

Spenser Essman

Darla Moore School of Business

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EDUCATION

University of South Carolina – Darla Moore School of Business

Ph.D. Business Administration, Management Emphasis, entered Aug. 2016

University of Kansas - School of Business

Master of Business Administration, Finance Emphasis, Dec. 2015

University of Kansas - School of Business

Bachelor of Science, Accounting, May 2011

RESEARCH INTERESTS

Strategic Human Resource Management; Human Capital; Turnover; Compensation

WORK IN PROGRESS

Flinchbaugh, C., Zare, M., **Essman, S.**, Li, Pingshu, & Chadwick, C. Independent contractors and organizational effectiveness: A meta-analytic examination. *In the data analysis stage.*

HR investment and firm performance (With Chadwick, C., Guthrie, J. P., Subramony, M., & Li, P). *In the data analysis stage.*

RESEARCH EXPERIENCE

The University of Kansas, Lawrence, KS, January 2015-December 2015

Graduate Research Assistant

- For Professor Tailan Chi, January 2015 – May 2015
- For Professor Clint Chadwick, May 2015 – December 2015

TEACHING EXPERIENCE

The University of Kansas, Lawrence, KS, January 2016-May 2016

Graduate Teaching Assistant

- MGMT 706: Managing People – Online MBA Course
- MKTG 706: Marketing Strategy – Online MBA Course

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NON-ACADEMIC WORK EXPERIENCE

The Civic Council of Greater Kansas City, Kansas City, MO, July 2015-August 2016

Research Assistant

- Analyzed global trends in multiple industries deemed vital to the regional economy
- Developed case study for managerial-level leadership development program
- Prepared annual budget and cash flow estimates

UMB Financial Corporation, Kansas City, MO, July 2013-August 2014

Senior Accounting Analyst

- Prepared monthly journal entries and reconciled assigned balance sheet accounts
- Coordinated consolidation of company variance analysis
- Prepared quarterly and annual regulatory reporting schedules, including 10-K and 10-Q reports

Koch Industries, Inc., Wichita, KS, May 2010-June 2013

Accountant/Analyst II – *Flint Hills Resources, LLC, Jan 2013-June 2013*

- Performed equity accounting for FHR joint venture
- Coordinated publication of monthly financials and weekly estimates for management
- Analyzed margins and key business indicators for business leaders
- Recorded and reconciled all transactions between FHR and production facility

Staff Accountant I/II, May 2011-Jan 2013

- Provided front to back accounting for derivative trading business
- Authorized and recorded trading activity for various securities
- Performed monthly balance sheet reconciliations
- Provided quarterly and annual cash flow and income forecasts for upper management

Accounting Intern/Co-Op, May 2010-May 2011

- Performed similar to role as Staff Accountant, received full-time job offer
- Telecommuted during last year of undergraduate education

University of Kansas Campus Recruiting Leader, Jan 2012-June 2013

- Led on-campus recruiting efforts for Koch College Recruiting at KU

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AWARDS AND HONORS

- University of South Carolina, Presidential Fellowship, 2016
- University of Kansas, Center for Integrated Customer Experience – Cerner Corporation Fellowship, 2015
- University of Kansas, School of Business Scholarship, 2015
- University of Kansas, Clifford J. Goering Scholarship, 2015
- University of Kansas, Elizabeth M. Hoyt Scholarship, 2015
- University of Kansas, William A. and Monte L. Murphy Scholarship, 2015
- University of Kansas, Robert Mueller Scholarship in Business, 2015
- University of Kansas, School of Business, MBA Association Class President, 2015
- University of Kansas, School of Business, MBA Association Service Award, 2015