

**VITA**  
**Aneika L. Simmons**

Sam Houston State University  
Department of Management and Marketing  
College of Business Administration  
Huntsville, Texas 77341-2056

**EDUCATION**

09/02 – 12/06	Ph.D. Management, Minor: Psychology Texas A&M University
01/00 – 08/02	M.A. Organizational Communication University of Houston
07/92 – 05/96	B.B.A. Management Information Systems The University of Texas at Austin

**ACADEMIC EXPERIENCE**

2013–Present	<i>Associate Professor</i> , Department of Management and Marketing Sam Houston State University
2006–2013	<i>Assistant Professor</i> , Department of Management and Marketing Sam Houston State University
2003–2006	<i>Research Assistant</i> , Dr. Richard Woodman Mays Business School -Texas A&M University
2002–2003	<i>Research Assistant</i> , Dr. Jing Zhou Mays Business School - Texas A&M University

**PEER REVIEWED JOURNAL ARTICLES**

Ren, R., Simmons, A. L., & Zardkoohi, A. (2017). Testing the effects of experience on risky decision making. *American Journal of Management*.

Simmons, A. L. & Parks-Yancy, R. (2017). The Influence of Gender Identity on Perceptions of Authority Figures' Racial Comments. *Sociological Focus*.

Simmons, A.L. & Umphress, E. E. (2015). The selection of leaders: The influence of social dominance orientation. *Journal of Management Development*. 34, 1211-1226. DOI:10.1108/JMD-11-2014-0149.

Simmons, A. L., Baskerville-Watkins, M., Umphress, E. E. (2015). Are men tokens bad for women? The effect of social dominance orientation on high status tokens' evaluations of low status members. *Journal of Applied Social Psychology*, 45, 55-66. DOI: 10.1111/jasp.12275

Warner, J. & Simmons, A. L. (2015). Giving voice to students: A preliminary look at informal midterm evaluations through the lens of procedural justice. *Academy of Educational*

*Leadership Journal*, 19, 71-79.

Simmons, A. L. & Parks-Yancy, R. (2014). A quantitative and qualitative analysis of social dominance orientation and race-related comments. *International Journal of Sociology and Social Policy*, 34, 531-544. <http://dx.doi.org/10.1108/IJSSP-07-2013-0081>

Simmons, A. L., Payne, S. C., & Pariyothorn, M. M. (2014). The role of means efficacy when predicting creative performance. *Creativity Research Journal*, 26, 1, 53-61.  
DOI:10.1080/10400419.2014.873667

Umphress, E. E., Simmons, A. L., Folger, R., Ren, R., & Bobocel, R. (2012). Observer reactions to interactional injustice: The roles of perpetrator intent and victim perception. *Journal of Organizational Behavior*, 34, 327-349. doi: 10.1002/job.1801

Simmons, A. L. & Parks-Yancy, R. (2012). Were they joking? Depends on social dominance orientation. *Journal of Behavioral and Applied Management*, 13, 213-227.

Simmons, A., Duffy, J.A., & Alfraih, H.S. (2012). Attitudes toward women managers: The influence of social dominance orientation and power distance on men in college. *Gender in Management: An International Journal*, 7, 482-498.

Simmons, A. L., & Sower, V. E. (2012). Leadership sagacity and its relationship with individual creative performance and innovation. *European Journal of Innovation Management*, 15, 3.

Simmons, A. L. (2011). The influence of openness to experience and organizational justice on creativity. *Creativity Research Journal*, 23, 9-23.

Simmons, A. L. & Ren, R. (2009). The influence of goal orientation and risk on creativity. *Creativity Research Journal*, 21, 400-408.

Umphress, E. E., Simmons, A. L., Boswell, W. R. & Triana, M. (2008). Managing discrimination in selection: The influence of directives from an authority and social dominance orientation. *Journal of Applied Psychology*, 93, 982-993. (Premier Journal in Industrial Organizational Psychology)

#### **PEER REVIEWED BOOK CHAPTER**

Pasmore, W., Woodman, R. W., & Simmons, A. L. (2008). Toward a more rigorous, reflective and relevant science of collaborative management research. In A. B. Shani, S. A. Mohrman, W. A. Pasmore, B. Stymne, & N. Adler (Eds.), *Handbook of collaborative management research* (pp.567-582). Thousand Oaks, CA: Sage.

#### **DISSERTATION**

Simmons, A. L. (2006). Organizational justice: A potential facilitator or barrier to individual creativity. Dissertation Chair: Richard W. Woodman.

#### **MANUSCRIPTS UNDER REVIEW**

Baskerville, M., Umphress, E. E., & Simmons, A. L. Tokenism, a review, integration, and directions for future research. *Academy of Management Perspectives*. (Revise and Resubmit)

Daniels, S., Simmons, A. L., & Hall, A. V. Incivility preparation: Understanding the role of social dominance orientation, psychological entitlement, and incivility climate. *Journal of Management*. (Initial Review)

Simmons, A., Hawkins, A., Duffy, J.A., & Alfraih, H.S. The influence of social dominance orientation and power distance on attitudes toward women managers. *International Journal of Gender and Entrepreneurship*. (Revise and Resubmit)

Barsky, A., See, K. E., Simmons, A. L., Gogus, C. I., & Ren, R. The compensatory effects of procedural justice and goal setting on task revision. Submitted to the *Journal of Management and Organization*. (Initial Review)

#### **REFEREED CONFERENCE PROCEEDINGS BEST PAPER PUBLICATION**

Virick, M., Lilly, J. D., Simmons, A. L., & Weiwen, L. (2008). Guanxi and justice perceptions in a hiring context: A comparative study of U.S. and Chinese students. *Best Paper Proceedings of the Annual Meeting of the Academy of Management*.

#### **REFEREED ABSTRACT PRESENTATION**

Warner, J. and Simmons, A. L. (2016). *An Investigation of Information Technology Security User Behavioral Intention: A Multi-group View through the Lens of Social Dominance Theory*, Abstract/Presentation, 47th Decision Sciences Institute Conference, Austin, Texas, USA.

Simmons, A., Alfraih, H.S., & Duffy, J.A., (2012) *Attitudes Toward Women Managers: The Influence of Social Dominance Orientation and Power Distance on Men*, The International Academy of Business and Public Administration Disciplines Proceedings.

#### **CONFERENCE PAPERS AND PRESENTATIONS (PEER REVIEWED)**

Simmons, A. L. (2017). Chair, *Diversity 3 Ways: Gender, Age, and Stereotypes*. Conducted at the Annual Meeting of the Academy of Management. Atlanta, Georgia.

Miller, C. and Simmons, A. L. (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*. Gold Coast, Queensland, Australia.

Ren, R., Simmons, A. L., & Zardkoohi, A. (2017). Testing the effects of experience on risky decision making. Presented at and included in the proceedings at the *Southwest Academy of Management*. Little Rock, Arkansas.

Simmons, A. L. (2016). Chair, *Gender Disparities in the Compensation and Leadership Domains*. Conducted at the Annual Meeting of the Academy of Management. Anaheim, California.

Daniels, S. R., Simmons, A.L., & Hall, A. V. (2015). *Incivility perpetration: Understanding the role of social dominance orientation, psychological entitlement, and moral disengagement*. Presented at the Academy of Management. Vancouver, Canada.

Simmons, A., Duffy, J.A., & Alfraih, H.S. (2014). *Social Dominance Orientation, Power Distance*,

*and Attitudes Toward Women Managers*. Presented at the Society for Industrial Organizational Psychology Inc. Honolulu, Hawaii.

Simmons, A. L. (2013). Chair, *Discrimination and Harassment*. Conducted at the Annual Meeting of the Academy of Management. Lake Buena Vista, Florida.

Simmons, A. L. (2013). Chair, *Well-Being at Work: Mitigating Stress and Burnout*. Conducted at the Annual Meeting of the Academy of Management. Lake Buena Vista, Florida.

Simmons, A. L., & Parks-Yancy, R. (2013). *The Influence of Gender Identity on Perceptions of Authority Figures' Racial Comments*. Presented at and included in the proceedings at the Southern Management Association. New Orleans, Louisiana.

Simmons, A. L. (2013). Discussant, *The Dimensions of Social Entrepreneurship: A Definition Analysis*. Conducted at the Southwest Academy of Management. Albuquerque, New Mexico.

Simmons, A., L. & Triana, M. *Social Dominance Orientation, Affirmative Action, Performance Ratings, and Evaluations* (2013). Presented at and included in the proceedings and presented at Southwest Academy of Management. Albuquerque, New Mexico.

Warner, J., & Simmons, A. L. (2012). *Giving voice to students: A preliminary look at informal midterm evaluations through the lens of procedural justice*. Included in proceedings and presented at the DSI Annual Meeting. San Francisco, California.

Simmons, A. L., & Triana, M. (2012). *Reactions to Affirmative Action: Differences between the Northern and Southern United States live on*. Presented at the Annual Meeting of the Academy of Management. Boston Massachusetts.

Simmons, A. L., & Parks-Yancy, R. (2012). *Were they joking? Depends on social dominance orientation*. Presented at the Annual Meeting of the Academy of Management. Boston Massachusetts.

Simmons, A. L., & Sower, V. E. (2012). *Leadership sagacity and its relationship with individual creative performance and innovation*. Included in proceedings and presented at the Southwest Academy of Management. New Orleans, Louisiana.

Simmons, A. L. (2012). Discussant, *Interpersonal Interactions in Organizational Contexts*. Conducted at the Southwest Academy of Management. New Orleans, Louisiana.

Simmons, A. L., & Parks-Yancy, R. (2011). *A Quantitative and Qualitative Analysis of Social Dominance Orientation and Race-Related Comments*. Presented at the Annual Meeting of the Academy of Management. San Antonio, Texas.

Simmons, A. L. (2011). *Stereotype threat in the workplace: A Multi-perspective and multi-method exploration*. Presented at the Annual Meeting of the Academy of Management. San Antonio, Texas.

- Simmons, A. L., & Umphress, E. E. (2011). *Social Dominance Orientation, Directives, and the Selection of Team Members and Leaders*. Included in proceedings and presented at the Southwest Academy of Management. Houston, Texas.
- Simmons, A. L., Baskerville-Watkins, M., & Umphress, E. E. (2010). *I don't want to be the only one: The role of social dominance orientation, gender, and tokens*. Presented at the Annual Meeting of the Academy of Management. Montreal, Canada.
- Simmons, A. L., & Umphress, E. E. (2010). *Social dominance orientation: The influence of directives on leadership selection*. Presented at the Annual Meeting of the Academy of Management. Montreal, Canada.
- Simmons, A. L. & Umphress, E. E. (2010). *The selection of leaders: The influence of social dominance orientation*. Presented at the Society for Industrial Organizational Psychology Inc. Atlanta, Georgia.
- Simmons, A. L. (2009). Facilitator, *Organizational entry: Recruitment, job search and socialization*. Conducted at the Annual Meeting of the Academy of Management. Chicago, Illinois.
- Simmons, A. L. (2009). Chair, *Racial, sexual, and sexual orientation discrimination and harassment*. Conducted at the Annual Meeting of the Academy of Management. Chicago, Illinois.
- Lilly, J. D., Simmons, A. L., & Baker, L. (2009). *Does higher pay always lead to higher performance? A cross-cultural comparison of the pay for performance issue*. Included in proceedings and presented at the International of Human Resource Management. Santa Fe, New Mexico.
- Simmons, A. L., Payne, S. C., & Pariyothorn, M. M. (2009). The influence of means efficacy on creative performance. In T. Rizzuto (Chair) *Linking creative potential to innovative perceptions and behaviors with technology*. Presented in a symposium at the Society for Industrial and Organizational Psychology Inc. New Orleans, Louisiana.
- Virick, M., Lilly, J. D., Simmons, A. L., & Weiwen, L. (2008). *Guanxi and justice perceptions in a hiring context: A comparative study of U.S. and Chinese students*. Included in proceedings and presented at the Annual Meeting of the Academy of Management, Anaheim, California.
- Simmons, A. L., Payne, S. C., & Pariyothorn, M. M. (2008). *The role of means efficacy when predicting creative performance*. Presented at the Society for Industrial and Organizational Psychology Inc. San Francisco, California.
- Simmons, A. L. (2007). *Creative performance: The role of organizational justice*. Presented at the Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania.
- Simmons, A. L. & Ren, R. (2006). *The influence of goal orientation and risk on creativity*. Included in proceedings and presented at the Annual Meeting of the Southern Management Association, Clearwater Beach, Florida.

- Simmons, A. L. & Woodman, R. (2006). *Managerial recognition of employee creative ideas: A preliminary investigation of the Zhou and Woodman (2003) model*. Included in proceedings and presented at the Annual Meeting of the Southern Management Association, Clearwater Beach, Florida.
- Umphress, E. E., Boswell, W. R., Simmons, A. L., & Triana, M. (2006). *Managing discrimination in selection: The impact of accountability and social dominance orientation*. Presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia.
- Simmons, A. L., Triana, M., & Boswell, W. R. (2005). *Selection, obedience, and social dominance orientation: Complexities of pursuing a diverse workforce*. Presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.
- Umphress, E. E., See, K. E., Barsky, A., Gogus, C. I., Ren, R., & Simmons, A. L. (2005). *Be careful what you wish for: Goals influencing ethical behavior in organizations*. Presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.
- Simmons, A. L. & Ren, R. (2004). *Risk propensity and creative performance*. Presented at the Annual Meeting of the Academy of Management, New Orleans, Louisiana.
- Porter, C. O. L. H., Gogus, C., Simmons, A. L., & Yu, R. (2004). *The role of goal orientation in the management of goal-performance discrepancies in teams*. Presented at the Annual Meeting of the Academy of Management, New Orleans, Louisiana.

## **RESEARCH IN PROGRESS**

- Daniels, S. & Simmons, A. L. Work incivility and social dominance orientation. To be submitted 02/18 to *Journal of Social Psychology*.
- Simmons, A. L. & Triana, M. Reactions to Affirmative Action: Differences between the Northern and Southern United States live on. To be submitted 01/18 to *Journal of Applied Psychology*.
- Simmons, A. L. & Triana, M. Social Dominance Orientation, Affirmative Action, Performance Ratings, and Evaluations. To be submitted 04/18 to *Journal of Management*.

## **INVITED COLLOQUIA & TALKS**

- “*The Role of Means Efficacy when Predicting Creative Performance*,” Colloquium given at the Department of Psychology, University of Houston, 2010.
- “*Managing discrimination in selection: The influence of directives from an authority and social dominance orientation*,” Organizational Behavior Speaker Series given at The Wharton School, University of Pennsylvania, April, 2008.
- “*The Role of Means Efficacy when Predicting Creative Performance*,” Colloquium given at the Department of Psychology, Texas A&M University, February, 2007.

## **AWARDS**

Texas A&M University, Mays Business School Tuition Scholarship - 2003, 2004  
Texas A&M University, Regents' Fellowship Award - 2002, 2003, 2004  
Texas A&M University, Mays Business School Deans Dissertation Grant - 2005  
Texas A&M University, Graduate Student Research and Presentation Grant – 2005

## **GRANTS – Sam Houston State University**

Recipient of College of Business Research Grant program – 2006, 2008, 2009

## **TEACHING EXPERIENCE**

MGT 5355 “Seminar in Human Resources,” a management graduate course offered to all master level Department of Management and Marketing business majors, Sam Houston State University. In class and online setting.

MGT 566/MGMT 5345 “Seminar in Team Leadership,” a management graduate course offered to all master level Department of Management and Marketing business majors, Sam Houston State University. In class and online setting.

MGT 381/MGMT3320 “Organizational Behavior,” undergraduate course offered to all Department of Management and Marketing business majors, Sam Houston State University.

MGT 374 “Human Resource Management,” undergraduate course offered to all Department of Management and Marketing business majors, Sam Houston State University.

MGT 380/MGMT 3310 “Principles of Management,” undergraduate course required for all Department of Management and Marketing business majors, Sam Houston State University.

MGMT 373 “Human Resources,” undergraduate course required for all Mays Business School business majors, Texas A&M University.

MGMT 372 “Managing Organizational Behavior,” undergraduate course required for all Mays Business School business majors, Texas A&M University.

## **TEACHING**

2006- 2010	Sam Houston State University Principles of Management, Organizational Behavior, HR, and Seminar in Team Leadership	Average Evaluation 4.5/5.0
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2004- 2006	Texas A&M University Organizational Behavior and Human Resources	Average Evaluation 4.5/5.0
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## **SERVICE ACTIVITIES**

Service to Sam Houston State University Committee Assignments:  
Member, Alcohol Awareness Committee (2011– 2016)  
Women’s Advisory Committee (2012 – 2015)  
Student Disciplinary Hearing Committee (2012 - 2015)  
Member, Distance Education Committee (2014 – Present)

Service to Sam Houston State University College of Business Assignments:  
Member, Advisory Committee for the Gibson D. Lewis Center for Business and Economic Development (2006 – 2010)  
Member, Assurance of Learning Committee (2008 – 2010)  
Advisor, Alpha Kappa Psi Professional Business Fraternity (2009 – Present)  
Member, Graduate Appeals Committee (2013 – Present)  
Member, MBA assessment committee (2013 – Present)  
Member, COBA Teamwork and Leadership Committee (2016 – Present)

Service to Department of Management and Marketing, Sam Houston State University:  
Served as a member, Curriculum Review Committee (2012 - 2015)  
Served as a chairperson, Post Tenure Teaching Subcommittee (2011 – 2015)  
Served as a chairperson, Teaching Effectiveness Task Force Committee (2009 –Present)  
Served as a chairperson, Departmental Research & Testing Resources Committee (2007 – 2008, 2011)  
Served as a chairperson, DBA/PhD Development Program Subcommittee (2006 – 2014)  
Served as a co-chairperson, Management Assessment Team (MAT) (2015 – Present)  
Served as a member, Subject Pool assistant (2016- Present)

Additional Committee Assignment:  
Academy of Management Gender Diversity Organization, Scholarly Contributions to Management Award Committee (2011- Present)

Reviewer for the Annual Meeting of Academy of Management (2004 - Present)  
Reviewer for the Southern Management Association (2006 – 2007, 2009 - 2010)  
Reviewer for the Society for Industrial and Organizational Psychology, Inc (2011, 2013)

Ad-Hoc Reviewer:  
Reviewer for The Handbook of Technology Management (2008)  
Reviewer for the Creativity Research Journal (2010 - Present)  
Reviewer for The Leadership Quarterly (2010 - 2015)  
Reviewer for the Journal of Managerial Psychology (2011-Present)  
Reviewer for the European Journal of Innovation Management (2013-Present)  
Reviewer for the Journal of Applied Case Research (2013-2015)  
Organizational Behavior and Human Decision Processes (2014-Present)

Memberships:  
Academy of Management  
KPMG PhD Project  
Southwest Academy of Management, Representative at Large (2012 – 2015)  
Society for Industrial and Organizational Psychology, Inc.

## **PROFESSIONAL WORK EXPERIENCE**

03/99 - 07/02	Cap Gemini Ernst & Young Consulting-Houston, TX Management Consulting – SAP Senior Consultant
07/96 - 02/99	Andersen Consulting-Houston, TX Experienced Information Technology Consultant



06/92 - 08/95

Texaco-Houston, TX  
Summer Intern