

BRADLEY ALAN ALMOND

Curriculum Vitae

Office:

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

Academic Employment

- 2018-pres Chair, Management & Marketing Department, Texas A&M University—Central Texas
- 2015-pres Associate professor of management (tenured), Texas A&M University—Central Texas (TAMUCT)
- 2009-2015 Assistant professor of management, Texas A&M University—Central Texas
- 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

Honors, Awards and Distinctions

Fellow, Texas Academic Leadership Academy, 2020-2021
Winner, Saint Mary's University Award for Management Spirituality and Religion, 2016
Designee, TAMUCT Distinguished Graduate Faculty status, 2015
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

Zinko, R., Stolk, P., Furner, Z., and **Almond, B.A.** (2019). A picture is worth a thousand words: How images influence information quality and information load in online reviews. *Electronic Markets*. <https://doi.org/10.1007/s12525-019-00345-y>.

Almond, B.A. and Albrecht, J. (2018). The sound of leadership: Effective public speaking draws on ethological signals associated with authority. In Parncutt, R. and Sattmann, S. (Eds.) (2018). *Proceedings of ICMPC15/ESCOM10*. Graz, Austria: Centre for Systematic Musicology, University of Graz.

Almond, B.A. (2016). Trinity Classical Academy: A Teaching Case in Three Parts. *Journal of Case Studies* 34(1): 125-141.

Almond, B.A. (2015). The "Acts" of Paul: Micro-processes and New Institutions. *Journal of Management, Spirituality & Religion* 12(3): 186-226. **Winner of the 2015 Saint Mary's University Award for the best paper published in JMSR in 2015.**

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. (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

Yoon, Y. and **Almond, B.A.** The impact of religion on distributive justice and job satisfaction among Protestant Christians. Research complete; manuscript in preparation.

Kim, S.J. and **Almond, B.A.** Which firms are in the competition?: The demand side of the story. Research complete; manuscript in preparation.

Refereed Conference Presentations and Symposia

Almond, B.A. Layoff Dilemma at Southern Land-Grant University. Case study and teaching note presented at the 2021 Society for Case Research Case Writers' Workshop in Nashville, TN (virtual session).

Almond, B.A. The accidental altruist: Internal exchange rates and unconscious criteria drift in negotiations. Paper presented at the 2020 Academy of Business Research conference in San Antonio, TX (virtual session).

Kim, S.J. and **Almond, B.A.** Which firms are in the competition?: The demand side of the story. Paper presented at the 2020 Southwest Academy of Management Conference in San Antonio, TX.

Almond, B.A. Work, play, love: Fascination as a confluence of social moments and its role in the early development of scientific careers. Paper presentation at the 2019 Academy of Business Research conference in San Antonio, TX.

Almond, B.A. and Albrecht, J. The aural identification of implicit leadership theories. Paper presented at the 2019 Southwest Academy of Management Conference in Houston, TX.

Almond, B.A. Teaching value creation in negotiation. Paper presented at the 2019 Southwest Academy of Management Conference in Houston, TX.

Almond, B.A. and Albrecht, J. The sound of leadership: Effective public speaking draws on ethological signals associated with authority. Paper presented at the 2018 International Conference on Music Perception and Cognition in Graz, Austria.

Almond, B.A. Social Network Analysis: An Introduction. Professional development workshop presented at the 2018 Southwest Academy of Management conference in Albuquerque, NM.

Almond, B.A. Socratic Dialogues in the Management Classroom. Paper presented at the 2018 Southwest Academy of Management conference in Albuquerque, NM.

Almond, B.A. Loving What You Do?: A Conceptual Model of Work as a Love Object. Paper presented at the 2018 Southwest Academy of Management conference in Albuquerque, NM.

Almond, B.A. Through the Wardrobe Door: Spiritual and Religious Analogues of Object Fascination in Early Development of Scientific Careers. Paper presented at the 2017 International Association for Management, Spirituality, and Religion conference in Fayetteville, AR.

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.

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	Baylor (2001-2002), TAMUCT (2009-2016)
Business Statistics	Baylor (2001-2002), TAMUCT (2009-pres)
Organizational Development	TAMUCT (graduate only; 2010-pres)
Organizational Behavior	(undergraduate) Baylor ('00-'01, '08-'09), Boston College ('05-'06), TAMUCT ('09-'10), (graduate) TAMUCT (2017)
Negotiations	(graduate) TAMUCT (2014-2020)
Leadership Development	(graduate) TAMUCT (2018)
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:

College of Business Administration Leadership Team / Dean's Council (2018-present)
University Assessment Committee (2019-2020)
Academic Council (2018-2019, 2020 to present)
College of Business Administration Curriculum Committee (chair; 2018-2020)
University Council (2016-2018)
Faculty Senate (Management & Marketing Department senator, 2014-2015; vice-president, 2015-2016; president, 2016-2018)
University Promotion and Tenure Committee (member, 2017-18)
College of Business Administration Post-Tenure Review Committee (member, 2017-18)
Graduate Council (member, 2014-2016, 2018-pres)
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:

University Curriculum Process Improvement task force (2020-2021)
Faculty search committee, marketing faculty (2021)

BAAS Program redesign team (2019-2020)
College of Business Administration Dean job description development team (2019-2020)
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, 2017)
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 (2014-16)
Founder and Faculty Sponsor, TAMUCT Rhythm & Blues Music and Arts Club (2013,
reformed as TAMUCT Warrior Artists Guild, 2014-2016)
Program and Assessment Coordinator and Student Advisor, MS Leadership &
Management degree plan (2014-2018)
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 (2010-17,
2019-present)
Deacon, Grace Bible Church, Killeen, TX (2012-13)

Professional Memberships and Service

Member, Society for Business Ethics, Society for Case Research, 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*

Ad-hoc reviewer for Sage Publishing

Submission/review system designer, Society for Business Ethics Annual Meeting, 2006

Other Professional Experience

1995-pres 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