

## **Constance Campbell**

W. E. Carter Distinguished Chair in Business Leadership  
and  
Professor of Management

College of Business Administration  
Georgia Southern University  
PO Box 8151  
Statesboro, GA 30460

[ccampbell@georgiasouthern.edu](mailto:ccampbell@georgiasouthern.edu)  
912.478.0590

### **EDUCATION**

**Doctor of Philosophy** Major: Organizational Behavior  
Florida State University, Tallahassee, Florida, 1992  
**Master of Science** Major: Counseling Psychology  
University of Kentucky, Lexington, Kentucky, 1982  
**Bachelor of Arts** Major: Psychology  
Oklahoma Baptist University, Shawnee, Oklahoma, 1981

### **ACADEMIC WORK EXPERIENCE**

**W. E. Carter Distinguished Chair in Business Leadership**, College of Business Administration, Georgia Southern University, 2013 - Present  
**Professor of Management**, College of Business Administration, Georgia Southern University. 2006 – 2012  
**Director, Corporate Leadership Council**, College of Business Administration, Georgia Southern University. 2007 - 2009  
**Associate Professor of Management**, College of Business Administration, Georgia Southern University. 1999 - 2006  
**Assistant Professor of Management**, College of Business Administration, Georgia Southern University. 1992 - 1999  
**Teaching Assistant**, College of Business, Florida State University, 1989 - 1991

### **EDITORIAL POSITIONS: N/A**

### **BOOKS:**

**Campbell, C. R.** (1995). *Instructor's Manual to Accompany Management: Challenges in the 21st Century*. Minneapolis/St. Paul: West Publishing Company.

### **JOURNAL ARTICLES:**

Rutner, P., Irani Williams, F., **Campbell, C.** & Reimenschneider, C. (2015) The politics of emotion: The relationship between emotional labor and political skill. *The DATA BASE for Advances in Information Systems*, 46(3): 52 – 73.

- Feruzan Irani Williams, **Constance Campbell**, and Luther Denton. (2013) Incivility in Academe: Strategies for managing high-performing instigators. *Journal of Business and Educational Leadership*, 4(1), 148 - 159.
- Irani Williams, F., **Campbell, C. R.**, McCartney, B. W. & Gooding, C. (2013) Leader Derailment: The impact of self-defeating behaviors. *Leadership and Organization Development Journal*, 34(1), 85 – 97.
- Irani Williams, F., **Campbell, C. R.**, & Denton, L. T. (2013) Workplace incivility: What if the instigator is a high performer? *Journal of Management Policy and Practice*, 14(1), 35 – 52.
- Irani Williams, F., **Campbell, C. R.**, McCartney, B. W. & Gooding, C. (Spring, 2012) Leader derailment in academe: Does the training match the problem? *Journal of Academic Administration in Higher Education*, 8(1), 43- 48.
- Campbell, C. R.**, McCartney, B. W. & Gooding, C. (2010) Leader derailment: Does the business model apply to business schools? *Journal of Academic Administration in Higher Education*, 5(2): 47 - 56.
- Denton, L. T., **Campbell, C. R.**, and Johnson, C. D. (2009) Dementors in the Workplace: Managing the Highly Productive but Morale-Killing Employee. *Journal of Applied Management and Entrepreneurship*, 14, 1, 3 – 25.
- Campbell, C. R.**, Price, B. A. & Swift, C. O. (2007).Two sides to every story: Supervisor and subordinate views on leader-member exchange, attributions and performance. *Journal of the Academy of Business Administration*, Vol. 12, #s 1 and 2, 38 – 49.
- Campbell, C. R.** (2007). On the journey toward wholeness in leadership theories. *Leadership and Organization Development Journal*, 29(2), 137 - 153.
- Campbell, C. R.** & Swift, C. O. (2006). Attributional comparisons across biases and leader-member exchange status. *Journal of Managerial Issues*, XVII (3), 393 - 408.
- McCartney, B.W. & **Campbell, C. R.** (2006). Leadership, management and derailment: A model of individual success and failure. *The Leadership and Organizational Development Journal*, 27(3), 190 - 202.
- Campbell, C. R.** & Swift, C. O. (2006).Perceptions of compressed video distance learning (DL) across location and levels of instruction in business courses. *Journal of Education for Business* 81(3), 170 - 174.

- Campbell, C. R.** (2004). A longitudinal study of one organization's culture: Do values endure? *Mid-American Journal of Business*, 19(2), 41-51.
- Campbell, C. R.** (2000). Business success in Russia: Coca-Cola Bottlers, St. Petersburg. *Southern Business Review*, 26(1), 36-38.
- Campbell, C. R.**, Swift, C. O. & Denton, L. T. (2000). Cheating goes hi-tech: On-line term paper mills. *Journal of Management Education*, 24(6), 726-740.
- Martinko, M. J., **Campbell, C. R.** & Douglas, S. (2000). Bias in the social science publication process: Are there exceptions? *Journal of Social Behavior and Personality*, 15(1), 1-18.
- Campbell, C. R.** & Henry, J. W. (1999). Gender differences in self-attributions: Relationship of gender to attributional consistency, style and expectations for performance in a college course. *Sex Roles: A Journal of Research*, 41, 95-104.
- Swift, C. O. & **Campbell, C. R.** (1998). Does an organization's psychological climate affect overall job satisfaction of sales managers? *Journal of Marketing Theory and Practice*, 1-11.
- Campbell, C. R.** & Martinko, M. J. (1998). An integrative attributional perspective of empowerment and learned helplessness: A multimethod field study. *Journal of Management*, 24(2), 173-200.
- Campbell, C. R.** & Swift, C. O. (1998). Expanding theoretical perspectives on leadership: An integration of the Green and Mitchell model of leader behavior with leader-member exchange status. *Southern Business Review*, 24 (2) 11-35.
- Henry, J. W. & **Campbell, C. R.** (1995). A Comparison of the Validity, Predictiveness and Consistency of a Trait Versus Situational Measure of Attributions. In M. J. Martinko (Ed.) *Advances in Attribution Theory*. Deland, FL: St. Lucie Press, 35-51.
- Swift, C. O. & **C. R. Campbell.** (1995). The impact of leader-member exchange relationships on the performance attributions of sales managers. *Journal of Personal Selling and Sales Management*, XV (4), 45-56.

#### **OTHER PUBLICATIONS:**

- Egan, Chrys; **Campbell, Constance**; Shollen, S. Lynn; Fisher, Kelly; Fox-Kirk, Wendy; Longman, Karen; Neilson, Brionne G.. (Forthcoming, 2016). A Capacious Model of Leadership Identities construction. In Storberg-Walker, J. & Haber-Curran, Paige (Eds), *Theorizing Women and Leadership: New insights and contributions from multiple perspectives*. (Editorially reviewed)

- Campbell, C. R.** (April 28, 2010). 'Dementors' among us. *BiS (Business in Savannah) - Eagle Executive Briefings*, p. 10.
- Campbell, C. R.** (March 24, 2010). Leadership: It's all about me . . . No, really. *BiS (Business in Savannah) - Eagle Executive Briefings*, p. 15.
- Campbell, C. R.** (February 24, 2010). Leadership: It's all about me - or not. *BiS (Business in Savannah) - Eagle Executive Briefings*, p. 10.
- Campbell, C. R.** (January 15 - 21, 2007). The Book Review: *Team of Rivals: The Political Genius of Abraham Lincoln*, by Doris Kearns Goodwin. *The Business Report & Journal*, 23 and 24.
- Campbell, C. R.** (April 3 - 9, 2006). The Book Review: *Our Endangered Values*, by Jimmy Carter. *The Business Report*, pp. 24 and 27.
- Campbell, C. R.** (August 22 - 28, 2005). The Book Review: *The Leadership Challenge*, by Kouzes and Posner. *The Business Report*, pp. 23 and 26.
- Campbell, C. R.** (January 5-11, 2004). The Book Review: *The Devil Wears Prada*, by Lauren Weisberger. *The Business Report*, pp. 16 and 17.
- Campbell, C. R., Swift, C. O. & Hamilton, L.** (1998). Viva Mexico, Georgia Calls on our Southern Neighbor. *Southern Economic Developer*, 8(1), 1-6.
- Campbell, C. R.** (1993) "Zapp! The Lightning of Empowerment." Reviewed in Pierce, J. L. and Newstrom, J. W. (Eds.) *The Manager's Bookshelf: A Mosaic of Contemporary Views*, 3rd Edition. New York: HarperCollins College Publishers, Inc.

#### **PRESENTATIONS OR PROCEEDINGS AT PROFESSIONAL MEETINGS (past 5 years)**

- Denton, L. & **Campbell, C.** (October, 2015). Dealing with Difficult Co-Workers. *Southern Collegiate Leadership Conference*. (Co-Presenter)
- Campbell, C.** (October, 2015). The capacious model of leadership identities construction: Contributions and implications. International Leadership Association annual meeting, Barcelona, Spain. (Presenter)
- Fisher, K., Fox-Kirk, W., Egan, C., Shollen, L., **Campbell, C.**, Longman, K., & Neilson, B. (August, 2015). A bioecological approach to leadership identity construction. Academy of Management annual meeting, Vancouver, British Columbia, Canada. (Presented by first author)
- Ngungiri, F. W., Egan, C., Longman, K. A., Storberg-Walker, & **Campbell, C.** (June,

2015). Research on Women and Leadership: A publishing support bootcamp. Women and Leadership Affinity Group Conference. Asilomar, CA. (Co-Presenter)

Egan, Chrys; **Campbell, Constance**; Shollen, S. Lynn; Fisher, Kelly; Fox-Kirk, Wendy; Longman, Karen; Neilson, Brionne G.. (June 2015). A Capacious Fluid Model of Leader(ship) Identities. Women and Leadership Affinity Group Conference. Asilomar, CA. (Co-Presenter)

Egan, Chrys; **Campbell, Constance**; Shollen, S. Lynn; Fisher, Kelly; Fox-Kirk, Wendy; Longman, Karen; Neilson, Brionne G.. (October, 2014). Pre-conference workshop: A Capacious Fluid Model of Leader(ship) Identities. International Leadership Association annual meeting, San Diego, CA. (Co-Presenter)

Irani-Williams, F., **Campbell, C. R.**, & Denton, L. T. (2011). Workplace incivility: What if the instigator is a high performer? *Proceedings*. Southern Management Association. (Presented by first author)

**Campbell, C. R.**, McCartney, W. & Gooding, C. (2010) Leader Derailment: The role of self-defeating behaviors. *Proceedings*. Southern Management Association.

#### **WORK IN PROGRESS:**

McKnight, H. Rutner, P., Irani Williams, F., Campbell, C., & Hardgrave, W. (Finalizing paper for submission to the *Journal of Leadership and Organizational Studies*). Micromanagement: Controls out of Control.

Rutner, P., Irani Williams, F., Tribble, L., Stewart, S. & Campbell, C. (collecting data). Women leaders in STEM professions.

#### **DISSERTATION COMMITTEES: N/A**

#### **HONORS, AWARDS, AND BUSINESS ACTIVITIES:**

- 2015 **W. A. & Emma Lou Crider Award for Excellence in Teaching**, College of Business Administration, Georgia Southern University
- 2014 **Outstanding Professor**, Georgia WebMBA, Cohort 41 (Selected by students)
- 2014 **Bank of America Award**, College of Business Administration, Georgia Southern University
- 2012 **Outstanding Professor**, Georgia WebMBA, Cohort 26 (Selected by students)
- 2010 **Rutherford Award for Excellence in Teaching and Service in the MBA**, College of Business Administration, Georgia Southern University.
- 2004 **University nominee for Regents' Teaching Award**, Georgia Southern University
- 2003 **College of Business Administration nominee for Regents' Teaching Award**, Georgia Southern University

- 2002 **Martin NeSmith Faculty Award for Distinguished Service**, College of Business Administration, Georgia Southern University
- 2002 **W. A. and Emma Lou Crider Award for Excellence in Teaching**, College of Business Administration , Georgia Southern University
- 1999 **NationsBank Faculty Development Award**, College of Business Administration, Georgia Southern University
- 1997 **Best Reviewer** , Southwest Management Association
- 1996 **Top Paper in Track**, Association of Marketing Theory & Practice
- 1995 **M. Albert Burke Faculty Development Award**, College of Business Administration, Georgia Southern University
- 1991 **Teaching Award**, Management Department, College of Business, Florida State University

### **SERVICES, PROFESSIONAL ACTIVITIES, AND ASSOCIATIONS RELATED TO DISCIPLINE (past 5 years)**

#### Consulting:

##### **Building Trust and Teams**

Georgia Southern University, Eagle Leadership Program  
Statesboro, GA: 2014 – present

##### **Leadership Communication**

Georgia Southern University, Eagle Leadership Program  
Statesboro, GA: 2013 - 2014

##### **Developing People: Coaching and Counseling**

Georgia Southern University, Eagle Leadership Program  
Statesboro, GA: 2010 - 2014  
Savannah, GA: April 2011; March 2010

##### **Problem Solving and Decision Making**

Georgia Southern University, Eagle Leadership Program and Division of Continuing Education and Public Service.  
Statesboro, GA: 2011 –present  
Savannah, GA: 2003 - 2011

##### **Increasing Morale and Motivation.**

Georgia Southern University, Division of Continuing Education and Public Service.  
Savannah, GA: 2010 – 2015  
Statesboro, GA: April 2010

##### **Team Building: Priming for Success in the PhD Program**

PhD Program in Logistics and Supply Chain Management. *Pro Bono.*  
On Campus at Georgia Southern University: August, 2010 and 2011

Professional Organizations:

**International Leadership Association**, Current Member  
Conference Attendance 2010, 2011, 2013, 2014, 2015  
Senior Scholar in the 7<sup>th</sup> Annual Emerging Scholars Research Consortium, 2015  
**Southern Management Association**,  
Conference Attendance, 2011  
**Academy of Management**, Current Member  
Reviewer, 2010  
Conference Attendance, 2013  
**Organizational Behavior Teaching Society**  
Conference Attendance, 2010

Reviewer for Journals:

*Journal of Managerial Issues*, 2010

Service to the University:

*Member:*

i<sup>2</sup>STEM<sup>e</sup> Affiliate Faculty, 2015 - present  
University Statutes Review Committee, 2012 - 2014  
Dissertation committee member, Dr. Todd Veland, College of Education, Georgia  
Southern University, 2012  
University Honors Council, 2008 - 2012  
Online Course Evaluation Committee, 2011

*Alternate Member:* Faculty Grievance Committee, 2011 - 2013

Service to the College of Business Administration:

*Chair:*

Development, Promotion and Tenure Committee, 2011 – 2012

*Member:*

College Concerns Committee, 2014 - present  
Honors Advisory Board, 2012 - 2015  
College Assessment Committee, 2013 - 2015  
PhD Program Advisory Committee, 2010 - 2013  
MBA Director Search Committee, 2012  
COBA Restructuring Task Force, Fall 2011  
AACSB Maintenance Visit Task Force, 2011 - 2012  
Strategic Planning Council, 2011 - 2012  
Development, Promotion, and Tenure Committee, 2008 - 2012

*Presenter:* "Meet the Majors" Forum, March, 2010

Service to the Department

*Chair:*

*Ad Hoc* Committee on Departmental Vision/Mission Statement, 2015  
Department Promotion & Tenure Committee, 2013  
Departmental Committee on Assessment of the BBA in Management, 2012

*Member:*

Search Committee, 2014 - 2015  
Department Assessment Committee 2012 - 2014  
Assistant Professor of Management Search Committee, 2011 - 2012

Service in the Community

*Speaker:* Statesboro Rotary Club, June 2015  
Metter Rotary Club, June 2013

*Member:* Statesboro Rotary Club, October 2015 - present