

September 14, 2021

Steve Lovett

The University of Texas Rio Grande Valley
College of Business and Entrepreneurship
One West University Blvd., Brownsville, TX 78520
steve.lovett@utrgv.edu

Education

1997 Ph.D. Management
 The University of Texas at Arlington
 Strategic Management and International Business

1986 MBA Business Administration
 Arizona State University

1985 B.S. General Business
 Southwest Missouri State University

Professional Positions

Fall 2015 - present Associate Professor of Business Administration
 The University of Texas Rio Grande Valley

2000 – Fall 2015 Assistant and Associate Professor of Business Administration
 The University of Texas at Brownsville

1997-2000 Assistant Professor of Business Administration
 San Diego State University - Imperial Valley Campus

1993-1997 Graduate Teaching Assistant
 The University of Texas at Arlington

Fall 1996 Visiting Professor
 Instituto Tecnológico Autónomo de México
 Mexico City, Mexico

Awards and Honors

UTB School of Business Exceptional Merit, 2004, 2008, 2012.
Provost Fellow, 2012-2013

Working Papers

International Entry Modes, CEO Tenure and Firm Performance
by Wanrong Hou, *Steve Lovett* and Sijin Wu.

We have a completed paper, accepted for presentation at the SMA conference, and we'll probably submit it to a journal this fall.

CEO Job Performance: What have we learned, and where do we go from here?
by *Steve Lovett*, Wanrong Hou and Abdul Rasheed.

This is a review of eighty-four empirical studies of CEO job performance. It's a complete paper, and we'll probably submit it to a journal this fall.

Refereed Journal Articles

Stock Options, Restricted Stock, Base Salary or Bonus? Alternate Approaches to Incentive Alignment.

by *Steve Lovett*, Abdul Rasheed, Wanrong Hou.
Business Horizons, in press, available on-line.

Examining the Relationship between Innovation, Quality, Productivity, and Customer Satisfaction in Pure Service Companies.

by Dongjun Rew, Joo Jung and *Steve Lovett*.
The TQM Journal, 2021, Vol. 33, Issue 1.

Stock Option Pay versus Restricted Stock: A Comparative Analysis of their Impact on Managerial Risk-Taking and Performance Extremeness.

by Wanrong Hou, *Steve Lovett*, Abdul Rasheed.
Strategic Organization, 2020, Vol. 18, Issue 2.

At Risk on the Border: Assessment of Student Learning at a Hispanic Serving Institution.

by Mario Davila, *Steve Lovett* and Deborah Hartley.
Journal of Latinos and Education, 2018, Vol. 17, Issue 1.

Assessment under Resource Constraints.

by *Steve Lovett* and Mary Curtis.
Current Issues in Education, March 2015, Vol. 18, No. 1.

Microenterprise Origins and Efficiency in Mexico.
by Rafael Otero, Jose Pagan and *Steve Lovett*.
International Journal of Business and Economics, 2013, Vol. 12, No. 1.

Measuring Learning through Cross Sectional Testing.
by *Steve Lovett* and Jennie Johnson.
Journal of the Scholarship of Teaching and Learning, December 2012, Vol. 12, No. 4.

On the Importance of Confidence in Management in Uncertain Times.
by *Steve Lovett* and Rafael Otero.
Journal of Applied Management and Entrepreneurship, April 2012, Vol. 17, No. 2.

Investigating the Financial and Socio-Economic Determinants of Student Learning at U.S
Charter and Public Schools: The Texas Experience.
by *Steve Lovett*, Mary Jane Saucedo and Musa Essayyad.
International Journal of Monetary Economics and Finance, 2010, Vol. 3, Issue 2.

Parental Control: A Study of U.S. Subsidiaries in Mexico.
by *Steve Lovett*, Liliana Pérez-Nordtvedt and Abdul Rasheed.
International Business Review, October 2009.

An Organizational Restructuring, Job Satisfaction and Diversity.
by *Steve Lovett* and Rafael Otero.
Perspectives in Business, Summer 2009.

Measuring Managerial Effectiveness in Handling Pay Cuts.
by *Steve Lovett*, Tom Coyle, Gaurango Banerjee and Suzanne Hardebeck.
Journal of Applied Management and Entrepreneurship, October 2008.

----- Promotion to Associate Professor August 2006 -----

Job Satisfaction and Organizational Tenure in Three Mexican Assembly Plants.
by *Steve Lovett*, Suzanne Hardebeck, Tom Coyle and Jose-Ramon Torres Solis.
Journal of Applied Management and Entrepreneurship, January 2006.

Job Satisfaction and Technology in Mexico.
by *Steve Lovett*, Tom Coyle and Russell Adams.
Journal of World Business, 39(3), August 2004.

An Empirical Study on Job Differentiation and Tenure.
by *Steve Lovett* and Tom Coyle.

Journal of Applied Management and Entrepreneurship, 8(3), July 2003.

Gender Differences and Organizational Adaptation in a Mexican Assembly Plant.
by *Steve Lovett* and Edith Galy.

Journal of Applied Management and Entrepreneurship, 8(1), January 2003.

Features of the Value Function for Voice and their Consistency Across Four Countries.
by Kenneth Price, T. Hall, J. Hunton, *Steve Lovett*, K. van den Bos and M. Tippett.
Organizational Behavior and Human Decision Processes, 84(1), January 2001.

Guanxi versus the Market: Ethics and Efficiency.

by *Steve Lovett*, Lee Simmons and Raja Kali.

Journal of International Business Studies, 30(1), 2nd Quarter 1999.

Managing Boundary Spanner Turnover for Customer Retention: Theory and Paradox.
by *Steve Lovett*, David Harrison and Meghna Virick.

Human Resources Management Review, 7(4), Winter 1997.

Conference Presentations

International Entry Modes, CEO Tenure and Firm Performance

by Wanrong Hou, *Steve Lovett* and Sibin Wu.

The 2021 Southern Management Association Annual Conference.

New Orleans, Louisiana

An Empirical Investigation into the Relation between Gray Swans and Operating Performance, by Tony Lynch, Joo Jung, Kevin Cruthirds and *Steve Lovett*.

The 2019 Decision Sciences Institute Annual Conference

New Orleans, Louisiana

PMO Longevity and Implementation Phase Variables

by Taiwo Abraham, Joo Jung and *Steve Lovett*.

The 2019 Academy of Management Annual Meeting

Boston, Massachusetts

Stock-Based Incentives and CEO Tenure: Their Effects on Risk-Taking and Performance
by Wanrong Hou and *Steve Lovett*.

The 2017 Academy of Management Annual Meeting

Atlanta, Georgia

Measuring Student Success at an Hispanic Serving Institution.

by *Steve Lovett*, Mario Davila, and Deborah Hartley.

The 2017 Annual Meeting of the Southwestern Social Science Association.

Austin, Texas.

The CEO and the P=AMO Model.

by *Steve Lovett*

The Southern Management Association 2016 annual meeting,

Strategic Management track. Charlotte, North Carolina.

Aggressive Strategies during Recessions: Evidence from the 2007 IPOs.

by *Steve Lovett*

The Southern Management Association 2016 annual meeting,

Strategic Management track. Charlotte, North Carolina.

Measuring Student Learning Within a Border University Criminal Justice Program.

by *Steve Lovett*, Mario Davila, and Deborah Hartley.

The Southwestern Association of Criminal Justice Annual Meeting,

South Padre Island, TX, October 4, 2014.

Measuring Gains in Critical Thinking through Cross Sectional Testing.
by *Steve Lovett* and Mary Curtis.
The Texas A&M 13th annual Assessment Conference –
Texas A & M University, February 18, 2013.
College Station, Texas.

Service to the Department

Management Major Assessment Coordinator, Fall 2015 – current.

Management Personnel Committee, Fall 2017 – current.

Annual Review Committee, Fall 2016 – Spring 2017.

Management Personnel Committee, Fall 2015 – Spring 2016.

Chair of Management and Marketing Personnel Committee, Fall 2014 – Spring 2015.

Member of Mgt./Mkt. Personnel Committee, Fall 2006 – Spring 2015.

Search Committee for Management Lecturer, Summer 2014.

Coordinator, UTB/UTPA Management Curriculum Integration, Spring 2014.

Scored Management SLOs for SACS and wrote summary, April 2013

Chair of Search Committee for Management/Marketing Department Chair, Fall 2012.

Service to the College

Secretary of the COBE Accreditation Committee, February 2017 – current.

Management Rep. to the COBE Accreditation Committee, April 2016 – current.

Twenty-nine peer observations of College of Business faculty members since Fall 2006.

AACSB Meeting for Tenured Faculty, February 27, 2017.

SCOB Faculty Marshal, UTB Legacy Commencement, Spring 2015.

Speaker at several SCOB Freshman Orientations, Summer 2012, 2013, and 2014.

SCOB Performance Appraisal Revision Committee, Fall 2013 – Spring 2014.

Member of SCOB-AACSB Assurance of Learning Committee, Fall 2012 – Spring 2013.

Member of Search Committee for Lecturer-Management and MBA Coordinator, Summer 2012.

External member of Finance/Economics Personnel Committee, Fall 2011 to Spring 2012.

Member of SCOB-AACSB Strategic Leadership Committee, Fall 2011 to Spring 2012.

Coordinator of SCOB Research Colloquiums from August 2008 to December 2010.
Twenty faculty members presented in nine colloquiums.

Editor of SCOB Working Paper Series from August 2008 to December 2010.

Member of SCOB-AACSB Participants-Faculty Committee from August 2009 to December 2010.

Member of SCOB Personnel Committee from August 2006 to December 2010.
Chair of SCOB Personnel Committee during the Fall of 2010.

Member of SCOB Academic Integrity Taskforce, Spring and Summer 2009.

Chair of SCOB Undergraduate Curriculum Committee from August 2006 to July 2008.

External member of Accounting Personnel Committee, Fall 2006 to Spring 2007.

Service to the University

College of Education Post-Tenure Remediation Committee, Fall 2013 – Fall 2014.

Academic Program Review, Member of Peer Review Team for Criminal Justice Department, Fall 2013.

Completed study “*Measuring Student Achievement within the UTB Criminal Justice Program*” with Mario Davila and Deborah Hartley for the Department of Criminal Justice, CLA, August 2013.

Completed study “*Comparing the Skills and Educational Philosophies of Senior and Freshman Education Majors*” with Sonja Varbelow for the Department of Teaching, Learning and Innovation, COE, July 2013.

UTB Criminal Justice Dept. Assessment Committee, External Advisor, Spring 2013.

SCOB Academic Senate Representative, Fall 2012 – Fall 2013.

Speaker at Freshman Commencement, Fall 2011, Fall 2012, Fall 2013.

Member of the UTB Core Curriculum Task Force, Fall 2011 to Spring 2013.

Member of UTB General Education Core Committee from May 2010 to December 2010.

Service to the Profession

Reviewer for *The TQM Journal*, November 2020, January 2021, March 2021, and August 2021.

Reviewer for *Journal of Strategy and Management*, August 2019, October 2019, April 2021, and July 2021. Editorial Board Member since September 2019.

Reviewer for *Strategic Organization*, October 2018, February 2019, May 2019, two articles in December 2019, July 2020, September 2020, January 2021, and July 2021.

Reviewer for Southern Management Association Annual Meeting, May 2021.

Reviewer for Southern Management Association Annual Meeting, May 2020.

Reviewer for Academy of Management Annual Meeting, February 2020.

Reviewer for *Journal of Latinos and Education*, June 2019.

Reviewer for Southern Management Association Annual Meeting, May 2019.

Reviewer for Academy of Management Annual Meeting, February 2019.

Reviewer for Southern Management Association Annual Meeting, May 2018.

Reviewer for Academy of Management Annual Meeting, January 2018.

Reviewer for Southern Management Association Annual Meeting, May 2017.

Reviewer for Academy of Management Annual Meeting, January 2017.

Reviewer for Southern Management Association Annual Meeting, May 2016.

Reviewer for Academy of Management Annual Meeting, February 2016.

Reviewer for Southern Management Association Annual Meeting, May 2015.

Reviewer for Academy of Management Annual Meeting, February 2015.

Service to the Community

Texas State Technical College Academic Advisory Board, Fall 2014 to Spring 2017.
Meetings: Dec. 4, 2015; March 24, 2017.

Between the Summer of 2001 and the Fall of 2010 I did 28 job satisfaction surveys of the employees of eight different companies in three cities in Northern Mexico and wrote summary reports in Spanish for factory management after each. A total of over 28,000 employees responded to these surveys.

Recent Professional Development Activities

UTRGV *Open Education Resources Learning Circle of the Excellence in Online Learning Conference* with Claudia Vela, Center for Online Learning and Teaching Technology via Zoom. March 26, 2021.

UTRGV *OER Adaption and Open Pedagogy* with Gabby Hernandez, Center for Teaching Excellence via Zoom. March 4, 2021.

UTRGV *Independent Applying the QM Rubric (APPQMR)*, full course. May 29, 2020.

UTRGV *Improving Your Practice through a Critical Analysis of Student Evaluations* with Patricia McHatton, Center for Teaching Excellence. December 12, 2019.

UTRGV *Flipping the Initial and Final Minutes of Class / Small Group Instructional Diagnosis* with Javier Cavazos, Center for Teaching Excellence. July 2, 2019.

UTRGV *Updates and Future Plans for ITV at UTRGV* with Robert Allen and Joe Mendoza. Special Faculty Development Session. February 21, 2019.

UTRGV *Training for Reviewing Annual Reports on TK20* with Carlos Cuellar, Office of Academic and Institutional Excellence. January 18, 2019.

UTRGV *Creating a Learner-Centered Syllabus / Using Transparent Assignments to Enhance Teaching Effectiveness* with Javier Cavazos, Center for Teaching Excellence.

December 13, 2018.

UTRGV *The Future of ITV at UTRGV* with Robert Allen. Special Faculty Development Session. September 27, 2018.

UTRGV *Assessment Liaison Training, Reporting 2017-2018 SLO Results in Tk20* with Carlos Cuellar, Office of Academic and Institutional Excellence. July 20, 2018.

UTRGV *Fink's Taxonomy of Learning* with Alcione Ostorga, Center for Teaching Excellence. April 26, 2018.

UTRGV *Designing Strong Rubrics* with Javier Cavazos, Center for Teaching Excellence. March 26, 2018.

UTRGV *Creating a Strong Teaching Philosophy* with Javier Cavazos, Center for Teaching Excellence. December 11, 2017.

UTRGV *Strategies for Effective Group Work to Build Communities of Learners* with Diana Dominguez, Center for Teaching Excellence. September 25, 2017.

UTRGV *Learning Assessment Techniques* with Javier Cavazos, Center for Teaching Excellence. September 20, 2017.

UTRGV *Assessment Liaison Training, Taskstream-Tk20* with Laura Saenz. September 15, 2017.

UTRGV *Academic Integrity and Addressing Suspected Cases of Scholastic Dishonesty* General Faculty Development, with David Marquez. September 14, 2017.

UTRGV *Elsevier Scopus Training* with Portia Dove. September 14, 2017.

UTRGV *Tenure and Promotion Committees Meeting*. September 8, 2017.

UTRGV *Flipping the College Classroom* with James Whittenberg, Center for Teaching Excellence. July 13, 2017.

UTRGV *Continuous Improvement and Program Assessment* with James Ikonopoulos, Center for Teaching Excellence. July 11, 2017.

UTRGV *Fostering Faculty Wellness, Resilience and Positive Well-Being*. Center for Teaching Excellence. July 10, 2017.

UTRGV Successfully Delivering a Summer Course. General Faculty Development Program, Center for Teaching Excellence. May 16, 2017.

UTRGV ITV Training with Marco Garza, Center for Teaching Excellence. March 24, 2017.

UTRGV Using Peer Observations to Enhance Teaching Effectiveness with Aje-Ori Agbese, Center for Teaching Excellence. January 26, 2017.

UTRGV Core Assessment Workshop with Aldo Salinas. October 14, 2016.

UTRGV “Brown Bag” Research Seminar Presentation.
“The CEO and the P=AMO model.” October 5, 2016.

UTRGV Assessment 101 Workshop with Luis Machuca. October 4, 2016.

UTRGV Tenure and Promotion Committees Meeting. September 16, 2016.

UTRGV Live Virtual Distance Teaching Training with Marco Garza. August 22-24, 2016.

UTRGV Faculty Portfolio Training. February 2, 2016.

UTRGV Interactive Television Training. January 15, 2016

UTRGV Tenure and Promotion Committees Meeting. September 8, 2015.

UTRGV Tenure and Promotion Informational Workshop. August 20, 2015.

UTPA “Brown Bag” Research Seminar Presentation. “So what did you do with the Money? Conservative versus Aggressive Post-IPO Strategies.” September 19, 2014.

ERP Simulation Training (SAP) – by Russell Adams. UTB, December 16-17, 2013.

UTB/TSC Professional Development Certification Program in Assigning and Assessing Paragraph Writing – with Richard Price and Mark Blakemore. Spring 2013

Texas A&M 13th annual Assessment Conference – Texas A & M, February 17 - 19, 2013.

Developing Courses for Core – by Barbara Walvoord. UTB, January 8, 2013.

Departmental Assessment for Majors, Graduate Students, and Core: Time-Efficient, Useful, and Acceptable to SACS – by Barbara Walvoord. UTB, January 7, 2013.

CAT Exam scoring session. UTB, December 18, 2012

Assessment Institute Annual Conference – Indiana University/Purdue University. October 28 – October 30, 2012.

Presenter at *UTB- SCOB Research Colloquium*, March 5 2008, October 2009, April 2010, September 18 2012.

Building and Assessing Critical Thinking Capacity in Our Students – by Susanna Calkins. UTB, August 23, 2012.

Assessment of Student Outcomes for Deans, Chairs and Faculty Representatives – by Aaron Thompson and Joe Cuseo. UTB, January 12, 2012.

Developing Assessments at the Unit, College and Department Level – by Aaron Thompson. UTB, January 11, 2012.