
Walter Davis, Ph.D.

Faculty Director of the MBA Program Wm. W. Gresham, Jr. Entrepreneurial Professor Professor of Management

Academic Background

Ph.D. Georgia Institute of Technology, Atlanta, GA, Management, 1998.

M.B.A. University of Oklahoma, Norman, OK, Management, 1992.

B.A. University of Oklahoma, Norman, OK, Psychology, 1990.

Academic Experience

Wm. W. Gresham Jr. Entrepreneurial Professor, University of Mississippi (January, 2019 - Present), University, Mississippi.

Professor of Management, The University of Mississippi (July, 2019 - Present), University, Mississippi.

Faculty Director of the MBA Programs, University of Mississippi (July, 2016 - Present), University, Mississippi.

Associate Professor of Management, University of Mississippi (July, 2006 - June, 2019), University, Mississippi.

Chair, Department of Management, University of Mississippi (August, 2006 - May, 2009), University, Mississippi.

Assistant Professor of Management, University of Mississippi, School of Business Administration (2000 - June, 2006), University, Mississippi.

Visiting Assistant Professor, Purdue University, Krannert Graduate School of Management (1999 - 2000), Unknown, Unknown.

Project Manager, Center for Quality and Change Leadership, Georgia Institute of Technology (1998 - 1999), Atlanta, Georgia.

Instructor, Dupree College of Management, Georgia Institute of Technology (1998 - 1999), Unknown, Georgia.

Instructor, School of Professional Programs, Shorter College, (1995 - 1998), Marietta, Georgia.

Graduate Research Assistant, DuPree College of Management, Georgia Institute of Technology (1992 - 1998), Unknown, Georgia.

Refereed Articles

Gilson, L., & Davis, W. D. (in press, 2019). Editorial: Managing in an Age of Complexity and Uncertainty. *Group and Organization Management*.

Gilson, L., & Davis, W. D. (2018). Editorial: Its about time: The bonds that unite the 2018 Group & Organization Management Special Conceptual Issue. *Group and Organization Management*, 43 (5), 687-690.

- Marshall, D., Davis, W. D., Dibrell, C., & Ammeter, A. (in press, 2018). Learning off the job: Examining part-time entrepreneurs as innovative employees. *Journal of Management*.
- Jones, L., Davis, W., & Thomas, C. (2017). Is Competition Engaging? Examining the Interactive Effects of Goal Orientation and Competitive Work Environment on Engagement. *Human Resource Management, 56*, 389-405.
- Davis, W. D., & Gilson, L. (2017). Editorial: Connecting the dots: Integrating diverse theoretical perspectives to understand emerging management issues. *Group and Organization Management, 42* (5), 595-597.
- Evans, R., & Davis, W. D. (2015). High Performance Work Systems as an Initiator of Employee Proactivity and Flexible Work Practices. *Organization Management Journal, 12*, 64-74.
- Clayton, R., Davis, W. D., Thomas, C., Novicevic, M., & Ammeter, A. (2015). Realistic Recruitment as a Protective Antecedent of Work Interference with Family. *Journal of Applied Management and Entrepreneurship*.
- Evans, W. R., & Davis, W. D. (2014). Corporate Citizenship and the Employee: An Organizational Identification Perspective. *Human Performance*.
- Davis, W., Dibrell, C., Craig, J., & Green, J. (2013). The effects of goal orientation and client feedback on adaptive behaviors of family enterprise advisors. *Family Business Review*.
- Evans, W. R., & Davis, W. D. (2011). An examination of perceived corporate citizenship, job applicant attraction, and CSR work role definition. *Business and Society, 50*, 456-480.
- Evans, W. R., Davis, W. D., & Frink, D. (2011). An Examination of Employee Reactions to Perceived Corporate Citizenship. *Journal of Applied Social Psychology, 41*, 938-964.
- Evans, R., Goodman, J., & Davis, W. (2011). The Impact of Perceived Corporate Citizenship on Organizational Cynicism, OCB, and Employee Deviance. *Human Performance, 24*, 79-97.
- Wilkerson, J., Evans, W., & Davis, W. (2008). A test of coworkers' influence on organizational cynicism, badmouthing, and organizational citizenship behavior. *Journal of Applied Social Psychology*.
- Robinson, R., Davis, W., Franklin, G., & Stowell, N. (2007). The demise of the slap in the face standard test: A profound change in assessing pretext or merely a matter of semantics? *Journal of Individual Employment Rights, 12*, 237-245.
- Evans, R., Novicevic, M., & Davis, W. (2007). Resource based foundations of strategic human resource management: A review and extension. *International Journal of Learning and Intellectual Capital*.
- Davis, W., Mero, N., & Goodman, J. (2007). The interactive effects of goal orientation and accountability on task performance. *Human Performance*.
- Novicevic, M., Davis, W., Dorn, F., Buckley, M., & Brown, J. (2005). Barnard on conflicts of responsibility: Implications for today's perspectives on transformational and authentic leadership. *Management Decision, 43*, 1396-1409.
- Evans, R., & Davis, W. (2005). High-performance work systems and organizational performance: The mediating role of internal social structure. *Journal of Management, 31* (5), 758-775.
- Renn, R., Allen, D., Fedor, D., & Davis, W. (2005). The roles of personality and self-defeating behaviors in self-management failure. *Journal of Management, 31* (5), 659-679.
- Davis, W., Carson, C., Ammeter, A., & Treadway, D. (2005). The interactive effects of goal orientation and feedback specificity on task performance. *Human Performance, 18* (4), 409-426.
- Robinson, R., Franklin, G., & Davis, W. (2004). Supreme court to review sexual harassment proofs: Implications for employers. *Business Horizons* (24), 3-5.
- Davis, W., Carson, C., & Robinson, R. (2004). Employment decisions in self-directed work teams: A regulatory compliance perspective. *Employee Responsibilities and Rights Journal* (16), 179-194.

- Davis, W., & Gardner, W. (2004). Perceptions of politics and organizational cynicism: An attributional and leader-member exchange perspective. *The Leadership Quarterly* (15), 439-465.
- Robinson, R., Franklin, G., & Davis, W. (2004). The slap in the face standard and employer pretext: Placing limits on court evaluation of employee qualifications. *Journal of Individual Employment Rights*.
- Herold, D., Davis, W., Fedor, D., & Parsons, C. (2002). Dispositional influences on transfer of learning in multi-stage training programs. *Personnel Psychology* (55), 851-869.
- Fedor, D., Davis, W., Maslyn, J., & Mathieson, K. (2001). Performance improvement efforts in response to negative feedback: The roles of source power and recipient self-esteem. *Journal of Management* (27), 79-97.
- Davis, W., Fedor, D., Parsons, C., & Herold, D. (2000). The development of self-efficacy during aviation training. *Journal of Organizational Behavior* (21), 857-871.
- Fedor, D., Bettenhausen, K., & Davis, W. (1999). Peer reviews: Employees' dual roles as raters and recipients. *Group and Organization Management* (24), 92-120.
- Herold, D., Davis, W., & Maslyn, J. (1998). An investigation of workplace AIDS training with implications for occupational health promotion efforts. *Journal of Occupational Health Psychology*, 3, 276-286.
- Fedor, D., Buckley, M., & Davis, W. (1997). A model of the effects of realistic job previews. *International Journal of Management*, 14, 211-221.

Book

- Davis, W., & Fedor, D. (2002). *Human Resources Management: Perspective, Context, Functions, and Outcomes*. Upper Saddle River, NJ: Prentice Hall.

Book Chapters

Refereed

- Robinson, R., Franklin, G., & Davis, W. (2004). Supreme Court to review sexual harassment proof: Implications for employers. *Business Horizons* (pp. 3-5).

Presentation of Refereed Papers

International

- Sherlock, C., Gamble, J., Davis, W. D., & Johnson, P. (2018). *Family Unity and Firm Performance: The Moderating Role of Internal Stakeholders within Family Firms*. Babson College Entrepreneurship Research Conference, Dublin, Ireland (Northern).
- Dibrell, C., Gentry, R., Marshall, D., Palar, J., & Davis, W. (2016). *New director selection in family-influenced, lone founder, and regular publicly-traded firms: A resource dependency perspective*. European Academy of Management (EURAM), Paris, France.
- Marshall, D., Davis, W., & Dibrell, C. (2016). *Work to Work Enrichment: Employee Innovation through Hybrid Entrepreneurship*. Academy of Management Annual Meeting, Anaheim, California.
- Marshall, D., Davis, W., & Owen, J. (2014). *Not all created equal: A look at employment mode effects on employee attitudes*. Academy of Management Conference, Philadelphia, United States of America.
- Jones, L., Davis, W., & Thomas, C. (2013). *Is competition engaging? Examining the interactive effects of competitive work environment and employee goal orientation on work engagement*. Academy of Management Conference, Orlando, Florida.
- Davis, W., Koonce, J., Herold, D., Fedor, D., & Parsons, C. (1997). *Personality variables and simulator performance in the prediction of flight training performance*. International Symposium on Aviation

Psychology, Columbus, Ohio.

National

Davis, W., Johnson, P., & Dibrell, C. (2018). *The Emergence of Dyadic Goal Orientation in Leader – Follower Relationships*. National Business and Economics Society, Honolulu, Hawaii.

Marshall, D., Davis, W., & Dibrell, C. (2018). *A Work-Life Interface Perspective on Hybrid Entrepreneurship*. Western Academy of Management, Salt Lake City, Utah.

Davis, W., Johnson, P., & Marshall, D. (2017). *The Role of Feedback in Leader-Follower Relations*. Southern Management Association Annual Meeting, St. Petersburg, Florida.

Swab, G. & Davis, W. (2017). *Leveling Employee Expectations: A Needed HR Practice in Mergers & Acquisitions*. Western Academy of Management, Palm Springs, California.

Jones, L., Thomas, C., & Davis, W. (2016). *The interactive effect of institutionalization of ethics and moral attentiveness on work engagement*. Southwest Academy of Management, Oklahoma City, Oklahoma.

Clayton, R., Davis, W. D., Thomas, C., Novicevic, M., & Ammeter, A. (2012). *Realistic Recruitment as a Protective Antecedent of Work Interference with Family*. Academy of Management, Boston, Massachusetts.

Jones, L. & Davis, W. D. (2012). *A model of the interactive effects of goal orientation and contextual variables on employee engagement*. Southern Management Association, Fort Lauderdale, Florida.

Davis, W., Evans, W., & Gilson, L. (2011). *Individual Proactivity and Social Capital as Enablers of Flexible Work Design*. Academy of Management Annual Meeting, San Antonio, Texas.

Evans, W. R., Davis, W. D., & Frink, D. (2008). *An examination of employee reactions to perceived corporate citizenship*. Southern Management Association Annual Meeting, St Petersburg, Florida.

Davis, W., Evans, W., & Gilson, L. (2007, August). *The role of creativity in flexible organizational routines: Translating individual agency into organizational flexibility*. Academy of Management Meeting, Philadelphia, Pennsylvania.

Evans, W. & Davis, W. (2007, August). *An examination of perceived corporate citizenship, job applicant attraction, and employee work roles*. Academy of Management Meeting, Philadelphia, Pennsylvania.

Goodman, J., Evans, W., Frink, D., & Davis, W. (2007, April). *Doing the job I'm paid for and nothing more!* Society for Industrial and Organizational Psychology, New York, New York.

Davis, W., Mero, N., & Goodman, J. (2004). *The interactive effects of goal orientation and accountability on performance*. Society for Industrial and Organizational Psychology, Chicago, Illinois.

Evans, R. & Davis, W. (2004). *High performance work systems: The role of social capital and organizational citizenship behavior*. Academy of Management Meeting, New Orleans, Louisiana.

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

Carson, C. & Davis, W. (2003). *Goal Orientation and Feedback: Performance, Task Interest, and Self-efficacy*. Society for Industrial and Organizational Psychology, Orlando, Florida.

Davis, W. & Gardner, W. (2003). *Perceptions of politics and organizational cynicism: An attributional and leader-member exchange perspective*. Academy of Management Meeting, Seattle, Washington.

Wilkerson, J., Davis, W., & Love, M. (2003). *On employee cynicism and bad-mouthing: Links to organizational citizenship behavior and coworkers' influence*. Southern Management Association Annual Meeting, Clearwater, Florida.

Fedor, D., Davis, W., Maslyn, J., & Mathieson, K. (1999). *Performance improvement efforts in response to negative feedback: The roles of source power and recipient self-esteem*. Academy of Management Meeting, Chicago, Illinois.

Davis, W., Fedor, D., Parsons, C., & Herold, D. (1998). *A longitudinal field investigation of the development of self-efficacy during training*. Academy of Management Meeting, San Diego, California.

Herold, D., Parsons, C., Fedor, D., & Davis, W. (1998). *Individual differences in feedback propensities and their relationship to training performance*. Academy of Management Meeting, San Diego, California.

Davis, W., Parsons, C., & Herold, D. (1995). *Source, message, and recipient characteristics affecting feedback seeking and intentions to utilize sent feedback*. Southern Management Association Annual Meeting, Orlando, Florida.

Herold, D., Maslyn, J., & Davis, W. (1995). *A typology of workplace AIDS education programs and differences among providers*. Academy of Management Meeting, Vancouver, British Columbia.

Herold, D., Davis, W., & Maslyn, J. (1995). *The determinates of affective reactions to feedback-poor work environments*. Southern Management Association Annual Meeting, Orlando, Florida.

Parsons, C., Herold, D., Fedor, D., Rensvold, R., Goodman, J., W. Davis (1994). *Development of an extended version of a measure of performance feedback propensities*. American Psychological Society Conference, Washington, District of Columbia.

Regional

Davis, W. & Mero, N. (2002). *Dispositional vs. situational goal orientation: Effects on self-efficacy and performance*. Military Personnel Research Science Workshop, Memphis, Tennessee.

Davis, W. (2001). *The effects of goal orientation on performance and self-efficacy in various conditions of task complexity and feedback availability*. Military Personnel Research Science Workshop, Memphis, Tennessee.

Research Grants

Funded

2005: Walter, D. 'Individual, Dyadic and Organizational Factors Affecting Role-Making and Contextual Performance.' Project Description: A study is proposed to investigate the impact of individual, dyadic, and organizational factors on role-making and contextual performance, Principal Investigator, Hearin Foundation.

2004: Walter, D. Principal Investigator. Funded by the Hearin Foundation. "The effects of goal orientation and feedback environment on role innovation." Funding: \$10,000. Status: Project and survey design in progress., Principal Investigator, Hearin Foundation.

2003: Walter, D. Principal Investigator. Funded by the Hearin Foundation. "Self-management as a function of situational, supervisory, and individual difference variables." Funding: \$10,000. Status: Data collected. Data analysis in progress., Principal Investigator, Hearin Foundation.

2001: Davis, W. Dispositional vs. situational goal orientation: Effects on self-efficacy and performance, Principal Investigator, Office of Naval Research. Graduate students supported: 2 Status: Paper presented at the 2004 Society for Industrial Organizational Psychology (SIOP) annual meetings. Paper in preparation for journal submission.

2000: Davis, W. The effects of goal orientation on performance and self-efficacy in various conditions of task complexity and feedback availability., Principal Investigator, Office of Naval Research. Graduate students supported: 3 Paper presented at 2003 Society for Industrial Organizational Psychology (SIOP) annual meetings. Revision Requested from Human Performance.

Other Research Activities

Other

1999: , , . Center for Quality and Change Leadership, Georgia Institute of Technology June, 1998 - June, 1999. Project Title: Organizational Learning and Knowledge Management Practices for Improving Business Processes. Funded by the National Science Foundation. Principal Investigator: Soumen Ghosh Objectives: To investigate (1) the adoption of knowledge management practices, (2) organizational factors which enable effective knowledge management, and (3) the impact of various knowledge management practices on business process capabilities and business performance. Activities: Interview knowledge management officers at corporate partner sites; Conduct quantitative data collection by surveying organizations; Disseminate findings via project reports to corporate partners and the National Science Foundation, and articles in management journals.

Service to the University

Department Assignments

Chair:

2006-2007 – 2007-2008: Search Committee

2004-2005: Department of Management, Search Committee for Assistant Professor of Management (Southaven Campus)

2002-2003 – 2004-2005: Department of Management, Curriculum Development Committee

2002-2003: Department of Management, Search Committee for Assistant Professor of Management Position

Coordinator:

2008-2009 – 2011-2012: Management Department Research Colloquium Coordinator

2007-2008 – 2008-2009: HR Advisory Board

Faculty Advisor:

2005-2006: Faculty Advisor

2003-2004 – 2004-2005: Department of Management, Society for HR Management

Member:

2006-2007: Search Committee

2003-2004 – 2004-2005: Department of Management, Search Committee for Assistant Professor of Management Position

College Assignments

Chair:

2016-2017 – 2018-2019: MBA Committee

2008-2009: Asst/Assoc Professor of Management Search I

2007-2008: Management Faculty Search Committee II

2006-2007: Visiting Clin Instructor of MGMT Search

Faculty Advisor:

2007-2008: Student Organization

Member:

2016-2017 – 2018-2019: Executive Committee

2012-2013 – 2018-2019: Entrepreneurship

2010-2011 – 2018-2019: PhD Committee

2011-2012 – 2017-2018: Tenure and Promotion

2009-2010 – 2016-2017: Scholarship Committee

2009-2010 – 2016-2017: Assurance of Learning Committee

2014-2015 – 2015-2016: MBA Committee

2008-2009: Assurance of Learning

2007-2008 – 2008-2009: Executive Committee

2006-2007 – 2008-2009: PhD Committee

2005-2006: B-Comm Search Committee

2005-2006: Undergraduate Core Curriculum Task Force

Chair:

2008-2009 – 2010-2011: Laura Williams Dissertation

2002-2003: Department of Management, Search Committee for Assistant Professor of Business Administration

Member:

2009-2010 – 2010-2011: PhD Committee

2008-2009 – 2010-2011: School of Business Assurance of Learning Committee

2008-2009 – 2010-2011: School of Business Scholarship Committee

2008-2009 – 2009-2010: Phillip Tew Dissertation

2008-2009 – 2009-2010: Kaushik Ghosh dissertation

2008-2009: Minu Kumar Dissertation

2006-2007 – 2008-2009: The Executive Committee of the School of Business Administration

2007-2008: Allison Duke Dissertation

2003-2004 – 2005-2006: School of Business Administration, Undergraduate Curriculum Task Force

University Assignments

Committee Member:

2011-2012: University Faculty Achievement Award Selection Committee

2009-2010 – 2010-2011: University Assessment Committee

2009-2010: University Assessment Committee

2007-2008 – 2008-2009: UM Competes Taskforce

2007-2008: University Hiring Background Search Advisory Committee

2004-2005 – 2005-2006: Faculty Senate Elections Committee

2004-2005 – 2005-2006: Faculty Senate Representative

Coordinator:

2003-2004: Joint University of Mississippi/University of Memphis Management Research Colloquium

Member:

2009-2010 – 2015-2016: University Assessment Committee

Dissertation Assignments

Chair:

2009-2010 – 2010-2011: Russell Clayton Dissertation

2005-2006: Randy Evans

2004-2005: Charles Carson

Member:

2007-2008 – 2008-2009: Jacob Breland Dissertation

2005-2006: Michael Kitchens

2005-2006: Joanna Phillips

2005-2006: Joseph Goodman

2005-2006: JoAnn Brown

University of Mississippi

Department Assignments

Chair:

2018-2019: Jaime Williams

2015-2016 – 2017-2018: David Marshall

2016-2017: Search Committee - Organizational Behavior

2014-2015: Doctoral Dissertation - Logan Jones

2013-2014: Logan Jones

Coordinator:

2008-2009 – 2013-2014: Management Department SACS Assessment of Learning Coordinator

2006-2007 – 2013-2014: Management Department Doctoral Program Coordinator

Member:

2015-2016: Search Committee - Strategy

2014-2015: Search Committee - Entrepreneurship

2014-2015: Search Committee - Organizational Behavior

2013-2014: Entrepreneurship Committee

College Assignments

Director:

2016-2017: MBA Programs

Faculty Advisor:

2014-2015 – 2015-2016: MBA Case Competition

Organizer:

2016-2017: Mid-South Management Research Consortium (MMRC)

Program Representative:

2013-2014: Center for Innovation and Entrepreneurship (CIE)

Member:

2016-2017 – 2017-2018: Dissertation - Serhat Yildiz

2016-2017 – 2017-2018: Dissertation - Andres Diaz

2012-2013 – 2014-2015: Dissertation Committee - Will Pepper

2013-2014: PhD Committee

2013-2014: Scholarship Committee

2012-2013 – 2013-2014: Tenure & Promotion Committee

University Assignments

Committee Member:

2018-2019: Sabbatical Review Committee

2018-2019: Graduate Council

2016-2017: Sabbatical Leave

2016-2017: Graduate Council

2014-2015: Doctoral Dissertation - Coulter Ward

2013-2014: University of Assessment Committee

2012-2013: Course Forgiveness Policy Task Force

Service to the Profession

Academic Conference: Discussant

2010: Southern Management Association.

2005: Southern Management Association. Session: Starting to Work: Job Seeking, Recruitment and Early Career Interactions

2005: Southern Management Association. Session: Prosocial Behavior and Enacted Versus Espoused Values in Organizations

Academic Conference: Moderator / Facilitator

2014: Academy of Management Annual Meeting, Philadelphia, Pennsylvania.

Chair of Session: "Helping at Work: Insights into Employee Relationships and their Impact on Beneficial Work Outcomes"

2014: Academy of Management Annual Meeting, Philadelphia, Pennsylvania. Chair of session entitled: "Employee Socialization"

2012: Academy of Management, Boston, United States of America.

2007: Academy of Management Annual Meeting, Philadelphia, Pennsylvania. Emotions in the Workplace

2005: Southern Management Association. Session: Organizational Justice: Antecedents, Outcomes and the Role of Centralization

Board Member: PRJ Editorial Review Board

2018 – 2019: Journal of Business Research.

2016 – 2018: Group and Organization Management.

2007 – 2013: International Journal of Leadership Studies.

2003 – 2008: Journal of Management.

2006 – 2007: International Journal of Leadership Studies.

2005 – 2006: International Journal of Leadership Studies.

2005: International Journal of Leadership Studies.

2004 – 2005: International Journal of Leadership Studies.

Chair: Committee / Task Force

2004: Academy of Management Annual Meeting. Interactive Paper Session Topic: Incentives and Rewards in Organizations

Chair: Conference / Track / Program

2004: Southern Management Association . Session Chair: 'Organizational Citizenship Behaviors'

Reviewer - Article / Manuscript

2019: Journal of Management.

2016 – 2018: Southern Management Association Annual Meeting.

2010 – 2014: Academy of Management Conference.

2005 – 2010: Southern Management Association.

Editor: Special Issue of a PRJ

2017 – 2019: Group and Organization Management.

Member: Committee/Task Force

2012 – 2014: Southern Management Association. Annual Hunt Service Award Committee

2005: Southern Management Association. Best Doctoral Student Paper Award Committee

2003: Southern Management Association Annual Meeting. Session Topic: Teams in Organizations

Reviewer: Ad Hoc Reviewer for a Journal

2012: Group and Organization Management.

2012: Journal of Managerial Issues.

2012: Business & Society.

2005: Journal of Management Studies.

2004: Journal of Business Research.

2004: Journal of Managerial Issues.

2003: Group and Organization Management.

2003: Human Resource Management Journal.

Reviewer: Conference Paper

1999 – 2007: Academy of Management Annual Meeting.

2004: Southern Management Association Annual Meeting.

Service to the Community

Other Community Service Activities

2005: Oxford School District, Analysis of Performance Appraisal System Developed Performance Appraisal Manual

2004: Oxford School District, Conducted Pay Survey and Compensation Analysis

Memberships

Academy of Management

Society of Human Resource Management

Southern Management Association

Certifications

Senior Professional in Human Resource Management,