

Recent Peer-Reviewed Faculty Journal Publications

Anewalt, K., and Polack, J. (2024). Big interview, big deal: Connecting academic experiences to careers with interview practice. *Journal of Computing Sciences in Colleges* 40(3), 72-72. <https://dl.acm.org/doi/abs/10.5555/3722479.3722512>

Dunn, A. M., & Fallah, S. (2024). The future is scary!: A job search scenario planning exercise to encourage student resilience capacity and reduce stress. *Journal of Management Education*, 48(2), 201-230. <https://doi.org/10.1177/10525629231190841>

Loignon, A., Bergeron, D., Johnson, M., Dunn, A. M., Li, C., Martinez, H., Speights, S., & Woznyj, H. (In Press). Signaling with babble? The joint effects of gender and dynamic speaking time on leader emergence. *The Leadership Quarterly*.

Williams, C., Thomas, J., Bennett, A. A., Banks, G., Toth, A., Dunn, A.M., McBride, A., & Gooty, J. (2024). The role of discrete emotions in job satisfaction: A meta-analysis. *Journal of Organizational Behavior*, 45(1), 97-116. <https://doi.org/10.1002/job.2747>

Finlayson, I. and Davies, S. (2024). Jguardrail: A framework for identifying possible errors in student Java code. *Journal of Computing Sciences in Colleges, Consortium for Computing Sciences in Colleges*, 40(3), 322-333. <https://dl.acm.org/doi/10.5555/3722479.3722540>

Fallah, S., Dunn, A. (2025). Our CEO said WHAT?: Developing a crisis communication plan for CrossFit after George Floyd's murder. Forthcoming in *Management Teaching Review*. <https://doi.org/10.1177/23792981251323256>

Fallah, S., Marsh, J., Chen, W. (2024) The passion for eating well. *Southeast Case Research Journal*, 20(1). <https://seccrj-ojs-shsu.tdl.org/seccrj/article/view/801>

Garcia, C. (2025), Reinforcement learning for dynamic pricing and capacity allocation in monetized customer wait-skipping services. *Journal of Business Analytics*, 8(1), 36-54. <https://doi.org/10.1080/2573234X.2024.2424542>

Marsh, J., Fallah, S. (2025). Where does it all go? *The CASE Journal*. <https://doi.org/10.1108/TCJ-08-2024-0209>

Reno, M. J., Russell, V., Nutter, T. J., Rao, P. A., & Polack, J. (2024). AI intersections: Ethics, education, and technological philosophy. *Journal of Computing Sciences in Colleges*, 40(3), 21-23. <https://dl.acm.org/doi/10.5555/3722479.3722482>

Benedetti, H., Karim, M. A, Sarkar, S., and Spieler, A.C. (2025), Green density and spillover effects on earnings management. *International Review of Finance & Economics*. <https://doi.org/10.1016/j.iref.2025.104080>

Farrell, M., Skorodzyevskiy, V., & Willis, C. H. (2025), Analytic induction: A novel approach in entrepreneurship. *Journal of Business Venturing Insights*, 23, e00527. <https://doi.org/10.1016/j.jbvi.2025.e00527>.

M. Balega, W. Farag, X.-W. Wu, S. Ezekiel, Z. Good (2024). Enhancing IoT security: Optimizing anomaly detection through machine learning. *Electronics*, 13(11), 2148. <https://doi.org/10.3390/electronics13112148>

Zhao, Xiaofeng and Gilbert, Kenneth. (2025). **A queuing theory-based approach to evaluate service delivery quality.** *International Journal of Quality and Service Sciences.* <https://doi.org/10.1108/IJQSS-10-2024-0149>

Hou, Jianrong., Zhao, Xiaofeng, and Gilbert, Kenneth.(2025). **Applying leagility in service operations using queuing theory.** *Journal of Management Analytics.* <https://doi.org/10.1080/23270012.2025.2471083>

Willis, C. H., Merriman, C., Nair, A., & Fournet, A. C. 2025. **Innovative extracurricular student engagement: The community problem solving challenge.** *Entrepreneurship Education and Pedagogy*, 8(1), 40-59. <https://doi.org/10.1177/25151274241232355>

Professional Practice Articles

Garcia, C. (2025), **Building AI for mathematical reasoning.** *AI Advances*, April 4.

Book Chapters

Woznyj, H. M., Dunn, A. M., Scherer, L., & Adcock-Howeth, N. (2024). **All around the world: Understanding international recruiting across countries and cultures.** In *Essentials of Employee Recruitment* (pp. 236-258). Routledge. *Luke Scherer and Noah Adcock-Howeth are UMW undergraduate students. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781003356752-15/around-world-haley-woznyj-alexandra-dunn-luke-scherer-noah-adcock-howeth>

Fallah, S., Samei, A., & Samimi, M. (2025). **CEOs and firm innovation: The role of political ideology.** In Klimczak, K. M., & Shachmurove, Y. (Eds.), *Strategic response to turbulence: Lessons from real shocks.* Edward Elgar. <https://doi.org/10.4337/9781035340408>

Huang, L., & Amit, R. Family Office Governance (Forthcoming). In Kammerlander, N. & de Massis, A. (Eds.), *Handbook on the Family Office and Wealth Management.* Edward Elgar Publishing. Status: Accepted January 2025.

Refereed Conference Presentations

Dhar, A. (2024). *Central Bank communications and international capital flows.* Asia Pacific Conference on Economics and Finance, Singapore.

Dhar, A. (2025). *Cross-border mergers and acquisitions, cultural distance and growth: Industry-level analysis.* Virginia Association of Economists 52nd Annual Meeting, Ashland, VA, United States.

Dunn, A. M. & Kirchner, M. (2025). *"It's in the syllabus!" doesn't work: How can we best onboard students to our classes?* Annual Meeting of the Management and Organizational Behavior Teaching Conference. Fort Wayne, IN, United States.

Bennett, A., Brady, L., Dunn, A. M., Fournet, A., Mullane, K., Sengupta, A. & Woznyj, H. (2025). *Experiential fire: Won't stop believin' edition.* Annual Meeting of the Management and Organizational Behavior Teaching Conference. Fort Wayne, IN, United States.

Gonzalez, M., Davenport, M. K., Shanock, L.R., Woznyj, H., & Dunn, A. (2025). *Adapting to shocks: Employees' perceptions of organizational control and*

support [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Dunn, A. M. & Fallah, S. (2025). *Increasing the effectiveness of team charters to improve team processes and performance*. Midyear Virtual INGRoup conference.

Kirchner, M., Dunn, A. M., & Rose, K. (2025). *Remote worker perceptions of virtual onboarding programs*. Academy of Human Resource Development International Research Conference in the Americas. Arlington, VA, United States.

Dunn, & Fallah, S. (2025, January). *Increasing the effectiveness of team charters to improve team processes and performance*. INGRoup 2025 Midyear Conference.

Fallah, S., Dunn, A. (Forthcoming, June 2025). *Managing difficult managerial situations: Who knows best -- you, AI, or experts?* Management & OB Teaching Society Conference.

Fallah, S., Tabak, F., Graefe-Anderson, R., Huang, L., Chen, W. (Forthcoming, May 2025). *Explaining student engagement in high-impact learning practices: Applying the Job Demands-Resources (JD-R) Model*. Eastern Academy of Management Conference.

Huang, L. (2025). *Family governance and internationalization motives: A review of literature and future research opportunities*. Family Enterprise Research Conference. Dublin, Ireland.

Lee, D. (2024). *Cross-border mergers and acquisitions, cultural distance and growth: Industry-level analysis*. Southern Economic Association Meeting.

Erbatur, S., Marshall, A. M., Narendran, P., and Ringeissen, C. (2024). *Deciding knowledge problems modulo classes of permutative theories*. Logic-Based Program Synthesis and Transformation 34th International Symposium. Lecture Notes in Computer Science 14919:47-63 2024. https://link.springer.com/chapter/10.1007/978-3-031-71294-4_3

Pattanayak, D., Saini, A., & Kumar, A. (2025). *Risk management in B2B firms*. American Marketing Association Winter Academic Conference. Phoenix, AZ, United States.

Pattanayak, D. & Abdurakhmonov, M. (2025). *The influence of CMO on firm scope*. Informs Marketing Science Conference. Washington, DC, United States.

X.-W. Wu, Y. Cao, and R. Dankwa (2024). *Pareto-Optimal machine learning models for security of IoT applications*. IEEE International Conference on Smart Applications, Communications, and Networking (SmartNets 2024). Harrisonburg/Washington, DC, United States.

Willis, C. H., Mercado, M., Cerecedo-Lopez, J. A., Skorodzyevskiy, V., Cruz, J. E., Farrell, M., & Javadizadeh, B. (2025). *Caucus on entrepreneurial storytelling: Leveraging narratives for legitimacy and success*. Academy of Management Annual Conference. Copenhagen, Denmark.

Willis, C. H., Farrell, M., Kreugel, J. (2025). *CEO personality, power bundles, and the path toward control or power*. 14th EIASM Workshop on Top Management Teams and Business Strategy Research. RUG Groningen, Netherlands.

Willis, C. H. (2025). *CEO behavior after being hired with high or low initial power and resulting impact on performance*. Asia Academy of Management Conference. Bangkok, Thailand.

Willis, C. H., Crawford, C., Skorodziyevskiy, V., Farrell, M., Li, X. (2025). *Critical configurations: A power law perspective on the emergence of outliers among sustainability-oriented ventures*. Babson College Entrepreneurship Research Conference. Boston, MA, United States.

Tian, T. R., Zhang, J., Willis, C. H. (2025). *Syndication strategy of corporate venture capital firms: The impacts of industrial and geographic distance*. Babson College Entrepreneurship Research Conference. Boston, MA, United States.

Willis, C. H., Crawford, C., Skorodziyevskiy, V., Farrell, M., Li, X. (2025). *Unicorn policies: How different policy bundles affect the emergence and growth of outlier firms*. Babson College Entrepreneurship Research Conference. Boston, MA, United States.

Farrell, M., Kreugel, J., Willis, C. H., Krammer, S. (2025). *Slack, location, diversification, or R&D intensity? How the most (and least) innovative firms deploy resources*. QCA Conference of the Americas 4th Annual Conference. Baton Rouge, LA, United States.

Willis, C. H., Farrell, M. (2025). *The configuration of founder/CEO personality characteristics and power*. QCA Conference of the Americas 4th Annual Conference. Baton Rouge, LA, United States.

Cerecedo-Lopez, J. A., Mercado, M., Willis, C. H. (2025). *Crafting resource acquisition stories: A typology of global south entrepreneurial storytelling strategies*. US Association for Small Business & Entrepreneurship Annual Conference. Las Vegas, NV, United States.

Ahrens, F., Farrell, M., Weck, M., Willis, C. H. (2024). *Board processes: An integrative review*. International Corporate Governance Society Annual Conference. Phoenix, AZ, United States.