

IAN STUART MERCER

Ph.D. Candidate

Harbert College of Business, Department of Management

Box 401, 405 W. Magnolia Avenue

Auburn University

Auburn, AL 36849

(334) 332-0041

ism0002@auburn.edu

EDUCATION

Ph.D. Auburn University, AL. 2016 - 2021(expected)
Major: Organizational Behavior and Management

Dissertation: Multiple job holding and psychological well-being:
the mediating effects of thriving.

Committee: Alan. G. Walker (Chair), Lei Huang, Jeremy Mackey,
H. Jack Walker, Daniel D. Butler

M.B.A Auburn University, AL, United States 2016

M.S. Information Systems Auburn University, AL, United States 2016

Pg. Dip. Leg Prac. Manchester Metropolitan University, UK 2001

LLB (hons) Law Liverpool John Moores University, UK 2000

RESEARCH INTERESTS

Behavioral Ethics

Leadership

Religion and Spirituality in Organizational Behavior

Using Gaming in Management Research

REFEREED JOURNAL PUBLICATIONS

Butler, D.B., & Mercer, I.S. Ace software goes to Oman. *Journal of Business Cases and Applications*, 15, 2015. Retrieved from <http://www.aabri.com/manuscripts/162381.pdf>

PAPERS UNDER REVIEW

Walker A.G., Mercer I.S. The relationship between spirituality and greed: Sex matters. Under review at *Journal of Religion and Business Ethics*.

SELECTED RESEARCH IN PROGRESS

- Ellen, B. P., III, McAllister, C. P., Mackey, J. D., & Mercer, I. S. Are small measures big problems? A meta-analytic investigation of brief measures of the Big Five. **Target journal: *Journal of Management*. Submission expected November 2020.**
- Mercer, I.S.**, Walker, A.G. Religious motivation, greed, and the mediating effect of moral disengagement. **Target journal: *Journal of Religion and Business Ethics*. Submission expected November 2020.**
- Braun, N., **Mercer, I.S.**, & Bhussar, M. S. Naughty and Nice? Institutional Drivers of Corporate Social Responsibility Behavioral Incongruence. **Target journal: *Journal of Business Ethics*. Submission expected November 2020.**
- Mercer, I.S.**, Stanwick, P.A. Organizational routines and capabilities: Using ethical commitment to enhance the firm's organizational performance. Target Journal: **Journal of Business research. Submission expected November 2020.**
- Huang, L., Paterson, T., Mackey, J., Li, X., & **Mercer, I.S.** Speaking up to the "evil": A dual path model of the consequences of ethical voice. **Target: *Journal of Management*. Paper in writing stage.**
- Hua, J., **Mercer, I.S.**, Walker, A.G., Zheng, L. Humility and cross-cultural adjustment. **Target: *Journal of Applied Psychology Special Edition*. Paper in writing stage.**
- Mackey, J. D., McAllister, C. P., Ellen III, B. P., & **Mercer, I. S.** A meta-analytic examination of competing theoretical explanations for the relationship between measures of influence tactics and workplace behaviors. **Target journal: *Journal of Applied Psychology*. Paper in data analysis stage.**
- Mercer, I.S.**, Huang, L. Exploring the forgiving environment: when leader humility leads to unethical pro-organizational behavior. **Target: *Journal of Applied Psychology*. Paper in data collection stage (final wave).**
- Mercer, I.S.** To the top: An experiential exercise highlighting leadership, influence tactics, decision-making, conflict resolution and communication. **Target: *Journal of Innovative Education*. Paper in data collection stage.**
- Mercer, I.S.** Peer-bottom line mentality and unethical pro-peer behavior: the moderating role of employee attachment style. Accepted at the *Western Academy of Management 2020 Doctoral Consortium*. **Target: *Journal of Management*.**

Mercer, I.S., * Harris, J.N., * Swab, R.G. * Using Dungeons and Dragons in management education. **Target: *Academy of Management Learning & Education*. Paper in data collection stage.**

Mercer, I.S. To lie or not to lie: The moderating effects of communication mechanism and recipient status on lying behavior. **In progress.**

Mercer, I.S. A network analysis of moral decision-making models. **In progress.**

PRESENTATIONS OF REFEREED PAPERS

Mercer, I.S., Johnson, P.D., Harris, J.N., Tomczyk, D.A., Swab, R.G. Rolling the dice: An interactive symposium exploring the use of gaming in management. Presented at **2020 Annual Meeting of *Southern Management Association*.**

Mercer, I.S. To the top: An experiential exercise highlighting leadership, influence tactics, decision-making, conflict resolution and communication. Presented at ***Eastern Academy of Management Annual Meeting 2020*.**

Mercer I.S., Walker, A.G. The light and dark side of religious motivation. ***Accepted at 2020 Auburn Research: Student Symposium (cancelled due to Covid-19)*.**

Mercer, I.S., Walker, A.G. Religious motivation and greed: the mediating effect of moral disengagement. Presented at ***2019 Annual Meeting of Southern Management Association*.**

Walker A.G., **Mercer I.S.** The relationship between spirituality and greed: Sex matters. Presented at ***Academy of Management 2019 Annual Meeting*.**

ACADEMIC AWARDS & DISTINCTIONS

York Fellowship	Harbert College of Business	2018, 2020
Field–Armenakis Fellowship	Harbert College of Business	2017, 2019, 2020
Hardwicke Scholar	Lincolns Inn, London, UK	2000

TEACHING EXPERIENCE

Instructor, Harbert College of Business, Auburn University

Principles of Human Resource Management (MNGT 3420)

Fall 2020 (Blended), two sections, student rating N/A, (Class size: 47/47)
Fall 2019, student rating 5.86 / 6 (Class size: 46)
Spring 2019, student rating 5.99 / 6 (Class size 45)

Principles of Management (MNGT 3100)

Summer 2020 (Online), student rating 5.87 / 6 (Class size 63)
Spring 2020 (Blended), student rating 5.86 / 6 (Class size 115)
Summer 2019, student rating 5.93 / 6 (Class size 31)
Fall 2018, student rating 5.8 / 6 (Class size 114)
Summer 2018, student rating 5.87 / 6 (Class size 50)
Spring 2018, student rating 5.74 / 6 (Class size 96)
Fall 2017, student rating 5.63 / 6 (Class size 115)
Summer 2017, student rating 5.56 / 6 (Class size 35)

Strategic Management (MNGT 4800) (Lab)

Spring 2017, 2 sections, (Class size 26/26)
Fall 2016, 4 sections, (Class size 27, 27, 28, 27)

Organizational Leadership and Change (BUSI 7140 / 7146) (MBA)

Spring 2017 - Current
Teaching Assistant within MBA class. Both on-line (class sizes regularly in excess of 100 students. Program consistently ranked within top 10 Poets & Quants) and on campus cohorts (class size ranges from 35-50 students)

Integrated Business Project and Case Analysis (BUSI 7310 / 7316)

Fall 2016 - Current
Teaching Assistant within MBA class. Both on-line (class sizes regularly in excess of 100 students) and on campus cohorts (class size range from 35-50 students)

Manchester Metropolitan University, Manchester, UK

Fall 2001 – 2005
Small Group session Tutor in ethics and professional conduct (Class size 10-15)

Lecturer, Liverpool John Moores University, Liverpool, UK

Fall 2001 – 2011
Small Group session tutor / lecturer in media law, sex crime & society (Class size 30)

PROFESSIONAL DEVELOPMENT

NASBA Center for Public Trust, Ethical Leadership Certification Program 2020
Academy of Management Annual Meeting 2020, Late-Stage Doctoral Consortium
Southern Management Association Annual Conference 2020, Late Stage Doctoral Consortium
Eastern Academy of Management Annual Meeting 2020, Doctoral Consortium
Western Academy of Management Annual Meeting 2020, Doctoral Consortium
Academy of Management Annual Meeting 2019, Mid-Stage Doctoral Student PDW
Academy of Management Annual Meeting 2018, Organizational Behavior PDW

SERVICE

Academy of Management

Conference Reviewer Organizational Behavior Division	2017-2020
Conference Reviewer Management, Spirituality and Religion	2020, 2019
Session Discussant Management, Spirituality and Religion	2019

Southern Management Association

Conference Reviewer Organizational Behavior Division	2017 - 2020
Session Facilitator Organizational Behavior Division	2017

Eastern Academy of Management

Conference Reviewer	2020
---------------------	------

Ad Hoc Reviewer

Career Development International

PROFESSIONAL MEMBERSHIPS

Academy of Management
Southern Management Association
Society for Business Ethics
Western Academy of Management
Eastern Academy of Management

PRIOR EMPLOYMENT HISTORY

Auburn University Graduate Teaching Assistant, MBA, EMBA, PEMBA	2014 – Current
H. Phillip Ebanks Attorney at Law, Cayman Islands, Attorney Practiced in criminal, family, labor, and immigration law.	2013 – 2015
Chavasse Court Chambers, Liverpool, UK, Barrister at Law Practiced in criminal and family law. Child protection specialist.	2001 – 2012
HM Royal Navy / Royal Navy Reserve, UK, Commissioned (HUMINT Officer) Conducted debriefing and interrogation activities. Involved in delivering leadership training to NATO signatories.	1996 – 2005

REFERENCES

Dr. Alan G. Walker
Associate Professor of Management
Harbert College of Business
Auburn University
Phone: 334 844 6551
Email: agw0006@auburn.edu

Dr. Lei Huang
Assistant Professor of Management
Harbert College of Business
Auburn University
Phone: 334 844 6564
Email: lzh0041@auburn.edu

Dr. Jeremy Mackey
Assistant Professor of Management
Harbert College of Business
Auburn University
Phone: 334 844 6518
Email: jmackey@auburn.edu