

Kristena Payne Gaylor

Assistant Professor of Business Administration

Ph.D. Jackson State University
M.B.A. Millsaps College
B.B.A. Mississippi State University

Academic Articles

"Ethnic Differences and the Mediating Effect of Job-Focused Self-Efficacy: The Impact of Work-Family Conflict on Job Satisfaction" *Journal of International Business and Economics (JIBE)* 2007 ISSN: 1544-8037.

"Organizational Commitment in Higher Education: A Multi-dimensional Perspective" *Journal of Academy of Business and Economics (JABE)* 2006 ISSN: 1542-9710 vol. 6, no. 2, pp. 199-207.

"Resisting and Driving Forces for Change: MS Flag Controversy" *Journal of Interdisciplinary Business Research*, Vol. 2, pp. 81-88, with J.A. Finley-Hervey, 2002.

"Organizational Commitment in Higher Education" *Journal of Interdisciplinary Business Research*, Vol. 2, pp. 39-52, with U.J. Brown, III, 2002.

Professional Leadership

Vice-President, Sigma Beta Delta 1 year

Academic Paper Reviewer, Academy of Management, Management Education, Organizational Behavior and Research Methods Divisions, 2001-Present

Program Evaluation Coordinator, Management Education & Development Division, Academy of Management, 2003-2006

Management Education & Development Division, Academy of Management, Five year review committee 2001-2006.

Chairperson, Educational Development Committee – Delta Academy – Delta Sigma Theta Sorority, Inc. 2002-2004

Professional Presentations

"Ethnic Differences and the Mediating Effect of Job-Focused Self-Efficacy: The Impact of Work Stress on Work Family Conflict" Southern Management Association Meeting Nashville, Tennessee November 2007

"Ethnic Differences and the Mediating Effect of Job-Focused Self-Efficacy: The Impact of Work-Family Conflict on Job Satisfaction" International Academy of Business and Economics Las Vegas, Nevada October 2007

RA In-Service: Diversity Awareness Belhaven College Jackson, MS September 2007

"A Pledge of Allegiance: Academicians and Practitioners Working Together to Ensure Classroom Success" - Professional Development Workshop Facilitator Academy of Management Annual Meeting, Philadelphia, Pennsylvania August 2007

"A Comparative Study of the Ethnic Differences Existing between the Antecedents and Outcomes of WFC" Academy of Management Annual Meeting, Philadelphia, Pennsylvania August 2007

"Leader Commitment: Modeling Ethical Behavior for Organizational Change", The Institute of Behavioral and Applied Management - Memphis, Tennessee, October 6, 2006

"Organizational Commitment in Higher Education: A Multi-dimensional Perspective", International Academy of Business and Economics - Las Vegas, Nevada, October 2006

"Diversity in Action" - Professional Development Workshop Facilitator, Academy of Management Annual Conference, Atlanta, Georgia, August 11, 2006

"Mississippi Official State Flag Special Election: An Analysis of Perceptions on Both Sides of the Vote", Academy of Business Disciplines, Fort Lauderdale, Florida, November 2005

"A Comparison of Employee-Organizational Linkages of Faculty Members at Public and Private Christian-based Colleges", Christian Business Faculty Association Annual Meeting, Point Loma, California, October 2005

"Organizational Commitment in Higher Education: A Multi-dimensional Perspective", Academy of Management Annual Meeting, Honolulu, Hawaii, August 2005

"Minority Faculty Making an Impact at Majority Institutions", Academy of Management Professional Development Workshops, Honolulu, Hawaii, August 2005

"Organizational Commitment in Higher Education", Jackson State University Economic and Research Symposium, Jackson, Mississippi, November 2004

"An Evaluation of the Relationship Between Organizational Commitment and Performance Among Business School Faculty: An Empirical Analysis." Economics and Research Symposium, Jackson State University, Jackson, MS, November 2004.

"Organizational Commitment in Higher Education: A Multi-Dimensional Perspective", Romel Benjamin Research Symposium, Jackson State University, spring 2003.

"The Significance of Timely Delivery on Supplier Selection Decisions" Society for the Advancement of Management (SAM) Annual Meeting, Orlando, Florida, March 2003

"Organizational Commitment in Higher Education", Western Decision Sciences Institute (WDSI) Thirty-First Annual Meeting, Las Vegas, NV, April 2002

"Mississippi's Official State Flag Special Election: The Affect on Business and Public Perceptions" Society for the Advancement of Management (SAM) Annual Meeting, McLean, Virginia, March 2002

Academic Awards:

Outstanding Service Award as Program Evaluator, Management Education and Development Division, Academy of Management, 2005

Outstanding Reviewer Award, Management Education and Development Division, Academy of Management, 2003

Dissertation Year Fellowship Recipient, Southern Regional Education Board (SREB) Doctoral Scholars Program, 2003-2004

Academic Research

Work Stress

Work-Family Conflict

Value in Teaching