007: Leadership Meeting, Taught attendees the principles of supporting leadership. Used instructional materials from the one of our nation's top leadership gurus, John Maxwell.

2006: How to Interview, Get the Job and Keep the Job Seminar, Instruct attendees on how to dress business professional, how to interview, and how to exhibit good organizational citizenship (i.e., workplace behavior)

Other

Faculty Development

Research-Related Conference/Seminar

2008: Academy of Management Conference. Attended professional development sessions in the areas of teaching and research. Anaheim, California.

Memberships

Academy of Management, 1997-Now, Divisions: Strategic Management, Gender and Diversity

Southern Academy of Management, 1997-Now

References

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