BRIAN K. MILLER, Ph.D.

CURRICULUM VITA

Texas State University
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EDUCATION

Ph.D., Management, University of Houston (2002)

Area of Concentration: Human Resource Management

Supporting Field: Statistical Methods

Dissertation Committee Chair: Steve Werner, Ph.D.

M.Ed., Quantitative Methods in Educational Psychology, University of Texas (2016)

M.B.A., Business Administration, McNeese State University (1997)

B.A., Liberal Studies, McNeese State University (1995)

ACADEMIC POSITIONS HELD

2016 - present: *Professor* -- Texas State University

2009 - 2016: *Associate Professor* -- Texas State University

2005 - 2009: *Assistant Professor* -- Texas State University

2002 - 2005: *Assistant Professor* -- James Madison University

1998 - 2002: *Research Assistant* -- University of Houston

1996 - 1997: *Graduate Assistant* -- McNeese State University

RESEARCH

PEER-REVIEWED JOURNAL PUBLICATIONS

40. Miller, B.K., Simmering, M., & Ragland, E. (in press). Effective and adaptable: Four studies on the shortened Attitude Toward the Color Blue marker variable scale. *Behavior Research Methods.*

39. Miller, B.K., Kirby, E., & Stevens, K.B. (*in press*). Dominance analysis of bright and dark dispositional predictors of socially desirable responding. *Psychological Reports.*

38. Miller, B.K., & Simmering, M. (2023). Attitude toward the color blue: An ideal marker variable. *Organizational Research Methods, 26*(3), 409-440.

37. Miller, B. K., Wan, M., Carlson, D., Kacmar, K. M., & Thompson, M. (2022). Antecedents and outcomes of work-family conflict: A mega-meta path analysis. PLoS ONE 17(2): e0263631. https://doi.org/10.1371/journal.pone.0263631

36. Miller, B.K. (2021). Impact of social desirability and common method variance on two measures of entitlement. *Psychological Reports, 124*(4), 1845-1862.

35. Miller, B.K., & Simmering, M. (2020). Impact of survey design features on score reliability. *Collabra: Psychology, 6*(1). doi.org/10.1525/collabra.17975

34. Miller B.K., Nicols, K., & Konopaske, R. (2019) Measurement invariance tests of revisions to archaically worded items in the Mach IV scale. *PlosONE 14*(10): e0223504.

33. Miller, B.K., Zivnuska, S., & Kacmar, M.K. (2019). Self-perception and life satisfaction. *Personality and Individual Differences, 139,* 321-325.

32. Miller B.K., Nicols K..M, Clark S., Daniels A., & Grant W. (2018). Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory. *PlosONE, 13*(12): e0208331.

31. Miller, B.K., & Gallagher, D.G. (2016). Examining trait entitlement using the self-other knowledge asymmetry model. *Personality and Individual Differences, 92,* 113-117.

30. Miller, B.K., Adair, E.A., Nicols, K.M., & Smart, D.S. (2015). Hindering the help: Politics and engagement in volunteer service organizations. *Journal of Managerial Issues, 26*(4), 365-387.

29. Miller, B. K., Smart, D. S., & Rechner, P. (2015). Confirmatory factor analysis of the Machiavellian Personality Scale. *Personality and Individual Differences, 82,* 120-124.

28. Quinn, F. F., Miller, B. K., & Thorne, D. M. (2015). Diversity management and public orientation as predictors of service orientation in higher education. *Journal of Higher Education Management, 30*(1), 131-146.

27. Miller, B. K. (2015). Conscientiousness and entitlement in the prediction of organizational deviance. *Personality and Individual Differences, 82*, 114-119.

26. Miller, B.K., & Konopaske, R. (2014). Dispositional correlates of perceived work entitlement. *Journal of Managerial Psychology, 29(7),* 808-828.

25. Miller, B.K., & Ruggs, E.N. (2014). Measurement invariance tests of the Impression Management sub-scale of the Balanced Inventory of Desirable Responding. *Personality and Individual Differences, 63,* 36-40.

24. Rissel, A.A., Miller, B.K., Lloyd, L.K., & Williams, J.S. (2014). Hot, sweaty, and satisfied: Effects of Bikram yoga on psychological well-being. *Journal of Behavioral Health, 3(1), 71-76.* doi: 10.5455/jbh.20131231051431

23. Clayton, R.S., Osborne, R., Miller, B.K., & Oberle, C. (2013). Loneliness, anxiousness, and substance use as predictors of Facebook usage. *Computers in Human Behavior, 29,* 687-693.

22. Miller, B.K. (2013). Measurement of academic entitlement. *Psychological Reports, 113,* 1-22.

21. Lloyd, L.K., & Miller, B.K. (2013). The impact of seasonality on changes in body weight and physical activity in Mexican-American women. *Women and Health, 53,* 262-281.

20. Miller, B.K., Konopaske, R., & Byrne, Z.S. (2012). Dominance analysis of two measures of organizational justice. *Journal of Managerial Psychology. 27,* 264-282.

19. Abel, A. N., Lloyd, L. K., Williams, J. S., & Miller, B.K. (2012). Physiological characteristics of long-term Bikram yoga practitioners. *Journal of Exercise Physiology Online, 15(5),* 32-39.

18. Smart, J., McCurdy, K., Miller, B., & Pankey, R. (2011). The effect of core training on tennis serve velocity. *Journal of Strength and Conditioning Research, 25 (1),* S103-S104.

17. Miller, B.K., & Nicols, K.M. (2011). A domain-specific validity study of the Core Self-Evaluations Scale. *Psychological Reports, 109 (2),* 603-625.

16. Lowe, A.L., Lloyd, L.K., Miller, B.K., McCurdy, K.W., & Pope, M.L. (2010). Accuracy of polar F6 in estimating the energy cost of aerobic dance bench stepping in college-age females. *Journal of Sports Medicine and Physical Fitness,* 50(4): 385-394.

15. Ryser, G.R., Campbell, H., & Miller, B.K. (2010). Confirmatory Factor Analysis of the Scales for Diagnosing Attention-Deficit/Hyperactivity Disorder (SCALES). *Educational and Psychological Measurement*, 70(5), 844-857.

14. Byrne, Z.S., Miller, B.K., & Pitts, V.E. (2010). Trait entitlement and perceived favorability of human resource management practices in the prediction of job satisfaction. *Journal of Business and Psychology*, 25(3), 451-464.

13. Miller, B.K., Bell, J.B., Palmer, M., & Gonzalez, A. (2009). Predictors of entrepreneurial intentions: A quasi-experiment comparing students enrolled in introductory management and entrepreneurship classes. *Journal of Business and Entrepreneurship, 21(2),* 39-62.

12. Miller, B.K., & Gallagher, D.G. (2009). An analysis of recollection in the measurement of long-term change in attitudes. *Journal of Occupational and Organizational Psychology, 82,* 221-228.

11. Miller, B.K., Nicols, K.M., & Eure, J. (2009). Body art in the workplace: Puncturing employment possibilities? *Personnel Review, 38(6),* 621-640.

10. Miller, B.K. (2009). Confirmatory factor analysis of the Equity Preference Questionnaire. *Journal of Managerial Psychology, 24,* 328-347.

9. Byrne, Z.S., & Miller, B.K. (2009). Is justice the same for everyone? Examining fairness items using multiple-group analysis. *Journal of Business and Psychology, 24(1),* 51-64.

8. Miller, B.K., Byrne, Z.S., Rutherford, M.A., & Hansen, A.M. (2009). Perceptions of organizational politics: A demonstration of the reliability generalization technique. *Journal of Managerial Issues, 21,* 280-300.

7. Miller, B.K., Rutherford, M.A., & Kolodinsky, R.W. (2008). Perceptions of organizational politics: A meta-analysis of outcomes. *Journal of Business and Psychology, 22,* 209-222.

6. Miller, B.K., & Nicols, K.M. (2008). Politics and justice: A mediated moderation model. *Journal of Managerial Issues, 20(2),* 214-237.

5. Miller, B.K., & Werner, S. (2007). Predictors of helping behavior toward coworkers with disabilities. *Journal of Applied Social Psychology, 37(11), 2660-2687.*

4. Miller, B.K., Bierly, P.E., & Daly, P.S. (2007). The knowledge strategy orientation scale: Individual perceptions of firm-level phenomena. *Journal of Managerial Issues*, *19(3), 414-435.*

3. Miller, B.K., & Werner, S. (2005). Factors influencing the inflation of task performance ratings for workers with disabilities and contextual performance ratings for their co-workers. *Human Performance, 18(3),* 309-329.

2. Daly, P.S., Bierly, P.E., III, & Miller, B.K. (2004). The impact of training and use of teams on dynamic capabilities of small manufacturers. *International Journal of Learning and Intellectual Capital, 1,* 150-176.

1. Rahman, M., Mustafa, M., & Miller, B.K. (2001). U.S. per capita healthcare expenditures: Evidence from multivariate co-integration. *Business Journal,* 14-19.

INVITED ENCYCLOPEDIA ENTRIES

2. Miller, B.K., & Adair, E.A. (2018). Reliability generalization. In Ritzer, G., & Rojek, C. (Eds.) *The Blackwell Encyclopedia of Sociology.* John Wiley & Sons, Ltd.

1. Miller, B.K. (2016). Entitlement. In V. Ziegler-Hall and T. K. Shackelford (Eds.), *Encyclopedia of Personality and Individual Differences.* Cham, Switzerland: Springer.

RESEARCH UNDER REVIEW

- Ragland, E., Simmering, M., Fuller, C., & Miller, B.K. (revise and resubmit). I caught it, now what do I do with it? Controlling for insufficient effort responding.
- Konopaske, R., Solansky, S., & Miller, B.K. (initial review) A dual channel model of organizational justice outcomes.

RESEARCH IN PROGRESS

- Miller, B.K. Pick a number: A non-ideal marker variable. *Data collected. not yet analyzed.*
- Miller, B.K., Simmering, M., & Ragland, E. Alpha hacking: Aggregating subscales after reliability is calculated. *Data collected, analysis underway.*

ACADEMIC CONFERENCE PRESENTATIONS

31. Miller, B.K., Simmering, M.J., & Ragland, E. (2023) Swiss army knife of marker variables: Attitude toward the color blue. Presented at the annual conference of the Southern Management Association in St. Pete's Beach, FL.

30. Miller, B.K., & Wan, M. (2020). Unpacking the relationships among personality, work-family conflict, and mental health: A mega-meta-analytic path analysis. Accepted for

presentation of the annual conference of the Academy of Management in Vancouver, BC, Canada but conference cancelled.

29. Miller, B.K., & Simmering, M. (2020). Attitude toward the color blue: An ideal "ideal" marker variable. Accepted for presentation of the annual conference of the Academy of Management in Vancouver, BC, Canada but conference cancelled.

28. Miller, B.K., Nicols, K.M., Clark, S., Daniels, A., & Grant, W. (2018). Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory. Presented at the annual conference of the Society for Industrial and Organizational Psychology in Chicago, IL.

27. Miller, B.K., & Adair, E.A. (2017). Dispositional predictors of narcissistic and psychological entitlement. Presented at the annual conference of the Society for Personality and Social Psychology in San Antonio, TX.

26. Miller, B.K. (2016). Impact of respondent personality and survey design features on person-specific reliability of scores on self-report measures. Presented at the annual conference of the Southern Management Association in Charlotte, N.C.

25. Miller, B.K., Adair, E., Nicols, K., & Smart, D. (2015). Hindering the help: Politics and engagement in volunteer service organizations. Presented at the annual Academy of Management conference in Vancouver, British Columbia, Canada.

24. Miller, B.K. (2014). The interactive effect of entitlement and conscientiousness on organizational deviance. Presented at the annual Society for Industrial and Organizational Psychology conference in Honolulu, HI.

23. Abel, A., Miller, B.K., Lloyd, L.K., & Williams, J. (2014). Improving core self-evaluation and intrinsic work motivation with Bikram yoga. Presented at the annual Society for Industrial and Organizational Psychology conference in Honolulu, HI.

22. Miller, B. K., & Ruggs, E. N. (2013). Measurement invariance tests of a measure of impression management. Presented at the annual Society for Industrial and Organizational Psychology conference in Houston, TX.

21. Miller, B. K., & Konopaske, R. (2013). Dispositional correlates of entitlement in young workers. Presented at the annual Society for Industrial and Organizational Psychology conference in Houston, TX.

20. Lloyd, L.K., & Miller, B.K. (2012). Seasonal variation in body weight in Mexican American women in central Texas. Presented at the annual Obesity Society conference in San Antonio, TX.

19. Miller, B.K., Konopaske, A.R., & Byrne, Z.S. (2011). Dominance analysis of two commonly used measures of organizational justice. Presented at the annual Academy of Management conference in San Antonio, TX.

18. Smart, J., McCurdy, K., Miller, B., & Pankey, R. (2010). The effect of core training on tennis serve velocity. Presented at the annual National Strength and Conditioning Association National conference in Orlando, FL.

17. Miller, B.K., & Nicols, K.M. (2010). University satisfaction for college students: A validity study of the core self-evaluations scale. Presented at the annual Academy of Management conference in Montreal, Quebec, Canada.

16. Miller, B.K., Byrne, Z.S., & Pitts, V.E. (2008). If you're happy and committed clap your hands: Generating organizational commitment by engendering job satisfaction. Presented at the annual Southern Management Association conference in St. Pete's Beach, FL.

15. Miller, B.K., & Chiodo, B. (2008). Academic entitlement: An adaptation of the Equity Preference Questionnaire for a university setting. Presented at the annual Southern Management Association conference in St. Pete's Beach, FL. Winner of Best Paper award in Research Methods Track.

14. Miller, B.K., Nicols, K.M., & Eure, J. (2008). Body art in the workplace: A scenario-based experiment. Presented at the annual Society for Industrial and Organizational Psychology in San Francisco, CA.

13. Miller, B.K., Byrne, Z.S., Rutherford, M.A., & Hansen, A. (2007). A reliability generalization study of the Perceptions of Organizational Politics Scale. Presented at the annual Academy of Management conference in Philadelphia, PA.

12. Miller, B.K., & Nicols, K.M. (2006). Locus of control, leader-member exchange, organizational politics, and distributive justice: A mediated moderation model. Presented at the annual Southern Management Association conference in Clearwater Beach, FL.

11. Miller, B.K., Rutherford, M.A., & Kolodinsky, R.W. (2006). Outcomes of perceptions of organizational politics: A meta-analysis. Presented at the annual Society for Industrial and Organizational Psychology conference in Dallas, TX.

10. Miller, B.K., Daly, P.S., & Bierly, P.E. (2005). Measurement and validity characteristics of a knowledge strategy orientation scale. Presented at the annual Academy of Management conference in Honolulu, HI.

9. Miller, B.K., & Finney, S.J. (2005). Confirmatory factor analyses of the Equity Preference Questionnaire. Presented at the annual Society for Industrial and Organizational Psychology conference in Los Angeles, CA.

8. Miller, B.K. (2004). The chicken or the egg: A social information processing perspective on perceptions of organizational politics. Presented at the annual Academy of Management conference in New Orleans, LA.

7. Daly, P., Bierly, P.E., & Miller, B.K. (2004). The impact of training and use of teams on dynamic capabilities of small manufacturers. Presented at the annual Academy of Management conference in New Orleans, LA.

6. Daly, P., Bierly, P.E., & Miller, B.K. (2004). The effect of training and development practices on exploration and exploitation in small manufacturing firms. Presented at the 2004 annual Babson Kauffman Entrepreneurship Conference in Glasgow, Scotland.

5. Miller, B.K., & Werner, S. (2003). The effects of disability and attribution of controllability on worker and co-worker task and contextual performance ratings. Presented at the annual Southern Management Association conference in Clearwater Beach, FL.

4. Miller, B.K. (2003). Predictors of helping behavior elicited towards a disabled coworker. Presented at the annual Academy of Management conference in Seattle, WA.

3. Miller, B.K., & Keller, R.T. (2001). Fifty years of research on the management of technology: Implications for R & D managers. Presented at the 2002 annual Hawaii International Conference on Business in Honolulu, HI

2. Bozeman, D.P., Konopaske, A.R., & Miller, B.K. (2000). Meta-analytic studies in OB/HRM research: A decade in review (1988-1998). Paper presented at the annual Academy of Management conference in Toronto, Canada

1. Rahman, M., Mustafa, M., & Miller, B.K. (1998). Some determinants of U.S. per capita healthcare expenditures: Evidence from multivariate co-integration analyses. Paper presented at the 1998 annual conference of the Academy of Business Administration in Toronto, Canada

INVITED PRESENTATIONS

- Miller, B.K. (2022). Mega-meta path analysis. Presented at Louisiana Tech University.
- Miller, B.K. (2022). Validity Evidence for a Short Form of the ATCB Scale. Presented at Louisiana Tech University.
- Miller, B.K. (2022). Tips on Using an Ideal Marker Variable. Presented at the University of Texas at Tyler.
- Miller, B.K. (2016). Gary Woods Research Award Winner Lecture. Presented at Texas State University.
- Miller, B.K. (2012). Entitlement: Measurement issues, antecedents, and outcomes. Presented at Rice University's Department of Psychology.
- Miller, B.K. (2007). Academic entitlement: An adaptation of the Equity Preference Questionnaire for an academic setting. Presented at Texas State University's Department of Management Brown Bag Series.
- Miller, B.K. (2005). Confirmatory factor analyses of the Equity Preference Questionnaire. Presented at George Mason University's Department of Psychology.
- Miller, B.K. (2004). Overcoming some problems in the research process: Evidence from a recent survey effort and accompanying methodological considerations. Presented at James Madison University Department of Management Faculty Research Workshop Series.
- Miller, B.K. (2003). Maintaining accreditation: Assessment efforts in COB 202 (Interpersonal skills in organizations). Presented at James Madison University Department of Psychology, CARS Workshop Series.
- Miller, B.K. (2002). Combining meta-analysis and structural equation modeling in theory testing: A recipe for success. Presented at James Madison University Department of Management Faculty Research Workshop Series.
- Miller, B.K. (2001). Helping disabled coworkers: A laboratory simulation. Presented at University of Houston Department of Marketing Research Colloquium Series.

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- American Psychological Association

- Society for Industrial and Organizational Psychology
- Southern Management Association

GRANTS, AWARDS, AND ACHIEVEMENTS

- Presidential Distinction Award for Research at Texas State University: *2016 ($2000), 2011 ($2000), 2009 ($2000), 2007 ($2000)*
- College Achievement Award for Research in McCoy College of Business Administration at Texas State University: *2014 ($1000)*
- Gary Woods Research Award as outstanding researcher in McCoy College of Business Administration at Texas State University: *2016 ($1200), 2010 ($1000)*
- Principal Investigator of Research Enhancement Program grant from Texas State University: 2011 *($13,898)*
- Research grant from the McCoy College of Business Administration at Texas State University*: 2012 ($900), 2007 ($2371 & $1992), 2006 ($2337), 2005 ($470)*
- Research Grant from College of Business at James Madison University: *2004 ($1700)*
- Research Grant from Center for Entrepreneurship at James Madison University: *2004 ($2200)*
- Who's Who in America, 2004
- Research Grant from Management Program of James Madison University, 2003 ($4000)
- Dean's Award for Academic Excellence at the University of Houston, 2002
- Robert L. and Ruth Kneebone Memorial Scholarship, 2001-2002
- McNeese Foundation Graduate Fellowship, 1996-1997

SERVICE ACTIVITIES

- Chair of Department of Management Personnel Committee (2024 - present)
- Associate Editor for Methodology: Group and Organization Management (2018 - 2021)
- Associate Editor for Methodology: Journal of Managerial Psychology (2017-2018)
- Editorial Review Boards:
    - Personality and Individual Differences (2020-present)
    - Journal of Managerial Psychology (2018-present)

- Journal of Applied Social Psychology (2009 - present)
- Academy of Management Learning and Education (2010-2012)
- Journal of Organizational Behavior (2005-2006)

- Ad Hoc Reviews:
  - Academy of Management Learning and Education
  - Basic and Applied Social Psychology
  - BMC Psychology
  - Canadian Journal of Behavioral Science
  - Educational and Psychological Measurement
  - Gifted Child Quarterly
  - Group Dynamics
  - Group and Organization Management
  - Helyion
  - Human Resource Management
  - International Journal of Psychological Research
  - Journal of Applied Social Psychology
  - Journal of Destination Marketing and Management
  - Journal of Business and Psychology
  - Journal of Managerial Issues
  - Journal of Managerial Psychology
  - Journal of Occupational and Organizational Psychology
  - Journal of Organizational Behavior
  - Journal of Personality
  - Journal of Sport Management
  - Personality and Individual Differences
  - Psychological Reports
  - Women and Health
- Conference Reviews
  - Academy of Management (Organizational Behavior Division 2004, 2005, 2008, 2012; Research Methods Division 2005)

    - Society for Industrial and Organizational Psychology (2006, 2008, 2010, 2014)
    - Southern Management Association (Ethics/Social Issues/Diversity Track 2003; Human Resources/Careers Track 2003, 2004, 2005; Research Methods Track 2004, 2005, 2008, 2012; Human Resources / Research Methods Track 2016)
- Chair of the Department of Management's Personnel Committee (tenure decision group)
- Chair of Texas State University's MBA Core Course Coordinators Committee (2008 - 2022)
- Course Coordinator for Texas State University's graduate course in Organizational Behavior and Theory (2008- present)
- Member of SPSS Alternatives Evaluation Committee for Texas State University (2013)
- Alternate faculty representative from Management Department to Research Enhancement Program grant evaluation committee for McCoy College of Business Administration at Texas State University (2012-2017)
- Member of Texas State University's McCoy College of Business Administration Research Committee (2010- 2015, 2020-2023)
- Member of Texas State University's Beta Gamma Sigma Scholarship Selection Committee (2008-2016)
- Member of McCoy College of Business Administration undergraduate scholarship committee at Texas State University (2011-2014)
- Member of steering committee for university-wide Research Design and Analysis Group (2010 - 2013)
- Mentor in Texas State University's Pre-Doctoral Fellowship Program for Enrica Ruggs of Rice University's I/O Psychology program (2011)
- Selection Committee Member for Postdoctoral Research Associate for Testing, Research-support, and Evaluation Center at Texas State University 2010
- Member of Best Paper Selection Committee for the Research Methods division of the Southern Management Association conference 2009
- Faculty Co-Advisor of Texas State University's student chapter of Society for Human Resource Management (2006-2011)
- Member of Texas State University's Institutional Review Board (2006, 2007)

- Member of Texas State University's McCoy College of Business Administration Information Technology Committee (2005-present)
- Member of James Madison University's External Review Team for Psychology Ph.D. program in Measurement and Assessment (2005).
- Faculty Senator for Department of Management, James Madison University, 2004-2005; Alternate Senator for Department of Management, James Madison University, 2003-2004.
- Member of HR Division Committee for annual conference of Academy of Management in Toronto, Canada (2000)
- Co-Chair of Ph.D. Student Organization in the Bauer College of Business at the University of Houston (2000).

TEACHING EXPERIENCE

- MGT 5314 – Organizational Behavior and Theory (Graduate) *Texas State University*
- MGT 5337 -- Organizational Staffing (Graduate) *Texas State University*
- PSY 5321 – Multivariate Quantitative Methods (Graduate) *Texas State University*
- MGT 5330 – Seminar in Human Resource Management (Graduate) *Texas State University*
- MGT 5390 – Managerial Data Analysis (Graduate) *Texas State University*
- PSY 3333 – Industrial Psychology (Undergraduate) *Texas State University*
- MGT 4375 – Organizational Behavior and Human Relations (Undergraduate) *Texas State University*
- MGT 3303 – Management of Organizations (Undergraduate) *Texas State University*
- MGT 4373 – Human Resource Management (Undergraduate) *Texas State University*
- COB 300A – Integrated Functional Systems: Management (Undergraduate) *James Madison University*
- MGT 498 - Human Resource Information Systems (Undergraduate) *James Madison University*
- MGT 365 - Human Resource Management (Undergraduate) *James Madison University*
- COB 202 – Interpersonal Skills in Organizations (Undergraduate) *James Madison University*
- MANA 4355 – Staffing and Selection (Undergraduate) *University of Houston*

- MANA 4397 - Research Methods in Human Resource Management (Undergraduate) *University of Houston*
- MANA 4330 - Introduction to Human Resource Management (Undergraduate) *University of Houston*
- MANA 3335 - Management and Organizational Behavior (Undergraduate) *University of Houston*
- MANA 4331 - Current Issues in Human Resources Management (Undergraduate) *University of Houston*
- BADM 120- Topics in Contemporary Business (Undergraduate) *McNeese State University*