

BRADLEY ALAN ALMOND

Curriculum Vitae

Office:

Texas A&M University—Central Texas
1001 Leadership Place
Killeen, TX 76549

Academic Employment

- 2009-pres Associate professor of management (tenured), Texas A&M University—Central Texas (TAMUCT)
- 2008-2009 Visiting professor of management, Hankamer School of Business, Baylor University

Education

BOSTON COLLEGE

Wallace E. Carroll School of Management
Ph.D. in Organization Studies, 2008
Master of Science in Organization Studies, 2006

BAYLOR UNIVERSITY

Hankamer School of Business
Master of Business Administration, 2000

College of Arts & Sciences
Bachelor of Arts in Music, Academic Studies, 1995

Dissertation

What's Love Got to Do with It?: The Functions and Effects of Work as a Love Object
(Committee: Richard Nielsen (chair), Judith A. Clair, and Lisa Feldman Barrett)

"Loving what you do" has become so provocative an ideology of work that it is commonly hailed as a necessary if not sufficient condition for competitiveness at the individual, organizational, and even economy-wide levels. Yet while the phrase enjoys some currency in our vernacular, "loving what you do" remains theoretically and empirically unexplored by management and organizations scholars. By integrating and extending dynamic psychological theories of interpersonal love, I establish *love for work* as a distinct conceptual entity and explore its functional relation with key individual and organizational outcomes such as employee effectiveness and organizational energy levels.

Honors, Awards and Distinctions

Winner, TAMUCT Student Organization Advisor of the Year, 2014
Finalist, TAMUCT Outstanding Graduate Faculty Teaching Award, 2014
Finalist, TAMUCT Outstanding Graduate Faculty Community Development Award, 2013
Designee, TAMUCT Full Graduate Faculty status, 2013
Winner, Texas A&M System Chancellor's Teaching Excellence Award, 2010 & 2011
Winner, \$2,000 Boston College Organization Studies Dept dissertation grant, 2007
Nominee, Academy of Management Research Methods Division best paper, 2006
Dean's Scholar, Hankamer School of Business, Baylor University, 1999-2000
Member, Beta Gamma Sigma National Business Honor Society, 1999-present
Presidential Scholar, Baylor University, 1991-1995

Peer-Reviewed Publications

Almond, B.A. (2015). The "Acts" of Paul: Micro-processes and New Institutions. *Journal of Management, Spirituality & Religion* 12(3): 186-226.

Dejordy, R., **Almond, B.A.**, Nielsen, R. and Creed, W.E.D. (2014). Serving Two Masters: Transformative Resolutions to Institutional Contradictions. *Research in the Sociology of Organizations* 41: 301-337.

Almond, B.A. and Dejordy, R. (2012). Institutionalization in Cultural Industries: The Reciprocal Influence of Commercial Recordings and Social Practices in the Evolution of Traditional Irish Music. *Journal of Enterprising Communities: People and Places in the Global Economy* 6(4): 304-324.

O'Leary, M. and **Almond, B.A.** (2009). The Industry Settings of Leading Organizational Research: The Role of Economic and Non-Economic Factors. *Journal of Organizational Behavior* 30(4): 497-524.

Non Peer-Reviewed Publications

Almond, B.A. (forthcoming). Sanding the Floor: Education and Formation. *Classis: The Quarterly Journal of the Association of Classical & Christian Schools*.

Almond, B.A. (2014). Trinitarian Education: More insights from Dorothy Sayers. *Classis: The Quarterly Journal of the Association of Classical & Christian Schools* XXI(2): 20-24.

Almond, B.A. (2012). The Trivium of Narnia: Using *the Lion, the Witch, and the Wardrobe* to Explain Classical Education. *Classis: The Quarterly Journal of the Association of Classical & Christian Schools* XIX(3): 11-13.

DeJordy, R. and **Almond, B.A.** (2008). Organization Theory. In Darity, W.A., Jr. (ed.), *International Encyclopedia of the Social Sciences*, 2nd ed. Vol 6: 68-70. Detroit, MI: Macmillan Reference.

Research Under Review or In Progress

Almond, B.A. Trinity Classical School: A Teaching Case in Three Parts.

Almond, B.A. A Scale to Measure Work as a Love Object.

Dejordy, R. and **Almond, B.A.** From 'Inhabitants' to 'Inhabitanice:' Institutional Maintenance and Traditional Irish Music. Manuscript in preparation for submission to *Academy of Management Journal*.

Almond, B.A. An application of real-option valuation theory to enhance student motivation to complete difficult tasks in mastery-based courses.

Almond, B.A. Prosody and perceived leader effectiveness: A music theoretical analysis.

Refereed Conference Presentations and Symposia

Almond, B.A. Trinity Classical Academy. Case study presented at the 2015 Society for Case Research annual conference, Nashville, TN.

Ng, K. and **Almond, B.A.** Operation Help-a-Soldier. Paper presented at the 2014 Southwest Case Writers' Association annual conference, Dallas, TX.

Almond, B.A. Trinity Classical Academy: Small Market Conflicts. Paper presented at the 2014 Southwest Case Writers' Association annual conference, Dallas, TX.

Almond, B.A. Dorothy Sayers and the Creative Impulse: An Educational Manifesto. Paper presented at the 2013 C.S. Lewis Foundation Fall Conference Academic Roundtable, Houston, TX.

Almond, B.A. God is Love: A Theology of Work. Paper presented at the 2013 annual meeting of the Christian Business Faculty Association, Bourbonnais, IL.

Almond, B.A. What (and How) Do Students Learn from Case Studies? Paper presented at the 2013 annual meeting of the Southwest Case Research Association, Albuquerque, NM.

Almond, B.A. What's Love Got to Do With It?: How We Love What We Do. Research presented as part of the symposium "Looking for Love in all the Workplaces: Exploring Passion for Work and Loving a Job," with Constance Noonan-Hadley and Connie Bygrave. 2011 Academy of Management Conference, San Antonio, TX.

Almond, B.A. and DeJordy, R. The Impact of Social Traditions on Creative Industries: A Case Study of Traditional Irish Music. Paper presented at the 2007 annual meeting of the Academy of Management, Philadelphia, PA.

O'Leary, M. and **Almond, B.A.** Predicting the Settings of Top Management Research: Economic Importance vs. Ease of Access. Paper presented at the 2007 annual meeting of the Academy of Management, Philadelphia, PA.

O'Leary, M., **Almond, B.A.** and Lamm, E. Which Organizations? Whose Work? The Research Settings of Leading Management Research, 1988-2002. Paper presented at the 2006 annual meeting of the Academy of Management, Atlanta, GA. Research Methods Division Best Paper Award nominee. Featured in the Academy of Management Best Paper Proceedings.

O'Leary, M. and **Almond, B.A.** An Examination of Industry Coverage in Leading Management Research, 1988-2002. Paper presented at the 2006 annual meeting of the Eastern Academy of Management, Saratoga Springs, NY.

Almond, B.A. The Evolution of Social Institutions: A Case Study of Traditional Irish Music. Paper presented at the 2006 annual meeting of the Eastern Sociological Society, Boston, MA.

Almond, B.A. The 'Acts' of Paul of Tarsus: A Grounded Theory of Institutional Entrepreneurship. Paper presented at the 2005 annual meeting of the Christian Business Faculty Association, San Diego, CA. Featured in the conference proceedings.

Almond, B.A. Network Mobility, Friendships, and Job Search Behaviors: Situating Granovetter's Weak Ties Hypothesis. Paper presented at the 2005 annual meeting of the Eastern Academy of Management, Springfield, MA.

Almond, B.A. The Many Powers of Metaphor: Implications for Organizational Change. Paper presented at the 2004 Academy of Management conference, New Orleans, LA.

Almond, B.A. Doing Business in China: 關係 (*Guān-xi*) and the Question of Efficiency. Paper presented at the 2001 International Applied Business Research conference, Cancun, Mexico.

Invited Talks

Almond, B.A. Education and Worldview. Keynote address, Valor Preparatory Academy annual parent/teacher training conference, Waco, TX. August 2014.

Almond, B.A. Classical Education: An Introduction. Address given at the inaugural interest meeting for Valor Preparatory Academy, Waco, TX. October 2013.

Almond, B.A. Education and the Gospel. Keynote address given at the inaugural faculty training conference for Austin Classical School, Austin, TX. August 2013.

Teaching Experience (*courses in boldface have also been taught online*)

Business Strategy	TAMUCT, Baylor (2001-2002, 2009-2015)
Business Statistics	TAMUCT, Baylor (2001-2002, 2009-2015)
Organizational Development	TAMUCT (graduate only; 2010-2015)
Organizational Behavior	TAMUCT, Baylor, Boston College (2000-2013)
Negotiation	TAMUCT (2014-2015)
Business Ethics	TAMUCT (2010)
Leadership	Boston College (2007)
Principles of Management	TAMUCT (2009)
International Business	TAMUCT (2009)
Supervisory Management	TAMUCT (2009)

University Service (all at TAMUCT)

Standing Committees:

Graduate Council (member, 2014)
Faculty Senate (management & marketing department senator, 2014;
vice-president, 2015)
Committee on Committees (chair, 2015)
College of Business Administration AACSB Accreditation Committee (member, 2014-15)
University Parking & Transportation Committee (member, 2014)
Student Affairs Advisory Committee (member, 2013-14)
College of Business Administration Curriculum Committee (member, 2013-15)
Faculty Scholarship Review Committee (member, 2013)
University Enterprise Risk Management Committee (member, 2013)
Academic Council (business division representative, 2010-11)
Inter-disciplinary Degree Program Committee (member, 2010-14)

Ad-hoc Committees:

College of Business Administration grade dispute committee (member, 2014)
Distinguished Student Leadership & Service Awards committee (reviewer, 2013-14)
College of Business Administration faculty search committee (member, 2013-14)
BAAS Degree Program Review Committee (member, 2013)
Associate Dean for Student Affairs search committee (member, 2012-13)
School of Business Administration Chair/Dean search committee (member, 2012)
Student Affairs strategic plan development committee (ad-hoc reviewer, 2011)
School of Business Administration director search committee (member, 2011)
University Provost search committee (member, 2011)
University President search committee (member, 2010)
Online Course Quality Committee (member, 2011)
University Chief Information Officer search committee (2010-11)
University Academic Honesty Policy development committee (member, 2010)
Director of Instructional Design search committee (chair, 2010)

Academic Excellence Sub-committee for University Strategic Planning Initiative
(member, 2010)

Other Service:

New Faculty Mentor, Management & Marketing Department (2014-15)
Founder and Faculty Sponsor, TAMUCT Rhythm & Blues Music and Arts Club (2013,
reformed as TAMUCT Warrior Artists Guild in 2014-2015)
Program Coordinator and Student Advisor, MS Leadership & Management degree plan
(2014-2015)
Student Advisor for BAAS and BSAS degree plans (2010-15)
Served as course lead for Business Strategy capstone course (2011-15)
Coordinator of College of Business ACBSP student of the year awards, 2012-15
Coordinator for administration of the ETS Major Field Test in Business, 2012-14
Served as undergraduate marshall at graduation (2011, 2012)
Served as faculty marshall at graduation (2010, 2014)
Served as ceremonial sword bearer at graduation (2015)
Served as a department representative for ACBSP reviewer on-site visit (2011)

Community Service

Co-founder and board member, Providence Preparatory School, Belton, TX (2010-15)
Deacon, Grace Bible Church, Killeen, TX (2012-13)

Professional Memberships and Service

Member, Society for Business Ethics and Academy of Management
Reviewer for the annual meetings of the Academy of Management, Society for
Business Ethics, and Southwest Case Research Association
Ad-hoc reviewer for the journals *Organization Science*, *Organization Studies*, *Journal of
Management*, *Spirituality and Religion*, *Information Technology & People*, and
Canadian Journal of Administrative Sciences
Submission/review system designer, Society for Business Ethics Annual
Meeting, 2006

Other Professional Experience

1995-2015 Freelance musician
2000 Internal human resources researcher and consultant, Ericsson Inc.,
Richardson, TX
1996-1999 Small business pension administrator, Sterling Trust Company (a
subsidiary of United Western Bancorp), Waco, TX