
Paul D. Johnson, Ph.D.

Associate Dean 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, 2004.

B.S. University of Oklahoma, 2001.

Academic Experience

Associate Dean, University of Mississippi (August, 2021 - Present), University, Mississippi.

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 Management, University of Mississippi (May, 2017 - August, 2021), University, Mississippi.

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

Director: School of Management, 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

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

Consulting

2021: Friends of Panthertown Valley, Strategic Planning

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

2012: Highlands-Cashiers Hospital, Assessment of Employee Job Satisfaction

Refereed Articles

Lugar, C., Meuser, J. D., Novicevic, M. M., Johnson, P. D., Ammeter, A. P., Chad P. Diaz II (in press, 2023). Retaining self-initiated expatriates: Systematic reviews and managerial practices. *Research in personnel and human resources management*, 41, 93-125.

Popoola, T., Novicevic, M., & Johnson, P. D. (in press, 2023). A relational view of unethical pro-organisational behaviour. *International Journal of Organizational Analysis*.

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*.

Roberts, F., Thomas, C., Novicevic, M., Ammeter, A., Johnson, P. D., Bart Garner Ifeoluwa Popoola (2018). Integrated Moral Conviction Theory of Student Cheating: An Empirical Test. *Journal of Management Education*, 42 (1), 104-134.

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*.

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 Sustenance 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.

Papers Under Review

Popoola, T., Novicevic, M., & Johnson, P. D. (2023). "An Examination of How Accountability and Interpersonal Trust Stimulate Engagement in Unethical Pro-Organizational Behavior," Initial submission to *Business Ethics Quarterly*.

Pathki, C., Swab, R. G., Johnson, P. D., & Kluemper, D. (2023). "Hypercompetitiveness and the LMX Relationship: A Process Addressing Competitive Congruence on OCBs and Task Performance," Initial submission to *Journal of Organizational Behavior*.

Johnson, P. D. & Swab, G. (2023). "Attachment style and competitiveness: Early relationship model effects on how we view competition," Initial submission to *Motivation and Emotion*.

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

Popoola, T., Novicevic, M., & Johnson, P. D. (2023). "A relational view of unethical pro-organisational behaviour," targeted for International Journal of Organizational Analysis.

Johnson, P. D. & Swab, R. G. (2023). "I will fight you!: Workplace incivility as a result of competitive attitudes," targeted for Journal Of Management Development.

Johnson, P. D., Dibrell, C., Davis, W., & Marshall, D. (2021). "Entrepreneurship in a time of crisis," targeted for Entrepreneurship Theory and Practice.

Waterwall, B., Meuser, J. D., & Johnson, P. D. (2021). "The Leadership Enigma: Meta-Analytic Evidence of Relational Consequences of Regulatory Focus and Leader Behavior Mismatch," 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.

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.

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). "Competitive Style: A Meta-analysis," targeted for Personnel Psychology.

Presentation of Refereed Papers

International

Swab, G. & Johnson, P. D. (2021). *Hypercompetitiveness And The Lmx Relationship: A Process Addressing Competitive Congruence On Ocbs And Task Performance*. Southern Management Association, New Orleans, Louisiana.

Swab, G. & Johnson, P. D. (2021). *Wanna Play A Game? Engagement through Gamification and Simulations*. Southern Management Association, New Orleans, Louisiana.

Johnson, P. D. (2020). *Attachment, Competitiveness, and Workplace Aggression: A Relational Model of Aggressive Behaviors*. Eastern Academy of Management Conference, Portland, Maine.

Mercer, I., Johnson, P. D., Harris, J., & Swab, G. (2020). *Rolling The Dice: An Interactive Symposium Exploring The Use Of Gaming In Management*. Southern Management Association Annual Meeting, None, Virtual.

Ring, J. & Johnson, P. D. (2019). *Developing a University Entrepreneurial Ecosystem and Assessing Its Effectiveness*. Southern Management Association, Norfolk, Virginia.

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. & Dasborough, M. (2007). *Affective events: Building social network ties and leaders*. Southern Management Association, Nashville, Tennessee.
- 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.
- Degroot, T., Kluemper, 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

Johnson, P. D. (2019). *You've Got Questions, We've Got Answers: A Board-led Discussion of SMA's Roles and Survey Responses*. Southern Management Association, Norfolk, Virginia.

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

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

Program Representative:

2020-2021: Admittance Day

Writing Student Recommendations:

2017-2018: Tobi Popoola

2015-2016: Karsten Koppserstad

2015-2016: Nicole Schilsong

School Assignments

Chair:

2021-2022 – 2022-2023: IT Committee

2020-2021 – 2022-2023: Strategic Planning Committee

2017-2018: Assurance of Learning Committee

Member:

2020-2021 – 2022-2023: AACSB Reaccreditation Committee

2018-2019 – 2022-2023: Executive Committee

2018-2019 – 2022-2023: Entreprensurship

2016-2017 – 2022-2023: MBA Committee

2017-2018 – 2019-2020: Scholarship Committee

Other Institutional Service Activities:

2016-2017: Faculty Marshal

Chair:

2021-2022 – 2024-2025: David Keating

2021-2022 – 2023-2024: Pol Solanellas

2020-2021 – 2023-2024: Joe Schaeffer

2020-2021 – 2023-2024: Andrea Blakley

2019-2020 – 2020-2021: Strategic Planning Committee

2019-2020 – 2020-2021: Caleb Lugar

2018-2019: AACSB Assurance of Learning

2018-2019: Gabby Swab

2017-2018 – 2018-2019: Gabby Swab

Member:

2019-2020 – 2020-2021: Ashley Thomas

2018-2019 – 2020-2021: Entrepreneurship Committee

2017-2018 – 2018-2019: Justin Cox

University Assignments

Committee Member:

2021-2022: Classification Compensation Study Committee

2021-2022: Faculty Salary Task Force

2018-2019 – 2021-2022: Bachelor of General Studies Advisory Board

2020-2021: Pay Equity Task Force

2018: SACS Accreditation Committee

2018-2019: Ad Hoc Policy

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

Organizer:

2021-2022 – 2023-2024: Mississippi Healthcare Innovation Conference

2019-2020 – 2020-2021: Department Chair Council

Dissertation Assignments

Chair:

2016-2017: Tobi Popoola

Member:

2015-2016: David Marshall

Western Carolina University

School 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

Board Member: PRJ Editorial Review Board

2020 – 2022: Journal of Management.

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.

Officer: Organization / Association

2020 – 2022: Southern Management Association.

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 – 2021: Academy of Management Annual Meeting.

2007 – 2021: Southern Management Association Annual Meeting.

Service to the Community

Board-Member

2019 – 2021: Friend of Panthertown

2014 – 2018: Friends of Panthertown

2012 – 2015: Full Spectrum Farms

Faculty Development

DS: Instructional-Related Conference

2016: eLearning Training Course (eTC).

Professional Seminars / Workshops

2020: Teaching Learning Studio at Stanford University's d. School.

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