

Vita
Steve H. Barr

Department of Management, Innovation
and Entrepreneurship
Poole College of Management
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Education: Ph.D.: The University of Iowa, 1985
Major: Organizational Behavior

Minors: Research Methodology/Applied Statistics
Organization Theory
Human Resource Management

M.S.: Texas Tech University, 1978

B.B.A.: Texas Tech University, 1974
Major: Management

Professional
Affiliations: Academy of Management
American Psychological Association
The Institute of Management Sciences
Southern Management Association

Experience: July, 2012-present
Professor, Department of Management,
Innovation and Entrepreneurship
Poole College of Management.

July, 2011-June 2012
Head, Department of Management,
Innovation and Entrepreneurship
Poole College of Management.
(Returned as interim Head at request of
Faculty and Dean to serve during search for new
Head)

July, 2006- June, 2008

Head, Department of Management,
Innovation and Entrepreneurship
Poole College of Management.
(First Head of newly created department. Responsible
for leadership of two centers and
20 faculty in newly created department.
Approximately \$3 million/year budget).

July, 1999- June, 2006
Head, Department of Business Management
Poole College of Management
(Responsible for leadership of four centers and
over 50 faculty in management, marketing,
finance, supply chain, and information systems.
Approximately \$7 million/year budget. Doubled department
size through recruiting).

July, 1997- present
Professor of Management
Poole College of Management

July, 1995 – June, 1997
Associate Professor of Management
Poole College of Management

May, 1991 - June, 1995
Ph.D. Coordinator
Department of Management
College of Business Administration
Oklahoma State University

June, 1988 - June 1995
Associate Professor of Management
College of Business Administration
Oklahoma State University

May, 1982 - May, 1988
Assistant Professor of Management
College of Business Administration
Oklahoma State University

Teaching Interests: Organizational Behavior, Management of
Technology, Technology Commercialization,

Organization Theory, Research Methods.

Courses taught include graduate and undergraduate courses in Commercialization of Technology (2 course sequence that develops new business startups from developing technology and intellectual property), Organizational Behavior, Management of Technology, Managing People in Global High Tech Environments, Global Strategic Management, Organizational Theory, Research Methods, Group Behavior and Performance.

Other Work

Experience: June, 1974 - July, 1976
Personal Risks Underwriter
Liberty Mutual Insurance Co.

Journal

Publications: Aldag, R.J., Barr, S.H. and Brief, A.P. "Measurement of Perceived Task Characteristics", Psychological Bulletin, 1981, 415-431.

Fulk, Janet L., Brief, A.P. and Barr, S.H. "Trust in Supervisor and Perceived Fairness and Accuracy of Performance Evaluations", Journal of Business Research, 1985, 13, 301-313.

Barr, S.H. and Hitt, M.A. "A Comparison of Selection Decision Models in Manager Versus Student Samples", Personnel Psychology, 1986, 39, 599-617.

Barr, S.H. "Risk Aversion and Negotiator Behavior in Public Sector Arbitration", "Journal of Collective Negotiations in the Public Sector", 1987, 16, 99-115.

Sharda, R., Barr, S.H. and McDonnell, J. " Decision Support System Effectiveness: A Review and an Empirical Test", Management Science, 1988, 34, 139-159.

Hitt, M.A. and Barr, S.H. "Managerial Selection Decision Models: An Examination of Configural Cue Processing", Journal of Applied Psychology, 1989, 74, 53-61.

Conlon, E.J. and Barr, S.H. "Toward A Framework for Understanding Group Feedback", in Lawler, E. and Markovsky, B. (Eds.) Advances in Group Process: Theory and Research, JAI Press, 1989, 6, 27-48.

Mackay, J., Barr, S.H. and Kletke, M.G. "Toward a Decision Process Framework for Decision Support Systems in Problem Solving", Decision Sciences, 1992, 23, 648-672.

Box, T., White, M.A. and Barr, S.H. "A Contingency Model of Entrepreneurial Manufacturing Performance", Entrepreneurship Theory and Practice, 1993, 18, 31-45.

Barr, S.H. and Conlon, E.J. "Effects of Distribution of Feedback in Work Groups," Academy of Management Journal, 1994, 37, 641-655.

Barr, S.H. and Markham, S.K. "Developing and Implementing Quality management Processes in Small and Mid-Sized Organizations", Advances in the Management of Organizational Quality, JAI Press, 1996, 1, 187-219.

Barr, S.H. and Sharda, R. "Effectiveness of Decision Support Systems: Development or Learning Effect?", Decision Support Systems, 1997, 21, 133-146.

Livingstone, L., Nelson, D.N. and Barr, S.H. "Person-Environment Fit and Creativity: An Examination of Supply-Value and Demand-Ability Versions of Fit", Journal of Management, 1997, 23, 119-146.

Tabak, F. and Barr, S.H. "Innovation Attributes and Category Membership: Explaining Intentions To Adopt Technological Innovations In Strategic Decision making Contexts", Journal of High Technology Management Research, 1998, 9, 17-33.

Tabak, F. and Barr, S.H. "Propensity To Adopt Technological Innovations: The Impact of Personal Characteristics and Organizational Context", Journal of Engineering and Technology Management, 1999, 16, 247-270.

Aiman-Smith, L., Scullen, S.E. and Barr, S.H. "Conducting Studies of Decision Making in Organizational Contexts: A Tutorial For Policy-Capturing and Other Regression-Based Techniques", Organizational Research Methods, 2002, 5, 388-414.

Kletke, M.G., Mackay, J.M., Barr, S.H. and Jones, B. "Creativity

In the Organization: The Role of Individual Creative Problem Solving and Computer Support”, Journal of Human-Computer Studies, 2002, 56, 217-237.

Young, G. and Barr, S.H. “Theories of Governance and Corporate Moral Vulnerability”. In Kolb, R. and Schwartz, D. (Eds.) Corporate Boards: Managers of Risk, Sources of Risk , 2009, 125-142.

Barr, S.H., Baker, T., Markham, S. and Kingon, A. “Bridging the Valley of Death: Lessons Learned from 14 Years of Commercialization of Technology Education”, Academy of Management Learning and Education , 2009, 8, 370-388.

Paper Presentations and Proceedings

Publications: Brief, A.P. and Barr, S.H. “Measurement Issues in Task Perception.” Presented at the National Meeting of the American Institute of Decision Sciences, St. Louis, 1979. Published in the proceedings.

Barr, S.H., Brief, A.P. and Fulk, J. “Correlates of Perceived Fairness and Accuracy of Performance Evaluation: Trimming of a Model.” Presented at National Meeting of Academy of Management, San Diego, 1981. Published in the proceedings.

Hitt, M.A. and Bar, S.H. “Managerial Selection Decision Models.” Presented at National Meeting of Academy of Management, Boston, 1984.

Barr, S.H. and Chown, D.W. “Risk Aversion and Final Offer Arbitration in the Public Sector.” Presented at National Meeting of Academy of Management, Boston, 1984. Published in the proceedings.

Barr, S.H. and Hitt, M.A. “Selection Decision Models: Managers vs. Students.” Presented at National Meeting of Academy of Management, San Diego, 1985.

Keaveny, T. and Barr, S.H. “Discrimination in Recommended Starting Salaries.” Presented at National Meeting of Academy of Management, Anaheim, 1988.

Barr, S.H., Middlemist, R.D. and Hitt, M.S. "A Longitudinal Analysis of the Development of Judgment Policies," Presented at Midwest Academy of Management, Bloomington, 1987.

Barr, S.H., and Conlon, E.J. "Distribution of Feedback in Work Groups." Presented at National Meeting of Academy of Management, Anaheim, 1988.

Barr, S.H. and Middlemist, R.D. "An Examination of the Stability of Selection Decision Factors." Presented at National Meeting of Academy of Management, Anaheim, 1988.

Barr, S.H. and Sharda, R. "Effectiveness of Decision Support Systems in Teaching Business Strategy." Presented at Southern Academy of Management, New Orleans, 1989.

Pawar, B. and Barr, S.H. "Organizational Citizenship Behavior: Parsimonious Explanation Through a Behavior Decision Making Perspective." Presented at National Meeting of Academy of Management, Dallas, 1994.

Tabak, F. and Barr, S.H. "Interpretation of Strategic Issues through Cognitive Categorization: Links to Organizational Innovation Adoptions." Presented at National Academy of Management, Dallas, 1994.

Mackay, J.M., Barr, S.H. and Kletke, M.G. "The Impacts of Decision Support Tools on Individual Creative Problem-Solving Processes." Presented at National Meeting of Decision Sciences Institute, Honolulu, 1994.

Molnar, K.K., Kletke, M. G. and Barr, S.H. "The Impacts of User Performance and Satisfaction of a Menu-Style User Interface and a Verbal Interface for a Standard Software Tool: A Pilot Study." Presented at National Meeting of Decision Sciences Institute, Honolulu, 1994.

Barr, S.H. and Pawar, B. "Organizational Citizenship Behavior: Domain Specification For Three Middle Range Theories." Presented At National Meeting of Academy of Management, Vancouver, 1995.

Young, G. and Barr, S.H. "Theories of Corporate Governance And Corporate Moral Vulnerability". Presented at yearly meeting

of Center for Integrated Risk Management and Corporate Governance, Chicago, 2008.

Review and Professional

Services:

Editorial Board, Journal of Management, 1994-2001.

Editorial Review Board, National Meetings of Academy of Management yearly 1985-1997. Organizational Behavior Division 1992-1998. Research Methods Division 1992-1998.

Editorial Review Board, Midwest Division of Academy of Management, 1988-1990.

Editorial Review Board, Southern Management Association, 1988-1995.

Associate Editor, Journal of Business Research, 1996-1997.

Reviewer for:

Journal of Management, 1987-1994.

Journal of Business Research, 1987-1994.

Academy of Management Journal, 1990-1995.

Decision Sciences, 1991-1995.

Journal of Applied Psychology, 1993-1995.

Track Chair, Organizational Behavior Division. Southern Management Association, 1990 and 2004.

Board of Governors, Southern Management Association, 1991-1994.

Proceedings Editor, Southern Management Association, 2 terms.

Numerous seminar/workshop presentations at Academy of Management annual meetings (Organization Behavior division, Business Policy and Strategy division, Entrepreneurship division.

