

# CURRICULUM VITA

**Nancy G. Boyd (Lillie)**

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## EDUCATION

|   |      |        |   |  |
|---|------|--------|---|--|
| # | 1991 | Ph.D.  | Business Administration<br>Major: Org. Behavior/Human<br>Resource Management<br>Minor: Strategic Management | The University of Memphis<br>Memphis, TN   |
| # | 1986 | M.B.A. | Management Concentration  | Texas A & M-Corpus<br>Christi  |
| # | 1971 | B.S.   | Education   | Southwest Texas State<br>University (now Texas State<br>University)<br>San Marcos, Texas |

## ACADEMIC EXPERIENCE

|   |                  |   |                                  |                       |
|---|------------------|---|----------------------------------|-----------------------|
| # | 1997-<br>present | Associate Professor<br>Dept. of Management                | The University<br>of North Texas | Denton, Texas         |
| # | 1991-1997        | Assistant Professor<br>Dept. of Management                | The University<br>of North Texas | Denton, Texas         |
| # | 1988-1991        | Graduate Research/<br>Teaching Assistant                  | The University of<br>Memphis     | Memphis, TN           |
| # | 1983-1987        | Adjunct Instructor<br>Dept. of Business<br>Administration | Del Mar College                  | Corpus<br>Christi, TX |

## INTELLECTUAL CONTRIBUTIONS

## SCHOLARLY AND CREATIVE ACTIVITIES

### JOURNAL ARTICLES

#### Refereed Journals:

- # Goodwin, V. L., Wofford, J. C., & Boyd, N. G. (2000). A laboratory experiment testing the antecedents of leader cognitions. *Journal of Organizational Behavior*, 21, 769-788.
- # Boyd, N. G., & Taylor, R. R. (1998). A developmental approach to the examination of friendship in leader-follower relationships. *Leadership Quarterly*, 9(1), 1-25.
- # Lado, A. A., Boyd, N. G., & Hanlon, S. C. (1997). Competition, cooperation, and the search for economic rents: A syncretic model. *Academy of Management Review*, 22(1), 110-141.
- # Boyd, N. G., & Vozikis, G. S. (1994). The influence of self-efficacy on the development of entrepreneurial intentions and actions. *Entrepreneurship: Theory and Practice*, 18(4), 63-77.
- # Lado, A. A., Boyd, N. G., & Wright, P. (1992). A competency based model of sustainable competitive advantage: An integrative framework. *Journal of Management*, 18(1), 77-91.
- # Taylor, R. R., Hanlon, S. C., & Boyd, N. G. (1992). Can leaders and subordinates be friends? A classroom approach for addressing an important managerial dilemma. *Journal of Management Education*, 16(1), 39-55.
- # Gilmore, J. B., & Boyd, N. G. (1990). Gulf-King, Inc. *Case Research Journal*, Autumn, 203-221.

#### National Conferences:

- # Lado, A. A., Wright, P., Kroll, M., & Boyd, N. G. (August, 2002). Paradox and theorizing within the resource-based view. Presented to the Academy of Management Meetings, Denver, Co.
- # Abbott, J. B., Boyd, N. G., & Miles, G. (August, 2001). Does type of team matter? An investigation of the relationship between job characteristics, satisfaction, and team commitment within a team-based environment. Presented to the Academy of Management Meetings, Washington, D. C.

- # Goodwin, V. L., Wofford, J. C., & Boyd, N. (1999). A laboratory experiment testing the antecedents of leader Cognitions. Presented to the Academy of Management Meeting, Chicago, IL.
- # Boyd, N. G., Mosesman, L., & Johnson, J. L. (1996). The influence of psychosocial stressors on the occupationally injured and non-injured employee. Presented to the Academy of Management Meeting, Cincinnati, OH and published in expanded proceedings.
- # Lado, A. A., Boyd, N. G., & Hanlon, S. C. (1995). Beyond competitive advantage: Metacompetency and sustained business performance. Presented to the Academy of Management Meeting, Vancouver, B.C.
- # Boyd, N. G., Taylor, R. R., & Hassell, B. (1994). Leader-subordinate demographic similarity: Some behavioral implications. Presented to the Academy of Management Research Methods Division Conference on Causal Modeling, Purdue University, West Lafayette, IN.
- # Boyd, N. G. (1990). The sequencing of career and family: Implications for human resource policies. Presented to the Academy of Management Meeting Joint Symposium on the Career Implications of Work Force 2000: Moving from Demographic Statistics to Managerial Realities, San Francisco, CA.

**Regional Conferences:**

- # Lado, A., Boyd-Lillie, N., Kroll, M., & Wright, P. (April 2002). Paradox, organizational competencies, and sustained competitive advantage. *Proceedings of the Western Academy of Management*, Indianapolis, IN.
- # Prien, K., Boyd, N., & Taylor, R. R. (1996). Can leaders and subordinates be friends? The antecedents of leader-subordinate friendship. *Proceedings of the Southwest Academy of Management meetings*, San Antonio, TX.
- # Glaser, D. A., & Boyd N. G. (1993). Mexican-Americans in the workplace: An agenda for research. *Proceedings of the Southwest Academy of Management*, New Orleans, LA.
- # Boyd, N. G., & Taylor, R. R. (1992). The influence of leader-subordinate friendship on subordinate job performance. *Proceedings of the Southern Management Association*, New Orleans, LA.
- # Boyd, N. G., & Miller, T. R. (1991). The evolution of strategic management: A historical perspective. *Proceedings of the Southeast Decision Sciences Institute meetings*, Arlington, VA.

- # Boyd, N. G., & Vozikis, G. S. (1991). The mediating role of self-efficacy in the relationship between entrepreneurial intentions and actions. *Proceedings of the Western Decision Sciences Institute meetings*, Linue, Kauai, HA.
- # Taylor, R. R., Hanlon, S. C., & Boyd, N. G. (1990). Can leaders and subordinates be friends? Theoretical support for close leader-subordinate relationships. *Proceedings of the Southwest Academy of Management meetings*, Dallas, TX. (Refereed)
- # Taylor, R. R., & Boyd, N. G. (1990). Getting by with a little help from our friends: An examination of leader-subordinate friendship relationships. *Proceedings of the Southern Management Association Meetings*, Orlando, FL.
- # Boyd, N. G. (1990). The influence of work/family conflict on job and life satisfaction: Implications for job design. *Proceedings of the Southern Management Association meetings*, Orlando, FL.
- # Sullivan S. E., & Boyd, N. G. (1989). Organizational decline: A diagnostic approach. *Proceedings of the Southern Management Association meetings*, New Orleans, LA.
- # Gilmore, J. B., & Boyd, N. G. (1988). Gulf-King, Inc. *Proceedings of the Case Research Association meetings*, Atlanta, GA.

### **BOOK REVIEWS**

- # Boyd, N. G., (2002). Review of *Mentoring Dilemmas: Developing Relationships within Multicultural Organizations*. *Occupational and Organizational Psychology*, 75(1), 123-125.

### **IN PROGRESS AND UNDER REVIEW**

- # Lado, A. A., Boyd, N. G., Kroll, M., & Wright, P. Paradox and theorizing within the resource-based view. Revise and resubmit for *Academy of Management Review*. Currently under second revision.
- # Abbott, J. B., Boyd, N. G., Miles, G. Does type of team matter? An investigation of the relationships between job characteristics and outcomes within a team-based environment. Under revision for submission to a target journal not yet determined.
- # McDowell, B., Boyd, N. G., & Bowler, M. Over reward and the impostor phenomenon: The relationship with organizational outcomes. This paper is targeted for submission to the 2004 Academy of Management meetings.
- # Ramsey-Neeley, C., & Boyd, N. G. The influence of executive compensation on employees' attitudes and behaviors. This paper is targeted for submission to the 2004 Academy of Management meetings.

- # Boyd, N. G. Organizational citizenship behavior and workplace incivility: Two sides of the same coin? This paper is in the first draft stage of development. The paper will be submitted for a journal that is not yet determined.

## **PROFESSIONAL ACTIVITIES**

- # Member, Academy of Management
- # Member, Southern Management Association
- # Ad hoc reviewer for *Group and Organization Management*, *Journal of Business Venturing* and *Journal of Business Strategies*.
- # Reviewer for Southern Management Association meetings.

## **AWARDS AND GRANTS**

|             |                                   |         |
|-------------|-----------------------------------|---------|
| 1997-1998   | UNT Developing Scholar Award      | \$2,500 |
| 1992 & 1993 | UNT Junior Faculty Research Grant | \$3,500 |

## **TEACHING AND INDUSTRY EXPERIENCE**

### **PROFESSIONAL EXPERIENCE**

- # Associate Professor, University of North Texas; 1997-present. Assistant Professor, University of North Texas; 1991-1997. Teach undergraduate, master's level, and doctoral level human resource management and undergraduate organizational behavior. Developed on-line course content for MGMT 5210 to support degree in Administrative Management offered jointly with the UNT South Dallas campus. Member of the Graduate Faculty; appointed to Category 3 in 1996.
- # Graduate Teaching/Research Assistant (Doctoral Student), The University of Memphis; 1988-1991. Taught undergraduate management principles. Participated in faculty research projects, including data collection and analysis and manuscript preparation.
- # Adjunct Instructor, Del Mar College, Corpus Christi, Texas; 1983-1987. Taught undergraduate human resource management, principles of banking, and bank management.
- # Attended Teaching Effectiveness Seminar conducted by Harvey Brightman, 1997.
- # Co-sponsor of UNT Chapter of Society for Human Resource Management; 1991-1994. Assisted student chapter in the development and implementation of a senior survey for graduating seniors in the College of Business Administration (1995).
- # Member of the North Texas Chapter of the National Coalition Building Institute International (NCBI) and trained as a seminar facilitator in managing diversity.
- # Reviewer for *Human Resource Management: Foundations of Personnel*, 5th edition, J. M. Ivancevich, Irwin.
- # Reviewer for 3 chapters of a proposed text in human resource management for Macmillan Publishing.

- # Reviewer for first 7 chapters of *Organizational Behavior*, Verser/Aldag/Inderrieden, Dryden Press.
- # Served in the capacity of dissertation chair, minor professor, or committee member on approximately 15 dissertation committees within the Department of Management, the COBA, and other departments at UNT.

**TEACHING ACTIVITIES:**

**Undergraduate Courses:**

|           |  |
|-----------|--|
| MGMT 3860 | Human Resource Management                |
| MGMT 4450 | Organizational Behavior                  |
| MGMT 4840 | Compensation and Benefits Administration |
| MGMT 4890 | Legal Aspects of Employment Practices    |

**MBA Courses:**

|           |  |
|-----------|--|
| MGMT 5140 | Organizational Behavior (MBA)  |
| MGMT 5140 | Organizational Behavior (Executive MBA)  |
| MGMT 5210 | Seminar in Human Resource Management (MBA)<br>Developed on-line curriculum for this course for Fall 2003 |
| MGMT 5890 | Compensation and Motivation (MBA)  |

**Ph.D. Courses:**

|           |  |
|-----------|--|
| MGMT 6860 | Human Resource Management Seminar (doctoral level) |
| BUSI 6460 | Foundations of Scientific Inquiry                  |

**INDUSTRY:**

- # Administrative Assistant, Personnel, City of Corpus Christi; 1975-1978. Conducted job analysis and reclassification studies. Supervised recruitment and selection function. Managed all claims for unemployment.
- # Vice President and Personnel Officer, Parkdale Bank (now Frost Bank), Corpus Christi, TX; 1979-1985. Performed human resource generalist duties, including recruitment and selection, training, compensation administration, performance appraisal design and administration, benefits administration, and policy design and implementation.

## TEACHING HONORS AND GRANTS

|   | Year      | Description/Title of Honor or Grant   | Granting Institution | Funding                       |
|---|-----------|---|----------------------|-------------------------------|
| # | 2002-2003 | TIF Grant for the development of on-line curriculum for MGMT 5210.  | UNT                  | \$5,000                       |
| # | 1996      | Curriculum Development Grant to develop a graduate level course in leadership development.                            | Mgmt. Dept.,<br>COBA | \$9,000                       |
| # | 1995      | Curriculum Innovation and Assessment Initiative Grant; AIntegrating Diversity Training into the Business Curriculum.@ | COBA                 | \$3,250<br>(\$4,500-teaching) |
| # | 1994      | Curriculum Development Grant for the revision of the doctoral management seminar in human resource                    | Mgmt. Dept.,<br>COBA | \$9,000                       |
| # | 1993      | Curriculum Development Grant AInnovating the OB/HRM Curriculum for the Challenges of the Next Century.@               | Mgmt. Dept.,<br>COBA | \$9,000                       |
| # | 1999      | Educator of the Year Award, Department of Management  |                      |                               |
| # |           | Consistently achieve above average teaching evaluations ranging from 4.2-4.5/5.0.                                     |                      |                               |

## SERVICE ACTIVITIES

### SERVICES RENDERED

|   | Year         | University Service  |
|---|--------------|---|
| # | 2003         | Member of UNT Faculty Senate  |
| # | 2003         | Introduction of speaker at spring COBA commencement   |
| # | 2002-present | Member of the Faculty Research Committee  |
| # | 1999-2001    | COBA representative on the Undergraduate Curriculum Committee   |
| # | 1996         | Participated in Panel Discussion on Affirmative Action sponsored by the Center for Cultural Diversity |
| # | 1996         | Participated in Panel Discussion on the <i>Hopwood</i> case for Hispanic Heritage Month               |
| # | 1995-present | Member of the North Texas Chapter of the National Coalition Building Institute                        |
| # | 1993-94      | Mentor-Ronald E. McNair Achievement Program   |

### **College of Business Administration Service**

|   |              |   |
|---|--------------|---|
| # | 1999-present | Master=s Program Committee                              |
| # | 1999-2002    | Faculty Rewards Committee                               |
| # | 1998-2002    | Diversity Advisory Representative                       |
| # | 1997-1999    | Undergraduate Programs Committee                        |
| # | 1998-1999    | MBA Core Committee                                      |
| # | 1995-1999    | Scholarship Committee                                   |
| # | 1996         | Doctoral Program Process Team for AACSB reaccreditation |

### **Department of Management Service**

|   |                           |  |
|---|---------------------------|--|
| # | 2002-present<br>1998-2000 | Member of the Personnel Affairs Committee (Chair, 1999-2000)   |
| # | 1994-present              | Member of departmental Scheduling Committee  |
| # | 1999-present              | M.B.A. Coordinator   |
| # | 1998-present              | Program Director, Organizational Behavior and Human Resource Management  |
| # | 1997-present              | Director, Undergraduate Programs   |
| # | 1997-present<br>1991-1992 | Curriculum Committee   |
| # | 2001-2002                 | Member of OBHR Search Committee  |
| # | 2000                      | Member of Evaluation Policy Committee  |
| # | 1996-2000                 | Graduate Programs Committee  |
| # | 1996-2001                 | Executive Committee  |
| # | 1995-1999                 | Chair, Scholarship Committee   |
| # | 1995                      | Assisted student chapter SHRM in the development and implementation of a senior survey for graduating seniors in the College of Business Administration. |
| # | 1993                      | OB/HR Professional Field Curriculum Revision, Member   |
| # | 1993-1994                 | Area Coordinator-Human Resource Management/Organizational Behavior   |
| # | 1991-1994                 | Sponsor for student chapter of Society of Human Resource Management (SHRM).  |

### **Community Service**

|   |              |  |
|---|--------------|--|
| # | 2002-present | Administrative Board, First United Methodist Church                                  |
| # | 1998-2002    | Keep Denton Beautiful Board (Treasurer, 1999-2000)<br>Outstanding Board Member, 2001 |
| # | 2001-2002    | Treasurer, Project Grad Night, Ryan High School                                      |
| # | 1999-2002    | Board Member, Renaissance Program, Ryan High School                                  |

- # 1996 Guest speaker, Denton Ministers= Association; topic: AThe Role of Transformational Leadership in the Ministry@
- # 1995 Reviewed personnel manual for major non-profit agency with annual budget of \$1,000,000
- # 1994 Guest speaker, North Texas Council of Governments, Personnel Directors= Round table; topic: AEffective Recruitment Tools@
- # Quoted in October, 29, 1997, article appearing in the *Dallas Morning News* regarding superior/subordinate personal relationships.
- # Quoted in August 2, 1996, article appearing in the *Ft. Worth Star-Telegram* regarding job search ethics for employees who are currently employed.
- # Quoted in November 3, 1996, article appearing in the *Denton Record-Chronicle* regarding the use of temporary workers by employers.
- # Quoted in November 17, 1996, article appearing in the *Denton Record-Chronicle* regarding the use of casual days in organizations.
- # Quoted in October 10, 1993, article appearing in the *Ft. Worth Star-Telegram* regarding small pay raises for employees.