

**Russell W. Clayton**  
**Instructor of Business Administration**  
**Muma College of Business**  
**University of South Florida**

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**EDUCATION**

Doctor of Philosophy – Business Administration (*Management*) – May 2011  
University of Mississippi – Oxford, MS

Master of Education – Administration & Supervision (*Higher Education Administration*) - May 2006  
Middle Tennessee State University – Murfreesboro, TN

Bachelor of Science – Business Administration (*Marketing*) - August 2000  
Auburn University – Auburn, AL

**PUBLICATIONS**

Kubasek, S., & **Clayton, R. W.** (Forthcoming). Donor motivation: Are there differences between traditional and nontraditional alumni donor motivations? *Journal of Education Advancement & Marketing*.

**Clayton, R. W.** (2018). Can you afford to change your career? *Harvard Business Review*. August 29, 2018, <https://hbr.org/2018/08/can-you-afford-to-change-your-career>

Julien, M., Stratton, M., & **Clayton, R. W.** (2017). History is not boring: Using social media to bring labor history alive. *Management Teaching Review*, 1-13.

**Clayton, R. W.**, Thomas, C. H., Schaffer, B., Stratton, M., Garrison, E., & Mathews, L. G. (2017). Exercise and work-family conflict: A field experiment. *Journal of Managerial Psychology*. 32, 225-238.

\*\*\*Winner of the Emerald Literati Network Awards for Excellence 2018

Evans, W. R., Allen, R., & **Clayton, R. W.** (2016). Ethical leadership: Not everyone responds equally. *Organization Management Journal*, 13, 215-229.

**Clayton, R. W.**, Thomas, C., & Smothers, J. (2015). How to do walking meetings right. *Harvard Business Review*. August 5, 2015. <https://hbr.org/2015/08/how-to-do-walking-meetings-right>

**Clayton, R. W.**, Davis, W. D., Thomas, C. H., Novicevic, M. M., & Ammeter, A. P. (2015). Realistic recruitment as a protective antecedent of work interference with family. *Journal of Applied Management and Entrepreneurship*, 20, 84-107.

**Clayton, R. W.**, Stratton, M. T., Julien, M., & Humphreys, J. H. (2015). Beverly Matthews. *Organization Management Journal*, 12, 221-234.

**Clayton, R. W.**, Thomas, C. H., Singh, B., & Winkel, D. E. (2015). Exercise as a means of reducing perceptions of work-family conflict: A test of the roles of self-efficacy and psychological strain. *Human Resource Management*, 54, 1013-1035.

- Gibson, J. W., **Clayton, R. W.**, Deem, J., Einstein, J., & Henry, E. (2015). Viewing the work of Lillian M. Gilbreth through the lens of critical biography. *Journal of Management History*, 21, 288-308.
- Humphreys, J. H., Novicevic, M. M., Smothers, J., Pane-Haden, S. S., Hayek, M., Williams, W. A., Oyler, J. D., **Clayton, R. W.** (2015). The collective endorsement of James Meredith: Initiating a leader identity construction process. *Human Relations*, 68, 1389-1413.
- Clayton, R. W.** (2014). How regular exercise helps you balance work and family. *Harvard Business Review*. January 3, 2104. <http://blogs.hbr.org/2014/01/how-regular-exercise-helps-you-balance-work-and-family/>
- Hayek, M., Williams, W. A., **Clayton, R. W.**, Novicevic, M. N., & Humphreys, J. H. (2014). In-extremis leadership of Sartrean authenticity: Examples from Xenophon's Anabasis. *Journal of Management History*, 20, 292-310.
- Evans, W. R., Pane, S., **Clayton R. W.**, & Novicevic, M. N. (2013). History of management thought about social responsibility. *Journal of Management History*, 19, 8-32.  
\*\*\*Winner of the Emerald Literati Network Awards for Excellence 2014
- Hayek, M., Novicevic, M. N., Buckley, M. R., **Clayton, R. W.**, Roberts, F. (2012). Narrative analysis of Dale Carnegie's *How to Stop Worrying and Start Living* using psychological capital as the analytical framework. *Journal of Management History*, 18, 268-284.  
\*\*\*Recognized as "Highly Commended Award Winner" by the Emerald Literati Network Awards for Excellence 2013
- Novicevic, M., **Clayton, R. W.**, & Williams, W. A. (2011). Barnard's model of decision making: A historical foundation of image theory. *Journal of Management History*, 17, 420-434.
- Clayton, R. W.**, & Barton, H. (2011). Rhona Rapoport: A critical biography of a pioneering work-family researcher. *Journal of Applied Management and Entrepreneurship*, 16, 23-33.
- Humphreys, J. H., Williams, W. A., **Clayton, R. W.**, & Novicevic, M. M. (2011). Towards the augmenting role of authenticity: Xenophon as leadership theorist. *Management & Organizational History*, 6, 183-207.
- Humphreys, J. H., Haden, S. P., Novicevic, M. M., **Clayton, R. W.**, & Gibson, J. W. (2011). Lillian McMurry of trumpet records: Integrity and authenticity in the charismatic, constructive narcissist leader. *Journal of Leadership & Organizational Studies*, 18, 40-55.
- Winkel, D. E., & **Clayton, R. W.** (2010). Transitioning between work and family roles as a function of boundary flexibility and role salience. *Journal of Vocational Behavior*, 76, 336-343.
- Robinson, R. K., Jackson, W. T., Franklin, G. M., & **Clayton, R. W.** (2010). The changing legal environment for employers: Implications for small businesses. *Journal of Business and Entrepreneurship*, 22, 91-109.
- Simmons, L. L., & **Clayton, R. W.** (2010). The impact of small business b2b virtual community commitment on brand loyalty. *International Journal of Business and Systems Research*, 4, 451-468.

Bynum, L. A., Clayton, R. W., Hayek, M., Moeller, M., & Williams, W. (2009). Chandler as a biographer: content thematic analysis of Chandler's biography of Henry Varnum Poor. *Journal of Management History*, 15, 272-283.

Novicevic, M. M, Buckley, M. R., Clayton, R. W., Moeller, M., & Williams, W. A. (2009). Commemorating Chandler through the lens of his revisionists. *Journal of Management History*, 15, 313-322.

### **BOOK CHAPTERS**

Clayton, R. W. (2018) Can you actually afford to change your career? In *HBR Guide to Changing Your Career* (pp. 77-86). Boston, MA: Harvard Business Review Press.

Clayton, R. W., Thomas, C., & Smothers, J. (2016). How to do walking meetings right. In *HBR Guide to Making Every Meeting Matter* (pp. 157-162). Boston, MA: Harvard Business Review Press.

### **CONFERENCE PRESENTATIONS**

Julien, M., Clayton, R. W., & Stratton, M. (2019). *Can we exercise our way to creativity?* Presented at the 2019 Management & Organizational Behavior Teaching Conference, Mahway, NJ.

Sukup, L., Clayton, R. W., & Embry, K. (2019). *Examining the Effects of Resilience on Stress, Grit, and Academic Performance in Business Undergraduate College Students.* Presented at the 2019 Positive Organizational Scholarship Research Conference, Ann Arbor, MI

Clayton, R. W. (2019). *Using Walking Meetings to Foster Creativity.* Poster presented at the 2019 Florida Business Analytics Forum, Tampa, FL (USF)

Julien, M., Stratton, M., & Clayton, R. W. (2018). *Who's on First: An Exercise on Workplace Communication.* Presented at the 2018 Management & Organizational Behavior Teaching Conference, Myrtle Beach, SC.

Embry, K., Clayton, R. W., Julien, M. *Using Digital Storytelling to Incorporate Critical Thinking into the Online College Classroom.* Presented at the 2017 Business Education Research Conference, Chicago, IL.

Julien, M., Clayton, R. W., & Stratton, M. *Does Exercise Help Reduce Work-Family Conflict for Academic?* Presented at the 2016 Work and Family Researchers Network, Washington, D.C.

Panel Presenter: *Promoting the Voice of Men as Leaders in the Work-Family Conversation.* Presented at the 2016 Work and Family Researchers Network, Washington, D.C.

Panel Presenter: *Using Case Writing in the Classroom – A Different Perspective.* Presented at the 2016 Annual Conference of the Southeast Case Research Association, Myrtle Beach, SC.

Julien, M., Stratton, M., & Clayton, R. W. *"History is Boring!" Changing This Perception Through the Use of Social Media.* Presented at the 2015 Organizational Behavior Teaching Conference, La Verne, CA.

Bruno, S., Albert, T., & Clayton, R. W. *Balk, Bunt, or Butcher Boy.* Presented at the 2015 Annual Conference of the Southeast Case Research Association, Myrtle Beach, SC.

Sukup, L., Jenner, M., & Clayton, R. W. *Peter Smith: The Not-So-Emotionally Intelligent Executive*. Presented at the 2015 Annual Conference of the Southeast Case Research Association, Myrtle Beach, SC.

Gibson, J. W., Clayton, R.W., Deem, J., Einstein, J., & Henry, E. *Contributions of Lillian M. Gilbreth to Management Theory through the Context of Critical Biography*. Presented at the 2014 Annual Conference of the Academy of Management, Philadelphia, PA.

Clayton, R. W., Stark, G., Novicevic, M. N., Pallar, J., & Roberts, F. *Auto-Tuned Voices: Why do we Distort the Pig Iron Tales?* Presented at the 2014 Organizational Behavior Teaching Conference, Nashville, TN.

Stratton, M. T., Clayton, R. W., Julien, M., & Abdel-Samad, M. *What Do Success Kid, Sheldon Cooper and Bad Luck Brian Have in Common? Using Memes in the Classroom to Help Students Apply Management Concepts*. Presented at the 2014 Organizational Behavior Teaching Conference, Nashville, TN.

Clayton, R. W., Stratton, M., & Julien, M. R. *Beverly Matthews Case and Teaching Note*. Presented at the 2014 Conference of the Work and Family Researchers Network, New York, NY.

Clayton, R. W., Thomas, C. H., Stratton, M. T., Garrison, E., Schaffer, B. S., & Mathews, L. G. *Effects of Exercise on the Work-Family Interface: A Field Experiment Using Group Exercise Classes*. Presented at the 2013 Annual Conference of the Southern Management Association, New Orleans, LA.

Clayton, R. W., Stratton, M., Humphreys, J. *Navigating the Messiness of Divergent Work-Life Balance Priorities: A Case of Inconsistent Messaging and Policy Implementation*. Presented at the 2013 Organizational Behavior Teaching Conference, Asheville, NC.

Clayton, R. W., Davis, W. D., Thomas, C. T., Novicevic, M. N., & Ammeter, A. P. *Realistic Recruitment as a Protective Antecedent of Work Interference with Family*. Presented at the 2012 Annual Conference of the Academy of Management, Boston, MA.

Hayek, M., Novicevic, M. N., Buckley, M. R., Clayton, R. W., & Roberts, F. *Folk Conceptualization of Psychological Capital: A Historicist Narrative Analysis of Dale Carnegie's Works*. Presented at the 2012 Annual Conference of the Southwest Academy of Management, New Orleans, LA.

Evans, W. R., Pane, S., Clayton R. W., & Novicevic, M. N. *History of Management Thought about Social Responsibility*. Presented at the 2011 Annual Conference of the Academy of Management, San Antonio, TX.

\*\*\*Recipient of the Center for Ethical Business Cultures Halloran Prize in the History of Corporate Responsibility

Williams, W. A., & Clayton, R. W. *Searching for Sartrean Authenticity in Leaders Described in Xenophon's Works*. Presented at the 2010 Annual Conference of the Southern Management Association, St. Pete Beach, FL.

Humphreys, J. H., Haden, S. P., Novicevic, M. M., Clayton, R. W., & Gibson, J. W. *Lillian McMurry of Trumpet Records: Integrity and Authenticity in the Charismatic, Constructive Narcissist Leader*. Presented at the 2010 Annual Conference of the Academy of Management, Montreal, QC.

\*\*\*Recipient of the Sage Leadership Award for best leadership paper in management history

- Winkel, D. E., & Clayton, R. W. *What Leads to Transitions Between the Work and Family Domain?*  
Presented at the 2009 Annual Conference of the Southern Management Association, Asheville, NC.
- Clayton, R. W., & Barton, H. *Rhona Rapoport: A Critical Biography of the Pioneering Researcher of Work-Family Balance*. Presented at the 2009 Annual Conference of the Academy of Management, Chicago, IL.
- Novicevic, M., Clayton, R. W., Williams, W. A., & Moeller, M. *Barnard's Model of Decision Making: A Historical Foundation of Image Theory*. Presented at the 2009 Annual Conference of the Academy of Management, Chicago, IL.
- Clayton, R., & Williams, A. *A Model of Antecedents and Outcomes of Work-Life Enrichment*. Presented at the 2009 Annual Conference of the International Academy of Business and Public Administration Disciplines, Memphis, TN.
- Williams, A., & Clayton, R. *The Effects of Virtual Technology on Team Processes*. Presented at the 2009 Annual Conference of the International Academy of Business and Public Administration Disciplines, Memphis, TN.
- Simmons, L. & Clayton, R. *The Impact of Small Business B2B Virtual Community Commitment on Brand Loyalty*. Presented at the 2008 Annual Conference of The PhD Project - Information Systems Doctoral Student Association, Toronto, ON.

### **TEACHING EXPERIENCE (Courses Taught at the University of South Florida)**

**\*\*Note: Teaching evaluation scores refer to students' response to the question "Overall Rating of the Instructor"**

#### ***Organizational Behavior & Leadership (MAN 6055)***

May 2019 – July 2019 (Summer 2019)

*Teaching evaluation: 4.76 out of 5.00*

#### ***Strategic Business Analysis (MAN 6726)***

May 2019 – July 2019 (Summer 2019)

*Teaching evaluation: 4.94 out of 5.00*

#### ***Communication Skills for Managers (GEB 6215)***

May 2019 – July 2019 (Summer 2019)

*Teaching evaluation: 4.73 out of 5.00*

February 2019 – April 2019 (Spring 2019)

*Teaching evaluation: 4.86 out of 5.00*

August 2018 – December 2018 (Fall 2018)

*Teaching evaluation: 4.8 out of 5.00 (average across five sections)*

#### ***Communication Skills for Managers (GEB 6215 – Executive MBA Section)***

August 2018 – December 2018 (Fall 2018)

*Teaching evaluation: 4.33 out of 5.00*

#### ***Communication Skills for Managers (GEB 6215 – Online)***

January 2019 – March 2019 (Spring 2019)

*Teaching evaluation: 4.61 out of 5.00*

**TEACHING EXPERIENCE (Courses Taught at Prior Academic Appointments)**

*Organizational Behavior*  
*Human Resource Management*  
*Applied Decision Making*  
*Current Issues in Leadership*  
*Strategic Management*  
*Principles of Management*  
*Dissertation Seminar*

**HONORS**

Recipient – “Green & Gold Teaching Champion” designation – Academy for Teaching and Learning Excellence at USF

Recipient – 2019 USF Muma College of Business Dean’s Research Grant (\$1,000)

New Educator Award winner (2015) – OBTS: Teaching Society for Management Educators

Saint Leo University Researcher of the Year (2014-2015)

QEP Faculty Fellows (2014-2015) - (competitive application process)

Competitive Grant Recipient - “Physical Activity as a Protective Buffer Against Work-Family Conflict: A Follow-up Investigation Utilizing an Exercise Intervention.”

- Fully Funded at \$19,735

- Grant funded by the North Carolina Center for Health and Wellness

Recipient of the Center for Ethical Business Cultures Halloran Prize in the History of Corporate Responsibility, Academy of Management Conference, 2011.

Random Acts of Kindness Faculty Award – from the Student Alumni Association (U. of Mississippi), 2011

*BusinessWeek* Instructor Usage Award – from *Bloomberg BusinessWeek*, 2010-2011

Recipient of the Sage Leadership Award, Academy of Management Annual Conference, 2010

University of Mississippi Summer Research Fellowship (competitive grant), 2009

**SERVICE TO THE UNIVERSITY**

*University of South Florida*

Faculty Panel Presenter – M.S. in Management Orientation (Fall 2019)

Facilitator “Using Storytelling to Break the Ice” – Online MBA Orientation (Summer 2019)

Facilitator “Using Storytelling to Break the Ice” – EMBA Orientation (Summer 2019)

Independent Study Mentor – MAN 6905 (Summer 2019)

Member – Muma Teaching Symposium Committee (Spring 2019)

**SERVICE TO THE PROFESSION**

Editorial Board Member, *Organization Management Journal*, 2017 - present

Editorial Board Member, *Management Decision*, 2014 - present

Reviewer - Fritz Roethlisberger Memorial Award (Management and Organizational Behavior Teaching Society) - 2019

Editorial Board Member, *Journal of Applied Management and Entrepreneurship*, 2011 – 2016

Ad Hoc Reviewer – *Organization Management Journal*, 2016 - 2017

Ad Hoc Reviewer – *Journal of Health and Social Behavior* - 2015

Reviewer – Academy of Management Conference, Philadelphia, PA 2014

Reviewer - Organizational Behavior Teaching Conference, 2014 - present

Reviewer – Southwestern Academy of Management Conference, Dallas, TX 2014

Site Committee - OBTC 2014 Teaching Conference for Management Educators  
Site Committee - OBTC 2013 Teaching Conference for Management Educators  
Reviewer – Academy of Management Conference, Orlando, FL 2013  
Reviewer – Southern Management Association Conference, New Orleans, LA 2013  
Discussion Paper Administrative Committee Member - Academy of Management Annual Conference,  
Boston, MA 2012  
Speaker – Professional Development Workshop, Academy of Management Annual Conference,  
Boston, MA 2012  
- *Navigating the Dissertation and Publication Processes*  
Reviewer, Academy of Management Annual Conference, Boston, MA 2012  
Coordinator and Speaker – Professional Development Workshop, Academy of Management Annual  
Conference, San Antonio, TX, 2011  
- *Management History as Your Other Research: A Hands-On Workshop for Early-Career Academics  
and Ph.D. Students*  
Doctoral Student Representative, Executive Committee – Management History Division of the Academy of  
Management, 2010 - 2011  
Ad Hoc Reviewer, *Human Resource Management*, 2012  
Ad Hoc Reviewer, *Journal of Management History*, 2009, 2010, 2011, 2012  
Ad Hoc Reviewer, *Chinese Management Studies*, 2011  
Ad Hoc Reviewer, *Journal of Applied Management and Entrepreneurship*, 2011  
Ad Hoc Reviewer, *Journal of Business and Management*, 2010  
Reviewer, Academy of Management Annual Conference, San Antonio, TX 2011  
Discussant, Southern Management Association Annual Conference, St. Pete Beach, FL, 2010  
Reviewer, Southern Management Association Annual Conference, St. Pete Beach, FL, 2010  
Reviewer, Academy of Management Annual Conference, Montreal, QC, 2010  
Session Chair, Southern Management Association Annual Conference, Asheville, NC, 2009  
Discussant, Southern Management Association Annual Conference, Asheville, NC, 2009  
Reviewer, Southern Management Association Annual Conference, Asheville, NC, 2009  
Reviewer, Academy of Management Annual Conference, Chicago, IL, 2009