

JAKARI N. GRIFFITH

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EDUCATION

Ph.D.	University of Nebraska-Lincoln	Organizational Behavior	2010
M.A.	Florida A&M University	Public Administration Management	2006
B.S.	Florida A&M University	Business Administration	2003

ACADEMIC APPOINTMENTS

Assistant Professor	Bridgewater State University Management	2013- present
Visiting Professor	University of Leuven-KU Leuven (formerly HUB) Human Resources Management	2011- present
Assistant Professor	Salem State University Management	2010- 2013

RESEARCH INTERESTS

Leadership and Teams; Positive Psychology; Human Capital Development;
Environmentalism

PUBLICATIONS

- Griffith, J.N. & Young, N.J. (*in press*). Hiring ex-offenders? The case of ban the box. *Equality, Diversity and Inclusion: An International Journal*.
- King, C.R., Murphy, M., & Griffith, J.N. (*in press*). Our stories with class beyond the classroom: Story sharing as outreach. *Teacher-Scholar: The Journal of the State Comprehensive University*.
- Griffith, J.N. (2017, April 6). The important consequences of Ban the Box: Second Chances for all. *The Bay State Banner*, p. 5.
- Griffith, J.N., & Combs, G. (2015). Racial differences in job attribute preferences: The role of ethnic identity and self-efficacy. *Journal of Business Diversity*, 15(2), 60-75.

- Griffith, J.N. & King, C. (2015). More than talent alone. *Bridgewater Review*, 34(2), 13-15.
- Griffith, J.N. (2014). The business of diversity management. *Bridgewater Review*, 22(3), 23-27.
- Combs, G., Milosevic, I., Jeung, W. & Griffith, J. (2012). Ethnic identity and job attribute preferences: The role of collectivism and psychological capital. *Journal of Leadership and Organizational Studies*, 19(1), 5-16.
- Avolio, B.J., Griffith, J., Walumbwa, F., & Wernsing, T. (2010). What is authentic leadership development? *Handbook of Positive Psychology and Work*. Oxford.
- Combs, G., Luthans, F., & Griffith, J. (2009). Learning motivation and transfer of human capital development: Implications from psychological capital. *The Peak Performing Organization*.
- Combs, G., & Griffith, J. (2007). An examination of inter-racial contact: The influence of cross-race interpersonal efficacy and affect regulation. *Human Resource Development Review* (6), 222-244.

MANUSCRIPTS IN PREPARATION

- Griffith, J.N. & Jones-Young, N.J. (*in progress*). The impact of criminal records on career decision-making self-efficacy: Career development concerns for undergraduate college students.
- Griffith, J.N. & Harris, T.C. (*in progress*). Criminal record: An ineffective predictor of customer service representative (CSR) job performance.
- Young, N.J., Griffith, J.N., & Anazodo, K. (*in progress*). Time versus “times” served: Exploring career decision concerns of first-time and multiple offenders as they prepare to reenter the workforce.
- Griffith, J.N. & Combs, G.M. (*in progress*) Training motivation and training transfer outcomes: The mediating role of positive psychological capital.

CONFERENCE PRESENTATIONS AND PROCEEDINGS

- Prosper, P., Griffith, J.N. Ellis, K.M., Cotton-Nessler, N.C., & French, M. (2017). Diversity, equity and inclusion at the interface: An immersive experience. *Presented at Academy of Management Conference, Atlanta, GA*.
- Griffith, J.N. & Harris, T.C. (2017). Criminal record: An ineffective predictor of customer service representative (CSR) job performance. *To be presented at the Southern Management Association Annual Conference, St. Petersburg, FL*.

- King, C.R., Murphy, M., & Griffith, J.N. (2016). Our stories with class beyond the classroom: Story sharing as outreach. *Presented at the American Sociological Association Conference, Seattle, WA.*
- King, C.R., Murphy, M., & Griffith, J.N. (2016). Our stories with class beyond the classroom: Story sharing as outreach. *Presented at the Cars May Celebration, Bridgewater State University, Bridgewater, MA.*
- Nelson, M.F., James, M., Miles, A.K., Sledge, S., Collins, J., Mitchell, L.D., Adams, G.L., Morrell, D., Weems, V. & Griffith, J. (2016). Changing organizational culture: Best practices for developing diversity inclusiveness. *Presented at Academy of Management Conference, Vancouver, CA.*
- Young, N.J., & Griffith, J.N. (2016). Banning the box and the stigma: Receptivity to hiring ex-offenders. *Presented at Society of Industrial Organizational Psychologists, Anaheim, CA.*
- Nelson, M.F., Miles, A.K., Collins, J., Mitchell, L.D., Griffith, J., James, M., Adams, G.L., & Mckinney, A.P. (2015). Diversity in the classroom: Best practices for recruiting and retaining minority faculty. *Presented at Academy of Management Conference, Vancouver, CA.*
- Griffith, J.N. (2015) Racial Differences in Job Attribute Preferences: The role of ethnic identity and self-efficacy. *Presented at the Cars May Celebration, Bridgewater State University, Bridgewater, MA.*
- Griffith, J.N. & Combs, G.M. (2015) Racial Differences in Job Attribute Preferences: The role of ethnic identity and self-efficacy. *Presented at Academy of Management Conference, Vancouver, CA.*
- Perry, J.L. & Griffith, J.N. (2014) Leader resource allocation in teams: The joint influence of team heterogeneity and relationship conflict. *Presented at International Association of Conflict Management, Leiden, Netherlands.*
- Griffith, J.N., & Combs, G.M. (2013) Training motivation and training transfer outcomes: The role of positive psychological capital. *Presented at Academy of Management Conference, Orlando, Florida.*
- Griffith, J.N. (2013) Embedding technology in management pedagogy. *Presented at Management Faculty of Color Conference, Auburn University, Auburn, Alabama.*
- Griffith, J.N., & Combs, G.M. (2012) Training motivation: The role of positive psychological capital. *Presented at Management Faculty of Color Conference, Murfreesboro, Tennessee.*
- Perry, J.L. & Griffith, J.N. (2012) Things are not always what they seem: An expectation states view of heterogeneity and intra-team relationship conflict on leader resource allocation. *Presented at International Association of Conflict Management, Stellenbosch, South*

Africa.

- Stewart, M.M., Boisnier, A., Gamble, M., & Griffith, J.N. (2012). Interest and uncertainty in cross-cultural experience. *Presented at the Academy of Management Conference, Boston, Massachusetts.*
- Stewart, M.M., Boisnier, A., Gamble, M., & Griffith, J.N. (2011). Interest and uncertainty in Cross-cultural Experience: The Influence of Goal Orientation. *Presented at Management Faculty of Color Conference 2011.*
- Stewart, M.M., Boisnier, A., Gamble, M., & Griffith, J.N. (2010). Goal orientation in demographically different interpersonal interactions. *Presented at Academy of Management Conference 2010.*
- Griffith, J.N. & Clapp-Smith, R. (2010). Cultural positive psychological capital and its role in global mindset development. *Presented at Academy of International Business 2010.*
- Griffith, J., & Combs, G.M, & Clapp-Smith (2009). Reconceptualizing firm motivation to be green. *Presented at Academy of Management Conference 2009.*
- Combs, G.M, & Griffith, J. & Hoon, J.S. (2009). Racial differences in job attribute preferences: The influence of ethnic identity and psychological capital. *Presented at Academy of Management Conference 2009.*
- Charles, A.C., Griffith, J., & Holmes, O. (2009). Impact of identity-impacting societal events on organizational attitudes and behaviors in the workplace. *Presented at Academy of Management Conference 2009.*
- Griffith, J., & Combs, G.M. (2008). Organizational citizenship behavior: The potential influence of social identity theory and status. *Presented at Academy of Management Conference, Anaheim, CA.*
- Charles, A., & Griffith, J. (2007). A multilevel model of identity mentoring and cross-race dyads. *Presented at Academy of Management Conference, Philadelphia, PA.*
- Combs, G., & Griffith, J. (2007). Improving contact experiences: The role of cross-race interpersonal efficacy and affective regulation. *Presented at Academy of Management Conference, Philadelphia, PA.*
- Avolio, B. J., Wersing, T., Chan, A., & Griffith, J. (2006). A theory of self-awareness. *Presented at Academy of Management Conference, Atlanta, GA.*
- Avolio, B. J., Griffith, J. G., Chan, A., & Wernsing, T. (2006). Leadership Development: The role of self-reflection. *Presented at Academy of Management Conference, Atlanta, GA.*
- Hancock, M. E., Larson, M., & Griffith, J. N. (2004). The role of positive leadership in virtual group settings. *Presented at the State of Indiana McNair Consortium Research Undergraduate Research Conference, Terre Haute, IN.*

TEACHING EXPERIENCE

- Organizational Behavior (Bridgewater State University, 2013-present)
- Principles in Management (Bridgewater State University, 2013-present)
- Topics in Human Resource Management, graduate-level (Hogeschool-Universiteit, 2011-present)
- Introduction to Business (Salem State College, 2010-2013)
- Leadership in Management (Salem State College, 2010-2013)
- Human Resources (Salem State College, 2010-2013)
- Leadership Studies, graduate-level (Salem State College, 2010-2013)

GRANTS, AWARDS AND ACCOMPLISHMENTS

- Bridgewater State University, 2016 Faculty and Librarian Research Grant (\$8000).
- Teacher Summer Scholar Institute. Bridgewater State University (2014).
- Honorary Member, Delta Mu Delta Business Honor Society, Salem State University (2011).
- Raised \$20,000 for Make-A-Wish Foundation of Massachusetts and Rhode Island (2011).

EDITORIAL BOARD MEMBERSHIP

Journal of Leadership and Organizational Studies (2011-present)
Human Resource Development Review Journal (2007-2014)

PROFESSIONAL ORGANIZATION LEADERSHIP POSITIONS

Management Faculty of Color, Secretary (2011-2012)
Management Faculty of Color, Vice President (2013-2014)
Management Faculty of Color, President (2015-2016)
Management Faculty of Color, Conference Coordinator (2015)

PROFESSIONAL MEMBERSHIPS

Academy of Management
International Association for Conflict Management
The Society for Human Resource Management
Society for Industrial and Organizational Psychology
Management Faculty of Color

INVITED SPEAKER

KPMG PhD Project Conference (2015) Management Doctoral Student Association, Panelist.
Suffolk University (2011) McNair Scholars Program Celebration Speaker
Harvard University Law School (2014) Discussant on Race, Criminal Justice, and Employment
Radio Entrepreneurs (2014) Discussant on Leadership and Leadership Development

ACADEMIC SERVICE

Bridgewater State University

- SOAR Faculty Advisor for Undergraduate Research, (2016-present)
- ADVANCE Grant Committee, (2016-present)

- Male Student Success Task Force, (2016-present)
- The Diversity and Social Justice Implementation Committee, (2016-present)
- Provosts Academic Integrity Revision Committee, Member (2016-present)
- CARE team, Ricciardi College of Business Faculty Representative (2015-present)
- Strengths Finder Advisory Group, Member (2015-present)
- Class Beyond the Classroom, Committee Member (2015-present)
- Management Faculty of Color (MFCA), Conference Coordinator (2015)
- Men’s Leadership Retreat, Committee Member (2013-present)
- United Caribbean Culture Association, Faculty Advisor (2014-2015)
- Pi Kappa Alpha Fraternity, Faculty Advisor (2013-present)
- Provost’s Learning Space Advisory Committee, Member (2013-2014)
- Diversity and Inclusion Committee, Chair (2013-present)
- University Diversity Committee, Committee Member (2013-present)
- Environmental Sustainability Committee, Member (2013-2014)
- Who’s Who Advisory Committee, Member (2013- present)
- MBA Advisory Committee, Member (2013- present)

Salem State University

- Business Outreach Committee, Chair (2010-2013)
- Business School Strategic Plan Committee, Member (2010-2013)
- Delta Mu Delta Business Honor Society, Faculty Advisor (2011-2013)
- Delta Mu Delta Business Honor Society, Faculty Advisor (2011-2013)
- Environmental Sustainability Committee, Representative (2011- 2013)
- Library Design Committee, Representative (2010- 2013)
- McNair Grant Committee, Representative (2011- 2013)
- President’s Advisory Committee to Enterprise Center, Representative (2012- 2013)

OUTSIDE ACTIVITIES

Make-A-Wish Foundation; Bikes not Bombs; Door to Outdoors; KPMG PhD Project Member

CORPORATE WORK EXPERIENCE

<i>SCHERING PLOUGH PHARMACEUTICALS</i>	2001- 2002
<i>Pharmaceutical Sales Representative</i>	
Analyzed, developed, and implemented ethical sales strategies through professional interactions with medical professionals in the healthcare industry.	
<i>RALSTON PURINA/NESTLE</i>	2000
<i>Retail Category Manager</i>	
Provided exemplary customer service to retail accounts by educating them on methods of product distribution and placement.	