

CURRICULUM VITAE

WM. MATTHEW BOWLER, Ph.D.

Don R. Brattain Professor of Management

Associate Professor

Spears School of Business

Oklahoma State University

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EDUCATION

University of Kentucky

Ph.D. Business Administration (2002)

Dissertation Title: Social Network Analysis of Interpersonal Citizenship Behavior.

Missouri State University

M.B.A., Management Emphasis (1998)

Missouri State University

B.S. in Entrepreneurial Management, cum laude (1997)

ACADEMIC POSITIONS

Oklahoma State University

Don R. Brattain Professor of Management, Spears School of Business (2012-Present)

Associate Professor of Management, Spears School of Business (2010-Present)

Assistant Professor of Management, Spears School of Business (2006-2009)

CIMBA Italy/University of Iowa

Visiting Professor (Spring 2015)

University of North Texas

Assistant Professor of Management, College of Business Administration (2002-2006)

University of Kentucky

Teaching/Research Assistant, Carrol Martin Gatton College of Business and Economics (1999-2002)

Missouri State University

Teaching Assistant, College of Business (1997-1998)

PROFESSIONAL EXPERIENCE:**HELPS International**

Assistant Field Director, Guatemala City, Guatemala (1998-1999)

RESEARCH INTERESTS

Leadership, Social Networks, Organizational Citizenship Behavior, Motivation, Work Teams, Employee Performance and Deviance

INVITED PRESENTATIONS

Social Network Analysis Introduction, February, 2015, University of Padua, Padova, Italy.

Social Network Analysis Workshop, 2015 Strategic Management Society International Meetings, Madrid, Spain.

REFEREED PUBLICATIONS

Frazier, M.L. & Bowler, W.M. In Press. Voice climate, supervisor undermining, and work outcomes: A group-level examination. *Journal of Management*.

Voelker, T. A., Bowler, W. M. 2011. Structural antecedents to learning: The impact of interactive group participation on examination performance. *Small Business Administration Journal*, 11, 12-29.

Bowler, W.M., Dahlstrom, R., Seevers, M. T., Skinner, S. J. 2010. The ties that buy: The role of interfirm social contagion across customer accounts. *Journal of Personal Selling & Sales Management*, 31; 7-20.

Goodwin, V., Bowler, W.M., Whittington, J.L. 2009. A social network perspective on LMX relationships: Accounting for the instrumental value of leader and follower networks. *Journal of Management*, 35; 954-980.

Halbesleben, J.R.B., Bowler, W.M., Bolino, M.C., Turnley, W.H. 2010. Organizational Concern, Prosocial Values, or Impression Management? How Supervisors Attribute Motives to Organizational Citizenship Behavior. *Journal of Applied Social Psychology*; 40, 1450-1489.

Bowler, W.M., Halbesleben, J.R.B., Stodnick, M., Seevers, M.T., Little, L.M. 2009. The moderating effect of network centrality on motive to perform interpersonal citizenship. *Journal of Managerial Issues*, 21; 80-96.

Halbesleben, J.R.B., Bowler, W.M. 2007. Burnout and job performance ratings: The mediating role of motivation. *Journal of Applied Psychology*, 92; 93-106.

McDowell, W.C., Boyd, N.G., Bowler, W.M. 2007. Over Reward and the Imposter Phenomenon. *Journal of Managerial Issues*, 19; 95-110.

Bowler, W.M. 2006. Organizational Goals Versus the Dominant Coalition: A Critical View of the Value of Organizational Citizenship Behavior. *Journal of Behavioral and Applied Management*, 7; 258-273.

Bowler, W.M., Brass, D.J. 2006. Relational Correlates of Interpersonal Citizenship Behavior: A Social Network Perspective on Organizational Citizenship Behavior. *Journal of Applied Psychology*, 91; 70-82.

Watson, W.E., Minzenmayer, T., Bowler, W.M. 2006. Type-A Personality Characteristics and The Effect on Individual and Team Academic Performance. *Journal of Applied Social Psychology*, 36; 1110-1128.

Shaw, J.D., Duffy, M.K., Mitra, A., Lockhart, D., Bowler, W.M. 2003. Reactions to Merit Pay Increases: A Longitudinal Test of a Signal Sensitivity Perspective. *Journal of Applied Psychology*, 88; 538-544.

Bowler, W.M., Droege, S.B., Anderson, J. R., 2003. Social Network Ties and Strategic Renewal: Promotion of Strategic Initiatives by Middle-Level Actors. *Journal of Behavioral and Applied Management*, 5; 24.

Droege, S.B., Anderson, S.B., Bowler, W.M., 2003. Trust and Organizational Information Flow. *Journal of Business and Management*, 9; 45.

BOOK CHAPTER

Halbesleben, J.R.B., Bowler, W.M. Burnout and Organizational Citizenship Behaviors. A *Handbook on Organizational Citizenship Behavior: A Review of Good Soldier Activity in Organizations*. 2005. David Turnipseed, Editor

MANUSCRIPTS UNDER REVIEW

Bowler, W.M., Paul, J.B., Gavin, M. Boundary conditions of trust transference between leaders, followers and coworkers. Revise and resubmit at *Leadership Quarterly*.

Paul, J.B., Bowler, W.M., Halbesleben, J.R.B. Attributions of organizational citizenship behavior motives: When and by whom is citizenship perceived as brown-nosing. Under review at *Journal of Business and Psychology*.

BEST PAPER PROCEEDINGS & AWARDS

Richard W. Poole Excellence in Research Award, 2006-2007, William S. Spears School of Business, Oklahoma State University.

Bowler, W.M., & Brass, D.J. Relational Determinants of Interpersonal Citizenship Behavior. *Best Paper Proceedings of the Annual Meetings of the Academy of Management*, Seattle, WA, 2003.

RESEARCH GRANTS & FELLOWSHIPS

Junior Faculty Summer Research Fellowship. University of North Texas (2004)

Research Initiation Grant. Ethnic diversity and organizational citizenship behavior. University of North Texas (2004)

Carol Martin Gatton College of Business and Economics Research Fellowship (2001)

CONFERENCE PRESENTATIONS & PROCEEDINGS

Kluemper, D.H., Bowler, W.M., Taylor, S.G., Halbesleben, J.R.B. 2011. Decomposing the reciprocal nature of workplace mistreatment: A social network perspective. Annual Meetings of the *Southern Management Association*. Savannah, GA, November, 2011.

Halbesleben, J.R.B., Bowler, W.M., Wheeler, A. 2011. What Is It Really Like to be a Successful Assistant Professor? Panel at the 22nd Annual Doctoral Student Consortium. Annual Meetings of the *Southern Management Association*. Savannah, GA, November, 2011.

Bowler, W.M. Professional Development Institute: Social Networks: Understanding and Conducting Basic Analysis. Annual Meetings of the *Southern Management Association*, St. Pete Beach, Florida, October, 2010.

Halbesleben, J.R.B., Bowler, W.M., Wheeler, A. 2010. What Is It Really Like to be a Successful Assistant Professor? Panel at the 21st Annual Doctoral Student Consortium. Annual Meetings of the *Southern Management Association*. St. Pete Beach, Florida, October, 2010.

Paul, J.R.B, Bowler, W.M., Gavin, M. Boundary conditions of trust transference between leaders, followers and coworkers. Annual Meetings of the *Southern Management Association*, Ashville, NC, November, 2009.

Frazier, M.L., Bowler, W.M. Voice Climate in Organizations: A Group-Level Examination of Antecedents and Performance Outcomes. Annual Meetings of the *Academy of Management*, Chicago, IL, August, 2009.

Bowler, W.M., Halbesleben, J.R.B., Direct and indirect attribution effects of LMX relationships: Self, leader, and coworker attributions of OCB motives. Annual Meetings of the *Southern Management Association*, St. Pete Beach, FL, October, 2008.

Bowler, W.M., Halbesleben, J.R.B., OCB Motive Attributions and LMX Relationships. Annual Meetings of the *Society for Industrial and Organizational Psychology*, San Francisco, CA, April, 2008.

Mitra, A., Duffy, M.K., Bowler, W.M., Consequences of Social Undermining and Support: A Meta-analysis. Annual Meetings of the *Society for Industrial and Organizational Psychology*, San Francisco, CA, April, 2008.

Bowler, W.M. Homophily versus the contact hypothesis in an ethnically diverse organization. Annual Meetings of the *Academy of Management*, Philadelphia, PA, August, 2007.

Dasborough, M. & Bowler, W.M. Leadership and social networks. Annual Meetings of the *Academy of Management*, Philadelphia, PA, August, 2007.

Bowler, W.M., Voelker, T.A., Goodwin, V., Whittington, J.L. Asking for influence: Advice seeking as ingratiation tactic. Annual Meetings of the *Southern Management Association*, Clearwater Beach, FL, October, 2006.

Voelker, T.A., Bowler, W.M. Clandestine ties: Unlocking hidden social capital or hidden pitfalls. Annual Meetings of the *Academy of Management*, Atlanta, GA, August, 2006.

Voelker, T.A., Bowler, W.M. The impact of centrality on learning: A network perspective on student development. Annual Meetings of the *Academy of Management*, Atlanta, GA, August, 2006.

Bowler, W.M., Halbesleben, J.R.B., Ethnicity, social networks, and organizational and interpersonal citizenship behavior. Annual Meetings of the *Decision Sciences Institute*, San Francisco, CA, November, 2005.

Halbesleben, J.R.B., Bowler, W.M., Supervisor Attribution of Organizational Citizenship Behavior. Annual Meetings of the *Decision Sciences Institute*, San Francisco, CA, November, 2005.

Bowler, W.M. The Moderating Effect of Network Centrality on Motive to Perform Interpersonal Citizenship. Annual Meetings of the *Southern Management Association*, Charleston, SC, November, 2005.

Cogliser, C., Halbesleben, J. R. B., Bowler, W. M., Burnout and Performance Ratings: Moderating Role of Leader-Member Exchange. Annual Meetings of the *Society for Industrial and Organizational Psychology*, Los Angeles, CA, April, 2005.

McDowell, W.C., Boyd, N.G., Bowler, W.M. Over Reward and the Imposter Phenomenon. Annual Meetings of the *Southern Management Association*, San Antonio, TX, November, 2004.

Goodwin, V.L., Whittington, J.L., Bowler, W.M. LMX and social network analysis. Annual Meetings of the *Academy of Management*, New Orleans, LA, August, 2004.

Bowler, W.M., & Brass, D.J. Relational determinants of interpersonal citizenship behavior. Meetings of the *Academy of Management*, Seattle, WA, August, 2003.

Bowler, W.M., Brass, D.J. Relational and interpersonal citizenship behavior: A social networks approach to organizational citizenship behavior. Sunbelt Conference of the *International Network of Social Network Analysis*, Cancun, Mexico, February, 2003.

Bowler, W.M. Organizational citizenship behavior: Issues of role definition, motivation, & measurement. Annual Meetings of the *Academy of Management*, Denver, Colorado, August, 2002.

Shaw, J.D., Duffy, M.K., Mitra, A., Lockhart, D., Bowler, W.M., Reactions to merit pay increases: A longitudinal test of a signal sensitivity perspective. Annual Meetings of the *Academy of Management*, Denver, CO, August, 2002.

Bowler, W.M. & Duffy, M.K. Attitudinal consequences of organizational citizenship behaviors: A cognitive dissonance perspective. Annual Meetings of the *Southwest Academy of Management*, St. Louis, MO, March, 2002.

Bowler, W. M., Social network analysis of organizational citizenship behavior: Structural determinants of interpersonal helping and individual initiative in organizations. Annual Meetings of the *Southern Management Association Conference*, New Orleans, LA, November, 2001.

TEACHING

CIMBA Italy

Introduction to Management (Undergraduate)

International Business (Undergraduate)

Oklahoma State University

Courses Taught (in-classroom & online):

Leadership Dynamics (Undergraduate & Master) Undergraduate evaluation 3.375/4 2012

Organizational Behavior (Master & PhD) MBA evaluation 3.38/4 2012
Leading Organizational Change (Undergrad & Master)
Management Principles (Undergraduate)

University of North Texas

Courses Taught:

Management Concepts (Undergraduate)
Organizational Behavior (Undergraduate)
Employee and Labor Relations (Undergraduate)
Compensation Administration (Undergraduate)
Contract Administration (MBA)
Compensation and Motivation Theory (MBA).

University of Kentucky

Courses Taught:

Management Principles (Undergraduate)
Organizational Behavior (Undergraduate)

Missouri State University

Teaching Assistant:

Strategic Management (Undergraduate)
Human Resource Management (Undergraduate)

TEACHING HONORS AND AWARDS

Oklahoma State University

MBA Student Association Outstanding Professor, 2006
MBA Student Association Most Entertaining Professor, 2006

University of North Texas

University of North Texas Summer Research Fellowship 2004

University of Kentucky

Teaching Assistantship 1999-2002

Missouri State University

Graduate Assistantship
College of Business Administration Dean's Honor Roll
E. Ray Love Scholarship Recipient 1995-1996, 1996-1997

SERVICE ACTIVITIES

Oklahoma State University

OSU/OU Management Bridging Bedlam Research Conference Coordinator, 2007-Present
Spears School of Business, Dean Search Committee, 2013-2014
Spears School of Business, Reappointment, Promotion & Tenure Committee, 2012-present
Dissertation Chair, Gabi Eissa, 2010-2012
Dissertation Co-Chair, Lance Frazier, 2008-2009
Departmental Curriculum Committee, 2008-Present
Departmental Ph.D. Program Committee, 2007-Present
Chair, Departmental Journal Committee, 2006-2007

University of North Texas

Chair, College of Business Technology Committee, 2004-2006
Departmental Graduate Programs Committee, 2003-2006
Management Department Scheduling Coordinator, 2004-2006
Faculty Sponsor, University of North Texas Men's Soccer Team, 2004-2006
Faculty Sponsor, Society for Human Resource Management Student Chapter, 2002-2004

Professional Service

Southern Management Association, Finance Committee Member, 2012-2014
Southern Management Association, Board of Governors, 2011-2014
Southern Management Association, Finance Committee Chair, 2013-2014
Journal of Business and Psychology, Editorial Review Board, 2010-Present
Southern Management Association, Organizational Behavior Division Track Chair, 2012
Southern Management Association Best Doctoral Student Paper Committee, 2010
Southern Management Association HR Track Best Doctoral Student Paper Committee, 2010
Panelist, Southern Management Association 21st Annual Doctoral Student Consortium, 2010
Journal of Occupational and Organizational Psychology, Ad hoc Reviewer, 2008-Present
Academy of Management Journal, Ad hoc Reviewer, 2003-Present
Journal of Applied Psychology, Ad hoc Reviewer, 2005-Present
Journal of Managerial Issues, Ad hoc Reviewer, 2002-Present
Journal of Organizational Behavior, Ad hoc Reviewer, 2006-Present
Organizational Behavior and Human Decision Processes, 2008-Present
British Journal of Social-Psychology, Ad hoc Reviewer, 2011-Present
Academy of Management Annual Meetings, Reviewer & Discussant, 2001-Present
Southern Management Association, Reviewer, Discussant & Session Chair, 2001-Present
Decision Sciences Institute, Reviewer & Session Chair, 2005
Southwest Academy of Management, Reviewer & Discussant, 2002
National Conference on Undergraduate Research, Moderator, 2001

Outside Service, Consulting & Speaking

Owner, Old Matt's Vacation Rental LLC, 2012-present
Center for Executive & Professional Development, Management Roundtable, 2014
Tulsa Young Professionals, invited talk, 2014

Center for Executive & Professional Development, Evidence Based Management, 2014
Center for Executive & Professional Development, Good to Great, 2014
Center for Executive & Professional Development, Best Leaders Program, 2014
Oklahoma Municipal Court Clerks, Keynote Speaker, 2014
Center for Executive & Professional Development, 50th Anniversary Panel, 2013
United Holdings, 2013
Community Action Project, 2012-2013
Oklahoma Governors Leadership Conference, 2011, 2012, 2013
Anadarko Petroleum Corporation, 2011, 2012, 2013
Oklahoma Department of Health, 2013
Workforce Oklahoma, Leading Change, 2012
Conoco-Philips, Leading Change, 2011
Blue Cross-Blue Shield Executive Planning Retreat, 2010
Oneok Women's Leadership, 2010
OSU Executive Consortium Two Day Conference, 2010
Subject Matter Expert, 21st Century Learning Solutions, 2010
Sleep Centers of Oklahoma, Oklahoma City, Oklahoma, 2007-2012
CSG Security Group, Tulsa, Oklahoma, 2008-Present
Chesapeake Energy, Oklahoma City, Oklahoma, 2008
Central Rural Electric Cooperative, Stillwater, Oklahoma, 2007
Oklahoma Municipal Clerks and Treasurers, Stillwater, Oklahoma, 2007
PharmaFab Inc., Arlington, Texas, 2005
PointBank, Pilot Point, Texas, 2003
PASC, Houston, Texas, 2002
Lexmark Incorporated, Lexington, Kentucky, 2000