

VITA

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EDUCATION

- Ph.D. University of Iowa, August, 2002
College of Business Administration
1st Major Field: Human Resource Management (post-comp. Fall 1997)
2nd Major Field: Organizational Behavior (post-comp. Spring 1998)
- MBA University of South Dakota, August, 1993
College of Business Administration
Major Field: Applied Quantitative Methods
- BA Northwestern College of Iowa, May, 1984
Department of Business Administration and Economics
Major Field: Business Management

ACADEMIC EXPERIENCE

- August 2013 to Present: *Associate Professor*, Economics and Business Department, Luther College, Decorah, IA
- August 2008 to August 2013: *Assistant Professor*, Beacom School of Business, University of South Dakota, Vermillion, SD
- August 2000 to August 2008: *Assistant Professor*, College of Business and Public Administration, University of North Dakota, Grand Forks, ND
- August 2006 *Tenure Granted*
- August 1995 to August 2000: *Teaching Assistant Coordinator, Adjunct Summer Instructor, Research Assistant, Teaching Assistant*, College of Business Administration, University of Iowa, Iowa City, IA
- August 1993 to May 1995: *Instructor of Economics*, College of Business, Buena Vista College, Storm Lake, IA
Adjunct Instructor, Business Department, Western Iowa Technical Community College, Sioux City, IA
Adjunct Instructor, Department of Business and Economics, Northwestern College, Orange City, IA
- August 1992 to August 1993: *Research Assistant*, Business Research Bureau, University of South Dakota, Vermillion, SD

PROFESSIONAL EXPERIENCE

- August 2011 to Present: *Co-Owner*, Dakota Bedbug Detection, LLC, Sioux Falls, SD
- June 1984 to August 1992: *Retail Manager*, Duckwall-ALCO Stores, Inc., Abilene, KS

MANUSCRIPTS UNDER REVIEW

Patton, G. K., Neubert, M. K., & Wu, C. (Submitted). *The moderating effect of downsizing on voluntary, avoidable turnover in work teams*. *Journal of Business and Psychology*.

Patton, G. K. (Submitted), *Leadership in the real/reel world: A memo to self-development*. *Journal of Management Education*.

RESEARCH IN PROGRESS

Personality, motivation, and the use by students of the university wellness center

A model of personality and motivation for predicting job performance

The effect of personality and motivation on the withdrawal behavior of students

An empirical study of job satisfaction and intent to leave for licensed funeral home directors: The effects of personality, motivation, and stress

An empirical study of entrepreneurs: The effects of personality and motivational intentions on small business success and direction

A model of personality, general mental ability, and motivation for predicting driving performance (dissertation)

JOURNAL ARTICLES, REVIEWS, AND REPORTS

Patton, G. K. (2004). North Dakota entrepreneurs and tourism: A practitioner's report. *ND-SBDC Reports*.

Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction – job performance relationship: A qualitative and quantitative review. *Psychological Bulletin*, *127*, 376-407.

Barrick, M. R., Patton, G. K., & Haugland, S. N. (2000). Accuracy of interviewer judgments of job applicant personality traits. *Personnel Psychology*, *53*, 925-951.

Patton, G. K. (1998). Developing the five-factor model: Is the big five a theory of personality? *Contemporary Psychology*, *43*, 687-688.

PROCEEDINGS/ABSTRACTS

Ferraro, F. R. (2002). Abstracts from the Northern Lights psychology conference. (Patton, G. K., Barrick, M. R., & Neubert, M. J. Breaking the psychological employment contract: The effect of downsizing on an employee's decision to leave the work team). *The Journal of General Psychology*, *129*, 97-111.

PAPER PRESENTATIONS AND CONFERENCE ACTIVITIES

Patton, G. K. (October, 2015). *Personality and motivation: Can a new model help us understand cultural differences?* Presented at the Associated Colleges of the Midwest Site Visit, Shanghai, China.

Lauver, K. J., Le, H., Patton, G. K., & Bakhtiyarova, J. (August, 2005). *A review of individual differences and organizational safety*. Paper presented at the annual convention of the American Psychological Association, Washington, DC.

Facilitator for Shared Interest Track Paper Session (August, 2003). The Annual Academy of Management Meeting, Seattle, WA.

Patton, G. K., Barrick, M. R., & Neubert, M. J. (October 2001). *Breaking the psychological employment contract: The effect of downsizing on an employee's decision to leave the work team*. Paper presented at the Northern Lights Psychology Conference, Grand Forks, ND.

Patton, G. K., Barrick, M. R., & Mount, M. K. (April 2000). *A model of personality, general mental ability, and motivation for predicting driving performance*. Paper presented at the annual convention of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Wenzel, A. E., Statler-Cowan, T., Patton, G. K., & Holt, C. S. (March, 1999). *A comprehensive meta-analysis of psychological and pharmacological interventions for social phobia and social anxiety*. Paper presented at the annual conference of the Anxiety Disorders Association of America, San Diego, CA.

Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (August 1998). *Another look at the relationship between job satisfaction and job performance*. Paper presented at the annual Academy of Management Meeting, San Diego, CA.

Patton, G. K., Barrick, M. R., & Neubert, M. J. (April 1998). *Effects of downsizing on voluntary avoidable turnover in work teams*. Paper presented at the annual convention of the Society for Industrial and Organizational Psychology, Dallas, TX.

TEACHING EXPERIENCE AND PERFORMANCE

Luther College (Instructor Rating: "Overall, the instructor was effective in teaching this class" [5 = Strongly Agree; 1 = Strongly Disagree])

MGT 240 *Principles of Management* (Required Undergraduate)
January 2014 – December 2015 4.57 (6 courses & 140 students)

MGT 352 *Human Resource Management* (Required Undergraduate)
August 2013 – December 2015 3.80 (7 courses & 118 students)

MGT 363 *Negotiations and Conflict Resolution* (Elective Undergraduate)
August 2013 – December 2013 4.36 (1 course & 14 students)

MGT 367 *Organizational Behavior* (Elective Undergraduate)
August 2013 – December 2014 4.59 (2 courses & 44 students)

MGT 490 Senior Project (Required Undergraduate)
January 2014 – December 2015 4.43 (4 courses & 7 students)

University of South Dakota (Instructor Rating: "Overall, I rate this instructor as an excellent teacher" [5 = Definitely True; 1 = Definitely False])

BADM 369 *Organizational Behavior and Theory* (Required Undergraduate)
August 2008 – May 2013 4.08 (18 courses & 508 students)

BADM 466 *Training and Development* (Elective Undergraduate)
August 2008 – December 2012 4.05 (5 courses & 66 students)

BADM 485 *Critical Issues in HR* (Elective Undergraduate)
January 2010 – May 2013 4.34 (4 courses & 53 students)

BADM 592 *Leadership and Ethics* (Governor's Leadership Group)
January 2009 – May 2009 3.67 (1 course & 15 students)

BADM 761 *Leadership Development* (Required Graduate)
January 2009 – May 2011 4.62 (6 courses & 160 students)

University of North Dakota (Instructor Rating: "Overall, the instructor was effective in promoting my learning in this course" [5 = Strongly Agree; 1 = Strongly Disagree])

MGMT 305 <i>Managerial Concepts</i> August 2006 – December 2006	(Elective Undergraduate) 4.49 (1 course & 35 students)
MGMT 310 <i>Organizational Behavior</i> August 2003 – May 2008	(Required Undergraduate) 4.60 (24 courses & 632 students)
MGMT 407 <i>Wage and Salary Administration</i> August 2003 – December 2005	(Elective Undergraduate) 4.57 (4 courses & 116 students)
MGMT 408 <i>Issues in Human Resource Management</i> January 2005 – May 2008	(Elective Undergraduate) 4.42 (4 courses & 80 students)
MGMT 410 <i>Staffing: Recruitment and Selection</i> January 2004 – May 2006	(Elective Undergraduate) 4.53 (3 courses & 95 students)
MGMT 412 <i>Training and Development</i> August 2006 – December 2007	(Elective Undergraduate) 4.44 (2 courses & 45 students)

University of North Dakota (Instructor Rating: “I would recommend this instructor to others” [1 = Strongly Agree; 5 = Strongly Disagree])

MGMT:300 <i>Principles of Management</i> January 2001 – May 2003	(Required Undergraduate) 1.42 (3 courses & 107 students)
MGMT:310 <i>Organizational Behavior</i> August 2000 – August 2003	(Required Undergraduate) 1.41 (13 courses & 311 students)
MGMT 395 <i>Staffing: Recruitment and Selection</i> July 2002 – May 2003	(Elective Undergraduate) 1.38 (2 course & 37 students)
MGMT:407 <i>Wage and Salary Administration</i> August 2000 – December 2002	(Elective Undergraduate) 1.84 (3 courses & 75 students)

University of Iowa (Instructor Rating: “I would recommend this instructor to others” [6 = Strongly Agree; 1 = Strongly Disagree])

6J:048 <i>Introduction to Management</i> August 1996 – May 2000 May 1997 – August 2000	(Required Undergraduate and General Education Elective) As a Teaching Assistant – 5.63 (12 courses & 305 students) As a Summer Adjunct – 5.73 (3 courses & 104 students)
6J:100 <i>Administrative Management</i> August 1995 – May 1996 May 1996 – August 1996	(Required Undergraduate) As a Teaching Assistant – 5.74 (5 courses & 115 students) As a Summer Adjunct – 5.84 (1 course & 35 students)

SERVICE & DEVELOPMENT

Outside Recommender	Promotion & Tenure (2015), <i>Gustavus Adolphus College</i>
Committee Member –	Academy of Management Program Committee (2003-Present), <i>Human Resource Division</i> Academy of Management Program Committee (2003-Present), <i>Organizational Behavior Division</i>
Reviewer –	Annual convention of the Society for Industrial and Organizational Psychology (2016)
Journal Reviewer –	<i>International Journal of Manpower</i> (2016) <i>Human Resource Management</i> (2010, 2011)

- Article Editor – *Sage Open* (2014)
- Faculty Advisor – Future Business Leaders (2015-Present), *Luther College*
Alpha Phi Omega (2013-Present), *Luther College*
Mortar Board (2005-2008), *University of North Dakota*
Management Club (2003-2008), *University of North Dakota*
- Committee Member – Human Resource Director Search Committee (2014), *Luther College*
Master’s Comprehensive Exam in Communication (2011), *University of South Dakota*
New Curriculum Steering Committee (2010), *University of South Dakota*
BADM 102 Development Committee (2010), *University of South Dakota*
BCOR 201/202 Development Committee (2010), *University of South Dakota*
Faculty Search Committee (2010), *University of South Dakota*
Master’s Thesis in Communication (2005), *University of North Dakota*
- School Representative – Faculty Site Visit for Shanghai, China Program (2015), *Associated Colleges of the Midwest and Luther College*
- Participant – APO Section 21 Conference (2016), *Luther College*
Teaching Partnership (2015), *Luther College*
Faith & Learning Workshop (2014), *Luther College*
First-Year Advising Workshop (2014), *Luther College*
New Faculty Development (2013-2014), *Luther College*
- Guest Presenter – Fellowship of Christian Athletes (2015), *Luther College*
Survey of Business – Introduction to HR (2012), *University of South Dakota*
Academy of Finance (2012), *Washington High School, Roosevelt High School, and University of South Dakota*
Memorial Union Student Training Workshop (2007), *University of North Dakota*
UND Family Weekend (2007), *University of North Dakota*
UND Leadership Lecture Series (2007), *University of North Dakota*
MGMT 395, Business Ethics (2005), *University of North Dakota*
IT 450, Senior Capstone (2004, 2005), *University of North Dakota*
Psychology Club (2004, 2005, 2006), *University of North Dakota*
Sigma Phi Epsilon Fall Retreat (2002), *University of North Dakota*
Management Club (2001, 2002, 2003), *University of North Dakota*
Psychology Research Lab (2001, 2002), *University of North Dakota*
American Association of Airport Executives (2001, 2003), *University of North Dakota*
Northeastern Dakota Area Human Resource Association. A chapter of the Society for Human Resource Management (2001), *Grand Forks, ND*
- Guest Faculty – International Human Resource Management (2012), *The University of Shanghai for Science and Technology*
Principles of Management (2008), *The University of Shanghai for Science and Technology*
Principles of Management (2007), *The University of Shanghai for Science and Technology*
Principles of Management (2005), *The University of Shanghai for Science and Technology*
- Acknowledged Contributor – Dainton, M. & Zelle, E. D. (2011). *Applying Communication Theory for Professional Life: A practical introduction (2nd ed.)*. Sage, Thousand Oaks, CA.
The Industrial-Organizational Psychologist (TIP), 42 (3), 107-114

- Chair – Honor Thesis in Business (2011), *University of South Dakota*
Honors Thesis in Psychology (2005-2006), *University of North Dakota*
- Advisor – 8 MBA Students (2002-2008), *University of North Dakota*
- Developer – Integrated Managerial Decision Making (BADM 102) a new foundational course for a revised curriculum (2010), *University of South Dakota*
Human Resource Management Major (approved by the North Dakota State Board of Higher Education and endorsed by the Society for Human Resource Management (2008), *The University of North Dakota*
- Departmental Representative – New Student Orientation (2008), *University of South Dakota*
Curriculum and Instruction (2008-2012), *University of South Dakota*
Wellness Center Faculty Ambassador (2007-2008), *University of North Dakota*
College of Business and Public Administration Learning Assessment Committee (2004-2007), *University of North Dakota*
College of Business and Public Administration Summer Research and Curriculum Development Grant Committee (2004-2005), *University of North Dakota*
New Student Retention (2002-2004), *University of North Dakota*
College of Business and Public Administration E-Commerce Committee (2002-2003), *University of North Dakota*
College of Business and Public Administration Scholarship Committee (2001-2004), *University of North Dakota*
Library Committee (2000-2003), *University of North Dakota*
- Member – Faculty Senate (2004-2005), *University of North Dakota*
- Committee Chair & College Representative – University Seed Money Committee / Professional Division (2001-2008), *University of North Dakota*
- Committee Chair & Member – Ad Hoc Faculty Evaluation Committee (2001, 2005), *University of North Dakota*
- Departmental Coordinator – Learning Assessment (2006-2007), *University of North Dakota*
- Temporary Department Chair – Department of Management (summer 2002-2005), *University of North Dakota*
- Faculty Facilitator – New Student Orientation (2001-2007), *University of North Dakota*
- Professional Presenter – Marketplace for Entrepreneurs (2006), *Fargo, ND*
Chamber of Commerce Leadership Workshop (2005, 2006), *Grand Forks, ND*
- Student Representative to the Faculty – Department of Management and Organizations (1999-2000), *University of Iowa*
- College of Business Representative – Faculty Welfare Committee (1993-1994), *Buena Vista University*
- 2nd Vice President, Secretary, Member – Kiwanis International (1989-1992), *Alliance, NE*
- Member – Parish Health Ministries (2004-2008), *Bethel Lutheran Church*
Chamber of Commerce (1988-1992), *Alliance, NE*

CONSULTING PROJECTS

Development of an employee training system for a public company.

Leadership styles presenter for leadership workshop.

Leadership succession planning for private company employing 1,500+.

Leadership development and team building for a government agency employing 10 directors.

Development of an employee handbook for a retail sole proprietorship employing approximately 14 employees.

Development of a compensation plan for municipal employees in a city of approximately 5,000 people.

Development of structured interview for national manufacturing company.

Development and analysis of a statewide survey to exploring the implementation of technology in small business through quality systems.

Identify the economic impact for a state without mandatory seatbelt laws through analysis of accident reports, hospital records and personal interviews.

PROFESSIONAL AFFILIATIONS

Academy of Management (since 1996)

Society for Industrial and Organizational Psychology (since 1997)

American Psychological Association (since 1999)

HONORS AND AWARDS

Beacom School of Business BOF Grant (\$1,800), October, 2010

Professor of the Year, University of North Dakota chapter of Beta Gamma Sigma, April, 2008

Honorary Member, Quo Vadis Chapter of Mortar Board National College Honor Society, April 2008

University of North Dakota Summer Faculty Research Grant (\$2,500), 2007

Excellence in Advising, Mortar Board National College Honor Society, June 2006

Outstanding Faculty Advisor, University of North Dakota, April, 2006

Who's Who in American Education, 2006-2007

Faculty Star, University of North Dakota Presidential Scholars, January, 2006, 2008

Who's Who in the World, 2006, 2007, 2008, 2009

Who's Who in Finance and Business, 2006, 2007

Honorary Member, Golden Key International Honour Society, October, 2005

University of North Dakota Summer Faculty Research Grant (\$2,500), 2005

University of North Dakota SBDC Research Grant (\$5,000), December 2004

Who's Who in America, 2005, 2006, 2007, 2008, 2009

Who's Who Among America's Teachers, 2003-2004, 2005-2006, 2006-2007

University of North Dakota Faculty Instructional Development Grant (\$250), November, 2003

Meritorious Teaching Award, University of North Dakota College of Business and Public Administration, October 2003, October, 2004

University of North Dakota SBDC Research Grant (\$6,000), July 2003

Who's Who in Business Higher Education, July 2003

University of Iowa Chapter of Beta Gamma Sigma, honors society for collegiate schools of business, May 2003

University of North Dakota Quo Vadis Chapter of Mortar Board, Award for superior instruction and noteworthy devotion to the overall advancement of students, April 2003

Human Resource Division of the Academy of Management Scholarly Achievement Award, August 2002

University of Iowa UISG Research Grant (\$154), January 2000

University of Iowa GSS Travel Grant (\$110) and UISG Travel Grant (\$75), April 1998

Outstanding Teaching Assistant, Department of Management and Organizations, April 1997

RECOMMENDATIONS

Available Upon Request