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## Student Spotlight: Introducing Sam Boswell III

Sam Boswell III decided to attend SHSU once he visited the campus. He had visited many campuses prior to coming to SHSU, however during his guided tour of SHSU, he fell in love with the campus and small size of the university. Sam entered SHSU as a freshman in the fall of 2014. With an accounting major and a minor in management, Sam is on track to complete his degree in December 2018.

Sam grew up in and around his family's Ford dealership in San Benito, Tx, which is in the Rio Grand, Valley. This past summer, Sam gained an internship with Ford Credit in Colorado Springs, CO. Over 500 students applied for the internship, but only 12 students were selected! Of the 12 who were selected, only two were not specifically recruited (targeted) by Ford Credit. Sam simply applied online for the internship and advanced (successfully) through the process.

Having insight and experience with Ford allowed Sam to understand the inner workings of a dealership and what takes place on the other side, to actually experience what Ford Credit does. He benefitted from having a greater understanding of Ford and Ford Credit as well having greater insight on Ford's different model of cars sold and how the process of buying a car works. He was also able to provide personal insight regarding what selling a car was like and what complications there might be along the way. The internship made Sam more loyal to the company as Ford has been a huge part of his life due to the family dealership. Sam wanted to work for Ford, and it showed via his passion and enthusiasm about the work he completed during the internship.

At the conclusion of Sam's internship, he was offered a position in the Ford Credit Leadership Development Program. The program is basically a fast-track path to get younger people into management positions since many of the current managers are already eligible to retire. He will start in the business center and rotate through the various positions.

Once he "graduates" from the program, he will be able to go to other eligible positions, gain additional experience,



▲ Sam Boswell III

and continue moving up within Ford Credit or possibly switch to the Ford Motor Company side. The Leadership Development Program is designed to last about two and a half years.

As Sam approaches the end of his time at SHSU, he has taken a little time to reflect on his experiences. He characterizes his time at SHSU as being "very interesting." He has learned far more than he thought he would. In addition, he is amazed that he is graduating with a degree in accounting! He did not think getting a degree in accounting would be something he could accomplish when he entered as a freshman. There have been plenty of frustrating times, especially as he has studied accounting. In fact, he changed his major to accounting at the end of his junior year, which is what most would consider a very late change. However, looking back now, Sam sees that changing his major was definitely worth all the frustrating times.

The advice Sam would give to his younger self would be not to slack off. Work as hard as you can and get your GPA as high as you can while the classes are easier. He would also say do not be afraid to ask for help and or reach out when you feel you do not understand something. And it's also alright if you feel out of place in college initially because it could be a huge change from where you came from and eventually you will begin to adapt into the college environment. He would also say to continually look for ways to improve yourself and to constantly keep looking for ways to learn new things. Even if the core class you are taking are not in your major, the classes may still be useful later in life.

## Tenure Spotlight — Dr. Chris Reutzel



▲ Dr. Chris Reutzel

My decision to become a business professor was, in part, a reflection of the environment that I grew up in. Growing up, I remember listening to the stories shared with me by grandparents and uncles about their businesses as well as the struggles and triumphs that they faced running their businesses. When I went to college, I was drawn toward business courses, so much so that I eventually decided to major in Finance. It was during my time at Southern Utah University (SUU) that I experienced firsthand the profound influence that caring professors can have as they mentor students. This, coupled with the rewarding life I observed my father create as a college professor, inspired me to pursue a Ph.D. After graduating from SUU with my undergraduate degree, I took a job as an accountant and simultaneously began the process of applying to graduate schools. I chose to pursue a Ph.D. in the field of

Strategic Management because I wanted to better understand why some businesses succeed while others fail. Eventually, I was accepted into the Ph.D. of Management program at Texas A&M University and after five long hard years, I graduated.

Receiving tenure represents the end of a journey which has taught me to be open to new and unexpected life experiences. Just as entrepreneurs and business leaders must pivot and update their strategies in the face of changing business conditions, individuals also benefit from being open to the various experiences life has to offer them. Such life experiences may not conform to what one expects in their youth.

A key to success then becomes to learn from new and unexpected life experiences and to be willing to take advantage of the opportunities that they present – to pivot and update your own strategies when

conditions in your life change. Early in my career, I could never have imagined the people I would meet, the places I would visit, the things I would research, and the things I would learn about the world we live in. Receiving tenure also represents the beginning of the next stage in my career journey, one which will likely hold new and unexpected experiences. As I approach these experiences, I hope to validate the confidence that SHSU students, colleagues, and administrators have expressed on my behalf by granting me tenure.

My most memorable experience at SHSU took place when I interviewed for a job here. The collegiality of the students, faculty, and administrators stood out to me during the interview process and made SHSU feel like home. Since joining SHSU, this perception has been reinforced again and again. It is good to be a part of the Bearkat family.

## Student Accolades

### Congratulations to the SHSU APICS Teams Continuing to the Second Round

The SHSU APICS student chapter held the first round of the 2019 APICS National Case Competition in October, with four teams competing. The objective of the case was for the teams to analyze a global supply chain network and identify potential cost saving opportunities. Following the viewing of each teams' video presentation, two teams were selected to represent SHSU at the regional level. Congratulations to both teams: Jerail Vaughan (Captain), Diana Hernandez, Cymore Chandler, and Kristina Grace and Megan Norton (Captain), Mickey Thakar, Brent Hines, and Kathy Massey.

### MTA Success

Congratulations to the following students who passed the Microsoft Technology Associate (MTA): Database Fundamentals certification exam in Dr. Kamphol Wipawayangkool's MGIS 4330 Business Database Management II in Spring 2018: Mohammed Alsharif, Dion Byrd, Alecia Cabell, Robert Cardenas, Hector Chavarria, Nhi Do, Ruben Garcia, Nicholas Guerra, Ricky Inthisone, DeAndre Jones, Joshua Kulbeck, Brian Minaya, Allison Ofield, Justin Pena, Zachary Schmidt, Johan Shirazi, and Jarid Swope. According to Microsoft, this certification proves introductory knowledge of and skills with databases, including relational databases, such as Microsoft SQL Server.

## Tenure Spotlight — Dr. Kamphol Wipawayangkool



▲ Dr. Kamphol Wipawayangkool

My name is Kamphol Wipawayangkool. That is why most students call me Dr. K. I received my Ph.D. in Information Systems from the University of Texas at Arlington, an M.S. in Management Information Systems from University of Houston-Clear Lake, and a B.S. in Computer Science from Prince of Songkla University, Thailand.

Ever since I was a child, I have always admired teachers/professors and their dedication to students. Soon after I took courses in Computer Science and got acquainted with some of my professors, one asked me what I wanted to be and my answer was to be a professor like you. From that point on and after several more discussions with my advisor and a few other favorite professors, I was determined to go to graduate school. I pursued a Ph.D. obsessively (synonym: neurotically). My dissertation chair and mentor Dr. James Teng made the journey possible. The most memorable times for me

at SHSU are seeing my students at the commencement ceremony, knowing that successes await them, and hearing from their parents how much this accomplishment means to them. Another moment I will not forget occurred on the first day I arrived on campus, trying to look for the COBA building. A student walked with me and showed me the way to the building. During the conversation, the student asked me what my major was...

The advice I would tell my younger (and current) self is to manage time more effectively and to always have time for family.

Achieving tenure at SHSU means the world to me and my family in Thailand, knowing that I have followed my passion and made my very own American Dream come true. I am grateful for all the support from my colleagues, my students, and everyone else involved in the process. I wanted to name them all but the list would have been too long.

## Incredible Consulting Team Advances to Round Two



This year, Sam Houston State University's APICS organization has selected two teams to represent the University in the Terra Grande virtual judging. The team calling itself Incredible Consulting is anxiously awaiting confirmation to attend the regionals in Mexico City, Mexico in February. In November, the members worked diligently to meet with their advisor, Dr. Will Ellegood, and each other to come up with recommendations for a supply chain case study. It was a lot of work, but a tremendous amount of fun. Incredible Consulting learned many

new supply chain skills, like the square root law for inventory, that they can take with them into their careers. The team is made of Management graduate students Brent Hines and Kathy Massey and undergraduates Megan Norton and Anubhav "Mickey" Thakur. Most of the team members are also leaders in the SHSU APICS organization as well. Megan Norton is SHSU APICS Chapter President, Mickey Thakur is Treasurer, and Brent Hines is Fundraising Chair.



## Inaugural Leadercast Women at SHSU



▲ *Dr. Aneika Simmons*

Sam Houston State University hosted the inaugural Leadercast Women in October 2018. The event, entitled “Lead Yourself,” was held in the Lowman Student Center for about 350 faculty, staff, and students. It was designed to allow women



to share, encourage, and inspire one another in the context of leadership. Leadercast President and CEO Angela Raub stated that “The event focuses on what it means to be a leader and how to lead oneself, which is key when it comes to leading others.” The speakers included Jess Ekstrom, Marilyn Tam, Ritu Bhasin, Celeste Headlee, Julia Landauer, Clemantine Wamariya, Barbara Bush, Jenna Bush Hager, and Molly Fletcher. Associate Professor Aneika Simmons, from the Department of Management,

Marketing, and IS, was invited to moderate the day session. She stated that “it was [her] honor to moderate the first inaugural Leadercast Women’s event on campus and a joy to participate in a conference focused on informing and uplifting women around the globe.” Kristy Vienne, Leadercast Women Chair and Assistant Vice President for Student Affairs, said, “It was a great day for leadership, learning and networking.” The date for next year’s Leadercast Women has been set for October 18, 2019.

## Bearkats Dubai 2018



Each fall semester, Dr. Irfan Ahmed invests his knowledge and experience by providing SHSU students with an introduction to business in the Arab Middle East. Students are exposed to the cultural, legal, political, and business environment in the United Arab Emirates, which is the commercial hub of the Arab Middle East. Dr. Ahmed teaches

MKTG 4085 – Business in the Middle East, which offers students the opportunity to learn firsthand by traveling to Dubai as ambassadors of the University and interacting with executives from several multi-national corporations. The semester course culminates with this study trip, which is no less than a life-changing event!

*Stay tuned for the Spring 2019 issue of the M&M newsletter to gain insights from students’ firsthand experiences.*

## Faculty Accomplishments

We are pleased to announce the latest MGMT Department faculty accomplishments:



▲ **Dr. Kamphol Wipawayangkool, Dr. Juliana Lilly, Dr. Lucia Sigmar, and Ms. Julie Campbell** created an Employment Readiness Workshop that was presented on November 2 to Wellsprings Village, a nonprofit charitable organization that offers long-term transitional housing and supportive services for homeless and abused women.

**Dr. Christopher Cassidy** transitioned from President-Elect to President of the North American Case Research Association (NACRA) at the annual meeting held in Orlando, FL, Oct 4-6, 2018. He will continue as the leader of NACRA until the next annual meeting in Tempe, AZ, Oct 10-12, 2019. Prior to his service as the President-Elect, Dr. Cassidy served for a year as the Vice President of Programs and organized the 2017 conference held in Chicago, IL.

**Dr. Joe Kavanaugh and Dr. Sanjay Mehta** published two cases in the Case Research Journal, the leading case research journal for business cases. The cases "Peer Feedback at Stress Engineering Services, Inc. (A): Description and Analysis of the Current Performance System" and "Peer Feedback at Stress Engineering Services, Inc. (B): Process Design for the 21st Century" are available through Harvard Business Publishing.

**Dr. Carliss D. Miller** published an article titled "Ethno-Racial similarity, Relationship Conflict, and Trust in Supervisor-Subordinate Dyads" in the International Journal of Conflict Management (forthcoming).

**Dr. Juliana Lilly** published a case study titled "What Happened to Civility? Understanding Rude Behavior through the Lens of Organizational Justice" in the Harvard Business Review.

Dr. Lilly also presented a session entitled "The High Cost of Disrespect: Employees Who Pay It Forward (and Backwards)" on November 3 at the Houston Women's Society of CPAs Leadership Conference.

**Dr. Carla D. Jones** published the following articles:

Li, M. & Jones, C. D. "The Effects of TMT Faultlines and CEO-TMT Power Disparity on Competitive Behavior and Firm Performance." Group & Organization Management (forthcoming).

Galdino, K. M., Kiggundu, M. N., Jones, C. D., & Ro, S. "The Informal Economy in Pan-Africa: Review of the Literature, Themes, Questions, and Directions for Management Research," Africa Journal of Management (forthcoming).

**Dr. Aneika Simmons** published the following articles:

Simmons, A., Hawkins, A., Duffy, J.A., & Alfraih, H.S. "The Influence of Social Dominance Orientation and Power Distance on Attitudes Toward Women Managers." Journal of Behavioral and Applied Management (forthcoming).

Ren, R., Simmons, A. L., Barsky, A., See, K. E., & Gogus, C. I. "It's Not My Job: Compensatory Effects of Procedural Justice and Goal Setting on Proactive Preventive Behavior," Journal of Management and Organization (forthcoming).

Baskerville, M., Simmons, A. L. & Umphress, E. E. "It's Not Black and White: Toward a Contingency Perspective on the Consequences of Being a Token," Academy of Management Perspectives (forthcoming).



▲ **Dr. Carliss D. Miller and Dr. Carla D. Jones** presented a workshop entitled "Creating Community Online: Strategies for Developing Student Engagement and Success in online Courses" at the Financial Education Association/Academy of Business Education conference in San Antonio, TX.