

CARLISS D. MILLER, PhD

Assistant Professor of Management
 Sam Houston State University
 College of Business Administration
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ACADEMIC APPOINTMENT

Assistant Professor of Management

Sam Houston State University, College of Business Administration
 Management, Marketing & Information Systems Department

September 2016 - Present
 Huntsville, TX

EDUCATION

Ph.D. in International Management Studies

University of Texas at Dallas, Jindal School of Management

August 2016
 Richardson, TX

Specialization: Organizational Behavior and Human Resource Management

Dissertation Title: Interpersonal Competitive Dynamics in the Workplace: The Dark Side of Demographic Similarity

Doctoral Studies in Management

Texas Tech University, Rawls College of Business

January 2010 – December 2010
 Lubbock, TX

Master of Business Administration (Concentration: Human Resource Management)

University of Florida, Warrington College of Business

May 2007
 Gainesville, FL

Bachelor of Arts in Communications Technology (Minor: Broadcast Communications)

University of Texas at Arlington

December 2003
 Arlington, TX

RESEARCH INTERESTS

Diversity and Culture in Organizations, Leader-Follower Relationships, Workplace Incivility, Emotions

PUBLICATIONS & WORKS IN PROGRESS

Peer-Reviewed Publications

Randolph-Seng, B., Coglisier, C. C., Randolph, A. F., Scandura, T. A., **Miller, C. D.**, & Smith- Genthô, K. R. 2016. "Diversity in Leadership: Race in Leader-Member Exchanges." *Leadership & Organization Development Journal*, 37(6), 750-773.

Richard, O. C., Su, W., Peng, M.W., & **Miller, C. D.** 2015. "Do External Diversity Practices Boost Focal Firm Performance? The Case of Supplier Diversity." *International Journal of Human Resource Management*, 26(17), 2227-2247.

Ford Jr., D. L., & **Miller, C. D.** 2014. "Leadership and Motivation in Africa and the African Diaspora (LEAD): Summary and Epilog." *Canadian Journal of Administrative Sciences*, 31(4), 270-279.

Book Chapter

Richard, O. C., & **Miller, C. D.** 2013. "Considering Diversity as a Source of Competitive Advantage." In Roberson, Q. M. (Ed.). *The Oxford Handbook of Diversity and Work* (pp. 239-250). Oxford University Press.

Presentations & Refereed Proceedings

Miller, C. D. & Simmons, A. 2017. "Social Dominance Theory: The driving force of the Crabs in the Barrel Syndrome at the Individual Level." Presented at the Eastern Academy of Management International Conference. Gold Coast, Queensland, Australia.

Miller, C. D. 2017. "When Men Wear Pink Collars: Gender-Similarity and Discrimination in Female-Dominated Settings." Presented at the Academy of Management Annual Meeting. Atlanta, GA.

Forrester, J. K., Hood, A. C., Franklin, D. A., & **Miller, C. D.** 2017. "Symposium—Collaborative Conflict: Relationships at the Interface of Collaborative and Conflictual Networks." Presented at the Academy of Management Annual Meeting. Atlanta, GA.

Richard, O. C., **Miller, C. D.**, & Triana, M. 2016. "Organizational Culture and Supervisor Support as Moderators of the Subordinate Individualistic Values to Work Outcomes: The Mediating Role of Job Satisfaction." Presented at the Second International Congress on Economics, Accounting and Management. Havana, Cuba.

Miller, C. D., Richard, O. C., Yücel, İ., & Triana, M. 2016. "Diversity, Leadership, and Discrimination Research Symposium: The Differential Effects of Leader-Follower Gender in Pink Collar Settings." Presented at the Southern Management Association Annual Meeting. Charlotte, NC.

Miller, C. D., Richard, O. C., & Ford Jr., D. L. 2016. "When Birds of a Feather Don't Flock Together: Dyad Similarity, Status and Conflict." Presented at the Academy of Management Annual Meeting. Anaheim, CA.

Miller, C. D., Richard, O. C., Yücel, İ., & Triana, M. 2016. "When Men are in the Minority: The Differential Effects of Leader-Follower Gender in Pink Collar Settings." Presented at the Equality, Diversity and Inclusion International Conference (EDI). Nicosia, Cyprus. (Best Paper Award)

Miller, C. D. 2016. "A Qualitative Exploration of the Crabs in the Barrel Syndrome in Organizations." Presented at the 35th Annual MFCA Conference. San Jose, CA. (Travel Scholarship Recipient)

Lopez-Kidwell, G., **Miller, C. D.**, & Woehler, M. 2015. "I Feel Therefore I Connect: The Social Network World for Employees with Higher Emotional Abilities." Presented at the Academy of Management Annual Meeting. Vancouver, BC, Canada.

Miller, C. D. 2015. "A Phenomenological Analysis of the Crabs in the Barrel Syndrome." Presented at the Academy of Management Annual Meeting. Vancouver, BC, Canada.

Miller, C. D. 2015. "Exploring the Crabs in the Barrel Syndrome: An Alternative View of the Glass Ceiling Effect." Presented at the Annual Conference of the Association of Social and Behavioral Scientists. Fayetteville, NC.

Miller, C. D. 2014. "The Crabs in a Barrel Syndrome: Structural Influence on Competitive Behavior." Presented at the Academy of Management Annual Meeting. Philadelphia, PA.

Randolph-Seng, B., Coglisier, C. C., Randolph, A. F., **Miller, C. D.**, & Smith, K. R. 2014. "Racial Diversity in Leader-Member Exchanges." Presented at the Southern Management Association Annual Meeting. Savannah, GA.

Richard, O. C., Peng, M. W., & **Charles, C. D.** 2011. "Supplier Diversity, Environmental Munificence, and Focal Firm Performance." Presented at the Academy of Management Annual Meeting. San Antonio, TX.

Works in Progress

Under Review

Miller, C. D., Richard, O. C., Triana, M., & Yücel, İ. “Glass Escalators in Pink-Collar Settings: Supervisor-Subordinate Gender Similarity, Discrimination, and Distributive Justice.”

Research in Development

Holmes IV, O., Richard, O. C., **Miller, C. D.** “Trickle-Down Interpersonal Justice Effects: The Moderating Role of Transformational Leadership and Work Experience.” [Initial data collected and analyzed, planning for additional data collection]

Miller, C. D. “Demographic Similarity and Interpersonal Competitive Dynamics at Work: A Qualitative Exploration of the Crabs in the Barrel Syndrome.” [Initial data collected and analyzed, planning for additional data collection]

Miller, C. D., Richard, O. C., & Ford Jr., D. L. “Racial Similarity, Relationship Conflict, and Trust in Manager-Employee Dyads: When Birds of a Feather Don’t Flock Together.” [In preparation for submission; editing and proofreading]

Miller, C. D., Richard, O. C., Triana, M., & Ford Jr., D.L. “The Differential Consequences of Leader-Follower Gender (Dis)Similarity in Female and Male-Dominated Settings.” [Data collected and analyzed, manuscript under development]

Richard, O. C., Triana, M., & **Miller, C. D.** “The Impact of Matching Employee Cultural Values with Their Job Environment on Job Satisfaction and Its Subsequent Effects on Turnover Intentions and Creative Job Performance.” [Data collected and analyzed, manuscript under development]

Miller, C. D. “The Crabs in a Barrel Syndrome: Intragroup Conflict, Intragroup Competition, and Intragroup Bias.” [Manuscript under development]

Miller, C. D. & Richard, O. C. “The Crabs in the Barrel Syndrome in Supervisor-Subordinate Dyads: A Process of Workplace Incivility, Social Undermining, and Interpersonal Competitiveness.” [Initial data collected]

Miller, C. D. & Simmons, A. L. “Social Dominance Theory: The driving force of the Crabs in the Barrel Syndrome at the Individual Level.” [Proposal phase]

Chen, H., Richard, O. C., Triana, M., & **Miller, C. D.** “Unlocking Creative Potential of Gender Dissimilarity in Subordinate-Supervisor Dyads: An Interactionist Perspective.” [Initial data collected and analyzed, planning for additional data collection]

Lopez-Kidwell, G., **Miller, C. D.**, & Woehler. “I Feel Therefore I Connect: The Social Network World for Employees with Higher Emotional Abilities.” [Initial data collected and analyzed, planning for additional data collection]

Miller, C. D. & Markóczy, L. “The Effects of Pay Freezes and Other Forms of Sacrificial Decision Making.” [Data collected and analyzed, manuscript under development]

Croom, R. & **Miller, C.D.** “Deviance, Turnover, and Employability for Star Performers.” [Proposal phase. Initial data collection under way]

Johnson, T. & **Miller, C. D.** “Autism and Intersectionality in the Workplace.” [Proposal phase]

TEACHING INTERESTS & EXPERIENCE

Teaching Interests

Organizational Behavior, Human Resource Management, Leadership, International Management

Teaching Experience

Sam Houston State University

MGMT 3320.03: Organizational Behavior (Undergraduate, 4.4/5)	Fall 2017
MGMT 3320.04: Organizational Behavior (Undergraduate, 4.6/5)	Fall 2017
MGMT 5345.21: Seminar in Team Leadership (Graduate, Online, 4.6/5)	Fall 2017
MGMT 3320.21: Organizational Behavior (Undergraduate, Online 4.5/5)	Summer 2017
MGMT 3320.01: Organizational Behavior (Undergraduate, 4.0/5)	Spring 2017
MGMT 3320.02: Organizational Behavior (Undergraduate, 4.6/5)	Spring 2017
MGMT 3330.22: Human Resources Management (Undergraduate, 4.5/5)	Spring 2017
MGMT 3320.03: Organizational Behavior (Undergraduate, 4.2/5)	Fall 2016
MGMT 3320.04: Organizational Behavior (Undergraduate, 4.4/5)	Fall 2016
MGMT 3330.22: Human Resources Management (Undergraduate, Online, 4.3/5)	Fall 2016

University of Texas at Dallas

OBHR 3310: Organizational Behavior (Undergraduate, 4.5/5)	Fall 2015
OBHR 3310: Organizational Behavior (Undergraduate, 4/5)	Summer 2014

PROFESSIONAL SERVICE

Sam Houston State University

- SH Elite Faculty Advisory Board
- Bridge ASPIRE Faculty Mentor
- SHSU SHRM student chapter, guest speaker
- Women of 1520, guest speaker

Reviewer, Academy of Management Annual Meetings (2011-present)

Reviewer, Southern Management Academy Annual Meetings (2016-present)

Reviewer, Eastern Academy of Management International Conference (2017)

Ad-Hoc Reviewer, Equality Diversity and Inclusion: An International Journal (2016 – present)

Ad-Hoc Reviewer, Leadership & Organization Development Journal (2016 – present)

Volunteer, INROADS, Inc. South Central Region (2012 – present)

Volunteer, CareerTrackers Indigenous Internship Program (2017)

PROFESSIONAL AFFILIATIONS

Academy of Management

Southern Academy of Management

The PhD Project

The PhD Project Management Doctoral Student Association (2015/2016 Secretary)

Beta Gamma Sigma

PROFESSIONAL DEVELOPMENT

2016 – 2017 Annual SHSU Teaching & Learning Conference

2011 – 2016 Annual Management Doctoral Student Association Conference, PhD Project

2016 Olin Business School Early Career Professional Development Workshop

2015 Research Methods Division Consortium

2014 Academy of Management Conference GDO Doctoral Consortium

AWARDS

2017 SHSU COBA Summer Research Grant Recipient
2016 UT Dallas Dean of Graduate Studies Dissertation Research Award recipient
2016 Management Faculty of Color Association Conference Travel Scholarship recipient (@ San Jose State University)
2015 The Delores Aldridge Graduate Student Research Award recipient (2015 Graduate Student Research Paper Competition, Association of Social and Behavioral Scientists Annual Conference)

INDUSTRY EXPERIENCE (selected)

Manager (Client Relationship & Intern Relationship Management) February 2012 – August 2013
INROADS, Inc. (South Central Region) Dallas, TX

Embodied the mission of INROADS to manage, coach, mentor, and place over underserved youth in internships, professionally developing them for corporate and community leadership; managed and built effective relationships with key administrators, student organizations, and professional organizations within the various institutions to increase intern application submission and generation of referrals

Associate Human Resources Manager June 2007 – January 2010
The Procter & Gamble Company (P&G Pharmaceuticals & Feminine Care) Cincinnati, OH
Strategic business partner providing skilled leadership and counsel to client groups across multiple functions (*Design, Finance, Consumer Market Knowledge and Research & Development*) in all areas of human resource expertise including staffing, talent development, leadership development, conflict resolution, policy interpretation, organization design, sensing, culture change, performance management, compensation, benefits, employee relations, organization effectiveness, strategy planning, etc.