

Dwight M. Hite

Stonecipher School of Business

East Central University, 1100 E. 14th Street, PMB A-2, Ada, OK 74820

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EDUCATION

Ph. D. University of North Texas (2009)
Major: Management, Minor: Research Methods
Dissertation: “Leader Emergence and Effectiveness in Virtual Workgroups:
Dispositional and Social Identity Perspectives”
ISBN: 9781243679932

M.B.A. University of Texas at Arlington (2004)

B.S. Kansas State University (2000)
Major: Electrical Engineering, Minor: Digital Design

RESEARCH INTERESTS

Cross cultural management; leadership modeling; information technology management; computer mediated communications; modern and traditional work ethic; social behavior and leadership in virtual communities; psychometric development and testing; non-linear and multi-level modeling methodologies; social norms, social identity, and anti-normative behavior

TEACHING EXPERIENCE

East Central University (2017-Present)

Leadership
Organizational Behavior
Principles of Management
Foundations of Management (Graduate)
Leadership and Organizational Behavior (Graduate)

Cameron University (2009-2017)

Business & Society
Organizational Behavior
Operations Management
Principles of Management
Human Resource Management
Seminar in Management: Leadership
Organizational Behavior (Graduate)
Business Administration Concepts (Graduate)
Leadership and Knowledge Management (Graduate)
Strategic Knowledge and Change Management (Graduate)
Organizational Leadership Master’s Project – Capstone Course (Graduate)

University of North Texas (2004-2009)

Leadership
Management Concepts
Organizational Behavior
Human Resource Management
Ethics and Social Responsibility
Organizational Behavior and Analysis (Graduate)

Kansas State University (1999-2000)

Computer Engineering Laboratory

PROFESSIONAL EXPERIENCE

Stonecipher School of Business, East Central University, Ada, OK

Assistant Professor of Business Administration (2017-Present)

Gene A. Nelson Endowed Chair in Business Administration (2017-Present)

School of Business/Graduate and Professional Studies, Cameron University, Lawton, OK

Associate Professor of Management (Tenured) (2015-2017)

Assistant Professor of Management (2009-2015)

Department of Management, University of North Texas, Denton, TX

Teaching Fellow/Research Assistant (2004-2009)

Motorola, Inc., Austin, TX

Senior Systems Engineer (2002-2003)

Systems Engineer (2001-2002)

Department of Electrical and Computer Engineering, Kansas State University, Manhattan, KS

Lab Instructor (1999-2000)

Venator Group, Inc., Junction City, KS

Supervisor (1997-1998)

Cinemark USA, Inc., Dallas TX

Assistant Manager (1995-1997, 1987-1990)

U.S. Army, 82nd Airborne Division, Fort Bragg, NC

Team Leader (1990-1995)

PUBLICATIONS AND RESEARCH ACTIVITIES

Peer Reviewed Journal Publications

Hite, D. M., Daspit, J. J., & Dong, X. (2015) "Examining the Influence of Transculturation on Work Ethic in the United States." *Cross Cultural Management: An International Journal* 22(1).

Hite, D. M., Nandedkar, A., Mercer, J., & Martin, W. (2014) "The Development of an Inspirational Leadership Workshop: An Academic-Practitioner Collaboration." *The Journal of Leadership Education*, 13(3).

Hite, D. M., Voelker, T., & Robertson, A. (2014) "Measuring Perceived Anonymity: The Development of a Context Independent Instrument." *Journal of Methods and Measurement in the Social Sciences*, 5(1).

Schuessler, J. H., & Hite, D. M. (2014) "Pre-employment Screening for Security Risk: An Exploratory Study." *Journal of Applied Business and Economics*, 16(1).

Refereed Proceedings

Hite, D. M., Daspit, J. J., Dong, X. (2013) "*The Convergence of Work Ethic in the United States: A Transculturation Perspective.*" Abstract published in the proceedings of the 2013 Academy of Management Meeting, Lake Buena Vista, FL.

Schuessler, J. H., & Hite, D. M. (2013) "*Pre-employment Screening for Security Risk: An Exploratory Study.*" Paper published in the proceedings of the 2013 Southwest Decision Sciences Institute Annual Meeting, Albuquerque, NM.

Hite, D. M. (2010) "*Leader Emergence in Virtual Workgroups: An Application of Trait Theory in a Virtual Context.*" Paper published in the proceedings of the 12th Annual International Leadership Association Global Conference, Boston, MA.

Hite, D. M. (2006) "*Techniques for Determining the Number of Factors to Retain from Factor Analysis.*" Tutorial abstract published in the proceedings of the 2006 Decision Sciences Institute Annual Meeting, San Antonio, TX.

Hite, D. M., Robertson, T. M. A., & Voelker, T. A., (2006) "*Capturing Perceptions of Anonymity: A Reliable and Valid Instrument for Measuring Perceived Anonymity.*" Paper published in the proceedings of the 2006 Decision Sciences Institute Annual Meeting, San Antonio, TX.

Hite, D. M., Robertson, T. M. A., & Voelker, T. A., (2006) "*Social Control in Virtual Space: The Effects of Perceived Discretionary and Ambient Stimuli in Online Communities.*" Paper published in the proceedings of the 2006 Decision Sciences Institute Annual Meeting, San Antonio, TX.

Voelker, T. A., Hite, D., & Robertson, T. (2006) "*Crystallization and Intensity of Norms: Development of a Multi-dimensional Instrument to Measure Prescriptive Social Norms.*" Paper published in the proceedings of the 2006 Southwest Academy of Management Annual Meeting, Oklahoma City, OK.

Voelker, T. A., Hite, D., & Robertson, T. (2006) “*Social Influence in Virtual Space: Deviancy in Massively Multiplayer Online Games.*” Paper published in the proceedings of the 2006 Western Academy of Management Annual Meeting, Long Beach, CA.

Benzel, J., Gavin, M., Hite, D., Kumar, S., McGregor, G., & Roettgerman, C. (2002) “*A Methodology for Architectural Exploration in the System Context.*” Paper published in the proceedings of the Motorola System Symposium 2002, Chicago, IL.

Conference Presentations

Hite, D. M., Daspit, J. J., Dong, X. (2013) “*The Convergence of Work Ethic in the United States: A Transculturation Perspective.*” Paper presented at the 2013 Academy of Management Meeting, Lake Buena Vista, FL.

Hite, D. M. (2010) “*Leader Emergence in Virtual Workgroups: An Application of Trait Theory in a Virtual Context.*” Paper presented at the 12th Annual International Leadership Association Global Conference, Boston, MA.

Neighbors, T., Rogers, P., & Hite, D. (2010) “*The Evolution of Management Thought.*” Poster presented at the 2010 Oklahoma Research Day Annual Meeting, Lawton, OK.

Hite, D. M. (2006) “*Techniques for Determining the Number of Factors to Retain from Factor Analysis.*” Tutorial presented at the 2006 Decision Sciences Institute Annual Meeting, San Antonio, TX.

Hite, D. M., Robertson, T. M. A., & Voelker, T. A., (2006) “*Capturing Perceptions of Anonymity: A Reliable and Valid Instrument for Measuring Perceived Anonymity.*” Paper presented at the 2006 Decision Sciences Institute Annual Meeting, San Antonio, TX.

SERVICE

Cameron University

Faculty Senate (2015-2017)

Honors Council (2016-2017)

Graduate Council (2011-2017)

University Long Range Planning Committee (2015-2017)

Committee on Discrimination and Harassment (2016-2017)

University Information Technology Advisory Committee (2010-2017)

Going Green Committee (2014-2017)

Undergraduate Advisor, Academic Advisement Center (2011-2013)

Faculty Advisor, Enactus Student Organization (2013- 2014)

Faculty Advisor, Rotaract Student Organization (2012-2017)

Faculty Advisor, Students in Free Enterprise Student Organization (2011-2013)

Cameron University School of Business/Graduate and Professional Studies

Chair, Department of Business Tenure Committee (2016-2017)
Chair, School of Business Curriculum Committee (2015-2016)
Chair, School of Business Personnel Committee (2015-2016)
School of Business Personnel Committee (2009-2016)
School of Business Strategic Planning Committee (2009-2015)
Chair, MSOL Program Quality Improvement Committee (2011-2016)
Chair, BBA Program Quality Improvement Committee (2009-2011)
Co-chair, Dean's Accreditation and Assessment Advisory Board (2011)
Graduate Advisor, Master of Science in Organizational Leadership Program (2012-2014)

Community Outreach

Engaged students in service-based experiential learning projects that involve volunteering and assisting in local, regional, and national service organization activities (2013-2017)
Initiated and facilitated the creation of the "Sylvia M. Burgess Service Award" to recognize students who demonstrate a commitment to service within the community (2015)
Advanced the development of the "Inspired Leadership Experience" workshop conducted by the General Tommy Franks Leadership Institute, which was awarded a 2013 Oklahoma Business Ethics Consortium Community Impact Award for positively impacting the community in ways that inspire integrity (2012-2013)
Coordinated a "Firefighters Appreciation Banquet" for local firefighters, as Faculty Advisor for Students in Free Enterprise, which was sponsored by fifteen local businesses and received local media coverage (2012)

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Memberships

Academy of Management (2007-Present)
Network of Leadership Scholars (2011-Present)
Decision Sciences Institute (2006-2015)
International Leadership Association (2009-2014)
Southern Management Association (2013-2015)
Western Academy of Management (2012-2014)
Southwest Academy of Management (2010-2013)

Journal/Text Peer Review Activities

Reviewer, Journal of Leadership Education (2013-Present)
Reviewer, Journal of Methods and Measurement in the Social Sciences (2014-Present)
Reviewer, South African Journal of Economic and Management Sciences (2014-Present)
Ad Hoc Reviewer, Journal of Leadership & Organizational Studies (2011)
Ad Hoc Reviewer, Small Business Institute Journal (2017)
Editorial Advisory Board Member, Southwest Business and Economics Journal (2011-Present)

Reviewer, Greenberg, J. (2011) *Behavior in Organizations*, NJ: Pearson
Reviewer, Scandura, T. (2016) *Essentials of Organizational Behavior*, CA: Sage

Conference Peer Review Activities

Reviewer (Organizational Behavior and Research Methods Divisions), Academy of Management Annual Meeting (2008, 2010-Present)
Reviewer (Organizational Behavior Track), Southern Management Association Meeting (2014-Present)
Reviewer, (Leadership Scholarship Track), Annual International Leadership Association Global Conference (2010, 2012)
Reviewer (Organizational Behavior and Leadership Track), Southwest Academy of Management Annual Meeting (2010)
Reviewer (Organizational Behavior/Organizational Theory Track), Decision Sciences Institute Annual Meeting (2006)

Professional Development Activities

Jenzabar eLearning Training Seminar (2017)
Oklahoma Learning Innovations Summit (2017)
Applying the Quality Matters Rubric (APPQMR) Workshop (2015)
Cameron University Scholar's Summit (2015)
Southern Management Association Meeting (2014)
Western Academy of Management Conference (2012, 2014)
Oklahoma Quality Summit (Online Course Quality Improvement Seminar) (2014)
Academy of Management Annual Meeting (2009, 2011, 2013)
Federation of Business Disciplines Conference (2012)
Annual International Leadership Association Global Conference (2010)
Oklahoma Research Day (2010)

AWARDS AND HONORS

Award for Excellence and Innovation in University Service Nominee (2014)
Dr. Wayne and Cassandra Johnson Lectureship in Business (2014)
Lectures and Concerts Award, "Inspired Leadership Experience" (2012)
Home Savings Bank Endowed Lectureship in Organizational Leadership (2010-2014)
Jack and Joyce Amyx Endowed Lectureship in Business Education (2010, 2013-2015)
Sam Walton Fellow (2011)
Toulouse Graduate School Honor Society (2009)
University of North Texas Outstanding Teaching Fellow Award (2008)
Beta Gamma Sigma Honor Society, University of North Texas (2007)
2nd Place Paper, System Architecture & Availability, Motorola System Symposium (2002)
Golden Key National Honor Society, University of Texas at Arlington (1996)
Commandant's List, U.S. Army Noncommissioned Officer Academy (1994)
Army Achievement Medal (1992, 1993)
Honor Graduate, U.S. Army Airborne School (1991)