

# Jennifer L. Franczak

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## Education

Southern Illinois U-Carbondale	Ph.D.	Business Administration-Organization Studies	2013
Bradley University	M.B.A.	Management	2009
Bradley University	B.S.	Business Administration-Management & Psychology	2006

## Research Interests

Organizational culture; employee motivation; organizational & individual trust; meso-level research; downsizing; employee satisfaction

## Teaching Interests

Organizational behavior, human resource management; organizational structure and leadership; organization theory; change and development.

## Academic Experience

### Pepperdine University

Assistant Professor of Organization Theory and Management  
Graziadio School of Business

Fall 2018-Present

### University of New Hampshire

Assistant Professor of Organization Theory and Management  
Peter T. Paul College of Business and Economics

Fall 2013-Present

### Southern Illinois University

Visiting Professor of Management  
College of Business, Management Department

Summer 2013

### Southern Illinois University

Instructor; Teaching Assistant; Research Assistant  
College of Business, Management Department

Fall 2009-Spring 2013

### Bradley University

Teaching Assistant; Research Assistant  
Foster College of Business, Management Department

Fall 2007-Spring 2009

## Teaching Experience & Evaluations

### Pepperdine University

Cross Cultural Management (OTMT 671)  
Change Management (OTMT 634)

### University of New Hampshire Graduate

Organizations, Structure, and Environment (ADMN 952)

**University of New Hampshire Undergraduate**

Organizational Behavior (ADMN 575)

Organization Structure and Leadership (MGT 614)

**Southern Illinois University- Graduate**

Organization Behavior (BA 540) Summer 2013

**Southern Illinois University- Undergraduate**

Organization Theory (MGMT 431)

Human Resource Management (MGMT 385)

Organizational Change and Development (MGMT 485)

Introduction to Management (MGMT 304)

Introduction to Management (MGMT 304)

## Refereed Publications

Franczak, J.; Mote, J. (2018). "Operationalizing Organizational Routines for Science and Technology Management: An Exploratory Study." *International Journal of Technology Policy and Management*; 18:3.

Hall, A., Franczak, J., Herrera, D., & Hochwarter, W. (2016). Driving away the bad guys: The interactive effects of politics perceptions and work drive across two studies. *Journal of Leadership and Organizational Studies*; 24:1.

Weinzimmer, L., Franczak, J., Michel, E. (2013). "Strategic Orientation and SME Performance: Conceptual, Operational and Relational Issues." *Journal of Business and Entrepreneurship*, 24 (2).

Drover, W., Franczak, J., Beltramini, R., (2012) "A 30 Year Historical Examination of Ethical Concerns Regarding Business Ethics: Who's Concerned?" *Journal of Business Ethics*, 111: 431-438.

Weinzimmer, L., Michel, E., & Franczak, J. (2011). "Creativity and Firm-level Performance: The Mediating Effects of Action Orientation" *Journal of Managerial Issues*, 23 (1): 62-82.

Weinzimmer, L., Franczak, J., & Michel, E. (2008). "Culture-performance Research: Challenges and Future Directions." *Journal of Academy of Business and Economics*, 8 (4): 152-162.

## Refereed Presentations and Proceedings

Wikhamn, W., Franczak, J., Hall, A. (2017). "*Employee legal claiming: the role of personality and organizational justice.*" Paper accepted for presentation at the Academy of Management Conference, Atlanta GA, August 2017.

Herrera, D., Franczak, J., Hochwarter, W. (2014). "*The Moderating Role of Work Drive on Politics Perceptions-Work Outcome Relationships*" Paper accepted for presentation at the Southern Management Association annual meeting, Savannah GA November 2014

Franczak, J. & Robin, J. (2013). "*Longitudinal examination of organizational variables that mitigate or exacerbate collective trust during downsizing.*" Paper accepted for presentation at the Southern Management Association annual meeting, New Orleans, LA November 2013

Weinzimmer, L., Franczak, J., Michel, E. (2012). *Strategic orientation and SME performance:*

- Conceptual, operational and relational issues.** Paper accepted for presentation at the Southern Management Association annual meeting, Ft. Lauderdale, FL, October 2012.
- Weinzimmer, L., Robin, J., Michel, E., Franczak, J. (2011). **Strategic orientation, market orientation, and firm performance: Measurement and validity.** Paper accepted for presentation at the Southern Management Association annual meeting, Savannah GA, November 2011.
- Franczak, J. (2011). **Network perspective of organizational culture: Relationships between Simmelian dyads and culture formation.** Abstract accepted for presentation at the International Conference for Social Network Analysis (SUNBELT). Clearwater, FL, February, 2011.
- Weinzimmer, L., Michel, E., Franczak, J. (2009). **The mediating effects of action orientation on the creativity-performance relationship.** Paper accepted for presentation in the Alliances, Innovation & Creativity Track at the Southern Management Association annual meeting, Asheville, NC, November, 2009.
- Franczak, J., Weinzimmer, L., Michel, E. (2009). **An empirical examination of strategic orientation and SME performance.** Paper accepted for presentation at the Small Business Institute Annual meeting, St. Petersburg, FL, February, 2009.
- Weinzimmer, L., Franczak, J., Michel, E., (2009). **Strategic orientation versus market orientation: Conceptual and operational differences.** Paper accepted for presentation at Southwest Academy of Management meetings, Oklahoma City, OK, March, 2009.
- Weinzimmer, L., Wheeler, A., Franczak, J., & Michel, E. (2008). **Action orientation as a mediator in the culture-performance relationship.** Paper accepted for presentation at the Southern Management Association annual meeting, St. Pete Beach, FL, October 2008.
- Weinzimmer, L., Franczak, J., & Michel, E. (2008). **Culture-performance research: Challenges and future directions.** Paper accepted for presentation at the International Academy of Business and Economics meeting, Las Vegas, NV, October 2008.
- Weinzimmer, L., Franczak, J., & Michel, E. (2008). **Inconsistencies in organizational culture performance research: Toward a model of content validity.** Paper presented at the Southwest Academy of Management annual meeting, Houston, TX, March 2008.
- Weinzimmer, L., Wheeler, A., & Franczak, J. (2007). **Preliminary development of a macro measure of organizational culture: Toward a synthesis of culture-performance research.** Accepted for presentation in the research methods Track at the Southern Academy of Management meetings in Nashville, TN, November 2007.
- Weinzimmer, L., Wheeler, A., Franczak, J. (2006). **Organizational culture: Building bridges across approaches, outcomes, and levels of analysis.** Accepted for symposium in the OB/OTOD Track at the Southern Academy of Management meetings in Clearwater, FL, October 2006.

## Honors & Awards

- University of New Hampshire, Undergraduate Research Conference, Student Advisee- First Place Thesis Award, 2015
- Southern Management Association, Best Reviewer OMT Track, 2015
- Southern Illinois University, Dissertation Research Assistantship Award, Fall 2013, Spring 2013
- Southern Illinois University, The Asthagiri Chandra Sekaran Award: Most Outstanding Ph.D.

Candidate, 2013

## **Academic Service**

### **University of New Hampshire**

Faculty Liaison; Hamel Undergraduate Research Center, Fall 2016-Present  
Department Representative; Faculty Senate, Fall 2013-2016  
Committee Member; Student Affairs Committee, Fall 2013-2016  
Elected Participant; Writing Academy University of New Hampshire Summer 2015  
Advisor for Honors Thesis Students, Spring 2013, Spring 2014, Spring 2015  
Advisor for Honors Directed Class, Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015,  
Spring 2016, Fall 2016, Spring 2017  
Advisor for Internship Credit Courses, Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015,  
Spring 2016, Fall 2016, Spring 2017

### **Reviewing and Conference Service**

Committee Member; Southern Management Association OB Best Student Paper Committee, 2017  
Invited Speaker for Teaching Symposium, Southern Management Association, 2017  
Committee Member; Southern Management Association OB Best Student Paper Committee, 2015  
Reviewer; Academy of Management Annual Meeting, OB & OMT 2011-2017  
Reviewer; Southern Management Association, OB & OT 2009-2017  
Session Chair; Southern Management Association Meeting OT Track, 2015  
Invited Speaker for future PhD Business Students, Southern Management Association, 2015  
Doctoral Seminar Facilitator, Southern Management Association, 2015  
Participant, Human Resource Dissertation Workshop Academy of Management- San Antonio 2011  
Session Chair; SUNBELT, 2011  
Participant; Social Networking Analysis Workshop, SUNBELT, 2011  
Participant, Doctorial Consortium, Southern Management Association, 2010  
Coordinator; Work-in-Progress Seminar, Southern Illinois University-Carbondale 2009-2013

## **Featured Research**

2012 JBE featured on DuPont's ethics training website

<http://www.training.dupont.com/ethics-and-compliance-training/study-finds-ethics-training-more-important-than-ever>