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# Ralph Hamilton, Ph.D.

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## Instructional Associate Professor of Management

### Academic Background

Ph.D. University of Georgia, Athens, GA, Strategic Management, 1997.

M.B.A. California State University, Fullerton CA, General Management, 1985.

B.A. Gordon College, Wenham, MA, English Literature, 1976.

### Academic Experience

Instructional Associate Professor, School of Business Administration, University of Mississippi (July, 2016 - Present), University, Mississippi.

Instructional Assistant Professor, School of Business Administration, University of Mississippi (July, 2015 - June, 2016), University, Mississippi.

Clinical Assistant Professor, School of Business Administration, University of Mississippi (2002 - June, 2015), University, Mississippi.

Assistant Professor of Management, Georgia State University (1997 - 2002), Atlanta, Georgia.

Visiting Assistant Professor, University of Tennessee (1994 - 1995), Chattanooga, Tennessee.

Lecturer, California State University (1985), Fullerton, California.

### Non-Academic Experience

#### National

Consultant/Budget Analyst, Los Angeles County Transportation Commission (1990 - 1991), Los Angeles, California. Constructed annual (Fiscal 1991) budget for \$2.5 billion public transit agency

Evaluator (Congressional Investigator), United States General Accounting Office (1985 - 1990), Los Angeles, California. Researched and wrote management reports on federal agencies. Focused on strategic use of information technology as well as cost benefit analysis of spending in federal programs, including NASA, FAA and the Social Security Administration. Reports cited by major media, including CNN and the Wall Street Journal

Program Director, Camfel Productions (1980 - 1982), Monrovia, California. Served as controller and personnel director. Developed financial relationships with bankers and suppliers. Controlled general ledger accounts. Recruited and hired personnel. Designed a training program and wrote a procedures manual

### Paid Service

2002: Baker Street Enterprises, 1995-2002 President of Consultancy in Strategy and Information Technology.

Focus on Strategic planning and scenario analysis.

## Refereed Articles

Hamilton, R. H., & Davison, H. K. (2018). The Search for Skills: Knowledge Stars and Innovation in the Hiring Process. *Business Horizons*, 61 (3), 409-419, doi: <https://doi.org/10.1016/j.bushor.2018.01.006>.

Davison, H. K., Hamilton, R. H., & Bing, M. N. (2013). Big Brother Wants to Friend You on Facebook. *The Industrial-Organizational Psychologist*.

Robinson, R., Franklin, G. M., & Hamilton, R. H. (2012). The Hijab and the Kufi. *Southern Law Journal*.

Davidson, H. K., Mariast, C. C., Hamilton, R. H., & Bing, M. N. (2012). To Screen or Not to Screen? Using the Internet for Selection Decisions. *Employee Responsibilities and Rights Journal*.

Robinson, R., Franklin, G. M., & Hamilton, R. H. (2011). Workplace Religious Accommodation Issues for Adherents of Islam'. *Business Studies Journal*.

Hamilton, R. H., & Rupp, W. T. (2007). Opportunities and Challenges in the Wireless World. *Journal of Internet Commerce*.

Hamilton, R.H., & Hamilton, P. (2005). Timeless Advice: Daniel Defoe and Small Business Management. *Journal of Management History*.

Hamilton, R. (2001). E-commerce New Venture Performance: How Funding Impacts Culture. *Internet Research* (11), 277-285.

Watson, H. J., Aronson, J., Hamilton, R. H., Lakshmi, I., Nagasundaram, M., H. Nemati, & J. Suleiman (1996). Assessing EIS Benefits: A Survey of Current Practices. *Journal of Information Technology Management*, 7, 23-30.

## Papers Under Review

Hamilton, R. H. & Sodeman, W. (2019). "The Questions We Ask: Opportunities and Challenges for Using Big Data Analytics to Strategically Manage Human Resource Management," Revised and resubmitted to *Business Horizons*.

Hamilton, R. H. & Davison, H. K. (2019). "Legal and Ethical Challenges for HR in Machine Learning," Initial submission to *Business Horizons*.

## Refereed Proceedings

### Full Paper

Hamilton, R. (2002). The Digital Divide: Government Challenges and Corporate Opportunities. *International Conference on Electronic Commerce*.

Hamilton, R. (1999). Decision Frameworks and Outcomes for Business and the Economy in the Year 2000. *Year 2000 'Before' Conference*.

Hamilton, R. (1998). The Stakeholder Information System: Coping with Complex, Dynamic Stakeholder Environments Through the Use of the Extranet. *International Association for Business and Society*.

## Working Papers

Hamilton, R. H. & Davison, H. K. (2020). "Ethics and Big Data," targeted for *Journal of Business Ethics*.

Hamilton, R. & Sodeman, W. (2019). "Legal and Ethical Challenges in the Big Data Era," targeted for *Human Resource Management*.

Hamilton, R. H. (2011). "KNOWLEDGE GENERATION and STRATEGIC ADAPTATION in STARTUP FIRMS," targeted for *Entrepreneurship Theory and Practice*.

Hamilton, R. H. (2011). "Developing Strategic Character," targeted for Journal of Business Ethics.

## **Presentation of Refereed Papers**

### **International**

Hamilton, R. & Sodeman, W. (2018). *Legal and Ethical Challenges in the Big Data Era*. Academy of Management Specialized Conference on Big Data, Guildford, United Kingdom.

### **National**

Hamilton, R. H. (2007, August). *Strategic Character: Virtues that Lead to Competitive Advantage*. Academy of Management Meeting, Philadelphia, Pennsylvania.

Hamilton, P. L. & Hamilton, R. H. (2002). *Daniel Defoe: The Complete Small Business Manager*. Academy of Management Meeting, Denver, Colorado.

Rupp, W. T. & Hamilton, R. H. (1998). *The Use of Living Cases to Teach Business Ethics: A Stakeholder Approach to Ethical Decision-making*. Society of Business Ethics Conference, Chicago, Illinois.

Rupp, W. T. & Hamilton, R. H. (1996). *Reputation for Innovativeness and Firm Performance: An Empirical Analysis of Six High Technology Industries*. Academy of Management Meeting, Cincinnati, Ohio.

### **Regional**

Hamilton, R. H., Mooty, S., & Kedia, B. L. (2012). *Orchestrating Knowledge: Innovation Options for the Disaggregated Firm*. Atlanta Competitive Advantage Conference, Atlanta, Georgia.

## **Service to the University**

### **Department Assignments**

#### **Member:**

2010-2011: School of Business Administration, Search Committee for Clinical Assistant Professor of Management

2004-2005: Department of Management, Curriculum Assessment Committee

#### **Other Institutional Service Activities:**

2009-2010 – 2011-2012: Department of Management

### **College Assignments**

#### **Faculty Advisor:**

2007-2008: DeSoto Business Networking

2006-2007: Students in Free Enterprise (SIFE) Faculty Advisor

2006-2007: Students in Free Enterprise (SIFE) Faculty Advisor

#### **Member:**

2007-2008 – 2012-2013: MBA Committee

2009-2010: Clinical Assistant Professor of Management 10046988

**Other Institutional Service Activities:**

2009-2010: Entrepreneurship Minor Initiative

2008-2009: Gillespie Business Plan Contest

**Student placements:**

2007-2008: Job Placement Assistance

**Chair:**

2009-2010: School of Business Administration, Search Committee for Clinical Assistant Professor of Management

2006-2007: School of Business Administration, Search Committee for Clinical Assistant Professor of Management

2004-2005: School of Business Administration, Search Committee for Clinical Assistant Professor of Management

**Member:**

2002-2003 – 2003-2004: School of Business Administration, Search Committee for Clinical Assistant Professor

**University Assignments****Committee Member:**

2001-2002: Georgia State University, Russell Center for Entrepreneurship

1997-1998 – 2001-2002: Georgia State University, E-business Steering Committee

1996-1997 – 2001-2002: Joint Committee for Community Development-Georgia State University

1999-2000 – 2000-2001: Georgia State University, Year 2000 Task Force

**Other Institutional Service Activities:**

2008-2009: SACS Accreditation Meeting

2004-2005: Southaven Campus, Registration Day

**Student placements:**

2008-2009: Letters of Recommendation

**Writing Student Recommendations:**

2009-2010: Letters of Recommendation

**School of Business Administration, University of Mississippi****Department Assignments****Other Institutional Service Activities:**

2016-2017 – 2018-2019: Department of Management

2013-2014: Department of Management

### **College Assignments**

#### **Other Institutional Service Activities:**

2018-2019: Assurance of Learning

2015-2016: Department of Management

2013-2014: Gillespie Business Plan Competition

#### **Writing Student Recommendations:**

2018-2019: Letters of Recommendation

2015-2016: Letters of Recommendation

#### **Member:**

2017-2018: LG2 of Assurance of Learning ,Task Force on Critical Thinking,

2016-2017: Assurance of Learning/Department of Management

### **University Assignments**

#### **Committee Member:**

2015-2016 – 2016-2017: Search Committee, Associate Provost and Director of Outreach

#### **Mentoring Activities:**

2017-2018 – 2018-2019: Presenter at University of Mississippi - DeSoto Center Orientation

2015-2016: Presenter at University of Mississippi-Desoto Center Student Orientation

#### **Other Institutional Service Activities:**

2013-2014: University of Mississippi - DeSoto Center

#### **Writing Student Recommendations:**

2016-2017: Letters of Recommendations

2014-2015: Letters of Recommendation

## **Service to the Profession**

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

2019: Business Horizons. I reviewed 2 articles for the journal Business Horizons:

"Towards morally aware machine learning for ethical artificial intelligence"

"Virtue as an ethical framework for the design and use of artificial intelligence"

### **Invited Lecture**

2002: Georgia Chambers of Commerce. 1997-2002 Presentations to several Georgia Chambers of Commerce and other non-profit organizations.

### **Other Professional Service Activities**

2014: Memphis Regional Chamber, Memphis, Tennessee. Represent UM-DeSoto Center at Memphis Chamber conference on use of Social Media in Recruiting (related to published research)

2007: Mississippi Public Broadcasting (Radio), Jackson, Mississippi. Interviewed for radio news segment discussing regional economic and entrepreneurial opportunities with the arrival of the Toyota manufacturing plant in Tupelo (early March 2007)

2007: Daily Mississippian. Interviewed for article discussing regional economic and entrepreneurial opportunities with the arrival of the Toyota manufacturing plant in Tupelo

2007: Northeast Mississippi Daily Journal. Interviewed for article discussing regional economic and entrepreneurial opportunities with the arrival of the Toyota manufacturing plant in Tupelo

2006: DeSoto Appeal (Memphis Commercial Appeal, DeSoto Edition). Interviewed for article, primarily discussing DeSoto County economic development and role of Southaven campus in promotion of development

2006: Society of Human Resource Management, Olive Branch Chapter. (Coordinator and facilitator between chapter and University of Mississippi)

2004: Society of Human Resource Management, Olive Branch Chapter. (Coordinator and facilitator between chapter and the University of Mississippi)

2002: Media Interviews. 1997-2002 Presented interviews in technology or entrepreneurship-related areas (Atlanta Journal-Constitution, WSB-TV, WXIA-TV, WFOX, WRFC, WDUN Radio)

2001: AITP, Atlanta Chapter. Vice- President of the Atlanta chapter. AIP is a non-profit trade association with 32 chapters around the world representing thousands of Internet professionals.

### **Reviewer: Conference Paper**

2019: Academy of Management Annual Meeting. I reviewed 3 papers for the Social Issues in Management Division:

(NOTE: this is in addition to the papers for the Entrepreneurship Division

"Is high-frequency trading fulfilling equity market's purpose?"

"Public Shaming in The Social Media: Underlying Mechanisms and Future Research Agenda

"The Social Nature of Moral Judgment and Behavior"

2019: Academy of Management -- Entrepreneurship Division. I reviewed 3 papers for the Entrepreneurship Division of the Academy of Management.

"Early-Stage Venture Incubation Promotes Learning, Scaling, And Profitability Among Entrepreneurs"

"Flying from idea conception towards a profitable venture emergence"

"Makerspaces and entrepreneurship: Colocation and collaboration in the digital era

2011: Academy of Management Meeting. Reviewed 3 papers for the Entrepreneurship Division of the Academy of Management

2009: Southern Management Association Annual Meeting. Reviewer for Organizational Behavior Track for SMA 2009.

2008: Academy of Management Annual Meeting. Served as reviewer for the Entrepreneurship, Management History and Management of Spirituality and Religion Units

2007: Southern Management Association. Reviewer for Southern Management Association 2006

## **Service to the Community**

### **Board-Member**

2008: Mississippi Small Business Development Center, Advisory Board Member

2007: Emerge Memphis Incubator, Advisory Board member

2007: Mississippi Small Business Development Center, Advisory Board Member

2006: Advisory Board - EmergeMemphis incubator

2002 – 2004: Advisory Board-EmergeMemphis incubator,

### **Member of a Committee**

2007: FedEx Institute of Technology Business Plan Competition, Served as judge and University of Mississippi liaison for business planning contest featuring technology-oriented business plans from universities in 3 states

2006: FedEx Institute of Technology Business Plan Competition, Served as judge and University of Mississippi liaison for business planning contest featuring technology-oriented business plans from universities in 3 states

2002 – 2004: Infrastructure Committee-Desoto County Economic Development Council

### **Other Community Service Activities**

2011: Tri-State Small Business Forum, Participation in meeting coordinating various governmental entities and small businesses

2006: Mississippi Small Business Development Center, Served as advisor

### **Speech / Presentation at a Community Meeting**

2012: Radio Program Guest Speaker, Discussed strategic implications for Apple at the retirement of Steve Jobs for the Marshall Ramsey talk show on Supertalk Mississippi

2008: DeSoto Networking Lunch, Banks, Bailouts, Budgets, Booms and Busts: What the Wall Street Crisis Means to You. Presentation to the UM-DeSoto Center students and faculty, Northwest Community College faculty and other community members. (October 2008)

2007: First United Methodist Church - Jackson TN, Small Group Leadership Training

2007: Mississippi Small Business Development Center, Facilitator - Strategic Plan Development

2006: U.S. State Department in conjunction with Mid-South Rotarians and the University of Mississippi, Seminar presentation on History of Retailing and Business Ethics in the US to visiting Russian delegation

2006: Mississippi Department of Transportation, Seminar presentation on Strategic Thinking to statewide representatives of MDOT, May 2005

## **Faculty Development**

### **Research-Related Conference/Seminar**

2014: Academy of Management Professional Development Workshop, Philadelphia, Pennsylvania. Attended Professional Development Workshop on Strategic Human Capital, related to current research (paper in development)

2014: Academy of Management Professional Development Workshop, Philadelphia, Pennsylvania. Attended Professional Development Workshop on "Big Data in HR" related to previous research on employment screening and possible future research

### **Teaching Honors and Awards**

#### **Award**

2008: , School of Business, The University of Mississippi. 2008 Outstanding Undergraduate Teacher Award.

1994: , University of Georgia. Outstanding Teaching Award.

#### **Honor**

2002: , State of Business Magazine-Georgia State. Featured in Summer 2002 article on 'wireless opportunities.'

2000: , State of Business Magazine-Georgia State. In Summer 2000 article on 'entrepreneurial activities' by Georgia State students, former student quoted as saying I was one of the 'premier' teachers in the business school..

### **Memberships**

Academy of Management

Sigma Iota Epsilon (National Management Honor Society)

Southern Management Association

### **References**

Dr. William T. Rupp,  
Dean, College of Business,  
Austin Peay State  
University, Clarksville,  
TN  
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ruppwt@apsu.edu

Dr. Irene Duhaime, Associate  
Dean for Administration,  
Professor of Managerial  
Sciences, Robinson College of  
Business, Georgia State  
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