

## **CARRIE A. BELSITO, Ph.D.**

### **Assistant Professor**

Department of Management, Marketing, and Information Systems

College of Business Administration • Sam Houston State University

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## **EDUCATION**

Ph.D. Management	<u>Texas A&amp;M University</u> , College Station, TX
	Date of Graduation: May 2008
Major:	Human Resource Management/Organizational Behavior
Minor:	Psychology
Dissertation:	Toward an understanding of the impact of discretion upon the HR-performance link.

B.S. Business Administration	<u>California State University, Fresno</u> , Fresno, CA
	Summa Cum Laude – Date of Graduation: May 2001
Major:	Management
Option:	Entrepreneurship
Honors Thesis:	How the use of control mechanisms in Fresno County nonprofits help predict the relationship between executive directors and their board of directors.

## **RESEARCH INTERESTS**

Strategic HRM • Strategic Leadership • Entrepreneurship • Social Issues in Management

## **WORKS IN PROGRESS**

### **Under Review**

Reutzel, C.R., Belsito, C.A., & Collins, J.D. SME investment in innovation: The roles of top manager gender, environmental munificence, and distributive justice. Revise and resubmit.

Belsito, C.A., Reutzel, C.R., & Collins, J.D. Human resource executives and post-IPO firm growth. Under review.

## **PUBLICATIONS**

### **Refereed Journal Articles**

Reutzel, C.R., Li, J., & Belsito, C.A. In Press. The influence of venture capital investment Experiences on initial public offering performance. ***Journal of Applied Management and Entrepreneurship***.

Reutzel, C.R., Belsito, C.A., & Collins, J.D. 2016. Human resource management executive presence in top management. ***International Journal of Organizational Analysis***, 24(5).

Reutzel, C.R., & Belsito, C.A. 2015. Female directors and IPO underpricing in the US. ***International Journal of Gender and Entrepreneurship***, 7(1), 27-44.

Reutzel, C.R., & Belsito, C.A. 2012. Examining the relative influence of upper echelons ties on IPO underpricing. ***International Entrepreneurship Management Journal***, 8: 1-14.

Devers, C.E., Dewitt, T., Mishina, Y., & Belsito, C.A. 2009. A general theory of organizational stigma. ***Organization Science***, 20(1), 154-171.

### **Book Chapter**

DeNisi, A.S., & Belsito, C.A. 2007. Strategic aesthetics – Wisdom & HRM. In E. H. Kessler and J. R. Bailey (Eds.), ***Handbook of Organizational and Managerial Wisdom***. Sage Publications.

### **Refereed Conference Proceedings**

Reutzel, C.R., & Belsito, C.A. 2014. IPO Investor Reactions to Female Directors: Evolving Role Congruity. United States Association for Small Business and Entrepreneurship. Conference Proceedings. United States Association for Small Business and Entrepreneurship.

Lopez, Y.P., & Belsito, C.A. 2006. Ethical perceptions of business students: Assessing teaching vs. research focused business schools. Proceedings, 2006 Annual Southern Management Association Meeting. Clearwater Beach, FL.

Devers, C.E., Dewitt, T., & Belsito, C.A. 2005. Falling out of favor: illegitimacy, social control, and the process of organizational stigmatization. Best Paper Proceedings, 65<sup>th</sup> Annual Meeting of the Academy of Management. Honolulu, HI.

Belsito, C.A. 2005. Stereotype spillover: A case for supervisor-subordinate expectations. Proceedings, 8<sup>th</sup> Annual TAMU Student Research Week. College Station, TX.

## REFEREED CONFERENCE PAPER PRESENTATIONS

Belsito, C.A., Reutzel, C.R., Collins, J.D. The Influence of Human Resource Executives on Post-IPO Firm Growth. To be presented at the Western Academy of Management. Salt Lake City, UT. March 2018.

Reutzel, C. R., Belsito, C.A., & Collins, J. C. SME Investment in Innovation: The Roles of Top Manager Gender, Environmental Munificence, and Distributive Justice. Presented at the Western Academy of Management. Palm Springs, CA. March 2017.

Reutzel, C. R., Belsito, C.A., & Collins, J. C. CEO human resource demands and human resource management representation in top management. Presented at the Western Academy of Management. Kauai, HI, March 2015.

Reutzel, C.R. & Belsito, C.A. IPO Investor Reactions to Female Directors: Evolving Role Congruity? Presented at the Association of Small Business and Entrepreneurship. Memphis, TN, September 2014.

Reutzel, C.R. & Belsito, C.A. HR in the Executive Suite: The Antecedents of HR Executive Presence in IPO Firms. Presented at the International Meeting of the Strategic Management Society. Prague, CZ, October 2012.

Bahr, N., Albrecht, C., & Belsito, C.A. Managing by values: The innovative management philosophy for the future. Presented at the 52<sup>nd</sup> Annual National Mountain Plains Management Conference. Layton/Ogden, UT. October 2010.

Reutzel, C.R., & Belsito, C.A. Female directors and IPO underpricing. Presented at the Strategic Management Society Annual International Conference. Rome, Italy. September 2010.

Lopez, Y.P., & Belsito, C.A. Ethical perceptions of business students: Assessing teaching vs. research focused business schools. Presented at the 2006 Annual Meeting of the Southern Management Association. Clearwater Beach, FL. October 2006.

Devers, C.E., Dewitt, T., & Belsito, C.A. Bad news travels fast – sometimes: A diffusion model of organizational stigmatization. Presented at the 66<sup>th</sup> Annual Meeting of the Academy of Management. Atlanta, GA. August 2006.

Devers, C.E., Dewitt, T., & Belsito, C.A. Falling out of favor: Illegitimacy, social control, and the process of organizational stigmatization. Presented at the 65<sup>th</sup> Annual Meeting of the Academy of Management. Honolulu, HI. August 2005.

Belsito, C.A., DeNisi, A. S. Scholarship rankings in departments of management: Some criterion problems. Presented at the 65<sup>th</sup> Annual Meeting of the Academy of Management. Honolulu, HI. August 2005.

Belsito, C.A. Stereotype spillover: A case for supervisor-subordinate expectations. Presented at the 8<sup>th</sup> Annual TAMU Student Research Week. College Station, TX. March 2005.

Paetzold, R.L., Belsito, C.A., & Boswell, W.R. Theorizing with the need for privacy construct. Presented at the 64<sup>th</sup> Annual Meeting of the Academy of Management. New Orleans, LA. August 2004.

Belsito, C.A. Testing agency and stewardship theories: A look at non-profit boards and their directors. Presented at the 22<sup>nd</sup> Annual Central California Research Symposium. Fresno, CA. April 2001.

## **HONORS /AWARDS**

Faculty Advisor of the Year for the Huntsman School of Business, Utah State University. March, 2010.

Recognition of Student Evaluations, Utah State University. Various semesters, 2009-2011.

1<sup>st</sup> place, Graduate level. 8<sup>th</sup> Annual TAMU Student Research Week. College Station, TX. March 2005.

HR Doctoral Consortium, The 63<sup>rd</sup> Annual Meeting of the Academy of Management. Seattle, WA. August 2003.

Awarded Certificate of Doctoral Teaching Seminar, Mays Business School, Texas A & M University, College Station, TX. June 2003.

Regents' Graduate Fellowship. Texas A&M University, College Station, TX. 2001-2004.

1<sup>st</sup> place. 2<sup>nd</sup> Annual National HR Games Championship. San Francisco, CA. June 2001.

## **INVITED ADDRESSES**

Belsito, C. A. April 22, 2017. Value through Human Resource Management, Business Executive Training Certificate Program (prepared for Chinese Entrepreneurs and Managerial Professionals), Archie W. Dunham School of Business, Houston Baptist University, Houston, TX.

Belsito, C. A. September 15, 2011. *Is the Ph.D. right for me?* Invited speaker, The Sid Craig School of Business Honors Program, California State University, Fresno, Fresno, CA.

Belsito, C. A. Fall 2010. *Dressing for Success*. Invited panelist, Bridgerland Applied Technology College, Logan, UT.

Belsito, C. A. November 13, 2008. *Psychology Careers Panel*. Invited speaker, USU Psychology Club, Utah State University, Logan, UT.

Belsito, C. A. September 23, 2008. *Is the Ph.D. right for me?* Invited speaker, The Sid Craig School of Business Honors Program, California State University, Fresno, Fresno, CA.

Belsito, C. A. January 24, 2008. *The good, the bad, and the ugly... Business ethics*. Invited speaker, Partners in Business – 38<sup>th</sup> Annual Financial Services and Banking Seminar, Utah State University, Logan, UT.

Belsito, C. A. June 2005. *Your past, present, and future: Who you are versus what you can be*. Invited Keynote address, The 42<sup>nd</sup> Annual Commencement Exercises of Mapleton High School, Ashland, OH.

Belsito, C. A. March 2002. *Surviving the Ph.D. process*. Invited speaker, The Sid Craig School of Business Honors Program, California State University, Fresno, Fresno, CA.

## **PROFESSIONAL BACKGROUND**

**Sam Houston State University**, Huntsville, TX (July 2017-present)  
College of Business Administration  
Department of Management, Marketing, and Information Systems  
Assistant Professor

### ***Courses:***

Principles of Management (undergraduate)  
Human Resource Management (undergraduate)

**Houston Baptist University**, Houston, TX (August 2015-July 2017)  
Archie W. Dunham College of Business  
Department of Management, Marketing, and Business  
Assistant Professor and Director, MS-HRM Program

### ***Courses:***

Human Resource Management (undergraduate)  
Principles of Management (undergraduate)  
Organizational Theory (undergraduate)  
Compensation and Benefits (graduate)  
HR Management for HR Professionals (graduate)  
Global HRM (graduate)  
Strategic Planning and HRM (graduate)  
Organizational Principles (graduate – online delivery)  
International Business (undergraduate)

***Credit Instruction:***

International Business Field Studies: Panama (undergraduate HBU) (May 2017)

HRM Field Studies: Madrid & Barcelona, Spain (MS-HRM HBU) (May 2016)

**Western Illinois University, Macomb, IL** (August 2012-August 2015)

College of Business & Technology

Department of Management & Marketing

Assistant Professor

***Courses:***

Human Resource Management (undergraduate – traditional & online delivery)

Human Resources in the Legal Environment (undergraduate)

Organizational Development (undergraduate & graduate)

Principles of Management (undergraduate)

Entrepreneurship I (undergraduate)

**Utah State University, Logan, UT** (July 2007-June 2012)

Huntsman School of Business

Assistant Professor, Management Department

***Courses:***

Intro to HR (undergraduate)

Intro to HR (Honors undergraduate)

HR Capstone (undergraduate)

Human Capital Management (MSHR – graduate)

Human Capital Management (MSHR – executive/professional)

***Credit Instruction:***

HRCI Certification – PHR and SPHR (executive/professional) (2007-2012)

HR Field Studies: Dubai, UAE; London, England; Paris, France (March 2011)  
(MSHR USU – executive/professional)

***Directed Student Learning:*** (2007-2012)

Undergraduate Teaching Fellow Mentor

Undergraduate Student Research Advisor

Graduate Student Research Advisor

**Texas A&M University, College Station, TX** (2003-2007)

Mays Business School

Instructor, Department of Management

***Courses:***

Managing Human Resources (undergraduate)

Managing Human Resources (undergraduate – writing intensive)

<b>Texas A&amp;M University</b> , Mays Business School, College Station, TX	(2001-2005)
Research Assistant, Department of Management	
<b>Angelo S. DeNisi</b> , 2003-2005; <b>Ricky W. Griffin</b> , 2005; <b>Ramona L. Paetzold</b> , 2002-2003; <b>Christopher O. L. H. Porter</b> , 2002; <b>Wendy R. Boswell</b> , 2001-2002	

## **SERVICE**

### **Student-Oriented Service**

HBU SHRM Student Chapter Faculty Advisor	(2015-2017)
WIU SHRM Student Chapter Faculty Advisor	(2012-2015)
Our student chapter regularly received Merit, Superior Merit, and Outstanding Student Chapter Awards	
USU SHRM Student Chapter Faculty Advisor	(2007 – 2012)
Our student chapter regularly received Merit, Superior Merit, and Outstanding Student Chapter Awards	
USU HR Games Advisor/Coach (SHRM sponsored event)	(2007-2010)
Our HR Games teams regularly placed first/second at both state and regional levels	
USU Case Competition Advisor/Coach (SHRM sponsored event)	(2010-2012)
USU College Bowl Advisor/Coach (HSB sponsored event)	(2008)

### **Departmental/College/University Service**

Member, HRM Discipline Group (COBA/SHSU)	(2017-present)
Member, Assurance of Learning Committee (COBA/SHSU)	(2017-present)
Member, Archie W. Dunham COB Curriculum Committee (HBU)	(2015-2017)
Member, Archie W. Dunham COB Strategic Planning Committee (HBU)	(2016-2017)
Member, Faculty Evaluation and Promotion Committee (HBU)	(2016-2017)
Member, Graduate Council (HBU)	(2015-2017)
Faculty Advisor, Undergraduate and Graduate Students (HBU)	(2015-2017)
Member, CBT Computing and Technology Committee (WIU)	(2014-2015)

Member, Human Resource Management Curriculum Committee (WIU)	(2014-2015)
Chair, Human Resource Management Curriculum Committee (WIU)	(2012-2014)
Management Department HR/OB Programs Committee Member (USU)	(2007- 2012)
Marshal - Huntsman School of Business, 120th Commencement Marshal (USU)	(2009)
Interviewer of candidates for Ethical Leadership position, Management Department (USU)	(2008)
Elected to serve as Ph.D. Student Liaison to Department of Management's Doctoral Policy Committee (TAMU)	(2005-2006)

### **Professional Service**

Reviewer for the HR Division of the Academy of Management Annual Meetings	(2003-present)
Reviewer for OB Division of the Academy of Management Annual Meetings	(2003-present)
Session Facilitator, Academy of Management Annual Conference, Boston, MA	(August 2012)
2008 State HR Games (Utah), Volunteer	(February 23, 2008)
Session Chairperson, Academy of Management Annual Meetings	(August 2007, 2008)
Ad hoc reviewer for the 44th Annual Meeting of the Academy of International Business	(2002)

### **PROFESSIONAL AFFILIATIONS**

Academy of Management  
Society for Human Resource Management  
Association for Talent Development  
Strategic Management Society

### **CONSULTING**

Employee Evaluation Revision; Coaching, Confidential, Houston, TX	(2016-2017)
Business Executive Training Program, Houston, TX	(April 2017)
Professional Supervisor Training Certificate Program, Macomb, IL	(March 2014, March 2015)
Culture/Climate Training, WIU Student Recreation Center, Macomb, IL	(2014)



Technical/Professional Work, Alpine Cleaning and Restoration, Logan, UT (2009)

## **PROFESSIONAL BACKGROUND**

### **Association for Talent Development (ATD), Houston Chapter**

Board Member, Leadership Council (2017-Present)

### **Sunshine Terrace Foundation**

Board Member, Sunshine Terrace Foundation (2012)  
Logan, UT

Committee Member, Foundation Quality Committee (2009-2012)  
Sub-committee of the Board  
Logan, UT

### **Bridgerland Applied Technology College**

Board Member, Business Advisory Board (2009-2012)  
Logan, UT

### **Fresenius**

Dialysis Patient Care Technician (1993-2000)  
Inventory Manager (1995-2000)  
Training & OSHA/Compliance (1993-2000)