JOEL BOLTON

[redacted]

EDUCATION

2011	PhD	Oklahoma State University: Strategic Management (Stillwater, OK) "*Board experience and strategic change during periods of CEO stability.*"
2004	MBA	Sam Houston State University: Management (Huntsville, TX)
1999	BA	Texas A&M University: Communication (College Station, TX)

ACADEMIC EXPERIENCE

University of Southern Mississippi, Hattiesburg, MS (USM)

1/2021 –	Executive Associate Dean, Faculty and Operations
7/2020 – 1/2021	Associate Dean, Research and Graduate Education
7/2019 –	Associate Professor, School of Management
1/2019 – 6/2020	Associate Dean (Interim), Undergraduate Education
8/2013 – 6/2019	Assistant Professor, School of Management

Southeast Missouri State University, Cape Girardeau, MO (SEMO)

7/2010 – 8/2013	Assistant Professor, Department of Management and Marketing

Oklahoma State University, Stillwater, OK (OSU)

8/2008 – 7/2010	Visiting Assistant Professor, Department of Management
8/2005 – 8/2008	Graduate Teaching Associate, Department of Management

INDUSTRY EXPERIENCE

9/2024 –	Consultant, Smilax Thorn LLC (Hattiesburg, MS)
7/2002 – 7/2005	Financial Analyst, Memorial Hermann Healthcare System (Houston, TX)
1/2000 – 7/2002	Business Planning Analyst, Hewlett-Packard Company (Houston, TX)
6/1999 – 1/2000	Account Executive, Americo Retirement Services (Houston, TX)

PROFESSIONAL AFFILIATIONS

2005 –	Academy of Management (AOM)
2006 –	Southern Management Association (SMA)
2007 – 2021	Strategic Management Society (SMS)
2008	Society for Industrial & Organizational Psychology (SIOP)
2013	National Collegiate Inventors and Innovators Alliance (NCIIA)
2016	United States Association for Small Business and Entrepreneurship (USASBE)

RESEARCH INTERESTS

Corporate Governance / Managerial Cognition / External Environment of Business

REFEREED JOURNAL ARTICLES

- **Bolton, J.**, Butler, F.C. & Martin, J. (2024). 'Firm performance' measurement in strategic management: Some notes on our performance. *Journal of Management History*, Vol. 30 No. 3, pp. 456-474. https://doi.org/10.1108/JMH-09-2023-0094

- **Bolton, J.**, Yoder, M.E., & Gong, K. (2024). Sociology of corporate governance and the emerging disintermediation. *Society and Business Review*, Vol. 19 No. 2, pp. 249-265. DOI:https://doi.org/10.1108/SBR-01-2023-0028

- Hill, A.D., **Bolton, J.**, & White, M.A. (2020). A call to find knowledge in our non-findings. *Strategic Organization*, 18(4): 645-654. DOI:10.1177/1476127019867860

- Abdurakhmonov, M., **Bolton, J.**, & Ridge, J.W. (2019). When the cat's away, the mice will play: A model of corporate regulatory compliance. *Journal of Managerial Issues*, 31(1): 7-27. DOI:http://www.jstor.org/stable/45176603

- Martin, J.A., Butler, F.C., & **Bolton, J.** (2017). Serendipitous value creation in mergers and acquisitions of entrepreneurially-oriented firms: The moderating role of political skill. *Journal of Managerial Issues,* 29(4): 380-394. DOI:http://www.jstor.org/stable/45176559

- **Bolton, J.**, & Butler, F.C. (2017). Top management teams and corporate citizenship: Re-examining the place of worldviews, governance conditions, and incentives. *Journal of Corporate Citizenship,* 65: 29-48. https://doi.org/10.9774/GLEAF.4700.2017.ma.00007

- Ridge, J.W., Hill, A.D., Johnson, S.G., & **Bolton, J.** (2017). The role of top management team attention in new product introductions. *Journal of Business Research,* 70:17-24. DOI:10.1016/j.jbusres.2016.09.002

- Miller, C.R., & **Bolton, J.** (2016). Economic development strategies for fracking: The case of the Tuscaloosa Marine Shale play. *Journal of Energy and Development*, 41(2): 201-222. http://www.jstor.org/stable/90005937

- Johnson, S.G., Schnatterly, K., **Bolton, J.**, & Tuggle, C. (2011). Antecedents of new director social capital. *Journal of Management Studies*, 48:1782-1803. DOI:10.1111/j.1467-6486.2011.01020.x

- **Bolton, J.**, Maniam, B., & Earl, R. (2005). Healthcare in the United States: Factors contributing to its increasing cost. *Academy of Health Care Management Journal*, 1:21-38.

MANUSCRIPTS IN PROGRESS

- Gong, K., Dogru, A., **Bolton, J.,** Meng, C., & Mejía, S.C. Co-CEO collective agreeableness and firm outcomes: A system dynamics approach. Under second review at *Journal of General Management*.

- Martin, J.A., Butler, F.C., Budde-Sung, A., Robertson, C., & **Bolton, J.** Disparate rights, different routes: Employee rights distance and foreign market entry mode choice. Under first review at *International Business Review*.

- Gong, K., **Bolton, J.**, Parker, O., & Dogru, A. Marching toward a "corrupt organization": From fraud convictions to malicious debt evasion. Revising for submission to *Organization Science*.

- Gong, K., Parker, O. N., **Bolton, J.**, & Ju, H. Family firms and strategic debt repudiation: Extreme resource orchestration under uncertainty. Revising for submission.

- Gong, K., Dogru, A., **Bolton, J.**, & Parker, O. From shores to courtrooms: Unpacking the relationship between tax havens and malicious debt evasion. Data analysis phase; targeting *Strategic Management Journal*.

- Yoder, M.E., & **Bolton, J.** About the size of it: The interactive effects of firm size and performance on CEO compensation. Writing stage; targeting *Strategic Management Journal*.

- Gong, K., **Bolton, J.**, & Dogru, A. Labor movements and corporate philanthropy. Writing stage; targeting *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

- Martin, J.A., Butler, F.C., Budde-Sung, A., Robertson, C., & **Bolton, J.** (2026) Disparate rights, different routes: Employee rights distance and foreign market entry mode choice. SMA; St. Pete Beach, FL.

- Gong, K., **Bolton, J.**, Parker, O., & Dogru, A. (2025) Labeled and Defiant: Fraud Convictions and Strategic Debt Repudiation. SMA; Greenville, SC.

- **Bolton, J.** with Hill, A., Davis, E., Greenbaum, R. (2024) SMA Teaching Idea Exchange. SMA; San Antonio, TX.

- Gong, K., **Bolton, J.**, Parker, O., & Dogru, A. (2024) Marching toward a 'corrupt organization': From fraud convictions to malicious debt evasion. SMA; San Antonio, TX.

- **Bolton, J.** with Hill, A., Davis, E., Greenbaum, R. (2023) Improving as an Educator and Teaching Idea Exchange. SMA; St. Pete Beach, FL.

- Gong, K., Dogru, A., Meng, C., Mejía, S.C., & **Bolton, J.** (2022) Co-CEO collective agreeableness and firm outcomes: A system dynamics approach. SMA; Little Rock, AR.

- Martin, J.A., **Bolton, J.**, & Butler, F.C. (2018) Firm performance measurement: Some notes on our performance. SMA; Lexington, KY.

- **Bolton, J.** & Hill, A.D. (2016) Why do CEOs get paid so much? Leveraging strategy theory to solve practical problems. SMA; Charlotte, NC.

- Miller, C.R. & **Bolton, J.** (2015) Economic development strategies for fracking: The case of the Tuscaloosa Marine Shale play. University Research Awards Day; Hattiesburg, MS.

- **Bolton, J.** (2015) Switching paths: Faculty perspectives on career shifts. SMA Pre-Doctoral Student Consortium; SMA; St. Pete's Beach, FL.

- Gagnon, M. & **Bolton, J.** (2013) Calling All Agripreneurs: Agriculture student engagement in entrepreneurship and innovation. NCIIA; Washington, DC.

- **Bolton, J.** & White, M.A. (2012). Board experience and strategic change during periods of CEO stability. AOM; Boston, MA.

- **Bolton, J.** (2009). Outsiders at the wheel: A model of board experience and strategic change during periods of CEO stability. SMA; Asheville, NC.

- Frazier, M.L., Little, L.M., Gooty, J., Nelson, D.L. Johnson, P.D., & **Bolton, J.** (2009). Does similarity in attachment security predict performance outcomes? SIOP; New Orleans, LA.

- **Bolton, J.** (2008). Emile Durkheim and Herbert Spencer: The sociological roots of modern corporate governance. AOM; Anaheim, CA.

- **Bolton, J.** (2007). Corporate citizenship and the top management team: Stakeholder satisfaction in a cross-cultural world. SMA; Nashville, TN.

- Frazier, M.L., Johnson, P.D., & **Bolton, J.** (2007). Attachment at work questionnaire: Development of a scale. In J.C. Quick (Chair), Good relationships, positive outcomes: Attachment theory, trust, and leadership at work. Symposium at AOM; Philadelphia, PA.

- Johnson, S.G., Schnatterly, K., **Bolton, J.**, & Tuggle, C. (2007). Antecedents of board compensation: How to pay to get the directors you want. AOM; Philadelphia, PA.

- **Bolton, J.** (2006). It's all fun and games until someone gets helped: Connecting humor, mood, and personality with helping behaviors at work. SMA; Clearwater Beach, FL.

- DeGroot, T., Kluemper, D., Frazier, M.L., Johnson, P. & **Bolton, J.** (2006). An examination of computerized versus paper-and-pencil data gathering techniques in the assessment of personality, vocal attractiveness, and job performance. SMA; Clearwater Beach, FL.

SUMMARY OF INSTRUCTOR RATINGS

Level	*Institution*	*Course Title*	*# sections*	*avg. rating (5-pt scale)*
GRAD	USM	Global Business Strategy (MBA Capstone)	19	4.72
UG	USM	Global Managerial Policy & Strategy (Capstone)	38	4.64
GRAD	SEMO	Managing and Growing the New Venture	2	4.58
GRAD	SEMO	Managing and Developing Talent	1	4.40
UG	SEMO	Entrepreneurship	5	4.37
UG	SEMO	Topics in Human Resource Management	2	4.38
UG	SEMO	Principles of Management	5	4.24
UG	OSU	Strategy and Integration (Capstone)	21	4.52
UG	OSU	Human Resource Management	7	4.40
UG	OSU	Principles of Management	1	4.75
		Undergraduate average	79	4.54
		Graduate average	22	4.69
		Overall average	101	4.57

DIRECTED STUDENT LEARNING

- Advised Joshua Cooper for Honors College Thesis, "Post-COVID-19 Employee Satisfaction: An Examination of Flexible Work Arrangements." (8/2022 – 5/2023).

EXTERNAL FUNDING

- Griffitt, R. (PI), **Bolton, J.** (Co-PI), "Ocean Enterprise Entrepreneurship Program," Sponsored by Mississippi Department of Environmental Quality, State, **$997,439.00**. *(The funding timeline is January 2022 through January 2026, and my involvement was June 2020 through March 2024.)*

SERVICE CONTRIBUTIONS

Professional

Manuscript Reviewer
- *Management Decision*: 2025
- *Journal of Management Inquiry*: 2025
- *Organization Management Journal:* 2021, 2022, 2026
- *Journal of Business Research*: 2017, 2019, 2021, 2022, 2024
- *Journal of Management & Organization*: 2016, 2017, 2020, 2021
- *Journal of Corporate Citizenship*: 2016
- AOM: 2007-2009, 2011-2019, 2021, 2023, 2025, 2026
- SMA: 2006-2007, 2009, 2011-2012, 2014-2019, 2025
- USASBE: 2016

Discussant / Session Chair / Facilitator / Panelist
- SMA: 2006, 2009, 2013-2014, 2017-2019, 2023-2025
- AOM: 2009, 2011

University

University of Southern Mississippi
- Dean's Executive Council: 2019-present
- USM Tennis Club, Faculty Advisor: 2026
- Global Risk Taskforce - Conflicts of Interest and Commitment Subcommittee: 2024-present
- Associate Dean of Research Committee (Office of the VP of Research): 2024-present
- Institutional Planning Working Group (Office of the President): 2023
- School of Management Faculty Evaluation Committee, Member: 2025-present
- Leadership Bootcamp, Project Manager (Business Advisory Council): 2025-present
- Program Coordinator, General Business (School of Management): 2022-2023
- School of Management Promotion and Tenure Committee: 2022-present
- Faculty Search Committee, Chair (Management / req4105): 2024
- Faculty Search Committee, Chair (Entrepreneurship / req3711): 2023-2024
- Faculty Search Committee, Chair (Strategy / req2359): 2021-2022
- Faculty Search Committee, Chair (Hatchery Director / req2358): 2021
- Faculty Search Committee, Chair (International Business / req1682): 2020-2021
- Faculty Search Committee, Chair (Entrepreneurship / req1192): 2019-2020
- Faculty Search Committee, Member (Strategy & Entrepreneurship / req224): 2018-2019
- True South Basic Economic Development Course, Judge: 2023-present

- Graduate Assistant Task Force: 2021
- Student Success Leadership Council: 2019-2020
- Retention Task Force: 2019-2020
- Faculty Advisor, Lambda Sigma: 2024-2025
- Graduate Programs Assessment Committee: 2020-present
- Undergraduate Programs Assessment Committee: 2018-2020
- Assurance of Learning Committee: 2015-present
- Management Curriculum Committee: 2018-present
- Black & Gold Day Student Recruitment Event: 2014-2019
- Honors Day Student Recruitment Event: 2014-2019
- Activity Insight Pilot Program: 2017
- Screening Committee, VP of Academic Affairs and Provost: 2015
- Mississippi Public Broadcasting Business Competition: 2015
- USM Libraries Institutional Repository Panel on Publishing: 2015
- Learning Enhancement Center – Online Faculty Blog Series: 2015
- Leadership Training Seminars with Joe Paul and Hyler Bracey: 2015
- Blueprint Mississippi Social Business Challenge: 2014

Southeast Missouri State University

- Registration and degree planning: 2011-2013
- MBA Applied Research Projects: 2011-2012
- Faculty Advisor, Redhawks Collegiate Entrepreneurs Organization: 2011-2012
- Campus Director, Redhawks Open Business Plan Competition: 2012
- Faculty Fellow, Technology Entrepreneurship Initiative: 2012
- Member, University Governance Committee: 2011-2012
- Campus Director, Big Idea! Competition: 2011

ACADEMIC AWARDS AND HONORS

University of Southern Mississippi

- Leadership in Research Award: 2024
- CBED Innovative Teaching and Mentorship Award: 2019
- CBED Summer Research Grant: 2014-2018

Southeast Missouri State University

- Technology Entrepreneurship Initiative Faculty Fellowship: 2012

Oklahoma State University

- Richard W. Poole Graduate Research Award: 2008
- Outstanding Graduate Teaching Associate Award: 2008
- BPS Doctoral Consortium: 2008
- New Doctoral Student Consortium: 2006

Sam Houston State University

- Beta Gamma Sigma: 2004 (Lifetime Membership)

Texas A&M University

- National Merit Scholar: 1993-1995
- President's Endowed Scholar: 1993-1995

REFERENCES

[redacted]