
Ralph Hamilton, Ph.D.

Instructional Associate Professor of Management

Academic Background

Ph.D. University of Georgia, 1997.

M.B.A. California State University, 1985.

B.A. Gordon College, 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

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. (2022). Legal and Ethical Challenges for HR in Machine Learning. *Employee Responsibilities and Rights Journal*, 34, 19-39.
- Hamilton, R. H., & Sodeman, W. A. (2020). The Questions We Ask: Opportunities and Challenges for Using Big Data Analytics to Strategically Manage Human Capital Resources. *Business Horizons*, 63 (1), 85-95.
- 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.
- 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. (2023). "Strategic Algorithmic Human Resource Management: Pathways to Competitive Advantage and Legitimacy," Initial submission to *Human Resource Management*.

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

Presentation of Refereed Papers

International

Hamilton, R. H., Davison, H. K., Richardson, H., Sturman, M., & Mollica, K. (2019). *The Role of Non-Tenure Track Faculty in Business Schools (Symposium)*. Academy of Management Annual Meeting, Boston, Massachusetts.

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

School 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

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:

2020-2021: Society for Human Resource Management

2020-2021: Department of Management

2013-2014: Department of Management

School Assignments

Other Institutional Service Activities:

2020-2021: Gillespie Business Plan Competition

2020-2021: Assurance of Learning

2013-2014: Gillespie Business Plan Competition

Writing Student Recommendations:

2020-2021: Letters of Recommendation

2015-2016: Letters of Recommendation

Member:

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

2017-2018: Assurance of Learning/Department of Management

2016-2017 – 2017-2018: Assurance of Learning/Department of Management

University Assignments

Committee Member:

2022-2023: Council on Community Engagement

2022-2023: Artificial Intelligence (AI) Task Force

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

Mentoring Activities:

2017-2018 – 2019-2020: Presenter at University of Mississippi - DeSoto Center Orientation

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

Other Institutional Service Activities:

2019-2020: Critical Thinking Seminar

2013-2014: University of Mississippi - DeSoto Center

Writing Student Recommendations:

2016-2017: Letters of Recommendations

2014-2015: Letters of Recommendation

Unassigned

School Assignments

Member:

2022-2023: Resilient Pedagogy Learning Community

University of Mississippi

School Assignments

Member:

2007-2008 – 2012-2013: MBA Committee

Service to the Profession

Academic Conference: Moderator / Facilitator

2019: Academy of Management Annual Meeting, Boston, Massachusetts. I chaired and also served as the discussant for the Academy of Management Entrepreneurship Session #1334 "Entrepreneurial Human Resources"

Reviewer - Article / Manuscript

2022: Employee Relations. I served as a reviewer for this publication. There were three rounds of reviews.

2020: Business Horizons. I reviewed an article on machine learning for Business Horizons.

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

2022: Area Relief Ministries (Tennessee), Serving homeless

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

DS: Research-Related Conference/Seminar

2019: Academy of Management Annual Meeting. Professional Development Workshop on Entrepreneurship and Human Resources (related to Academy chaired session)

2019: Academy of Management Annual Meeting. Professional Development Workshop on Artificial Intelligence and Business Ethics

2019: Academy of Management Annual Meeting. Professional Development Workshop on recent research on Artificial Intelligence and Machine Learning,

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

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

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
E-mail:
ruppwt@apsu.edu

Dr. Irene Duhaime, Associate
Dean for Administration,
Professor of Managerial
Sciences, Robinson College of
Business, Georgia State
University
Atlanta GA 30302
Phone: (404) 413-7004
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Archie B. Carroll, Professor
Emeritus and Director of the
Nonprofit Program in the Terry
College of Business.
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E-mail: acarroll@terry.uga.edu