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**Stephanie Pane**  
**Professor**  
**Management & Economics Department**  
**College of Business**  
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## **Academic Background**

### **Academic Degrees**

Ph.D. Rensselaer Polytechnic Institute, Management, 2006.

Title: *Applying Goal Setting Theory to Explain the Effects of Human Resource Practices on the Relationship between Expectancies and Job Performance*

M.S. Rensselaer Polytechnic Institute, Industrial-Organizational Psychology, 2001.

Title: *Differences between Temporary and Permanent Employees with Respect to Workplace Deviance, Organizational Commitment, Trust, and Fairness*

B.S. Texas A&M University, Psychology, 1998.

### **Other Credentials & Relevant Courses Taken**

#### **Relevant Courses**

IER Spring 2021 Series-Writing SLOs-Spring 2021

AACSB Accreditation Conference-Fall 2020

SAP Training-Spring 2019

## **Work Experience**

### **Work Experience**

Assistant Professor of Management (2007-2013); Associate Professor of Management (2013-2020); Professor of Management (2020-Present), Texas A&M University-Commerce (September, 2007 - Present), Commerce, Texas.

Assistant Professor of Business, Penn State University-York (September, 2006 - May, 2007), York, Pennsylvania.

Personnel Coordinator Assistant, Ablest Staffing Services (September, 2002 - May, 2004), Albany, New York.

Human Resource Assistant, Portola Packaging, Inc. (January, 2000 - August, 2001), Clifton Park, New York.

Personnel Coordinator Intern, Ablest Staffing Services (May, 1999 - September, 1999), Saratoga Springs, New York.

## **Intellectual Contributions**

### **Intellectual Contributions Grid:** All years

<b>Category</b>	<b>BDS</b>	<b>AIS</b>	<b>TLS</b>	<b>Total</b>
Articles in Peer-Reviewed Journals	4	25		29
Publications in Conference Proceedings (Refereed)	1			1
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings		1		1
Paper Presentations (Refereed)		11		11
Grants - Funded (both refereed and non-refereed)		1		1
Other Research, Refereed and Publicly Available		1		1
Other Research, Non-refereed			2	2

Totals	5	39	2	46
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## Refereed Articles

### Applied or Integrative/application Scholarship

- Humphreys, J., Novicevic, M., Pane Haden, S., & Hasan, M. (2021). Enabling leadership: Whitney Young, Jr. as dramaturgical director of the US civil rights movement. *Journal of Management History*, 27 (2), 186-204. [Status: Published] [Acceptance Date: 2020] [A]
- Pane Haden, S., Randolph-Seng, B., Hasan, M.D., Williams, A., & Hayek, M. (2021). Lessons for green management from the Hispanic civil rights movement: A pseudo-gap analysis. *Journal of Global Responsibility*, 12 (2), 245-261. [Status: Published] [C]
- Humphreys, J., & Pane Haden, S. (2020). Leadership on Request: Constructing Milton Hershey's Leader Identity. *Journal of Management Research*, 20 (1), 3-13. [Status: Published] [Acceptance Date: 2019] [C]
- Hasan, M., Hayek, M., Williams, A., Pane-Haden, S., & Gelvez, M.P.M (2020). Activist identity construction of Madam CJ Walker. *Journal of Management History*. [Status: Published] [A]
- Hasan, M., Hayek, M., Williams, A., Pane, S., & Gelvez, M. (2020). Activist Identity Construction of Madam C.J. Walker. *Journal of Management History*, 26 (3), 335-351. [Status: Published] [Acceptance Date: 2020] [A]
- Humphreys, J. H., Novicevic, M. M., Hayek, M. M., Gibson, J. W., Pane Haden, S. S., Williams, W.A. (2016). Disharmony in New Harmony: Insights from the narcissistic leadership of Robert Owen. *Journal of Management History*, 22 (2), 146-170. [Status: Published] [A]
- Pane Haden, S. S., Kernek, C. R., & Toombs, L. L. (2016). The entrepreneurial marketing of Trumpet Records. *Journal of Research in Marketing and Entrepreneurship*, 18 (1), 109-126. [Status: Published] [B]
- Humphreys, J. H., Pane Haden, S. S., Hayek, M., Williams, W. A., Oyler, J. D., Novicevic, M.M., Smothers, J., & Clayton, R.W. (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, 68 (9), 1389-1413. [Status: Published] [A\*]
- Humphreys, J. H., Pane Haden, S. S., & Davis, J. (2015). Falling from a calling: Entitlement and the social (de)construction of leader identity. *Journal of Applied Management and Entrepreneurship*, 20 (4), 6-24. [Status: Published] [C]
- Humphreys, J. H., Randolph-Seng, B., Pane Haden, S. S., & Novicevic, M. M. (2015). Integrating libertarian paternalism into paternalistic leadership: The choice architecture of H.J. Heinz. *Journal of Leadership and Organizational Studies*, 22 (2), 187-201. [Status: Published] [A\*]
- Humphreys, J. H., Williams, A., Pane Haden, S., Hayek, M., Pryor, M. G., Randolph-Seng, B. (2014). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. *Journal of Applied Management and Entrepreneurship*, 19 (4), 43-60. [Status: Published] [C]
- Pane Haden, S. S., Diaz, S., Humphreys, J. H., & Hayek, M. (2014). Leading aesthetically: Insights from the founders of the San Antonio Conservation Society. *Journal of Applied Management and Entrepreneurship*, 19 (2), 54-77. [Status: Published] [C]
- Barnes, B., Humphreys, J. H., Oyler, J. D., Pane Haden, S., & Novicevic, M. M. (2013). Transcending the power of hierarchy to facilitate shared leadership. *Leadership and Organization Development Journal*, 34 (8), 741-762. [Status: Published] [A]
- Humphreys, J. H., Pane Haden, S. S., Hayek, M., Einstein, J., Fertig, J., Paczkowski, W., & Weir, D. (2013). Entrepreneurial stewardship and implicit CSR: The responsible leadership of Lillian Shedd McMurry. *Journal of Applied Management and Entrepreneurship*, 18 (3), 25-50. [Status: Published] [C]
- Caruth, D. L., Pane Haden, S. S., & Caruth, G. D. (2013). Critical factors in human resource outsourcing. *Journal of Management Research*, 13 (4), 187-195. [Status: Published] [C]
- Evans, W. R., Pane Haden, S. S., Clayton, R. W., & Novicevic, M. M. (2013). History of management thought about social responsibility. *Journal of Management History*, 19 (1), 8-32. [Status: Published] [A]
- Morf, D., Flesher, D. L., Hayek, M., Pane Haden, S., & Hayek, C. (2013). Shifts in corporate accountability reflected in socially responsible reporting: A historical review. *Journal of Management History*, 19 (1), 87-113. [Status: Published] [A]
- Pane Haden, S. S. (2012). Realistic job previews and performance: The mediating influence of personal goals. *Journal*

of *Management Research*, 12 (3), 163-178. [Status: Published] [C]

Humphreys, J. H., Pane Haden, S., Oyler, J. D., Cooke, J., Zhao, D., Hayek, M., & Little, C. (2012). Pragmatism and personalism in post-merger leadership: Lessons from the founding of LULAC. *Journal of Applied Management and Entrepreneurship*, 17 (2), 38-62. [Status: Published] [C]

Pane Haden, S. S., Caruth, D. L., & Oyler, J. D. (2011). Temporary and permanent employment in modern organizations. *Journal of Management Research*, 11 (3), 145-158. [Status: Published] [C]

Humphreys, J. H., Pane Haden, S. S., Novicevic, M. M., Clayton, R. W., & Gibson, J. W. (2011). Lillian McMurry of Trumpet Records: Integrity and authenticity in the charismatic, constructive narcissist leader. *Journal of Leadership and Organizational Studies*, 18 (1), 40-55. [Status: Published] [A\*]

Caruth, D. L., Caruth, G. D., & Pane Haden, S. S. (2010). Effective employee orientation: Getting new hires off to a good start. *Industrial Management (Norcross, Georgia)*, 52 (2), 12-15. [Status: Published] [C]

Humphreys, J., Oyler, J., Pryor, M., & Haden, S. (2010). Lost in translation: From B-school to business. *Journal of Business Strategy*, 31 (2), 13-17. [Status: Published] [A]

Pane Haden, S. S., Oyler, J. D., & Humphreys, J. H. (2009). Historical, practical, and theoretical perspectives on green management: An exploratory analysis. *Management Decision*, 47 (7), 1041-1055. [Status: Published] [A\*]

Humphreys, J. H., Pryor, M. G., Pane Haden, S., & Oyler, J. D. (2009). The leadership of Joseph R. Walker: Towards a model of socialized charisma through expert power. *Journal of Applied Management and Entrepreneurship*, 14 (1), 59-81. [Status: Published] [C]

### **Basic or Discovery Scholarship**

Pane Haden, S., Randolph-Seng, B., Hasan, M.K., Williams, Jr., W. A., & Hayek, M. (2021). Lessons for green management from the Hispanic Civil Rights movement: a pseudo-gap analysis. *Journal of Global Responsibility*. [Status: Published] [C]

Humphreys, J., Novicevic, M., Hyaek, M., Pane Haden, S., & Pickens, J. (2019). The Narrative Cleansing of Andrew Carnegie: Entrepreneurial Generativity as Identity Capital. *Journal of Management History*, 25 (2), 203-220. [Status: Published] [Acceptance Date: 2019] [A]

Humphreys, J., Hayek, M., Novicevic, M., Pane Haden, S., & Pickens, J. (2019). The narrative cleansing of Andrew Carnegie: Entrepreneurial generativity as identity capital. *Journal of Management History*. [Status: Published] [A]

Williams, W. W., Randolph-Seng, B., Hayek, M., Pane-Haden, S., & Atinc, G. (2017). Servant leadership and followership creativity: The influence of workplace spirituality and political skill. *Leadership and Organization Development Journal*, 38 (2), 178-193. [Status: Published] [A]

## **Refereed Proceedings**

### **Basic or Discovery Scholarship**

Humphreys, J. H., Novicevic, M. M., & Pane Haden, S. S. (2023). The Elaboration of Facades of Conformity Using the Historic Case of the Pullman Porters. *Academy of Management*.

## **Books, Monographs, Compilations, Manuals**

### **Books**

Caruth, D. L., Caruth, G. D., & Pane, S. S. (2009). *Staffing the Contemporary Organization*. Westport, CT: Praeger.

## **Presentations of Refereed Papers**

### **International**

Humphreys, J. H., Novicevic, M. M., & Pane Haden, S. S. (2022-2023). *The Elaboration of Facades of Conformity Using the Historic Case of the Pullman Porters*. Academy of Management, Boston, Massachusetts.

Hayek, M., Williams, W. A., Randolph-Seng, B., & Pane Haden, S. S. (2012-2013). *Towards a Model of Social Entrepreneurial Intentions: Evidence from the Case of Daisy Lowe*. Academy of Management, Lake Buena Vista, Florida.

Oyler, J. D., Pane Haden, S. S., & McKinney, A. P. (2008-2009). *The Trickle-Down Effect: Employee Perceptions of Corporate Social Responsibility*. Academy of Management, Chicago, Illinois.

## **Regional**

Pane Haden, S. & Randolph-Seng, B. (2019-2020). *Lessons for Green Management from the Hispanic Civil Rights Movement: A Pseudo-Gap Analysis*. Southern Management Association, Norfolk, Virginia.

Pane Haden, S. S., Humphreys, J. H., Hayek, M., Randolph-Seng, B., & Williams, A. (2012-2013). *Elements of Effective Social Movements: Lessons for Green Management from the Hispanic Civil Rights Movement*. Southwest Academy of Management, Albuquerque, New Mexico.

Humphreys, J. H., Pane Haden, S. S., Oyler, J. D., & Pryor, M. G. (2009-2010). *Authentic Leadership and Constructive Narcissism: The Potential Influence of Substantive Virtue*. Southwest Academy of Management, Dallas, Texas.

Pane Haden, S. S., Caruth, D. L., Pryor, M. G., & Oyler, J. D. (2009-2010, March). *The Best of Times Are Yet to Come: The Transformation of HRM in Relation to Work Motivation*. Southwest Academy of Management, Dallas, Texas.

Oyler, J. D., Pryor, M. G., Humphreys, J. H., & Pane Haden, S. S. (2008-2009). *A Vision for the Future: Bridging the Scientist-Practitioner Divide*. Southwest Academy of Management, Oklahoma City, Oklahoma.

Pane Haden, S., Pryor, M. G., Oyler, J. D., & Toombs, L. A. (2008-2009). *Times Have Changed-A Case of Sexual Harassment and Consequences*. Southwest Case Research Association, Oklahoma City, Oklahoma.

Humphreys, J. H. & Pane, S. S. (2007-2008). *Gender Differences in Emotional Competencies and Charismatic Leadership in the People's Republic of China*. Southwest Academy of Management, Houston, Texas.

Mcdonald, R. A., Sessions, L. A., Pane, S. S., Gordon, A. E., Crawford, R., Hmieleski, K.M. (2001-2002). *Life Is a Single Degree of Freedom Contrast: Analyzing and Interpreting Interaction Effects*. Southern Management Association, New Orleans, Louisiana.

## **Grants**

### **Contract**

2020-2021: Pane Haden, S., Brown, T., & Williams, A., Center for Excellence-Clayton Homes-Employee Turnover Consulting-Contract # 2021-0005-00-\$25,000, Co-Principal Investigator, Clayton Homes.

## **Other Research**

2012-2013: Pane Haden, S. S., & Cooke, J., *Is morale irrelevant? Opinion Piece in MIT Sloan Management Review*, 53(2), p. 96.

2009-2010: Pane Haden, S. S., & Oyler, J.D., *Exploring the phenomenon of helping: A review of Edgar G. Schein's HELPING: How to give, offer, and receive help*.

2009-2010: Pane Haden, S. S., & Humphreys, J., *Leaders, protect your company's blind side. Opinion piece in BusinessWeek Online*, 3/26/10.

## **Honors & Awards**

### **Honors/Awards**

2023-2024: 2024 Julia Teehan Service Award August 2024, Academy of Management--Annual Meeting--Management History Division. For service to the AOM Management History Division. [Type: Award] [Category: Service-Professional] [Status: Received]

2019-2020: John F. Mee Award, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

2016-2017: Outstanding Reviewer Award, Southwest Academy of Management (SWAM) Annual Conference. [Type: Award] [Category: Service-Professional] [Status: Received]

2016-2017: Best Article of the Year, Journal of Management History. [Type: Honor] [Category: Research] [Status: Received]

2014-2015: Journal of Management History Award for Best Paper with an International Theme, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

2013-2014: Best Paper Proceedings for the 74th Annual Meeting of the Academy of Management, Academy of Management. [Type: Honor] [Category: Research] [Status: Received]

2011-2012: 2012 Provost Award for Research & Creative Activity, Texas A&M University - Commerce. [Type: Award] [Category: Research] [Status: Received]

2011-2012: Best Paper Proceedings for the 72nd Annual Meeting of the Academy of Management, Academy of Management. [Type: Honor] [Category: Research] [Status: Received]

2011-2012: Halloran Award for Business Ethics and Management History Research Excellence, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

2010-2011: Best Paper Proceedings for the 71st Annual Meeting of the Academy of Management, Academy of Management. [Type: Honor] [Category: Research] [Status: Received]

2010-2011: Halloran Award for Business Ethics and Management History Research Excellence, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

2009-2010: 2010 SAGE Best Leadership Paper Award, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

2008-2009: Paul Hersey Award for Best Paper, Journal of Applied Management and Entrepreneurship. [Type: Award] [Category: Research] [Status: Received]

2007-2008: Best Leadership Paper, Academy of Management. [Type: Award] [Category: Research] [Status: Received]

## **Teaching**

### **Courses Taught**

**Courses from the Teaching Schedule:** CURR ISSUES IN HRM, CURRENT ISSUES IN HRM, HONORS READINGS, HONORS THESIS, HUMAN RESOURCE MGT, MGT & ORG BEHAVIOR, ORG BEHAVIOR

#### **Other courses taught:**

Texas A&M University-Commerce: MGT 305-Management and Organizational Behavior; MGT 315-Organizational Behavior; MGT 394-Human Resource Management; MGT 497-Seminar in Human Resource Management; MGT 501-Operations and Organizations; MGT 527-Strategic Management; MGT 585-Management and Organizational Behavior; MGT 592-Current Issues in HRM (TAMUC and L3 Cohort); MGT 597-Seminar in Human Resource Management

Penn State University-York: BA 322-Individual and Interpersonal Effectiveness for the Business Professional; MGT 331-Management and Organization; MGT 424-Interpersonal Relationships in Organizations

### **Teaching Activities and Efforts toward Continuous Improvement**

2018-2019 - Every two years, I teach the MGT 592: Seminar in HRM to the MSM cohort at L3. L3 likes that we tweak our existing courses to tailor them to their needs as an organization. This year (fall 2018) I created 5 new assignments for the cohort (different from the assignments I used in the previous 3 cohorts that I have taught there). Each assignment (one on HR strategy, one on contingent employment, one on training, one on pay/incentives, and one on performance appraisal/management) included an element specific to L3 and encouraged/prompted students to meet with L3 personnel who worked in the various HR functions and gather information. The final project also prompted this communication. Finally, I also worked with Tom Brown and Ed Savage to get guest speakers (HR personnel from the specific HR areas) to come at the beginning of each class to share how things were actually done at L3. Based on some interviewing we did last spring with previous L3 cohort graduates, this coordinated effort (that I had used in the past semesters) was deemed extremely valuable to the students so I made sure to do this again and make sure that a speaker came in to discuss every topic this time around.

Other Teaching Activities.

2017-2018 - MGT 394 Summer 2018-Course Self-Evaluation. I have uploaded a completed evaluation in a PDF file. Assurance of Learning - Teaching.

2013-2014 - Thesis / Dissertation Committee - Chair.

2012-2013 - Thesis / Dissertation Committee - Member.

## **Service**

### **College Assignments**

#### **Member:**

2024-2025: Quality Oversight Committee

**Texas A&M University-Commerce**

## **Department Assignments**

### **Assurance of Learning - Institutional Service:**

2020-2021 – 2024-2025: Institutional Effectiveness (IE) Writer

### **Chair:**

2021-2022: Faculty Search Committee-Assistant Professor of Operations & Supply Chain Management

2016-2017: Faculty Search Committee-Department of Management

2013-2014: Faculty Search Committee-Department of Marketing and Management

### **Faculty Advisor:**

2020-2021 – 2021-2022: MS Management Faculty Advisor

### **Member:**

2024-2025: Communications Instructor Search Committee

2015-2016: Faculty Search Committee-Department of Management

## **College Assignments**

### **Chair:**

2018-2019 – 2019-2020: Scholarship and Faculty Credentialing Committee

2017-2018: COB Faculty Credentials and Development Committee

2012-2013: College of Business Scholarship Committee

### **Member:**

2020-2021 – 2023-2024: AACSB Quality Oversight Committee

2020-2021 – 2021-2022: CASNR Tenure & Promotion Committee

2020-2021: COB Dean Search Committee

2016-2017: COB Faculty Committee

2015-2016: College of Business Tenure and Promotion Committee

2015-2016: Faculty Search Committee-Department of Accounting

2014-2015: Faculty Search Committee-Department of Economics and Finance

2014-2015: Faculty Search Committee-Department of Marketing and Business Analytics

## **University Assignments**

### **Committee Member:**

2020-2021 – 2023-2024: Undergraduate Research and Travel Grant Committee

2018-2019: Undergraduate Research and Travel Grant Committee

2015-2016: Social Work Program Review Committee

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

2019-2020: Thesis/Dissertation Proposal Defense for Barbara Solberg-Graduate Representative 11/12/19

2018-2019: Mane Event

2018: Featured Faculty TED Talk-April 2018 Event

## **Thesis Assignments**

### **Chair:**

2022-2023: Chance Mulligan-Honors College Undergraduate Thesis

2021-2022: Shayla Gandy-Honors College Undergraduate Thesis

## **Unassigned**

## **University Assignments**

### **Committee Member:**

2019-2020: Undergraduate Research and Travel Grant Committee

### **Service to the Profession**

#### **Board Member: PRJ Editorial Review Board**

2023-2024: Journal of Applied Management and Entrepreneurship (International). I became a member of the JAME editorial board in Summer 2009 and am currently still a member.

2023-2024: Management Decision (International). I joined the editorial advisory board of Management Decision in Spring 2014 and I am currently still a member and review manuscripts.

2023-2024: Journal of Management History (International). I became a member of the JMH Editorial Advisory Board in the Fall 2015 and am presently (2018) still a member.

#### **Chair: Conference / Track / Program**

2018-2019: Academy of Management (International). I just completed serving my fifth and final year as a member of the Management History Division Executive Committee of the Academy of Management. My title was the "Past Division Chair" and I was responsible for running the election and completing the MH Division thematic book series for publication.

2017-2018: Academy of Management (International). From August 2017-August 2018, I served as the Chair of the Management History Division of AOM.

2016-2017: Academy of Management (International). From August 2016-August 2017, I served as the Division Chair-Elect for the Management History Division of AOM.

2015-2016: Academy of Management (International). From August 2015-August 2016, I served as the Program Chair for the Management History Division of AOM.

2014-2015: Academy of Management (International). From August 2014-August 2015, I served as the Professional Development Workshop (PDW) Chair for the Management History Division of AOM.

2012-2013: Southwest Academy of Management (Regional). I was the Organizational Behavior (OB) Track Chair for SWAM this year.

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

2021-2022: Organization Management Journal (International).

2016-2017: Academy of Management (International). I reviewed papers for the Management History Division in 2014, 2015, and 2017 (2016 I was the program chair and reviewed all of the submissions).

2013-2014: Southwest Academy of Management (Regional). I reviewed three manuscripts for the OB and Developmental Tracks.

#### **Reviewer: Conference Paper**

2018-2019: Southwest Academy of Management (Regional). I reviewed two manuscripts for the conference.

2018-2019: Academy of Marketing Science World Marketing Congress, Porto, Portugal (International).

### **Professional Memberships**

Academy of Management, 2005-Present

### **Personal Professional Development**

2021-2022: CITI IRB Training Courses.

2020-2021: AACSB Accreditation Conference.

2020-2021: IER Spring 2021 Series-Writing SLOs.

2018-2019: SAP Training-Texas A&M University-Commerce and L3.

2017-2018: D2L Orientation Training.

2017-2018: Sedona Training.

2013-2014: L-3 Corporation Reset the Clock Training.

2008-2009: Ethics.

2008-2009: Protection of Human Subjects.

2007-2008: Center for Advancement of Research Methods and Analysis (CARMA).

**Last updated by member on 13-Jan-25 (11:12 AM)**