
J. Bret Becton, Ph.D.

Work

B.I. Moody III College of Business Administration
University of Louisiana at Lafayette
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EDUCATION:

Ph.D., Auburn University , Auburn, AL Management (Dual Emphasis in HRM/Organizational Change)	2005
M.A., University of Tulsa , Tulsa, OK Industrial/Organizational Psychology	1993
B.S., University of Southern Mississippi , Hattiesburg, MS Psychology (Management Minor)	1991

ACADEMIC EXPERIENCE:

University of Louisiana at Lafayette-B.I. Moody III College of Business Administration

July 2017-Present

Dean and Professor of Management

Key Responsibilities

Establishes and pursues a collaborative vision that strengthens the Moody College of Business. Sets qualitative and quantitative goals for future growth. Provides strong leadership in the achievement of enhanced enrollments at all levels. Leads school-wide discourse in reaching a robust vision and strategic plan for the coming years. Builds and maintains an efficient organizational structure, including policies and procedures, budget assessment, development and advocacy, and an ongoing relationship with all of the college's accreditation partners (i.e., Association to Advance Collegiate Schools of Business, Accreditation Commission for Programs in Hospitality Management, and the Southern Association of Colleges and Schools, et al.). Facilitates the expansion of graduate programs and the development of a competitive research enterprise. Mentors faculty and students and facilitates faculty development which supports collegiality and collaboration. Engages in fundraising, building innovative community alliances and statewide partnerships, and pursuing foundation and grant support. Leads the Moody College of Business to have an active role in the economic development of the region. Nurtures inclusiveness where the perspectives and talents of everyone will be respected and utilized. Contributes to a shared vision for UL Lafayette's future through engagement with other members of the Deans' Council and in a collegial relationship with the president and the provost and vice president for academic affairs.

Selected Accomplishments and Initiatives

- Managing an operating budget of \$9.2 million and an endowment of \$36 million.
- Working diligently with 67 FTE faculty.
- Leading college branding, marketing, and communication efforts.
- Increased enrollment from 2,292 in Fall 2017 to 2,602 in Fall 2018.
- Finalized college strategic plan.
- Launched online MBA program in Fall 2017 and grew enrollment to 500+ students within first four terms.
- Published the college's first Annual Report.
- Published the college's first Research Impact Report.
- Published the college's first electronic external [newsletter](#).
- Chaired numerous successful searches (Director of Marketing and Outreach, Endowed Chairs/Eminent Scholars, Executive Assistant to the Dean, etc.).
- Revamped recruitment and orientation programming ([Recruitment Webpage](#), Preview Day, Parent Orientation, Freshman Orientation).
- Updated organizational structure to better align programs and make more efficient use of resources.
- Opened the new \$2.5 million Maraist Financial Services Lab.
- Established a media studio for faculty to professionally record videos to be used in online and hybrid courses.
- Made visits with 89 alumni, donors, or prospective donors in Acadiana, Baton Rouge, Houston, Shreveport, Dallas, and New Orleans within my first year as Dean.
- Received donations to College totaling over \$1 million in first year and a half.

University of Southern Mississippi-College of Business

July 2014-June 2017

Associate Dean for Operations & Accreditation

Key Responsibilities

Reported directly to the Dean and collaborates with department chairs to accomplish the action initiatives for strategic progress. Assisted in leading the CoB's strategic planning process. Provided leadership for the budgeting, assessment, academic affairs, and accreditation for the CoB. Facilitated initiatives to increase interaction among the business community, students, and faculty such as executive education, guest speaker events, applied research, and collaboration with organizations to address actual business issues. Planned, organized, and participated in programming such as guest speakers, plant tours, professional development workshops for students and faculty. Assisted in leading the faculty, staff and students of the CoB in implementing the mission and vision commensurate with the vision of Southern Miss. Represented the CoB at the university level and coordinated with other divisions in the absence of the Dean. Assisted in compiling information for and authoring accreditation reports (AACSB and SACS), annual reports, budgeting summaries, and other dashboard elements that assist the CoB in making informed decisions. Monitored and documented faculty qualifications to ensure compliance with AACSB standards. Acted as credentialing officer for AACSB and SACS. Oversaw

academic programs and assisted in collecting assessment of learning outcomes. Assisted in the cultivation of relationships with alumni, donors, and corporations.

Selected Accomplishments and Initiatives

- Monitored compliance with AACSB standards and suggested corrective measures to ensure successful reaffirmation
- Member of leadership team responsible for successful 2016 AACSB reaffirmation
- Led major revision of Faculty Handbook
- Led development of guidelines for sustaining faculty status according to 2013 AACSB standards
- Developed and led the [Business Leadership Program](#)
- Published the first Research Impact Report for the college
- Served as a member of Graduate Council
- Coordinated hosting the Cintas Management Trainee Summit in Scianna Hall
- Collaborated with Southern Farm Bureau Life Insurance to conduct a study of employee engagement and workshop to discuss results and potential corrective actions

August 2012-June 2017

Associate Professor, Department of Management and International Business

- Taught Introduction to Human Resource Management, Organizational Staffing & Development, and Leadership.
- Served as chair of the CoB Undergraduate Programs and Assessment Committee.
- Promoted early to Associate Professor in 2012 and tenured in 2013.
- Prior to becoming Associate Dean, served as the coordinator of the Human Resource Management (HRM) program.
- Advised the Student Chapter of the Society for Human Resource Management (SHRM).
- Successfully led effort to reaffirm the alignment of the HRM curriculum with SHRM/AACSB curriculum guidelines.

August 2008-May 2012

Assistant Professor, Department of Management and International Business

- Taught Labor Relations, Organizational Staffing, Organizational Behavior, Leadership, and Compensation and Benefits.
- Successfully led effort to align HRM curriculum with SHRM/AACSB guidelines.
- Advised the Student Chapter of the Society for Human Resource Management.
- Led collection and reporting of assessment data for the Management degree program.

Winthrop University-College of Business Administration

August 2005-May 2008

Assistant Professor, Department of Management and Marketing

- Taught management, human resource management, and organizational behavior courses on the graduate and undergraduate level. Courses taught included Principles of Management, Organizational Behavior, Compensation and Benefits, Advanced Human Resource Management (MBA), and Organizational Behavior (MBA).
- Coordinated collection of assessment data for learning outcomes.
- Advised the Student Chapter of the Society for Human Resource Management.

Auburn University Montgomery-University Outreach

April 1997-May 2005

Organizational Scientist/Senior Consultant

- Worked for the Center for Business and Economic Development and Center for Government and Public Affairs to provide applied research and consulting services to a variety public and private sector organizations. Areas of research/consulting included employee selection, training, compensation, EEO compliance, and organizational analysis.
- Supervised teams of consultants ranging from five to fifteen members.
- Managed consulting projects ranging in value from \$100,000 to \$6,000,000.
- Received the Governor's Award for Distinguished Service to the State of Alabama for pro bono consulting services provided to the Governor's Office and state agencies.

Auburn University Montgomery-College of Business

January 2003-May 2004

Adjunct Instructor, Department of Management

- Taught management courses on the undergraduate and graduate level. Courses taught included Principles of Management and Survey of Management (MBA).
- Adjunct duties performed concurrent with completion of dissertation and continued employment with University Outreach.

ACCREDITATION ACTIVITIES:

- 2018 Southern Business Administration Association Annual Meeting (Charleston, SC)
- 2018 Southern Business Administration Association Summer Workshop (Nashville, TN)
- 2018 AACSB Deans Conference (Las Vegas, NV)
- 2017 Southern Business Administration Association Annual Meeting (Richmond, VA)
- 2017 AACSB International Conference and Annual Meeting (Houston, TX)
- 2015 AACSB Associate Deans Conference (Chicago, IL)
- 2014 AACSB Redesigning Undergraduate Curriculum Conference (Tampa, FL)
- 2014 AACSB Associate Deans Conference (San Antonio, TX)
- 2012 AACSB Assessment Conference (Houston, TX)

SCHOLARLY ACTIVITIES:

Refereed Journal Articles

Becton, J.B., Walker, H.J., Gilstrap, J.B., & Schwager, P. (2017). Is What You See What You Get? Investigating the relationship between social media content and counterproductive work behaviors, alcohol consumption, and episodic heavy drinking. *International Journal of Human Resource Management*, 1-22. (Cabell's acceptance rate: 11-20%, ABDC rating: A)

- Press Coverage: NBC Learn

<https://www.nbclearn.com/portal/site/learn/cuecard/71149>

Becton, J.B., Carr, J.C., Mossholder, K.W., & Walker, H.J. (2017). Differential Effects of Task Performance, Organizational Citizenship Behavior, and Job Complexity on Voluntary Turnover. *Journal of Business & Psychology*, 32(4), 495-508. (Cabell's acceptance rate: 13%, ABDC rating: A)

Becton, J.B., Gilstrap, J.B., & Forsyth, M. (2017). Preventing and correcting workplace harassment: Guidelines for employers. *Business Horizons*, 60(1), 101-111. (Cabell's acceptance rate: 18%, ABDC rating: C)

Drake, J. R., Hall, D. J., **Becton, J. B.**, & Posey, C. (2016). Applicants' Information Privacy Protection Responses Following Human Resource Departments' Requests To Access Social Media. *AIS Transactions on Human Computer Interaction - Special Issue on HCI and Human Resource Information Systems*, 4(8), 160-184.

Becton, J.B., Walker, H.J., & Jones-Farmer, A. (2014). Generational Differences in Workplace Behaviors. *Journal of Applied Social Psychology*, 44(3), 175-189. (Cabell's acceptance rate: 15%, ABDC rating: B)

- Press Coverage: Fast Company

<http://www.fastcodesign.com/3026733/evidence/is-entitlement-among-millennials-overblown>.

- Press Coverage: Pacific Standard

<http://www.psmag.com/navigation/business-economics/workplace-attitudes-surprisingly-similar-boomers-gen-xers-millennials-73279/>.

Becton, J.B., Matthews, M.C., Hartley, D.L., & Whitaker, L.D. (2012). Biodata as a Predictor of Errors, Tardiness, Policy Violations, Overall Job Performance, and Turnover among U.S. Nurses. *Journal of Management & Organization*, 18(5), 714-727. (Cabell's acceptance rate: 15%, ABDC Rating: C)

- Frankforter, S.A., **Becton, J.B.**, Stanwick, P.A., & Coleman, C. (2012). Backdated stock options and boards of directors: An examination of committees, structure, and process. *Corporate Governance: An International Review*, 20(6), 562-574. (Cabell's acceptance rate: 5%, ABDC rating: A)
- Walker, H.J., Feild, H.S., Bernerth, J. & **Becton, J.B.** (2012). Diversity Cues on Recruitment Websites: Investigating the Effects on Job Seekers' Information Processing. *Journal of Applied Psychology*, 97, 214-224. (Cabell's acceptance rate: 9-10%, ABDC rating: A*)
- Becton, J.B.**, Carr, J., & Judge, T.A. (2011). Is the Past Prologue for Some More than Others?: The Hobo Syndrome and Job Complexity. *Journal of Vocational Behavior*, 79, 448-460. (Cabell's acceptance rate: 10-30%, ABDC rating: A*)
- Ioimo, R., **Becton, J.B.**, Meadows, L.M., Tears, R.S., & Charles, M.T. (2011). Comparing Urban and Rural Police Views of Bias-based Policing. *Professional Issues in Criminal Justice*, 6 (1&2), 53-81.
- Becton, J.B.** & Feild, H.S. (2009). Cultural Differences in Organizational Citizenship Behaviors: A Comparison of Chinese and American Workers. *International Journal of Human Resource Management*, 20(4), 792-810. (Cabell's acceptance rate: 11-20%, ABDC rating: A)
- Becton, J.B.**, Matthews, M.C., Hartley, D.L., & Whitaker, D.H. (2009). Using Biodata to Predict Turnover, Organizational Commitment, & Job Performance in the Healthcare Industry. *International Journal of Selection and Assessment*, 17(2), 189-202. (Cabell's acceptance rate: 33%, ABDC rating: A)
- Becton, J.B.**, & Schraeder, M. (2009). Strategic Human Resource Management: Are We There Yet? *Journal for Quality and Participation*, 31(4), 11-18. (ABDC rating: C)
- Stanley, B., Frankforter, S., & **Becton, J.B.** (2009). The nominating committee as an antecedent of effective corporate governance. *Journal of Business & Leadership: Research, Practice and Teaching*, 5(1)19-28.
- Ioimo, R., **Becton, J.B.**, Meadows, L.A., Tears, R.S., & Charles, M.T. (2009). Comparing the Police and Citizen Views on Biased Policing. *Criminal Justice Studies: A Critical Journal of Crime, Law and Society*, 22 (2), 123 - 140.
- Becton, J.B.**, Feild, H.S., Giles, W.F., & Jones-Farmer, A. (2008). Racial Differences in Promotion Candidate Performance and Reactions to Selection Procedures: A Field Study in a Diverse Top-Management Context. *Journal of Organizational Behavior*, 29, 265-286. (Cabell's acceptance rate: 7%, ABDC rating: A*)

- Becton, J.B.**, Giles, W.F., & Schraeder, M.S. (2008). Evaluating and Rewarding OCBs: Potential Effects of Incorporating Organizational Citizenship Behavior in Performance Appraisal Systems. *Employee Relations*, 30 (5), 494-514. (Cabell's acceptance rate: 20%, ABDC rating: B)
- Frankforter, S.A., Martin, M.C., **Becton, J.B.** & Hill, V. (2008). Shareholder Votes to Rescind Poison Pill Takeover Defenses: CEO and Director Effects. *Journal of Business, Industry, and Economics*, 11, 19-28.
- Frankforter, S.A., & **Becton, J.B.** (2008). CEO Compensation, Backdated Stock Options, and Compensation Committees. *Journal of Business & Leadership: Research, Practice and Teaching*, 4, 64-69.
- Ioimo, R., Meadows, L.A., **Becton, J.B.**, Tears, R.S., & Charles, M.T. (2008). The Citizens' Views on Biased Policing. *Professional Issues in Criminal Justice*, 3(1), 1-13.
- Schraeder, M.S., **Becton, J.B.**, & Portis, R. (2007). A Critical Examination of Performance Appraisals: Organizational Asset or Liability? *Journal for Quality and Participation*, 30, 20-25. (ABDC rating: C)
- Ioioimo, R., Meadows, L.A., Tears, R.S., **Becton, J.B.**, & Charles, M.T. (2007). The Police View of Bias-Based Policing. *Police Quarterly*, 10, 270-287.
- Becton, J.B.**, & Schraeder, M. (2004). Participant Input into Rater Selection: Effects On The Quality And Acceptance of 360° Feedback Ratings. *Public Personnel Management*, 33, 23-32. (ABDC rating: C)
- Schraeder, M., & **Becton, J.B.** (2004). An Overview of Recent Trends in Incentive Pay Programs. *Coastal Business Journal*, 2, 18-27.

Research under Review or in Revision

- Becton, J.B.**, Walker, H.J., Gilstrap, J.B., & Schwager, P. Social Media Snooping on Job Applicants: You May Learn Something New, But Is It Worth Learning? Submitted to *Personnel Review*. Status: Under third review after a second revise and resubmit decision.

Research in Progress

- Becton, J.B.** Exploring How Item Verifiability Influences Group Differences in Responding to Biodata Items. Target outlet: *Personnel Psychology*. Status: Data are collected. Manuscript in formative stage.

Becton, J.B. Using the Critical Incident Method to Develop Behaviorally Anchored Rating Scales in the Mental Health Profession. Target outlet: *Consulting Psychologist Journal*. Status: Completed development of performance management system built on BARS. Manuscript in formative stage.

Becton, J.B., & Wittmann, M.C. Voluntary Turnover and Job Performance Among Salespeople. Target outlet: *Journal of Business Research*. Status: Idea generation stage with co-author. Working on study design.

Conference Presentations/Symposia

Kluemper, D.H., **Becton, J.B.,** Bergman, S., Bobko, P., Hirshfield, L., & Roth, P. (2014). How social networking websites affect employment: Implications for theory and practice. Panel symposium at the 2014 annual meeting of the *Academy of Management Conference*, August, 2014, Philadelphia, PA.

Becton, J.B., Walker, H.J., Schwager, P.H., & Gilstrap, J.B. (2013). Predicting Counterproductive Work Behaviors, Alcohol Consumption, and Episodic Heavy Drinking Using Social Media. Paper accepted for presentation at the 2013 annual meeting of the *Southern Management Association*, New Orleans, LA.

Becton, J.B. & Carr, J.C. (2012). Task and Contextual Performance and Voluntary Turnover: Curvilinearity and the Moderating Effect of Job Complexity. Paper presented at *Academy of Management 2012 Annual Meeting*, Boston, MA.

Walker, H.J., Feild, H.S., Bernerth, J., & **Becton, J.B.,** (2010). Effects of recruitment web site emphasis on diversity on job seekers' information processing. Paper presented and the annual meeting of the *Southern Management Association*, St. Pete Beach, FL.

Frankforter, S.A., **Becton, J.B.,** & Coleman, C. (2008). Backdated stock options and compensation committees: An examination of structure and process. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

Schraeder, M., **Becton, J. B.,** Matuszek, T., Morrison, R., & Self, D. R. (2008). Prognosticating the Learning Organization of the Future: A Discipline Based Review. *Troy University Business Symposium-Destin*, FL.

Becton, J.B. (2007). Backdated Stock Options and Corporate Governance: A Stacked Deck to Promote CEO Compensation? Paper presented at the *Business and Leadership Symposium* at Fort Hays State University, Fort Hays, KS.

Becton, J.B., Feild, H.S., Giles, W.F., & Jones-Farmer, A. (2005). Pencil-And-Paper Tests Versus Situational Interviews: Racial Differences in Promotion Candidates' Test-Taking Motivation and Job Relatedness Perceptions. Paper presented at the annual meeting of the *Academy of Management*, Honolulu, HI.

Facteau, J.D., Facteau, C.L., Jackson, K., & **Becton, J. B.** (1999). Do Structured Interviews Measure Constructs?: Evidence From Two Situational Interviews. Paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, Atlanta, GA.

Invited Presentations/Workshops

Becton, J.B. (2017). Creating an Engagement Culture. An invited presentation to human resource professionals at the Cintas Corporation South Central Group Meeting, September, 26th, Baton Rouge, LA.

Becton, J.B. (2017). Five Management Theories that Actually Matter! An invited presentation to participants in the Cintas Corporation Management Trainee program, November 8th, Lafayette, LA.

Becton, J.B., (2010). Social Media in HRM. An invited presentation to the Hattiesburg Rotary Club, November 16th, Hattiesburg, MS.

Becton, J.B. (2010). Using Social Media to Screen Applicants. An invited presentation to the South Mississippi Society for Human Resource Management, Hattiesburg, MS.

Becton, J.B., Weikle, R., & Walker, N. (2007). How to Manage Difficult People. An invited presentation to the South Carolina Manufacturing Human Resource Alliance, September 16th, Myrtle Beach, South Carolina.

Becton, J.B. (2007). Behavioral Interviewing. An invited presentation to the York County Society for Human Resources Management, Rock Hill, SC.

Becton, J.B., Forehand, C., & Meadows, L. (2000). Selection Systems: How to Choose and Develop Appropriate Measurement Devices. A pre-conference workshop delivered at the 24th annual meeting of the International Personnel Management Association – Assessment Council, Arlington, VA.

Becton, J.B. (1999). How to Develop a Structured Interview. Portion of a Three-part Symposium Presented at the Annual Meeting of the International Personnel Management Association – Assessment Council, St. Petersburg, FL.

Magazine or Newspaper Articles and Other Media Mentions

Jaffe, E. (2014, March 11). Is Entitlement Among Millennials Overblown? *Fast Company*. A column that summarizes Becton, Walker, & Jones-Farmer (2014). <http://www.fastcodesign.com/3026733/evidence/is-entitlement-among-millennials-over-blown>.

Jacobs, T. (2014, January 24). Workplace Attitudes Surprisingly Similar for Boomers, Gen Xers, and Millennials. *Pacific Standard*. A column that summarizes Becton, Walker, & Jones-Farmer (2014). <http://www.psmag.com/navigation/business-economics/workplace-attitudes-surprisingly-similar-boomers-gen-xers-millennials-73279/>.

Becton, J.B., (2013, November 16). Researchers Study Link Between Social Media Use and Potential Job Behavior. *WDAM News 7 at 6*. <http://www.usm.edu/news/video/researchers-study-link-between-social-media-use-and-potential-job-behavior>.
<https://www.nbclearn.com/portal/site/learn/cuecard/71149>

Becton, J.B., (2011, September 7). This is why you should love HR. *Gulf Coast Business*. http://blog.al.com/press-register-business/2011/09/this_is_why_you_should_love_hr.html

Becton, J.B., (2010, April). Employers should use social networking Web sites with caution. *Journal of South Mississippi Business*.

Becton, J.B., Meadows, L.A., Tears, R.S., Charles, M.T., & Ioimo, R. (2005). Can Citizen Police Academies Influence Citizens' Beliefs and Perceptions? *Public Management Magazine*, 87 (4), 20-23.
Press Coverage: Listed as an Innovation in Law Enforcement by the Ash Center for Democratic Governance and Innovation at the Harvard Kennedy School
<https://www.innovations.harvard.edu/summary-can-citizen-police-academies-influence-citizens-beliefs-and-perceptions>

GRANTS

Task and Contextual Performance and Voluntary Turnover: Curvilinearity and the Moderating Effect of Job Complexity. (2012). College of Business, University of Southern Mississippi. \$10,000.

The Hobo Syndrome: Is it More Than an Itch to Move? (2011). College of Business, University of Southern Mississippi. \$10,000.

An Investigation of the Use of the Internet and Social Networking Websites for Making Employment Decisions. (2010). College of Business, University of Southern Mississippi. \$10,000.

Development and Validation of a Biodata Instrument to Predict Job Performance, Turnover, and Absenteeism in Healthcare. (2009). College of Business, University of Southern Mississippi. \$10,000.

Development of a Hybrid On-line MBA Organizational Behavior Course (2007), College of Business, Winthrop University. \$3,000.

Cultural Differences in Organizational Citizenship Behaviors: A Comparison of Chinese and American Workers (2006), Office of Sponsored Programs and Research, Winthrop University. \$2,570.

Cultural Differences in Organizational Citizenship Behaviors: A Comparison of Chinese and American Workers (2006), Springs Global Summer Research Grant, Winthrop University. \$2,500.

International Experience

- *China:* Faculty team member of international field experience class of undergraduate and graduate business students. Visited historical, business, and educational sites in Beijing, Shanghai, and Xi'an in 2006 and 2007. Duration of each trip was 14 days.
- *Czech Republic:* Team member of a 2004 mission trip to conduct basketball camps for school children and play exhibition games against club teams within various cities in the Czech Republic including Prague, Hradec Kralove, Pardubice, and Hermanuv Mestec. Duration of trip was 8 days.

SERVICE:

Professional Service

- Reviewer: *Human Relations*
- Reviewer: *Human Resource Management Journal*
- Reviewer: *International Journal of Human Resource Management*
- Reviewer: *Corporate Governance: An International Review*
- Reviewer: *Applied Psychology: An International Review*
- Reviewer: *Journal of Applied Social Psychology*
- Reviewer: Academy of Management Conference-Human Resources Division (2003-2008)
- Reviewer: Academy of Management Conference-Organizational Behavior Division (2006-2008)
- Reviewer: Academy of Management Conference-Organizational Development and Change Division (2006-2008)

- Chair: Human Resource Management/Careers Paper Session-“Age/Generational Diversity in the Workplace,” at the 2012 Southern Management Association Annual Meeting, October 30-November 3, Ft. Lauderdale, Florida
- Chair: Human Resource Management Division Paper Session- "Withdrawal Behaviors: Antecedents and Consequences," at the 2006 Academy of Management Annual Meeting, August 11-16, Atlanta, Georgia
- Chair: Organizational Behavior Division Paper Session- “Organizational Citizenship Behaviors: Fundamental Issues,” at the 2007 Academy of Management Annual Meeting, August 3-7, Philadelphia, Pennsylvania

University Service

- Member of the Recruitment Council, University of Southern Mississippi (2017)
- Member of the Task Force to Redefine the Corps of Instruction and Develop a Teaching Faculty Track, University of Southern Mississippi (2015)
- Member of the Graduate Academic Council, University of Southern Mississippi (2013-2014, 2016-2017)
- College of Business Representative for the American Heart Association Heart Walk Campaign (2015-2016)
- Member of the QEP Revision Committee (2014-2015)
- Member of the Credentials Committee for the Graduate Academic Council, University of Southern Mississippi (2013-2014)
- Member of the Search Committee for the Dean of the College of Business, University of Southern Mississippi (2012-2013)
- Member of the University Assessment Committee, University of Southern Mississippi (2012-2013)
- Member of the Gender Equity in Athletics Committee, University of Southern Mississippi (2012-2013)
- Member of the Libraries Advisory Council, University of Southern Mississippi (2010-2012)
- Member of Academic Council, Winthrop University (2007)
- Member of the Ad Hoc Compensation/Classification Committee-Auburn University Montgomery (2004-2005)
- Faculty Fellow, Sigma Phi Epsilon, University of Southern Mississippi (2010-2013)
- Chapter Counselor, Sigma Phi Epsilon, University of Southern Mississippi (2013-2017)

Department/College Service

- Co-Coordinator of SACS Assurance of Learning assessment for the Department of Management and International Business (2011-2014)
- Chairman of the Undergraduate Programs and Assessment Committee (2012-2014)
- Member of the Undergraduate Programs and Assessment Committee (2010-2011)
- Faculty Advisor for the Society for Human Resource Management (SHRM) Student Chapter at University of Southern Mississippi (2009-2014)
- Member of the AACSB Assessment Team, Winthrop University (2007)

- Member of the AACSB Self-study Mission and Objectives Subcommittee for the MBA Program, Winthrop University (2006-2007)
- Faculty Advisor for the Society for Human Resource Management (SHRM) Student Chapter at Winthrop University (2006-2007)
- Chair of Search Committee for Assistant Professor in Management (HRM/OB), Winthrop University (2006)
- Member of Search Committee for Assistant Professor in Sport Management, Winthrop University (2006)
- Member of the College of Business Health and Happiness Committee, Winthrop University (2006-2007)
- Library Liaison for the Management and Marketing Department, Winthrop University (2005-2006)

Community/Public Service

- Member of the Community Advisory Board, Extra Table, a 501(c)(3) non-profit organization committed to ending hunger in Mississippi by providing food pantries and soup kitchens with the food they need to feed the hungry, Hattiesburg, Mississippi (2012-2014)
- College Relations Director for the South Mississippi Society for Human Resource Management (2009-2010)
- Governor's Commission on Efficiency, Consolidation, and Funding: Commerce Subcommittee, Governor's Office, State of Alabama, Montgomery, Alabama (2003)

HONORS AND AWARDS:

- *Dr. Joseph A. Greene Excellence in Teaching Award*, College of Business, University of Southern Mississippi (2012-2013)
- *Business Advisory Council Faculty Research Scholar*, University of Southern Mississippi (2010-2011; 2011-2012; 2012-2013; 2013-2014)
- *Career Achievement Award*, Sigma Phi Epsilon (2014)
- *Presidential Citation* for leadership in the development of methods to assess the College of Business Administration AACSB learning outcomes for BSBA, MBA, and EMBA degree programs, Winthrop University (2008)
- *Springs Global Industries Excellence in Research Award*, Winthrop University (2007)
- *Outstanding Staff Service Award*, Auburn University Montgomery (2005)
- *Governor's Award for Distinguished Service to the State of Alabama*, Governor Bob Riley, Montgomery, Alabama (2004)

CONSULTING EXPERIENCE:

Becton Management Solutions, LLC

January 2011 to present

President/Owner

Provides consulting services to organizations in the areas human resource management, strategic planning, training, organizational analysis, and expert witness testimony.

J. Bret Becton
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Selected Consulting Projects:

- *Southern Farm Bureau Life Insurance, Jackson, MS (2016)*-developed and delivered an executive education program for top officers in the firm entitled "Creating an Engagement Culture." Developed and administered a survey to assess employee engagement and organizational climate and incorporated the results into the workshop.
- *Pine Belt Mental Healthcare Resources, Hattiesburg, MS (2016)*-developed a performance management system covering approximately 500 employees.
- *Steel Service Corporation, Flowood, MS (2015)*-provided consulting services related to strategic planning, organizational assessment, and identification of opportunities for improvements and efficiencies.
- *Jackson County Utility Authority, Pascagoula, MS (2011, 2014 & 2016)*-conducted a salary and benefits survey for all jobs within the Authority, developed recommended pay ranges for each job based on available compensation philosophies, and evaluated benefits package compared to participating organizations.
- *Equal Employment Opportunity Commission, Birmingham, AL (2013)*-provided expert witness services for the EEOC in the case of *Cazorla v. Koch Foods of Mississippi LLC and Jessie Ickom, No. 3:10-CV-135-DRJ-FKB, consolidated with EEOC vs. Koch Foods of MS, LLC, No. 3:11-cv-391-CWR-LRA*, a class pattern or practice, national origin discrimination and harassment case in the United States District Court for the Southern District of Mississippi. Settled in July 2018 (<https://www.eeoc.gov/eeoc/newsroom/release/8-1-18b.cfm>).
- *National Center for Spectator Sports Safety and Security, Hattiesburg, MS (2013)*-development of a certification exam for professionals performing the role of security director for sport stadiums, venues, and events.

Auburn University Montgomery, Montgomery, Alabama

April 1997 to May 2005

Organizational Scientist/Senior Consultant, Center for Business and Economic Development/Center for Government and Public Affairs

Managed project teams of 5 to 15 employees to provide consulting services including employee selection procedure development, validation, and administration, litigation support for cases involving Title VII of the 1964 Civil Rights Act, workforce utilization analysis, organization development, employee training and development, task and job analysis, business process improvement, organizational analysis, strategic planning, and related research in industrial and organizational psychology and human resources management.

Selected Consulting Projects:

- *Montgomery County (Alabama) Sheriff's Office*-developed and administered content valid assessment centers.
- *Bibb County (Georgia) Sheriff's Office*-developed and administered content valid assessment centers.
- *DeKalb County (Georgia) Police Department*-developed and administered content valid assessment centers.
- *Southern Natural Gas Company*-compiled employee feedback reports from a 360° feedback performance management system.

- *Alabama Department of Transportation*-managed a team that developed structured interviews for approximately 150 job classifications and personally delivered interviewer training to over 900 employees.
- *Alabama Department of Finance*-developed and delivered a strategic planning training course for all state department administrators.
- *Alabama Department of Economic and Community Development*-conducted an organizational analysis and compiled feedback report.
- *Alabama Department of Environmental Management*-conducted an organizational analysis and compiled feedback report.
- *Alabama Alcoholic Beverage Control Board*-conducted an organizational analysis and compiled feedback report.
- *Alabama Office of Workforce Development*-conducted an organizational analysis and compiled feedback report.
- *Commonwealth of Virginia Department of Public Safety*-conducted a research study of biased-based policing in the Commonwealth of Virginia.
- *Governor's Office, State of Alabama*- provided technical assistance to the Governor's Office related to improving the efficiency of operations in state departments.
- *Alabama Department of Industrial Relations*- conducted an organizational analysis and compiled feedback report.
- *City of Prattville, Alabama*-provided a review of the City's salary and benefits structure.

ChangeTechnologies, Pittsburgh, Pennsylvania
Contract Consultant

October 1998 to 2001

Provided consulting services to include developing and scoring of assessment center exercises, analyzing and compiling results of an employee attitude survey, and developing a training program on maximizing the effectiveness of employment interviews. ChangeTechnologies was sold to Right Management Consultants in 2001.

Selected Consulting Projects:

- *Leadership Development Institute, Kelley School of Business, Indiana University*-developed an in-basket exercise used as part of a developmental assessment center for Kelley School MBA students.
- *Smith and Nephew*-scored assessment exercises in an assessment center for promotion and developed a structured interview training program.
- *Federal Home Loan Bank of Pittsburgh*-compiled feedback reports from employee surveys over a two-year period.

Morris & McDaniel, Inc., Jackson, Mississippi

January 1994 to April 1997

Senior Consultant

Provided consulting services in areas such as job analysis, job description development, assessment center development and administration, written test development, job evaluation, salary surveys, workforce utilization analysis, and organization development for clients.

Selected Consulting Projects:

- *Newsprint South Inc.*-developed and administered an assessment center for shift supervisor.
- *Johnson Controls World Services Inc.*-developed work sample selection devices for various positions at Kennedy Space Center in Cape Canaveral, FL.
- *Deposit Guaranty National Bank*-developed a video-based selection test for the position of teller.
- *Mississippi Valley Gas Company*-developed paper and pencil tests for the positions of meter reader and customer service representative.
- *Mississippi State Personnel Board*-developed *Uniform Guidelines* and ADA compliant job descriptions for approximately 230 job classifications.
- *University of Mississippi*-completed a classification and compensation study for all non-faculty positions.
- *Mississippi Insurance Department*- conducted an organizational analysis and compiled feedback report.
- *Jefferson County Police Department (Louisville, Kentucky)*-developed a pencil and paper selection test for police officer.
- *Denver Police Department*-developed and administered content valid assessment centers.
- *San Antonio Police Department*-developed and administered content valid assessment centers.
- *Boston Police Department*-developed content valid assessment centers.
- *Maryland State Police* -developed content valid assessment centers.
- *Little Rock Police Department*-conducted an analysis of applicant flow statistics.
- *Sunrise (Florida) Fire Department*-developed a pencil and paper promotional exam for the position of Lieutenant.
- *Miami Police and Fire Departments*-developed and administered content valid assessment centers.
- *Akron Police and Fire Departments*-developed and administered content valid assessment centers.
- *Bastrop Police Department (Louisiana)*-provided testing services for entry-level police officers.
- *Kenner Police Department (Louisiana)*-provided testing services for entry-level police officers.