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# Paul D. Johnson, Ph.D.

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## Chair of the Department of Management Thomas Colbert Lecturer in Entrepreneurship Associate Professor of Management

### Academic Background

Ph.D. Spears School of Business; Oklahoma State University, 2010.

M.B.A. M. F. Price College of Business; University of Oklahoma, Norman, Oklahoma, 2004.

B.S. University of Oklahoma, Norman, Oklahoma, 2001.

### Academic Experience

Thomas Colbert Lecturer in Entrepreneurship, University of Mississippi (January, 2020 - Present), University, Mississippi.

Associate Professor of Management, University of Mississippi (July, 2018 - Present), University, Mississippi.

Chair of the Department of Marketing, University of Mississippi (May, 2017 - Present), University, Mississippi.

Assistant Professor of Management, University of Mississippi (August, 2015 - June, 2018), University, Mississippi.

Dept. Head: School of Marketing, Entrepreneurship, Sport Management, and Hospitality & Tourism Management, Western Carolina University (January, 2015 - May, 2015), Cullowhee, North Carolina.

Acting Assistant Dean of Strategic Planning for the College of Fine and Performing Arts, Western Carolina University (January, 2014 - December, 2014), Cullowhee, North Carolina.

Assistant Professor of Management, Western Carolina University (August, 2010 - December, 2013), Cullowhee, North Carolina.

Visiting Professor, Avans University (May, 2011 - June, 2011), Breda, Netherlands.

Visiting Professor of Management, Oklahoma State University (August, 2008 - May, 2010), Tulsa, Oklahoma.

### Non-Academic Experience

#### National

Quality Manager, ACH Food Companies, Inc. (1995 - 2005), Oklahoma City, Oklahoma.

### Consulting

2015: Western Carolina University, Strategy Development for the College of Fine and Performing Arts

2015: Western Carolina University, Revitalization of a dormant Masters of Sport Management degree. Shepherded through Provost Council and General Administration

2014: Current Medical Services, Strategic Planning

## Refereed Articles

- Swab, R. G., & Johnson, P. D. (2019). Steel sharpens steel: A review of multilevel competition and competitiveness in organizations. *Journal of Organizational Behavior*.
- Nahar, V., Bentley, J., Brodwell, R., Beason, K., & Johnson, P. D. (2019). Sun Protection Behaviors of State Park Workers in the Southeastern United States. *Annals of Work Exposures and Health*.
- Sharma, M., Catalano, H. P., Nahar, V., & Johnson, P. D. (in press, 2017). Using Multi-Theory Model (MTM) of Health Behavior Change to Predict Plain Water Consumption Instead of Sugar Sweetened Beverages. *Journal of Research in Health Sciences*.
- Roberts, F., Thomas, C., Novicevic, M., Ammeter, A., Johnson, P. D., Bart Garner Ifeoluwa Popoola (2017). Integrated Moral Conviction Theory of Academic Dishonesty: An Empirical Test. *Journal of Management Education*.
- Sharma, M., Catalano, H. P., Nahar, V. K., Johnson, P. D., & Ford, M. A. (2016). Using Multi-Theory Model of Health Behavior Change to Predict Portion Size Consumption among College Students. *Health Promotion Perspectives, 6 (3)*, 137-144.
- Nahar, V. K., Sharma, M., Priest, H. M., Ickes, M. J., & Johnson, P. D. (2016). Testing Multi-Theory Model in Predicting Initiation and Sustainance of Physical Activity Behavior among College Students. *Health Promotion Perspectives, 6 (2)*, 58-65.
- Wallace, J. C., Butts, M. M., Johnson, P. D., Stevens, F. G., & Smith, M. B. (2016). A Multilevel Model of Employee Innovation: Understanding the Effects of Regulatory Focus, Thriving, and Employee Involvement Climate. *Journal of Management, 42 (4)*, 982-1004.
- Pollack, J. M., Forster, W. R., Johnson, P. D., Coy, A., & Molden, D. C. (2015). Promotion-and prevention-focused networking and its consequences for entrepreneurial success. *Social Psychological and Personality Science, 6*, 3-12.
- Johnson, P. D., Smith, M. A., Wallace, J. C., & Baron, R. A. (2015). Review of Multilevel Regulatory Focus in the Workplace. *Journal of Management, 41*, 1501-1529.
- Hill, A., Wallace, J. C., Ridge, J., Johnson, P. D., Paul, J., T. Suter (2014). Innovation and effectiveness of co-founded ventures: A process model. *Journal of Business and Psychology, 29 (1)*.
- Frazier, M. L., Johnson, P. D., & Fainschmidt, S. (2013). Development and validation of a propensity to trust scale. *Journal of Trust Research, 3 (2)*, 76-97.
- Wallace, J. C., Johnson, P. D., & Mathe, K. (2011). Structural and psychological empowerment climates, performance, and the moderating role of shared felt accountability: A managerial perspective. *Journal of Applied Psychology, 96*, 840-850.
- Johnson, P. D., & Wallace, J. C. (2011). Increasing individual and team performance in an organizational setting through the situational adaptation of regulatory focus. *Consulting Psychology Journal: Practice and Research, 63 (3)*, 840-850.
- Johnson, P. D., Shull, A., & Wallace, J. C. (2011). Regulatory focus as a mediator in goal orientation and performance relationships. *Journal of Organizational Behavior, 35*, 751-766.
- Little, L. M., Nelson, D. L., Wallace, J. C., & Johnson, P. D. (2011). Integrating attachment style, vigor at work, and extra-role performance. *Journal of Organizational Behavior, 32*, 464-484.
- Frazier, M. L., Johnson, P. D., Gavin, M., Gooty, J., & Snow, D. B. (2010). Organizational trustworthiness, and trust: A multifoci examination. *Group and Organization Management, 35*, 39-76.
- Wallace, J. C., Johnson, P. D., & Frazier, M. L. (2009). An examination of the factorial, construct, and predictive validity of the Regulatory Focus at Work Scale. *Journal of Organizational Behavior, 30*, 805-831.

Gooty, J., Gavin, M., Johnson, P. D., Frazier, M. L., & Snow, D. B. (2009). In the eyes of the beholder: Transformational leadership, positive psychological capital, and performance. *Journal of Leadership and Organizational Studies*, 15, 353-367.

## **Book Chapters**

### **Refereed**

Johnson, P. D., & Dasborough, M. (2009). Affective Events: Building Social Network Ties and Facilitating Informal Leader Emergence. *Research in Management: Vol 7. Affect and Emotion: New Directions in Management Theory and Research*. Information Age Publishing.

## **Working Papers**

Johnson, P. D. & Swab, R. G. (2017). "I will fight you!: Workplace incivility as a result of competitive attitudes," targeted for Journal of Applied Psychology.

Smith, M., Webster, B., & Johnson, P. D. (2017). "The Lone Wolf vs. A Pen Full of Wolves: A Composition-Dispersion Model of Group Machiavellianism," targeted for Journal of Applied Psychology.

Swab, G., Steffensen, D. J., & Johnson, P. D. (2017). "All I Do is Win: Toward an Integration of Competition and Leadership Theory," targeted for Leadership Quarterly.

Johnson, P. D. & Wallace, J. C. (2017). "Team climate for innovation, entrepreneurial success and collective regulatory focus: An interactionist perspective on entrepreneurial team performance," targeted for Entrepreneurship Theory and Practice.

Johnson, P. D. & Swab, G. (2016). "Attachment style and competitiveness: Early relationship model effects on how we view competition," targeted for Journal of Applied Psychology.

Johnson, P. D. (2016). "Get off the field!: Establishing boundary conditions of abusive supervision using college football coaches," targeted for Journal of Applied Psychology.

Johnson, P. D. (2016). "Attachment Style and Competitiveness: Early influences on social comparison," targeted for Journal of Organizational Behavior.

Johnson, P. D. & Swab, G. (2016). "Review of competitive style: Where do we go from here," targeted for Journal of Management.

Johnson, P. D. & Swab, G. (2016). "Competitive Style: A Meta-analysis," targeted for Personnel Psychology.

Mathe, K., Johnson, P. D., Duffy, J. C., Judge, T., & Wallace, J. C. (2016). "The dark and light side of promotion and prevention on performance: A multilevel investigation of regulatory focus, abusive supervision, coworker undermining and store revenues," targeted for Journal of Applied Psychology.

## **Presentation of Refereed Papers**

### **International**

Marshall, D., Dibrell, C., Davis, W., & Johnson, P. D. (2018). *The Upside Of Being Down: Negative Affect, Temporal Focus, And Bricolage For Entrepreneurs*. Babson College Entrepreneurship Research Conference, Waterford, Ireland (Northern).

Sherlock, C., Dibrell, C., & Johnson, P. D. (2018). *Family Unity and Firm Performance: The Moderating Role of Internal Stakeholders within Family Firms*. Babson College Entrepreneurship Research Conference, Waterford, Ireland (Northern).

Swab, R. G. & Johnson, P. D. (2018). *Attachment Style, Competitiveness, and Workplace Bullying: Early Relational Model Effects on How We Enact Bullying Behaviors*. Western Academy of Management, Salt Lake City, Utah.

- Davis, W., Johnson, P. D., & Marshall, D. (2017). *We Don't Talk the Way We Used To: The Evolution of Performance Feedback Processes in Leader-Follower Relationships*. Southern Management Association, St. Pete Beach, Florida.
- Smith, M. B., Webster, B., & Johnson, P. D. (2017). *The Lone Wolf vs. A Pen Full of Wolves: A Composition-Dispersion Model of Group Machiavellianism*. Academy of Management Annual Meeting, Atlanta, Georgia.
- Johnson, P. D. (2016). *Novel perspectives on new venture funding: signals, people, and predators*. Academy of Management Annual Meeting, Anaheim, California.
- Sharma, M., Nahar, V., Johnson, P. D., & Ford, M. (2016). *Instrument Development to Predict Portion Size Behavior in College Students*. Health, Wellness & Society Conference, Washington, District of Columbia.
- Swab, G. & Johnson, P. D. (2016). *Attachment style and competitiveness: Early relationship model effects on how we view competition*. Southern Management Association, Charlotte, North Carolina.
- Hill, A. D. & Johnson, P. D. (2012). *Sports as context for studying organizational phenomena: Challenges, opportunities, and observations*. Academy of Management Annual Meeting, Boston, Massachusetts.
- Johnson, P. D. (2012). *A psychological perspective on entrepreneurs' networking behavior: Regulatory focus as an antecedent to revenue generation*. Academy of Management Annual Meeting, Boston, Massachusetts.
- Johnson, P. D. & Long, J. (2012). *Get your \$\$\$ off the field: Examining the contextual differences in the efficacy of abusive supervision*. Academy of Management Annual Meeting, Boston, Massachusetts.
- Frazier, M. L. & Johnson, P. D. (2011). *Development and validation of a propensity to trust scale*. Academy of Management Annual Meeting, San Antonio, Texas.
- Johnson, P. D. (2010). *Empowerment Climate, Unit Performance, And the Moderating Role of Within-Unit Accountability*. Academy of Management Annual Meeting, Montreal, Canada.
- Hill, A., Ridge, J., & Johnson, P. D. (2009). *Entrepreneurial Motivational Foci and Firm Performance: The moderating Role of Environmental Dynamism*. Academy of Management Annual Meeting, Chicago, Illinois.
- Johnson, P. D. (2009). *Creative Self-Efficacy, Regulatory Focus and Innovation*. Academy of Management Annual Meeting, Chicago, Illinois.
- Hill, A., Ridge, J., & Johnson, P. D. (2008). *The Advantage of Status: How Organizations Benefit from Social Standing*. Southern Management Association, St. Petersburg, Florida.
- Johnson, P. D. & Wallace, J. C. (2008). *Advances in Regulatory Focus Research*. Society for Industrial and Organizational Psychology, San Francisco, California.
- Johnson, P. D., Wallace, J. C., Little, L., & Nelson, D. (2008). *Leader/Follower Motivation and Performance: Regulatory Focus as a Critical Link*. Society for Industrial and Organizational Psychology, San Francisco, California.
- Johnson, P. D. & Wallace, J. C. (2008). *Innovation, Regulatory Focus and Entrepreneurial Success*. Academy of Management Annual Meeting, Anaheim, California.
- Little, L., Nelson, D., Wallace, J. C., & Johnson, P. D. (2008). *Vigor at work: Connecting attachment styles to citizenship behavior and deviance*. Academy of Management Annual Meeting, Anaheim, California.
- Stevens, F., Wallace, J. C., & Johnson, P. D. (2008). *Innovation at Work: Integrating Regulatory Focus, Support, and Thriving*. Academy of Management Annual Meeting, Anaheim, California.
- Frazier, M. L. & Johnson, P. D. (2007). *Workplace Attachment Measure: Development of a Scale*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Johnson, P. D. (2007). *The Use Phase of Fairness Heuristic Theory: The Influence of Fairness Judgments on Perceptions of Trustworthiness, Trust, and Performance Outcomes*. Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Johnson, P. D. & Dasborough, M. (2007). *Affective events: Building social network ties and leaders*. Southern Management Association, Nashville, Tennessee.

Degroot, T., Klumper, D., Frazier, M. L., & Johnson, P. D. (2006). *An examination of computerized versus paper-and-pencil data gathering techniques in the assessment of personality, vocal attractiveness, and job performance*. Southern Management Association, Clearwater, Florida.

Johnson, P. D. (2006). *Psychology, economics and the kitchen sink: The broadly integrated model of motivation*. Academy of Management Annual Meeting, Atlanta, Georgia.

Johnson, P. D. (2005). *Inter-principal goal conflict*. Southwest Academy of Management, Oklahoma City, Oklahoma.

Johnson, P. D. (2005). *The internalization of the liability of foreignness*. Southwest Academy of Management, Oklahoma City, Oklahoma.

### **National**

Clapper, D., Johnson, P. D., & Richmond, B. (2016). *Small Business Compliance With PCI DSS*. Allied Academies, New Orleans, Louisiana.

Johnson, P. D. (2014). *What Motivates Individual Action? Austrian Economics in an Organizational Behavior Perspective*. Association of Private Enterprise Education, Las Vegas, Nevada.

### **Regional**

Johnson, P. D. (2014). *Leader Motivation and Safety: Follower Regulatory Focus as Critical Link*. Appalachian Research in Business Symposium, Johnson City, Tennessee.

## **Presentation of Non-Refereed Papers**

### **International**

Madden, T. & Johnson, P. D. (2016). *SMA Genius Bar: The Collegial Help Desk for Collegiate Educational Technologies*. Invited presentation at Southern Management Association, Charlotte, North Carolina.

## **Research Honors and Awards**

### **Award**

2014: Faculty Research Grant for the Study of Leadership, Ethics, and Capitalism, BB&T.

2012: Summer research Grant, Western Carolina University College of Business.

### **Scholarship**

2006 – 2008: Distinguished Graduate Fellowship, Oklahoma State University Foundation.

## **Other Research Activities**

### **Applied or Integrative/application Scholarship**

2014: Denton, M. J., & Johnson, P.D., *Increasing Commitment: Four Keys to Retaining Valued Employees*.

## **Service to the University**

### **College Assignments**

**Chair:**

2017-2018: Assurance of Learning Committee

**Member:**

2018-2019: Executive Committee

2018-2019: Entrepreneurship

2017-2018 – 2018-2019: Scholarship Committee

2016-2017 – 2018-2019: MBA Committee

**University of Mississippi****Department Assignments****Chair:**

2016-2017 – 2017-2018: Tenure Track Position Search Committee

**Coordinator:**

2016-2017: Supplemental training for doctoral students in quantitative methods

2016-2017: MMRC Co-Coordinator

**Member:**

2018-2019 – 2019-2020: Chelsea Sherlock

2018-2019 – 2019-2020: Jaime Williams

**Mentoring Activities:**

2016-2017: Supplemental Research Methods Symposia

**Other Institutional Service Activities:**

2015-2016: Land Shark Pitch Competition Judge

**Writing Student Recommendations:**

2017-2018: Tobi Popoola

2015-2016: Karsten Koppserstad

2015-2016: Nicole Schilsong

**College Assignments****Other Institutional Service Activities:**

2016-2017: Faculty Marshal

**Chair:**

2018-2019: AACSB Assurance of Learning

2018-2019: Gabby Swab

2017-2018 – 2018-2019: Gabby Swab

**Member:**

2018-2019: Entrepreneurship Committee

2017-2018 – 2018-2019: Justin Cox

**University Assignments**

**Committee Member:**

2018: SACS Accreditation Committee

2018-2019: Bachelor of General Studies Advisory Board

2018-2019: Ad Hoc Policy

2017-2018 – 2018-2019: Graduate Minor in Applied Statistics

**Dissertation Assignments**

**Chair:**

2016-2017: Tobi Popoola

**Member:**

2015-2016: David Marshall

**Western Carolina University**

**College Assignments**

**Assurance of Learning - Institutional Service:**

2012-2013 – 2014-2015: AACSB Assurance of Learning Committee

**Faculty Advisor:**

2010-2011 – 2014-2015: Management Club

**Other Institutional Service Activities:**

2013-2014: Speech to College of Business Advisory Board

**Chair:**

2013-2014 – 2014-2015: Student Scholarship and Awards Committee

**Member:**

2014-2015: Academic Advisor Selection Committee

2013-2014 – 2014-2015: Hospitality and Tourism Management Advisory Board

2013-2014: College of Business Reorganization Committee

2011-2012 – 2012-2013: Student Scholarship and Awards Committee

## **University Assignments**

### **Committee Chair:**

2012-2013: Infrastructure Technology Committee

### **Committee Member:**

2014-2015: University Athletics Committee

2014-2015: University Scholarship Committee

2014-2015: Honors College Contract Task Force

2013-2014 – 2014-2015: UClub – Board Member

## **Service to the Profession**

### **Chair: Committee / Task Force**

2007 – 2009: Academy of Management OB division.

### **Chair: Conference / Track / Program**

2014: Southern Management Association Annual Meeting.

### **Reviewer - Article / Manuscript**

2017: Human Resource Management Journal.

### **Other Professional Service Activities**

2018 – 2019: Southern Management Association. Chief Information Officer

2015 – 2018: Southern Management Association. Chief Information Officer

### **Reviewer: Ad Hoc Reviewer for a Journal**

2019: Journal of Management.

2018: Current Psychology.

2018: Journal of Occupational and Organizational Psychology.

2017: Journal of Business Research.

2016 – 2017: Journal of Applied Psychology.

2015 – 2017: Journal of Organizational Behavior.

2016: Career Development International.

2011 – 2016: Career Development International.

### **Reviewer: Conference Paper**

2007 – 2018: Academy of Management Annual Meeting.

2007 – 2016: Southern Management Association Annual Meeting.

## **Service to the Community**

### **Board-Member**



2014 – 2018: Friends of Panthertown

2012 – 2015: Full Spectrum Farms

## **Faculty Development**

### **Instructional-Related Conference**

2016: eLearning Training Course (eTC), Oxford, Mississippi.

## **Teaching Honors and Awards**

### **Award**

2016: eLearning Training Course (eTC) Award of Completion with Honors, University of Mississippi.

2014: Teaching Award, Bloomberg.

2012: Outstanding Professor, Western Carolina University Graduate Programs.

### **Honor**

2008: Outstanding Graduate Teaching Associate Award for Management, Oklahoma State University.

## **Memberships**

The Neurophysiological Work Behavior Laboratory, 2011-2015

Society for Industrial and Organizational Psychology, 2008-2011

Academy of Management, 2005-2016

Southern Management Association, 2005-2016