
DR. BRANDON RANDOLPH-SENG

TEXAS TECH UNIVERSITY

Office Phone: 806-834-2044
Fax: 806-834-2308
Email: b.randolph-seng@ttu.edu
Web: www.myweb.ttu.edu/brandolp

Rawls College of Business
Area of Management
Box 42101
Lubbock, TX 79409-2101

OVERVIEW

I have received doctoral training in the areas of Organizational Behavior, Entrepreneurship, Leadership, Strategic Management, Social Psychology, and Research Methods. I also have expertise in social cognition and research design. I am Academically Qualified according to AACSB accreditation standards. My current research interests include the cognitive and social factors involved in leadership, entrepreneurship, and groups. As a Visiting Assistant Professor of Management, I have taught MBA management courses in Leadership Ethics, and Entrepreneurship, and undergraduate management courses in Leadership Ethics, Entrepreneurship, Organizational Behavior, International Management, and Strategic Management.

ACADEMIC POSITIONS

Texas Tech University, Rawls College of Business
Visiting Assistant Professor of Management (2009-2012)

Union Institute & University, Psy.D. Program
Affiliated Faculty (2008-2012)

Texas Tech University, Department of Psychology
Graduate Part-Time Instructor (2005-2009)
Academic Advisor (2005, 2009)
Graduate Teaching Assistant (2004)

Georgia Southern University, Department of Psychology
Graduate Assistant (2002-2004)

EDUCATION

Ph.D., Texas Tech University: Experimental Social Psychology/with an emphasis in Management (August, 2009)

M.S., Georgia Southern University: Experimental Psychology (May, 2004)

B.S., Weber State University: Psychology/Sociology (May, 1999)

RESEARCH

JOURNAL PUBLICATIONS:

- Randolph-Seng, B., Reich, D. A., & DeMarree, K. G. (in press). On the nonconscious antecedents of social identification: Ingroup salience, outgroup salience, or both? *Social Cognition*.
- Mitchell, R. K., Randolph-Seng, B., & Mitchell, J. R. (2011). Socially situated cognition: Imagining new opportunities for entrepreneurship research. *Academy of Management Review*, *36*, 774-776.
- Randolph-Seng, B., & Norris J. I. (2011). Cross-understanding in groups: How to “cross over” without “dying.” *Academy of Management Review*, *36*, 420-422.
- Randolph-Seng, B., Casa De Calvo, M. P., Zacchilli, T. L., & Cottle, J. L. (2010, December). Shared cognitions and shared theories: Telling more than we can know by ourselves? *Journal of Scientific Psychology*, *25*-35.
- Randolph-Seng, B. (2009). The (mis)management of agency: Conscious belief and nonconscious self-control. *Behavior and Brain Sciences*, *32*, 532-533.
- Nielsen, M. E., Williams, J., & Randolph-Seng, B. (2009). Religious orientation, personality, and attitudes about human stem cell research. *The International Journal for the Psychology of Religion*, *19*, 81-91.
- Randolph-Seng, B., & Nielsen, M. E. (2009). Opening the doors of perception: Priming altered states of consciousness outside of conscious awareness. *Archive for the Psychology of Religion*, *31*, 237-260.
- Hung, J.-L., Randolph-Seng, B., Monsicha, K., & Crooks, S. M. (2008). Computer-based instruction and cognitive load. *Academic Exchange Quarterly*, *12*, 207-212.
- Randolph-Seng, B., Nielsen, M. E., Bottoms, B. L., & Filipas, H. (2008). The relationship between ethnicity, Christian orthodoxy, and mental health. *Mental Health, Religion, & Culture*, *11*, 795-805.
- Randolph-Seng, B., & Nielsen, M. E. (2008). Is God really watching you? A response to Shariff and Norenzayan (2007). *The International Journal for the Psychology of Religion*, *18*, 119-122.
- Randolph-Seng, B., & Nielsen, M. E. (2007). Honesty: One effect of primed religious representations. *The International Journal for the Psychology of Religion*, *17*, 303-315.
- Randolph-Seng, B. (2006). Doing programmatic research: Two case studies from social psychology. *The New School Psychology Bulletin*, *4*, 73-90.

ACADEMIC BOOK AND MAGAZINE PUBLICATIONS:

Mitchell, J. R., Mitchell, R. K., & Randolph-Seng, B. (Eds.), *The handbook of entrepreneurial cognition*. Northhampton MA: Edward Elgar Publishing (estimated release date 2013).

Randolph-Seng, B. (2010). Four entries in D. Leeming, K. Madden, & S. Marlan (Eds.), *The encyclopedia of psychology and religion*. New York: Springer Publishing.

- a) Altered States of Consciousness (p. 20-21)
- b) Method (p. 566-567)
- c) Personal Unconscious (p. 674)
- d) Prejudice (p. 703)

Randolph-Seng, B., & Mather, R. D. (2009, September/October). Does subliminal persuasion work? It depends on your motivation and awareness. *SI: The Magazine for Science and Reason*, 33, 49-53.

Randolph-Seng, B. (2008, September). On becoming a theorist in psychology. *APS Observer*, 21, 39-40.

Nielsen, M. E., & Randolph-Seng, B. (2005). Psychosocial covariates of religious groups. In C. B. Fisher & R. M. Lerner (Eds.), *The encyclopedia of applied developmental science* (Vol. 2, pp. 925-927). Thousand Oaks, CA: Sage Publications.

MANUSCRIPTS UNDER REVIEW:

Hinojosa, A. S., Davis, K., Randolph-Seng, B., & Gardner, W. L. *An integrative review of attachment theory: Implications for authentic leadership development*. Target: *Journal of Organizational Behavior* (Revise and Resubmit).

Randolph-Seng, B., & Gardner, W. L. *Are you for real? Relationships between implicit/explicit self-esteem and authentic leadership*. Target: *Journal of Leadership and Organizational Studies*.

Randolph-Seng, B., Short, J. C., & McKenny, A. *Communicating strategic management: The graphic novel approach and student motivation and interest*. Target: *Business Communications Quarterly*.

MANUSCRIPTS IN PREPARATION:

Randolph-Seng, B., Mitchell, R. K., Lee, J. H., & Marin, A. *Job security and entrepreneurship: Enemies and allies*. Target: *Human Relations*.

Marin, A., Robinson, R. E., French, A. L., Hinojosa, A. S., & Randolph-Seng, B. *Team mental model accuracy: What it is and why it matters*. Target: *Academy of Management Review*.

Randolph-Seng, B., & Reich, D. A. *Agency in automaticity: Embodiment's impact on nonconscious environmental influences* (dissertation). Target: *Psychological Science*.

WORKS IN PROGRESS / DATA COLLECTION:

Mitchell, J. R., Mitchell, R. K., Mitchell, B. T., Randolph-Seng, B., & Alvarez, S. A. *Opportunity creation, economic exchange, and new value.*

Robinson, R. E., Hinojosa, A. B., Randolph-Seng, B., & Lee, J. H. *Social identity consciousness and new venture selection.*

Mitchell, R. K., Vesper, K. H., Randolph-Seng, B. *The entrepreneur-expert mentor project.*

Cogliser, C. C., Randolph-Seng, B., Randolph, A. L., & Smith, K. R. *Diversity in leadership: Race in leader-member exchanges.*

Guenter, H., Randolph-Seng, B., Prabhu, V., Gardner, W. L., & Van Emmerik, H. *Increasing research team effectiveness: Authentic team leadership* (SMA Grant: \$10,000 Funded).

Mahoney, K. T., Kessler, S., Randolph-Seng, B., & Martinko, M. *Implicit leadership theories, attribution theory and the deepwater horizon oil spill* (SMA Grant: \$10,000 Funded).

SELECTED CONFERENCE PRESENTATIONS:

Randolph-Seng, B. (under review). *Getting at the root concept: Alternative ways to measure authenticity.* Paper submitted to the annual meeting of the Academy of Management, Boston, MA.

Randolph-Seng, B., & Norris, J. I. (under review). *Laboratory experimentation with organizations: A re-reappraisal.* Paper submitted to the annual meeting of the Academy of Management, Boston, MA.

Randolph, A. L., Randolph-Seng, B., Marin, A., & Brigham, K. H. (under review). *Changing characteristics of home-based business: An institutional explanation.* Paper submitted to the annual meeting of the Academy of Management, Boston, MA.

Mitchell, J. R., Mitchell, R. K., Mitchell, B. T., Randolph-Seng, B., & Alvarez, S. A. (2012, June) *Opportunity creation, economic exchange, and new value.* Paper to be presented at the 2012 Babson College Entrepreneurship Research Conference, Fort Worth, TX.

Guenter, H., Randolph-Seng, B., Prabhu, V., Gardner, W. L., & Van Emmerik, H. (2011, November). *Increasing research team effectiveness: Authentic team leadership.* Grant project presented at the annual meeting of the Southern Management Association, Savannah, GA.

Mahoney, K. T., Kessler, S., Randolph-Seng, B., & Martinko, M. (2011, November). *Implicit leadership theories, attribution theory and the deepwater horizon oil spill.* Grant project presented at the annual meeting of the Southern Management Association, Savannah, GA.

Randolph-Seng, B., Short, J. C., & McKenny, A. (2011, November). *Extending the narrative approach: Using graphic novels to teach strategic management.* Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.

- Marin, A., Robinson, R. E., French, A. L., Hinojosa, A. S., & Randolph-Seng, B. (2011, November). *Team mental model accuracy: What it is and why it matters*. Poster session presented at the annual meeting of the Southern Management Association, Savannah, GA
- Randolph-Seng, B., & Gardner, W. L. (2011, August). *Are you for real? Relationships between implicit/explicit self-esteem and authentic leadership*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Randolph-Seng, B., Vohs, K. D., & Reich, D. A. (2011, January). *Free will, determinism, and environmental cues*. Poster session presented at the 12th annual conference of the Society for Personality and Social Psychology, San Antonio, TX.
- Randolph-Seng, B., & Short, J. C. (2010, August). *A graphic novel approach to teaching strategic management*. Paper presented at the annual meeting of the Academy of Management, Montréal, Canada.
- Gardner, W. L., & Randolph-Seng, B. (2010, February). *Authentic leadership or skillful leader self-presentation? Relations among implicit and explicit measures of self-esteem and authentic leadership*. Paper presented at the Institute for Leadership Research, Lubbock TX. Posted online for the Georgia Tech Leadership Research Conference, Atlanta, GA.
- Randolph-Seng, B., & Reich, D. A. (2010, January). *Nonconscious vigilance: Preconscious control over the influence of subliminal priming*. Poster session presented at the 11th annual conference of the Society for Personality and Social Psychology, Las Vegas, NV.
- Vohs, K. D., & Randolph-Seng, B. (2010, January). *Lay beliefs in free will*. Paper presented at the annual Werkmeister Conference on Experimental Philosophy, Tallahassee, FL.
- Randolph-Seng, B. (2009, October). *Religious priming decreases prosocial behavior: The moderating role of social identity*. Paper presented at the annual meeting of the Society for the Scientific Study of Religion, Denver, CO.
- Randolph-Seng, B., & Reich, D. A. (2009, February). *Who am I? Subliminal primes influence conscious social identity*. Poster session presented at the 10th annual conference of the Society for Personality and Social Psychology, Tampa, FL.
- Nielsen, M. E., Randolph-Seng, B., Bottoms, B. L., & Filipas, H. (2008, August). *The relationship between ethnicity, Christian orthodoxy, and mental health*. Poster session presented at the 116th annual convention of the American Psychological Association, Boston, MA.
- Randolph-Seng, B., & Nielsen, M. E. (2008, May). *Implicit altered states of consciousness*. Poster session presented at the 20th annual convention of the Association for Psychological Science, Chicago, IL.
- Randolph-Seng, B., & Reich, D. A. (2008, February). *Automatic components of social identity processes*. Poster session presented at the 9th annual conference of the Society for Personality and Social Psychology, Albuquerque, NM.

- Randolph-Seng, B., Hung, J.-L., Monsicha, K., & Crooks, S. M. (2008, February). *Teaching social psychology online: Remember information size and practice*. Poster session presented at the annual Society for Personality and Social Psychology Teaching pre-conference, Albuquerque, NM.
- Randolph-Seng, B., & Reich, D. A. (2008, January). *Subliminal influences on social identity*. Poster session presented at the annual conference of the Social Psychologists in Texas, Lubbock, TX.
- Randolph-Seng, B., & Reich, D. A. (2007, May). *Doing programmatic research: Two case studies from social psychology*. Poster session presented at the 19th annual convention of the Association for Psychological Science, Washington, DC.
- Randolph-Seng, B., Reich, D. A., & Nielsen, M. E. (2007, January). *Automatic influences of chronic and primed religious beliefs on cheating behavior*. Poster session presented at the 8th annual conference of the Society for Personality and Social Psychology, Memphis, TN.
- Randolph-Seng, B., & Reich, D. A. (2006, April). *The automatic influence of social categories on prosocial behavior*. Paper presented at the 52nd annual conference of the Southwestern Psychological Association, Austin, TX.
- Randolph-Seng, B. (2005, March). *Automatic influence of chronic and primed orientating beliefs on behavior*. Paper presented at the 51st annual conference of the Southwestern Psychological Association, Memphis, TN.
- Randolph-Seng, B. (2003, September). *An automatic behavioral consequence of religious priming: Honesty*. Paper presented at the 11th annual Conference on Applied Psychology in Mental Health, Business, and Education, Valdosta, GA.

TEACHING

GRADUATE MANAGEMENT COURSES TAUGHT AS INSTRUCTOR OF RECORD:

Texas Tech University

<u>Course</u>	<u>Time Period</u>
Leadership and Ethics (1 Section)	Spring 2011
Opportunity Creation & Discovery (2 Sections)	Summer 2010, Fall 2010

UNDERGRADUATE MANAGEMENT COURSES TEACHING/TAUGHT AS INSTRUCTOR OF RECORD:

Texas Tech University

<u>Course</u>	<u>Time Period</u>
Organizational Behavior (7 Sections)	Fall 2009, Fall 2010, Spring 2011, Fall 2011, Spring 2012
Entrepreneurship: New Value Creation (1 Section)	Fall 2009
International Management (1 Section)	Fall 2009
Strategic Management (5 Sections)	Spring 2010, Fall 2011, Spring 2012

Leadership Ethics (3 Sections)	Spring 2010, Spring 2011, Fall 2011
Entrepreneurship: Discovering Opportunities (3 Sections)	Summer 2010, Summer 2011, Summer 2012

GRADUATE PSYCHOLOGY COURSE TAUGHT AS INSTRUCTOR OF RECORD:

Union Institute & University

<u>Course</u>	<u>Time Period</u>
Social Bases of Behavior (3 Sections)	Spring 2009, Spring 2011, Spring 2012

UNDERGRADUATE PSYCHOLOGY COURSES TAUGHT AS INSTRUCTOR OF RECORD:

Texas Tech University

<u>Course</u>	<u>Time Period</u>
Child Psychology (7 Sections)	Fall 2005 – Summer 2006, Spring 2009
Social Psychology (6 Sections)	Fall 2007 – Spring 2008, Fall 2008
General Psychology (5 Sections)	Fall 2006 – Spring 2007, Summer 2008

HONORS & AWARDS

- Southern Management Association Research Grant (2011): Awarded \$10,000
- Invitee BYU Conference on Teaching Business Ethics (2011)
- Invitee Southern Management Association Research Incubator (2010)
- Institute for Leadership Research Travel Grant (2010)
- United States Association of Small Business & Entrepreneurship Scholarship to Attend The Experiential Classroom XI (2010)
- Invitee Georgia Tech Leadership Research Conference (2010)
- Invitee Entrepreneurship Research Exemplars Conference (2009)
- TTU Psychology Graduate Student Best Researcher Award (2009)
- Vernon Perez Scholarship (2008-2009)
- TTU Department of Psychology Travel Grant (2005-2009)
- TTU Graduate School Travel Grant (2005, 2007-2009)
- Clay George Scholarship (2007-2008)
- APSSC Travel Assistance Award (2007)
- Third place in the 6th Annual TTU Graduate Student Poster Competition (2007)
- TTU Teaching Academy's Departmental Excellence in Teaching Award (2007)
- TTU Department of Psychology Competitive Scholarship (2004-2005)
- Georgelle Thomas Memorial Graduate Scholarship (2003)
- GSU Graduate Student Professional Development Travel Grant (2003)

PROFESSIONAL ACTIVITIES / UNIVERSITY SERVICE

MEMBERSHIPS:

- Academy of Management (Entrepreneurship & Organizational Behavior)
- American Association for the Advancement of Science
- Association for Psychological Science

Institute for Leadership Research
Society for Personality and Social Psychology
Southern Management Association

ACADEMY OF MANAGEMENT:

Session Facilitator for the Paper Session: "Decision Making: Towards Managing and Understanding Cognitive Biases and Schema" (August, 2010)
Endorsement of the Authentic Leadership Caucus (2010-2012)

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE:

Student Caucus Convention Volunteer (2007)
Student Caucus Representative for Georgia Southern University (2002-2004)

TEXAS TECH UNIVERSITY:

Graduate School Dissertation Defense Dean Representative (2011)
Student Research Mentor (2004-2009)
Student Experimental Counsel (2004-2009)
Psychology Recycling Committee (2004-2009)
Student Advisory Board Member (2007-2009)
Social Psychology Brownbag Coordinator (2007)
IRB Human Research Website Usability Tester (2007)
Graduate School Workshop Panelist (2007)
Psychology Textbook Adoption Committee (2006, 2008)

REVIEW EXPERIENCE:

Academy of Management Conference Peer-Reviewer (2010-2012)
Southern Management Association Conference Peer-Reviewer (2010-2012)
Leadership Quarterly Ad-hoc Peer-Reviewer (2011-2012)
Journal of Scientific Psychology Consulting Editor (2009-2012)
International Journal for the Psychology of Religion Ad-hoc Peer-Reviewer (2008-2012)
Archive for the Psychology of Religion Ad-hoc Peer-Reviewer (2011)
Journal of Personality and Social Psychology Ad-hoc Peer-Reviewer (2010)
Sociology of Religion: A Quarterly Review Ad-hoc Peer-Reviewer (2010)
Southwest Academy of Management Conference Peer-Reviewer (2009)
APA Division 36 Program Peer-Reviewer (2009)
Journal of Scientific Psychology Ad-hoc Peer-Reviewer (2007-2009)
Pearson Allyn & Bacon Ad-hoc Textbook Reviewer (2008, 2010)
In-Mind Magazine Member-at-Large (2008)
New School Psychology Bulletin Editorial Board Member (2007-2008)
APS Student Caucus Peer-Reviewer: Student Grant, Student Research, and RiSE-UP Award Competitions (2007-2008)
SPSP Graduate Student Committee Outstanding Research Peer-Reviewer (2007-2008)
McGraw-Hill Publishing Ad-hoc Textbook Reviewer (2007)