CLIFTON MAYFIELD

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EDUCATION

Doctor of Philosophy in Organizational Studies, School of Business, University at Albany – State University of New York, 2004 to 2008
- Dissertation Topic: The Effects of Self-Concept and Organizational Identification on Organizational Citizenship Behavior

Master of Business Administration, University of Arizona, 1995 to 1999
- Major: Marketing

Bachelor of Science and Business Administration, University of Arizona, 1987 to 1991
- Major: Management Information Systems
- Graduated Cum Laude

PEER-REVIEWED PUBLICATIONS

- O'Donnell, M., Ruth-Sahd, L. & Mayfield, C. (2019), An Expanded Holistic Model of Healthy Workplace Practices. *International Journal of Organizational Analysis, 27*(5). doi:10.1108/IJOA-02-2019-1647

- Mayfield, C.O., & Tombaugh, J.R. (2018). Why peer evaluations in student teams don't tell us what we think they do. *Journal of Education for Business,*1-14. doi:10.1080/08832323.2018.1503584

- Lee, M., Mayfield, C. O., Hinojosa, A. S., & Im, Y. (2018). A dyadic approach to examining the emotional intelligence–work outcome relationship: The mediating role of LMX. *Organization Management Journal*, 1-16. doi:10.1080/15416518.2018.1427539 [*Nominated Best Research Paper of 2018*]

- Mayfield, C.O., Tombaugh, J.R., & Lee, M. (2016). Psychological collectivism and team effectiveness: Moderating effects of trust and psychological safety. *Journal of Organizational Culture, Communications, and Conflict. 20*(1), 78-94.

- Tombaugh, J. & Mayfield, C.O. (2014). Teams on teams: Using advice from peers to create a more effective student team experience. *Academy of Educational Leadership Journal, 18*(4). 69-84.

- Mayfield, C.O. (2013). Promoting organizational citizenship behavior through job design: Job characteristics versus job satisfaction, *Journal of Business Disciplines, 11*(1), 36-64.

- Voelker, T.A., Wooten, K., & Mayfield, C. (2012). Towards a network perspective on change readiness. *Journal of Applied Business and Economics, 13*(4), 96-113.

- Decker, P., Durand, R., Mayfield, C.O., McCormack, C., Skinner, D., & Perdue, G. (2012). Predicting implementation failure in organization change. *Journal of Organizational Culture, Communications, and Conflict. 16*(2), 39-60.

- Tombaugh, J., Mayfield C. & Durand, R. (2011). Spiritual expression at work: Exploring the active voice of workplace spirituality. *International Journal of Organizational Analysis, 19*(2), 146-170.

- Valenti, A., Luce, R. & Mayfield, C. (2011). The effects of firm performance on corporate governance. *Management Research Review, 34*(3), 266-283.

- Tombaugh, J., Mayfield, C.O., & Wooten, K. (2011). Examining the affective and temporal dimensions of the positive affect-work attitude relationships: The mediating role of hope. *Journal of Applied Management and Entrepreneurship, 16*(2), 25-41.

- Voelker, T., Wooten, K. & Mayfield, C. (2011). Towards a network perspective on change readiness. *Best Paper Proceedings of the Academy of Management.*

- Valenti, A., Mayfield, C.O., & Luce, R. (2010). What attracts directors to boards of small and mid-sized companies? *Journal of Small Business Strategy, 21*(1), 65-82.

- Mayfield, C.O. & Taber, T. (2010). A prosocial self-concept approach to understanding organizational citizenship behavior. *Journal of Managerial Psychology, 25*(7), 741-763.

- Nicklin, J., Mayfield, C., Caputo, P. M., Arboleda, M., Cosentino, R., Lee, M., et al. (2009). Telecommuting: A meta-analysis. *Pravara Management Review (formerly CMRD Journal of Management Research), 8*(2), 2-16.

- Mayfield, C., Perdue, G., & Wooten, K. (2008). Investment management and personality type. *Financial Services Review*, 17(3), 219-236.

CONFERENCE PROCEEDINGS AND PRESENTATIONS

- Mayfield, C. & Valenti, A. (2020). *Team Satisfaction, Identity and Trust: A Comparison of Face-To-Face and Virtual Student Teams.* Presented in the *Emerging Technology, Digital Tools, and Virtual Learning to Enhance Student Outcomes* Symposium at the 2020 Southern Management Association Annual Meeting.

- Valenti, A. & Mayfield, C. (2020). *The Impact of Organizational and Professor Support on Students' Intentions to Stay.* Presented at the 2020 Southwest Academy of Management Annual Meeting.

- Kirkman, D., Mayfield, C., Kirkman, D., & Steel, D. (2019). *An attention, beliefs, and values-based (ABV) view of failure to test.* Presented at the Southwest Decision Sciences Institute 50th Annual Meeting.

- Lee, M., Mayfield, C.O. & Im, Y. (2014). *The road from emotional intelligence to positive work outcomes: The role of LMX.* Presented at the Southern Management Association Annual Meeting. Savannah, GA.

- Tombaugh, J. & Mayfield, C.O. (2013). *Teams on teams: Using advice from peers to create a more effective student team experience.* Presented at the Allied Academies International Conference.

- Voelker, T., Wooten, K., & Mayfield, C.O. (2011). *Towards a network perspective on change readiness.* Presented and recognized as a finalist for the ODC Best Paper Award at the Academy of Management Conference. San Antonio, TX.

- Mayfield, C.O. & Cannon, A. (2010). *Revisiting job characteristics and OCB: examining the relationship between core job characteristics and individual dimensions of OCB.* Presented at the International Academy for Business and Economics Conference. Las Vegas, NV.

- Mayfield, C. & Taber, T. (2008). *The effects of self-concept and organizational identification on organizational citizenship behavior.* Presented at the Southern Management Association Annual Meeting. St. Pete Beach, FL.

- Nicklin, J., Caputo, P., Cosentino, R., Arboleda, M., Lee, M., Mayfield, C., Melinsky, K., Rosman, H., Sackett, A., Roch, S. (2008). *Telecommuting and organizational attitudes and outcomes.* Paper was accepted as a Featured Top Poster at the 2008 Society for Industrial and Organizational Psychologists, San Francisco, CA.

- Mayfield, C., Perdue, G., & Wooten, K., (2007). *Investment management and personality type.* Paper was presented at the Annual Conference of the Academy of Financial Services, Orlando, FL.

- O'Donnell, M. & Mayfield, C. (2007). *The Effect of Mentoring on Protégé OCB and Protégé Self-Efficacy.* Presented at the Annual Conference of the Eastern Academy of Management. New Brunswick, NJ.

- Taber, T., Mann, M., & Mayfield, C. (2006). *Organizational Citizenship Behaviors and the Protestant Work Ethic.* Presented at the Annual Conference of the Southern Management Association. Clearwater, FL.

- Mayfield, C. (2006). *Pedagogy of Leadership When the Target Audience is Undergraduate Students.* Organized and facilitated Caucus at the Academy of Management Annual Meeting. Atlanta, GA.

- Taber, T., Mann, M., & Mayfield, C. (2005). *The Protestant American Work Ethic Revisited: Changing Ethic or Changing Measures?* Presented at the Academy of Management Annual Meeting. Honolulu, HI.

TEACHING EXPERIENCE

Associate Professor, University of Houston – Clear Lake   *2013 to present*

Assistant Professor, University of Houston – Clear Lake   *2007 to 2013*

- **MGMT5439 – Positive Leadership and Ethical Action.** This course explores the impact of emerging areas of positive psychology, positive organizational behavior, and positive organizational scholarship on the field of leadership, and how attributes of positive leadership influence leaders' ethical actions and decision-making.

- **MGMT6237 – Comparative Leadership.** Topic areas include: transformational, charismatic, authentic, servant, and cross-cultural leadership, team leadership, strategic leadership, contingency theories, power and influence, change management, and leadership development.

- **MGMT3301 –Management Theory and Practice.** Provides an introduction to management policies and processes including planning, organizing and controlling; as well as an overview of the functions of organization theory and behavior. Instructed this course in both face-to-face and online formats.

- **MGMT5032 – Human Behavior in Organizations.** Topics included motivation, work attitudes, personality, communication, and group dynamics. Instructed this course in both face-to-face and online formats.

- **MGMT5133 – Teamwork and Leadership Skills.** Topics included effective team work, communication skills, conflict management, leading positive change, and emotional intelligence.

- **MGMT5135 – Corporate Organizational Design.** Topics included organizational structure, strategic context, interorganizational relationships, organizational life cycle, and culture.

- **MGMT5931 – Research Project in Management.** Developed this project-based course that provides students with an understanding of research methodology. Topics include: research design, internal and external validity, measurement, data analysis, and research report writing. Students write a scholarly empirical research paper and present their findings.

- **MGMT4354 – Organizational Behavior.** Topics included motivation, work attitudes, personality, communication, and group dynamics. Instructed this course in both face-to-face and online formats.

- **MGMT4332 – Organizational Structure and Process.** Designed an online version of this course. Topics included organizational design, environmental and industry context, interorganizational relationships, global strategy, organizational life cycle, and culture. Instructed this course in both face-to-face and online formats.

Instructor, University at Albany – State University of New York   *2005 to 2007*

- **BMGT430 – Managing Human Resources.** Topics included recruiting, selection, development, compensation, human resource planning, diversity, the legal environment, and strategic human resources.
- **BMGT450Z - Managerial Leadership & Decision Making.** Topics included theories in leadership, managerial skills and behavior, power and influence, decision making, strategy, and ethics.
- **BMGT341 - Behavioral Foundations of Management.** Undergraduate course on human behavior in organizations.

INDUSTRY EXPERIENCE

Misys Healthcare, Tucson, Arizona, 2002 to 2004

System Services Manager
- Managed the activities and services provided by the Systems Services Department.
- Provided leadership, training, mentoring, and coaching to help staff members achieve personal and professional excellence.
- Maximized and capitalized on any and all revenue opportunities by identifying technological and strategic trends and their impact to the existing Misys client base.

Captaris, Tucson, Arizona, 2000 to 2002

Product Manager II
- Managed a network fax product line, targeting global markets, with emphasis in North America and Europe.
- Increased product revenues in one year by 20% to $60 million by implementing a systematic sales methodology and introducing three new product offerings.
- Provided product education on new releases to customers, partners, and internal sales groups.
- Established pricing for all aspects of the product line and directed channel management and marketing communications as appropriate to accelerate product and service sales.
- Designed targeted sales promotions and special product offerings to stimulate market activity and maximize critical pull-through product revenue.
- Evaluated the performance of all facets of the product line, measured the revenue impact of various product decisions and forecasted unit sales and revenue.
- Managed all product releases from market requirements and product specifications to press release and product launch.
- Facilitated monthly meetings with the executive staff to present product performance and reviewed overall product strategy and direction.
- Reviewed, edited and approved all marketing collateral, white papers, datasheets, brochures, customer and partner communications, and web marketing materials.

Sunquest Information Systems, Tucson, Arizona, 1992 to 2000

Project Manager, 1999 to 2000
- Set strategies, established milestones, communicated schedules, and drove to completion the integration efforts of three major product introductions.
- Developed and overhauled business management system procedures, at a corporate and department level, to bring Sunquest in conformance with FDA regulations and ISO9000 compliance.
- Managed project schedules, enforced deadlines, and coordinated inter-departmental efforts for major product introduction and integration endeavors.

Integration Manager, 1997 to 1999
- Managed a high performance team of senior systems software specialists and lead analysts.
- Provided corporate-wide training on new hardware and software technologies.

- Performed financial planning and capital budgeting for the Integration Department and supervised the construction of the Systems Integration Lab.
- Interfaced with senior executives to provide input on the corporation's strategic technical direction.
- Fostered relationships with vendors and strategic partners by identifying and achieving mutual goals.

Senior Systems Software Specialist, 1994 to 1997
- Diagnosed and corrected system failures ranging from network configuration errors to database corruption and performed system recoveries and database restorations.
- Provided training to internal staff and clients on systems' architecture and support.

Client Support Analyst, 1992 to 1994
- Provided software support for over 1000 hospital systems.
- Provided technical training to clients on the use of the Sunquest application.

Hewlett-Packard, Palo Alto, California, 1991 to 1992
Software Applications Specialist
- Served as the technical lead for mission critical financial reporting applications.
- Initiated and contributed many process improvement and quality control measures that reduced overhead costs while improving usability and performance.

UNIVERSITY SERVICE

- Post Tenure Committee Chair
- Faculty Advisory Board Committee
- Undergraduate Management Program Coordinator
- Minnie Piper Stevens Award Committee
- The Management Association Faculty Advisor
- Scholarship Committee
- Academic Standards Committee
- Mid-Tenure Review Committee Chair
- Tenure Review Committee Chair

PROFESSIONAL SERVICE AND AFFILIATIONS

- Associate Editor for the *Small Business Institute Journal* (2017-present)
- Reviewer for the *Journal of Managerial Psychology* (2018-present)
- Reviewer for the *International Journal of Organizational Analysis* (2011-present)
- Reviewer for the *Management Research Review* (2010-present)
- Member of the Academy of Management (AOM)
  - Peer reviewer for AOM 2007, 2008, and 2010 Conferences
  - Committee Organizer for the AOM 2006 and 2007 New Doctoral Student Consortium (NDSC)
  - Designed and maintained the NDSC 2006 and 2007 websites.
- Member of the Southern Management Association (SMA)
  - Discussant for the 2008 SMA Conference.
  - Peer reviewer for the 2008, 2010, 2014 & 2015 SMA Conferences
- Peer reviewer for the Southwest Academy of Management 2011, 2012, 2013 and 2014 Conferences, the Eastern Academy of Management 2007 and 2010 Conferences, and the International Academy of Business and Economics 2010 Conference