

## **Toby Joplin**

Oklahoma State University - Stillwater  
MANAGEMENT  
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### **Education**

- Ph D, Oklahoma State University, 2014.  
Major: Organizational Behavior  
Dissertation Title: Excessive Entitlement, Psychological Contract Fulfillment, and Employee Outcomes: The Moderating Effect of Accountability
- MBA, Oklahoma State University, 2000.
- BS, Oklahoma State University, 1986.  
Major: Accounting

### **Academic and Professional Positions**

#### **Professional**

- Vice President & Chief Financial Officer, R L Hudson & Company. (2008 - Present).
- Chief Financial Officer, Impact Productions. (2006 - 2008).
- Senior Product Manager, Intuit. (2002 - 2006).
- Support Manager, Tax & Accounting Software Corp. (1993 - 2001).
- Senior Tax Accountant, Guest & Co. CPA's. (1991 - 1993).

### **TEACHING**

#### **Teaching Experience**

- Oklahoma State University - Stillwater**  
MGMT 5113, Organizational Behavior, 8 courses.

#### **Non-Credit Instruction**

- Chazown, 150 participants. (October 1, 2015 - Present).
- Financial Peace University, 500 participants. (January 2010 - Present).

### **RESEARCH**

#### **Presentations Given**

- Joplin, T., "Empowering Employees to Think like Owners," Oklahoma Healthcare Authority, Oklahoma City, OK. (September 16, 2016).
- Joplin, T., OSU BEST Leaders Series, "Empowering Employees to Think like Owners," Center for Executive & Professional Development, Tulsa, OK. (June 15, 2016).

Joplin, T., Court Clerks Conference, "Mission Possible: How Will You Measure Your Life," Court Clerks Conference, Stillwater, OK. (May 17, 2016).

Joplin, T., APICS Tulsa Chapter Meeting, "Mission Possible: How Will You Measure Your Life?," APICS, Tulsa Oklahoma. (March 3, 2016).

Toby, J. (Leader), Heavy Duty Business Forum, "I want it all! And I want it now! The Effect of Excessive Entitlement on Organizations," Heavy Duty Manufacturer's Association, Naples, FL. (April 23, 2015).

Joplin, T. (Leader), Joint Meeting - Association for Operations Management & American Society for Quality, "I want it all! And I want it now! The Effect of Excessive Entitlement on Organizations," Association for Operations Management - Tulsa, Tulsa, OK. (November 13, 2014).

Joplin, T. (Presenter & Author), Greenbaum, R. (Author Only), 2014 Engaged Management Scholarship Conference, "Excessive Entitlement, Psychological Contract Fulfillment, and Employee Outcomes: The Moderating Effects of Contingent Reward Transactional Leadership and Management by Exception Passive," Tulsa, OK. (September 2014).

Joplin, T., Jordan, P., Butler, J., 3rd Annual Engaged Management Conference, "A Data Mining Approach to Determining Conversions Cost and Yield for and Engineered to Order Steel Manufacturer," Atlanta, GA. (2013).

Joplin, T., Jordan, P., Butler, J., 3rd Annual Engaged Management Conference, "The Relationship between Excessive Entitlement Attitudes and Customer Retention: Is the Customer Always Right?," Atlanta, GA. (2013).

## **SERVICE**

### **Editorial and Review Activities**

Editorial Board Member, Engaged Management Review, Executive DBA Council. (2014 - Present).

Reviewer, 4th Annual Engaged Management Scholarship Conference. (2014).

Reviewer, 3rd Annual Engaged Management Scholarship Conference. (2013).

### **General Service**

#### **Oklahoma State University**

Internal Grant Proposal Reviewer, President's Cup - Promoting Interdisciplinarity Competition, Reviewer. (September 24, 2015 - December 9, 2015).

#### **Public/Community**

Mentor, Tulsa Boys Home. (August 1, 2015 - Present).

### **Consulting**

Management Consulting, Union State Bank, Fort Scott KS. (October 14, 2015 - October 15, 2015).

Management Consulting, Dream Big, Live Small, Tulsa, OK. (November 1, 2010).

Management Consulting, Union State Bank, Fort Scott, KS. (October 12, 2010 - October 13, 2010).