
DR. BRANDON RANDOLPH-SENG

TEXAS A&M UNIVERSITY-COMMERCE

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College of Business & Entrepreneurship

Department of Marketing & Management

PO Box 3011

Commerce, TX 75429-3011

ACADEMIC POSITIONS

Texas A&M University-Commerce, College of Business & Entrepreneurship

Assistant Professor of Management (2012-Current)

Texas Tech University, Rawls College of Business

Visiting Assistant Professor of Management (2009-2012)

Union Institute & University, Psy.D. Program

Affiliated Faculty (2008-2013)

Texas Tech University, Department of Psychology

Graduate Part-Time Instructor (2005-2009)

Academic Advisor (2005, 2009)

Graduate Teaching Assistant (2004)

Georgia Southern University, Department of Psychology

Graduate Assistant (2002-2004)

EDUCATION

**Ph.D., Texas Tech University: Experimental Social Psychology/with an
emphasis in Management (August, 2009)****M.S., Georgia Southern University: Experimental Psychology (May, 2004)****B.S., Weber State University: Psychology/Sociology (May, 1999)**

PUBLICATIONS AND PRESENTATIONS

JOURNAL ARTICLES:

1. Hayek, M., Williams, W. A., **Randolph-Seng, B.** (in press). Towards a model of social entrepreneurial intentions: Evidence from the founder of the Girl Scouts. *Journal of Ethics and Entrepreneurship*.
2. Hinojosa, A. S., Davis, K., **Randolph-Seng, B.**, & Gardner, W. L. (2014). Leader and follower attachment styles: Implications for authentic leader-follower relationships. *Leadership Quarterly*, 25, 595-610.
3. Short, J. C., **Randolph-Seng, B.**, & McKenny, A. F. (2013). Graphic presentation: An empirical examination of the graphic novel approach to communicate business concepts. *Business Communications Quarterly*, 76, 273-303.
4. **Randolph-Seng, B.**, & Gardner, W. L. (2013). Validating measures of leader authenticity: Relations between implicit/explicit self-esteem, situational cues, and leader authenticity. *Journal of Leadership and Organizational Studies*, 20, 212-229.
5. **Randolph-Seng, B.**, Reich, D. A., & DeMarree, K. G. (2012). On the nonconscious antecedents of social identification: Ingroup salience, outgroup salience, or both? *Social Cognition*, 30, 341-355.
6. Mitchell, R. K., **Randolph-Seng, B.**, & Mitchell, J. R. (2011). Dialogue: Socially situated cognition: Imagining new opportunities for entrepreneurship research. *Academy of Management Review*, 36, 774-776.
7. **Randolph-Seng, B.**, & Norris J. I. (2011). Dialogue: Cross-understanding in groups: How to "cross over" without "dying." *Academy of Management Review*, 36, 420-422.
8. **Randolph-Seng, B.**, Casa De Calvo, M. P., Zacchilli, T. L., & Cottle, J. L. (2010, December). Shared cognitions and shared theories: Telling more than we can know by ourselves? *Journal of Scientific Psychology*, 25-35.
9. **Randolph-Seng, B.** (2009). The (mis)management of agency: Conscious belief and nonconscious self-control. *Behavior and Brain Sciences*, 32, 532-533.
10. Nielsen, M. E., Williams, J., & **Randolph-Seng, B.** (2009). Religious orientation, personality, and attitudes about human stem cell research. *The International Journal for the Psychology of Religion*, 19, 81-91.
11. **Randolph-Seng, B.**, & Nielsen, M. E. (2009). Opening the doors of perception: Priming altered states of consciousness outside of conscious awareness. *Archive for the Psychology of Religion*, 31, 237-260.

12. Hung, J.-L., **Randolph-Seng, B.**, Monsicha, K., & Crooks, S. M. (2008). Computer-based instruction and cognitive load. *Academic Exchange Quarterly*, 12, 207-212.
13. **Randolph-Seng, B.**, Nielsen, M. E., Bottoms, B. L., & Filipas, H. (2008). The relationship between ethnicity, Christian orthodoxy, and mental health. *Mental Health, Religion, & Culture*, 11, 795-805.
14. **Randolph-Seng, B.**, & Nielsen, M. E. (2008). Is God really watching you? A response to Shariff and Norenzayan (2007). *The International Journal for the Psychology of Religion*, 18, 119-122.
15. **Randolph-Seng, B.**, & Nielsen, M. E. (2007). Honesty: One effect of primed religious representations. *The International Journal for the Psychology of Religion*, 17, 303-315.
16. **Randolph-Seng, B.** (2006). Doing programmatic research: Two case studies from social psychology. *The New School Psychology Bulletin*, 4, 73-90.

BOOK:

17. Mitchell, J. R., Mitchell, R. K., & **Randolph-Seng, B.** (Eds.), *The handbook of entrepreneurial cognition*. Northhampton MA: Edward Elgar Publishing (estimated release date Fall 2014).

ACADEMIC BOOK AND PERIODICAL ARTICLES:

18. **Randolph-Seng, B.**, Mitchell, J. R., & Mitchell, R. K. (in press). Introduction: Historical context, present trends, and future directions in entrepreneurial cognition research. In Mitchell, J. R., Mitchell, R. K., & **Randolph-Seng, B.** (Eds.), *The handbook of entrepreneurial cognition*. Northhampton MA: Edward Elgar Publishing.
19. **Randolph-Seng, B.**, Williams, W. A., & Hayek, M. (in press). Entrepreneurial self-regulation: Consciousness and cognition. In Mitchell, J. R., Mitchell, R. K., & **Randolph-Seng, B.** (Eds.), *The handbook of entrepreneurial cognition*. Northhampton MA: Edward Elgar Publishing.
20. **Randolph-Seng, B.** (2010). Four entries in D. Leeming, K. Madden, & S. Marlan (Eds.), *The encyclopedia of psychology and religion*. New York: Springer Publishing.
 - a) Altered States of Consciousness (p. 20-21)
 - b) Method (p. 566-567)
 - c) Personal Unconscious (p. 674)
 - d) Prejudice (p. 703)
21. **Randolph-Seng, B.**, & Mather, R. D. (2009, September/October). Does subliminal persuasion work? It depends on your motivation and awareness. *SI: The magazine for science and reason*, 33, 49-53.
22. **Randolph-Seng, B.** (2008, September). On becoming a theorist in psychology. *APS observer*, 21, 39-40.

23. Nielsen, M. E., & **Randolph-Seng, B.** (2005). Psychosocial covariates of religious groups. In C. B. Fisher & R. M. Lerner (Eds.), *The encyclopedia of applied developmental science* (Vol. 2, pp. 925-927). Thousand Oaks, CA: Sage Publications.

SELECTED CONFERENCE PAPERS:

24. **Randolph-Seng, B.**, Cogliser, C. C., Randolph, A. F., Miller, C. D., & Smith, K. R. (2014, November). *Diversity in leadership: Race in leader-member exchanges*. Paper to be presented at the annual meeting of the **Southern Management Association**, Savannah, GA.
25. Kessler, S. R., Mahoney, K. T., **Randolph-Seng, B.**, & Martinko, M. J. (2014, November). *The deep horizon oil spill and attributions of responsibility*. Paper to be presented at the annual meeting of the **Southern Management Association**, Savannah, GA.
26. Hayek, M., **Randolph-Seng, B.**, Williams, W. A., & Ingram, K. (2014, August). The dark side of political skill: When awareness reduces life satisfaction. Paper to be presented at the annual meeting of the **Academy of Management**, Philadelphia, PA.
27. Humphreys, J. H., **Randolph-Seng, B.**, Pane-Haden, S. S., & Novicevic, M. M. (2014, August). Integrating libertarian paternalism into paternalistic leadership: H. J. Heinz as Choice Architect. Paper to be presented at the annual meeting of the **Academy of Management**, Philadelphia, PA.
28. **Randolph-Seng, B.**, & Norris, J. I. (2014, March). Practice-based evidence: An “experimental” approach to the theory-practice gap in management. Paper presented at the annual meeting of the **Southwest Academy of Management**, Dallas, TX.
29. Humphreys, J. H., Pane-Haden, S. S., Hayek, M., Pryor, M., **Randolph-Seng, B.**, & Williams, W. A. (2014, March). Servant leadership: Approaching the paradox from the life-stories of Ping Fu. Paper presented at the annual meeting of the **Southwest Academy of Management**, Dallas, TX.
30. Mitchell, R. K., Lee, J. H., **Randolph-Seng, B.**, & Marin, A. (2014, January). Toward recovering from globalization: An aboriginal economic development SWOT analysis model. Paper presented at the annual meeting of the **United States Association for Small Business & Entrepreneurship**, Fort Worth, TX.
31. Hayek, M., Williams, W. A., **Randolph-Seng, B.**, Pane-Haden, S. S. (2013, August). Towards a model of social entrepreneurial intentions: Evidence from the case of Daisy Low. Paper presented at the annual meeting of the **Academy of Management**, Orlando, FL.
32. Pane-Haden, S. S., Humphreys, J. H., Hayek, M., **Randolph-Seng, B.**, & Williams, W. A. (2013, March). *Elements of effective social movements: Lessons for green management from the Hispanic civil rights movement*. Paper presented at the annual meeting of the **Southwest Academy of Management**, Albuquerque, NM.

33. **Randolph-Seng, B.** (2012, August). *Getting at the root concept: Alternative ways to measure authenticity*. Paper presented at the annual meeting of the **Academy of Management**, Boston, MA.
34. Mitchell, J. R., Mitchell, R. K., Mitchell, B. T., **Randolph-Seng, B.**, & Alvarez, S. A. (2012, June) *Opportunity creation, economic exchange, and new value*. Paper presented at the 2012 **Babson College Entrepreneurship Research Conference**, Fort Worth, TX.
35. **Randolph-Seng, B.**, Short, J. C., & McKenny, A. (2011, November). *Extending the narrative approach: Using graphic novels to teach strategic management*. Paper presented at the annual meeting of the **Southern Management Association**, Savannah, GA.
36. **Randolph-Seng, B.**, & Gardner, W. L. (2011, August). *Are you for real? Relationships between implicit/explicit self-esteem and authentic leadership*. Paper presented at the annual meeting of the **Academy of Management**, San Antonio, TX.
37. **Randolph-Seng, B.**, & Short, J. C. (2010, August). *A graphic novel approach to teaching strategic management*. Paper presented at the annual meeting of the **Academy of Management**, Montréal, Canada.
38. **Randolph-Seng, B.** (2009, October). *Religious priming decreases prosocial behavior: The moderating role of social identity*. Paper presented at the annual meeting of the **Society for the Scientific Study of Religion**, Denver, CO.
39. **Randolph-Seng, B.**, & Reich, D. A. (2006, April). *The automatic influence of social categories on prosocial behavior*. Paper presented at the 52nd annual conference of the **Southwestern Psychological Association**, Austin, TX.
40. **Randolph-Seng, B.** (2005, March). *Automatic influence of chronic and primed orientating beliefs on behavior*. Paper presented at the 51st annual conference of the **Southwestern Psychological Association**, Memphis, TN.
41. **Randolph-Seng, B.** (2003, September). *An automatic behavioral consequence of religious priming: Honesty*. Paper presented at the 11th annual conference on **Applied Psychology in Mental Health, Business, and Education**, Valdosta, GA.

INVITED CONFERENCE ADDRESSES:

42. Guenter, H., Gardner, W. L., **Randolph-Seng, B.**, Prabhu, V., Davis, K., & van Emmerik, H. (2013, November). *Shared authentic leadership in scientific research teams*. Grant project presented at the annual meeting of the **Southern Management Association**, New Orleans, LA.
43. **Randolph-Seng, B.**, Martinko, M. J., Bress, J. R., Mahoney, K. T., Kessler, S. R., & Winny, S. (2012, October). *Implicit theories, attribution styles, and perceptions of leaders: Does performance level matter?* Grant project presented at the annual meeting of the **Southern Management Association**, Fort Lauderdale, FL.

44. Guenter, H., **Randolph-Seng, B.**, Prabhu, V., Gardner, W. L., & van Emmerik, H. (2011, November). *Increasing research team effectiveness: Authentic team leadership*. Grant project presented at the annual meeting of the **Southern Management Association**, Savannah, GA.
45. Mahoney, K. T., Kessler, S., **Randolph-Seng, B.**, & Martinko, M. (2011, November). *Implicit leadership theories, attribution theory and the deepwater horizon oil spill*. Grant project presented at the annual meeting of the **Southern Management Association**, Savannah, GA.
46. Gardner, W. L., & **Randolph-Seng, B.** (2010, February). *Authentic leadership or skillful leader self-presentation? Relations among implicit and explicit measures of self-esteem and authentic leadership*. Paper presented at the Institute for Leadership Research, Lubbock TX. Posted online for the **Georgia Tech Leadership Research Conference**, Atlanta, GA.
47. Vohs, K. D., & **Randolph-Seng, B.** (2010, January). *Lay beliefs in free will*. Paper presented at the annual **Werkmeister Conference on Experimental Philosophy**, Tallahassee, FL.

SELECTED CONFERENCE POSTERS:

48. Marin, A., Robinson, R. E., French, A. L., Hinojosa, A. S., & **Randolph-Seng, B.** (2011, November). *Team mental model accuracy: What it is and why it matters*. Poster session presented at the annual meeting of the **Southern Management Association**, Savannah, GA.
49. **Randolph-Seng, B.**, Vohs, K. D., & Reich, D. A. (2011, January). *Free will, determinism, and environmental cues*. Poster session presented at the 12th annual conference of the **Society for Personality and Social Psychology**, San Antonio, TX.
50. **Randolph-Seng, B.**, & Reich, D. A. (2010, January). *Nonconscious vigilance: Preconscious control over the influence of subliminal priming*. Poster session presented at the 11th annual conference of the **Society for Personality and Social Psychology**, Las Vegas, NV.
51. **Randolph-Seng, B.**, & Reich, D. A. (2009, February). *Who am I? Subliminal primes influence conscious social identity*. Poster session presented at the 10th annual conference of the **Society for Personality and Social Psychology**, Tampa, FL.
52. Nielsen, M. E., **Randolph-Seng, B.**, Bottoms, B. L., & Filipas, H. (2008, August). *The relationship between ethnicity, Christian orthodoxy, and mental health*. Poster session presented at the 116th annual convention of the **American Psychological Association**, Boston, MA.
53. **Randolph-Seng, B.**, & Nielsen, M. E. (2008, May). *Implicit altered states of consciousness*. Poster session presented at the 20th annual convention of the **Association for Psychological Science**, Chicago, IL.

54. **Randolph-Seng, B.**, & Reich, D. A. (2008, February). *Automatic components of social identity processes*. Poster session presented at the 9th annual conference of the **Society for Personality and Social Psychology**, Albuquerque, NM.
55. **Randolph-Seng, B.**, Hung, J.-L., Monsicha, K., & Crooks, S. M. (2008, February). *Teaching social psychology online: Remember information size and practice*. Poster session presented at the annual **Society for Personality and Social Psychology Teaching pre-conference**, Albuquerque, NM.
56. **Randolph-Seng, B.**, & Reich, D. A. (2008, January). *Subliminal influences on social identity*. Poster session presented at the annual conference of the **Social Psychologists in Texas**, Lubbock, TX.
57. **Randolph-Seng, B.**, & Reich, D. A. (2007, May). *Doing programmatic research: Two case studies from social psychology*. Poster session presented at the 19th annual convention of the **Association for Psychological Science**, Washington, DC.
58. **Randolph-Seng, B.**, Reich, D. A., & Nielsen, M. E. (2007, January). *Automatic influences of chronic and primed religious beliefs on cheating behavior*. Poster session presented at the 8th annual conference of the **Society for Personality and Social Psychology**, Memphis, TN.

RESEARCH IN PROGRESS

MANUSCRIPTS UNDER REVIEW:

1. Martinko, M. J., **Randolph-Seng, B.**, Shen, W., Brees, J. R., Mahoney, K. T., & Kessler, S. R. *Should implicit theories change the way we think about leadership questionnaires?* Target: **Leadership Quarterly**.
2. **Randolph-Seng, B.**, Mitchell, R. K., Marin, A., & Lee, J. H. *Job security and entrepreneurship: Enemies and allies*. Target: **Human Resource Development International**.
3. Humphreys, J. H., Williams, W. A., Pane-Haden, S. S., Hayek, M., Pryor, M., & **Randolph-Seng, B.** *Approaching the paradox of servant leadership*. Target: **Leadership & Organization Development Journal**.
4. **Randolph-Seng, B.**, Mitchell, R. K., Vahidnia, H., & Chen, S. *Entrepreneurial cognition research: A review*. Target: **Foundations and Trends in Entrepreneurship**.
5. Humphreys, J. H., **Randolph-Seng, B.**, Pane-Haden, S. S., & Novicevic, M. M. *Integrating libertarian paternalism into paternalistic leadership: H. J. Heinz as Choice Architect*. Target: **Journal of Leadership & Organizational Studies**.
6. Norris, J. I., & **Randolph-Seng, B.** *Practice-based evidence: An "experimental" approach to the theory-practice gap in management*. Target: **Journal of Applied Management & Entrepreneurship**.

7. **Randolph-Seng, B.**, Smith, B. A., & Slobodnikova, A. *Religious identity vs. organizational identity: Influences on organizational citizenship behavior*. Target: **Journal of Business & Psychology**.

MANUSCRIPTS IN PREPARATION:

8. Hayek, M., **Randolph-Seng, B.**, Williams, W. A., & Ingram, K. *The dark side of political skill: When awareness reduces life satisfaction*.
9. Marin, A., **Randolph-Seng, B.**, Hinojosa, A. S., Robinson, R. E., & Randolph, A. F. *Why do good teams fail? An action identification theory approach to team failure*.
10. **Randolph-Seng, B.**, Cogliser, C. C., Randolph, A. F., Miller, C. D., & Smith, K. R. *Diversity in leadership: Race in leader-member exchanges*.
11. Guenter, H., Gardner, W. L., **Randolph-Seng, B.**, Prabhu, V., & Van Emmerik, H. *Shared authentic leadership in scientific research teams* (SMA Grant: \$10,000 Funded).
12. Kessler, S. R., Mahoney, K. T., **Randolph-Seng, B.**, Martinko, M. J., & Spector, P. *The deep horizon oil spill and attributions of responsibility* (SMA Grant: \$10,000 Funded).
13. Randell, J. A., **Randolph-Seng, B.**, & Reich, D. A. *Agency in automaticity: Active motivational states facilitate preconscious regulation of responses to environmental stimuli*.

TEACHING

GRADUATE MANAGEMENT COURSES TAUGHT/TEACHING AS INSTRUCTOR OF RECORD:

Texas A&M University-Commerce & Texas Tech University

<u>Course</u>	<u>Time Period</u>
Leadership (1 Section)	Spring 2014
Strategic Management (1 Section)	Fall 2013
Leadership Ethics (2 Section)	Summer 2013, Summer 2014
Managing Groups & Teams (7 Sections)	Spring 2013, Summer 2013, Spring 2014, Summer 2014, Fall 2014
Operations & Organizations (4 Sections)	Fall 2012, Spring 2013, Fall 2014
Management Skills Development (9 Sections)	Fall 2012, Spring 2013, Summer 2013, Fall 2013, Summer 2014, Fall 2014
Managing at the Edge (2 Sections)	Fall 2012, Fall 2013
Leadership and Ethics (1 Section)	Spring 2011
Opportunity Creation & Discovery (2 Sections)	Summer 2010, Fall 2010

UNDERGRADUATE MANAGEMENT COURSES TAUGHT AS INSTRUCTOR OF RECORD:

Texas A&M University-Commerce & Texas Tech University

<u>Course</u>	<u>Time Period</u>
Critical Thinking (1 Section)	Fall 2013, Fall 2014
Organizational Behavior (8 Sections)	Fall 2009, Fall 2010, Spring 2011, Fall 2011, Spring 2012
Entrepreneurship: New Value Creation (1 Section)	Fall 2009
International Management (1 Section)	Fall 2009
Strategic Management (5 Sections)	Spring 2010, Fall 2011, Spring 2012
Leadership Ethics (3 Sections)	Spring 2010, Spring 2011, Fall 2011
Entrepreneurship: Discovering Opportunities (3 Sections)	Summer 2010, Summer 2011, Summer 2012

GRADUATE PSYCHOLOGY COURSE TAUGHT AS INSTRUCTOR OF RECORD:

Union Institute & University

<u>Course</u>	<u>Time Period</u>
Social Bases of Behavior (4 Sections)	Spring 2009, Spring 2011, Spring 2012, Spring 2013

UNDERGRADUATE PSYCHOLOGY COURSES TAUGHT AS INSTRUCTOR OF RECORD:

Texas Tech University

<u>Course</u>	<u>Time Period</u>
Child Psychology (7 Sections)	Fall 2005 – Summer 2006, Spring 2009
Social Psychology (6 Sections)	Fall 2007 – Spring 2008, Fall 2008
General Psychology (5 Sections)	Fall 2006 – Spring 2007, Summer 2008

HONORS & AWARDS

- Southern Management Association Research Grant (2011): Awarded \$20,000
- Invitee BYU Conference on Teaching Business Ethics (2011)
- Invitee Southern Management Association Research Incubator (2010)
- Institute for Leadership Research Travel Grant (2010)
- United States Association of Small Business & Entrepreneurship Scholarship to Attend The Experiential Classroom XI (2010)
- Invitee Georgia Tech Leadership Research Conference (2010)
- Invitee Entrepreneurship Research Exemplars Conference (2009)
- TTU Psychology Graduate Student Best Researcher Award (2009)
- Vernon Perez Scholarship (2008-2009)
- TTU Department of Psychology Travel Grant (2005-2009)
- TTU Graduate School Travel Grant (2005, 2007-2009)
- Clay George Scholarship (2007-2008)
- APSSC Travel Assistance Award (2007)
- Third place in the 6th Annual TTU Graduate Student Poster Competition (2007)
- TTU Teaching Academy's Departmental Excellence in Teaching Award (2007)

TTU Department of Psychology Competitive Scholarship (2004-2005)
Georgelle Thomas Memorial Graduate Scholarship (2003)
GSU Graduate Student Professional Development Travel Grant (2003)

PROFESSIONAL ACTIVITIES / UNIVERSITY SERVICE

CURRENT MEMBERSHIPS:

Academy of Management (Entrepreneurship, Organizational Behavior & Managerial and
Organizational Cognition)
Southwest Academy of Management
Southern Management Association
United States Association for Small Business & Entrepreneurship

ACADEMY OF MANAGEMENT:

Session Facilitator (August, 2010)
Endorsement of the Authentic Leadership Caucus (2010-2013)

SOUTHWEST ACADEMY OF MANAGEMENT:

Paper Discussant (March, 2013)

TEXAS A&M UNIVERSITY – COMMERCE:

MGT 585 (Management Skills) Assessment Panel (2014)
Department of Marketing & Management Grade Appeal Committee (2014)
College of Business & Entrepreneurship Faculty Committee (2014)
MGT 527 (Strategic Management) Assessment Panel (2013)
College of Business & Entrepreneurship Scholarship Committee (2012-2013)
Department of Marketing & Management Scholarship Committee (2013-2014)
University Faculty Development Committee (2013-2014)

TEXAS TECH UNIVERSITY:

Graduate School Dissertation Defense Dean Representative (2011)
Student Research Mentor (2004-2009)
Student Experimental Counsel (2004-2009)
Psychology Recycling Committee (2004-2009)
Student Advisory Board Member (2007-2009)
Social Psychology Brownbag Coordinator (2007)
IRB Human Research Website Usability Tester (2007)
Graduate School Workshop Panelist (2007)
Psychology Textbook Adoption Committee (2006, 2008)

REVIEW EXPERIENCE:**Action Editor:**

Sage Open (2014)

Editorial Board Member:

Management Decision (2014)

Journal of Applied Management & Entrepreneurship (2013-Current)

Journal of Scientific Psychology (2009-Current)

New School Psychology Bulletin (2007-2008)

Ad Hoc Reviewer for:

Journal of Individual Differences

International Journal of Human Resource Management

International Journal of Management Reviews

Journal of Business Research

Journal of Experimental Social Psychology

Leadership Quarterly

International Journal for the Psychology of Religion

Archive for the Psychology of Religion

Journal of Personality and Social Psychology

Sociology of Religion: A Quarterly Review

Journal of Scientific Psychology

In-Mind Magazine

APS Student Caucus

SPSP Graduate Student Committee

Conference Reviewer for:

Academy of Management (2010-2014)

Southwest Academy of Management (2009, 2013-2014)

Southern Management Association (2010-2014)

APA Division 36 (2009)

Textbook Reviewer for:

Wiley-Blackwell (2013)

Sage Publications (2012)

Pearson Allyn & Bacon (2008, 2010)

McGraw-Hill Publishing (2007)