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Spenser Essman

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EDUCATION

University of South Carolina – Darla Moore School of Business

Ph.D. Business Administration, expected May 2021

Major area: Organizational Behavior and Human Resources

Dissertation*: “*The most important human capital resource: A strategic human resources perspective on top management team effectiveness*”

Committee: Anthony J. Nyberg (chair), Scott D. Graffin, Donald J. Schepker, Patrick M. Wright

**Awarded 2020 SHRM Foundation Dissertation Grant*

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 Capital Resources; Compensation; Strategic Human Resource Management; Executive Succession; Top-Management Teams; Research Methods

PUBLICATIONS

Essman, S.M., Schepker, D.J., Nyberg, A.J., & Ray, C. (In press). Signaling a successor? A theoretical and empirical analysis of the executive compensation-CEO succession relationship. *Strategic Management Journal*, <https://doi.org/10.1002/smj.3219>.

Bliese, P.D., Schepker, D.J., **Essman, S.M.**, & Ployhart, R.E. (2020). Bridging methodological divides between macro- and microresearch: Endogeneity and methods for panel data. *Journal of Management*, 46, 70-99.

Wright, P.M., & **Essman, S.** (in press). Carrots, sticks, and performance: Is it commitment, or commitment PLUS control? *Academy of Management Perspectives*.

Flinchbaugh, C., Zare, M., Chadwick, C., Li, P., & **Essman, S.** (in press). The influence of independent contractors on organizational effectiveness: A review. *Human Resource Management Review*.

Spenser Essman

Nyberg, A.J., Maltarich, M. A., Abdulsalam, D., **Essman, S. M.**, & Cragun, O. (2018). Collective pay for performance: A cross-disciplinary review and meta-analysis. *Journal of Management*, 44, 2433-2472.

Nyberg, A., Reilly, G., **Essman, S.**, & Rodrigues, J. (2018). Human capital resources: A call to retire settled debates and to start a few new debates. *The International Journal of Human Resource Management*, 1, 68-86.

RESEARCH UNDER REVIEW

Ray, C., **Essman, S.M.**, Nyberg, A.J., Ployhart, R.E., & Hale, D. Human Capital Resources: Reviewing the First Decade and Establishing a Foundation for Future Research. *Revise and resubmit. Proposal accepted for Journal of Management review issue.*

Steinbach, A.S., **Essman, S.M.** The Hidden Dangers of Pay Disparity: Exploring the Relationship Between the CEO-Employee Pay Ratio and Workplace Safety. *Under review at Strategic Management Journal.*

RESEARCH IN PROGRESS

Essman, S., Schepker, D.J., Nyberg, A.J., DeBruyn, G., & Wright, P.M. Succession planning during a crisis: An inductive study of executive succession planning post-COVID. *Finalizing manuscript for submission to Journal of Applied Psychology.*

Essman, S. & Ployhart, R. Employee lifetime value. *Preparing manuscript for submission to Journal of Applied Psychology.*

Essman, S., Schepker, D.J., & Nyberg, A.J. The people person: Examining the role of chief HR officers in top management teams. *In the data analysis stage for dissertation. Plan to submit to Academy of Management Journal.*

Essman, S., Maltarich, M., Nyberg, A.J., & Reilly, G. Manager and employee human capital and team performance. *In the data analysis stage.*

Nyberg, A. J., Schepker, D. J., & **Essman, S.**, Wright, P.M. TMT development after CEO succession. *In the data collection stage.*

BOOK CHAPTERS

Wright, P.M., & Essman, S. (2019). "The missing construct in strategic human capital research: Humans" In Anthony J. Nyberg, and Thomas Moliterno (eds.), *Handbook of research on strategic human capital resources*. Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publishing.

Spenser Essman

ACADEMIC PRESENTATIONS

Essman, S. The people person: Examining the role of chief HR officers in top management teams. *Accepted for the 2020 Strategic Management Society Annual Conference, London, England.*

Nyberg, A. J., Schepker, D. J., & Essman, S., Top management teambuilding: A process theory of effective TMT development after CEO succession. Included in the “Broadening our Sight to Explore Internal Organizational Dynamics of Leader Succession” symposium. *Accepted for the 2020 Academy of Management Annual Conference, Vancouver, Canada.*

Essman, S. & Ployhart, R. (2019) Employee lifetime value. *Presented at the Wharton School’s 2019 People and Organizations Conference, Philadelphia, PA.*

Steinbach, A., & Essman, S. (2019). The Hidden Dangers of CEO Pay: Exploring the Effects of CEO and Employee Compensation on Employee Safety, included in the “Executive Compensation: A Cross-Disciplinary Symposium and Discussion” symposium. *Presented at the 2019 Academy of Management Annual Conference, Boston, MA.*

Essman, S., Schepker, D.J. (2019). Signaling a successor: A theoretical and empirical analysis of the executive compensation-CEO succession relationship, included in the “Executive Compensation: A Cross-Disciplinary Symposium and Discussion” symposium. *Presented at the 2019 Academy of Management Annual Conference, Boston, MA.*

Essman, S., Schepker, D.J., & Nyberg, A.J. (2019). CEO pay disparity as a signal of outside CEO succession. *Presented at the 2019 Strategic Management Society Special Conference, Las Vegas, NV.*

Essman, S., Nyberg, A.J., Weller, I., Ebert, J., & Goebel, L. (2018). Individual and firm response to the Remuneration Transparency Act in Germany, included in the “Compensation Plan Implementation and Change: Consequences for Individuals, Teams, and Firms” symposium *Presented at the 2018 Academy of Management Annual Conference, Chicago, IL.*

Essman, S., Schepker, D.J., & Nyberg, A.J. (2018). Unraveling the CEO compensation-CEO succession paradox. *Presented at the 2018 Strategic Management Society Annual Conference, Paris, France.*

CHAired SYMPOSIA

With Burkert, S. “Executive Compensation: A Cross-Disciplinary Symposium and Discussion”. *Chosen as Showcase Symposium for 2019 Academy of Management Annual Conference, Boston, MA.*

With Nyberg, A.J. “Compensation Plan Implementation and Change: Consequences for Individuals, Teams, and Firms”. *2018 Academy of Management Annual Conference, Chicago, IL.*

Spenser Essman

TECHNICAL REPORTS

Wright, P.M., Nyberg, A.J., Schepker, D.J., Carrig, K., Essman, S. 2020. Building Diversity into the Talent Pipeline for Senior Operating Roles.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Essman, S. 2020. The Impact of the COVID-19 Crisis on Executive Succession.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Carrig, K., Essman, S. 2019. Building the Executive Leadership Team.

Wright, P.M., Carrig, K., Schepker, D.J., Nyberg, A.J., Essman, S. 2019. The CHRO and Culture.

Wright, P.M., Nyberg, A.J., Schepker, D.J., Essman, S. 2018. The Chief Human Resource Officer: Exploring the Counselor, Confidante, and Coach Role.

Wright, P.M., Schepker, D.J., Nyberg, A.J., Essman, S. 2018. The CHRO and the Board.

Wright, P.M., Mullins, F.I., Schepker, D.J., Nyberg, A.J., Essman, S. 2018. The Impact of CEO and Board HR Expertise.

ACADEMIC AND PROFESSIONAL SERVICE

- Ad Hoc Reviewer for *Academy of Management Journal*
- Reviewer for Academy of Management Annual Conference (AOM)
- South Carolina Presidential Fellows Advisory Council Member – 2017-2018

RESEARCH EXPERIENCE

The University of South Carolina, Columbia, SC, August 2016-Present

Graduate Research Assistant

- For Professor Anthony Nyberg, August 2016 – July 2017; August 2019 - Present
- For Professor Paul Bliese, August 2018 – July 2019
- For Professor Patrick Wright, August 2017 – July 2018

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

Spenser Essman

TEACHING EXPERIENCE

The University of South Carolina, Columbia, SC, August 2016-Present

Instructor

- Principles of Management – Online (due to COVID-19) undergraduate course (Summer 2020; Awaiting teaching evaluation scores)

Teaching Assistant

- Human Resources and Business Strategy (3 semesters) – MHR course
- Management of Compensation (3 semesters) – MHR course
- Negotiations (2 semesters) – Professional MBA course
- Human Resources Experiential Project – MHR course
- Strategic Human Capital Management – Undergraduate course
- Principles of Management – Online undergraduate course

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

Graduate Teaching Assistant

- Managing People – Online MBA Course
- Marketing Strategy – Online MBA Course

NON-ACADEMIC WORK EXPERIENCE

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

- Research Assistant

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

- Senior Accounting Analyst

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

- University of Kansas Campus Recruiting Leader, Jan 2012-June 2013
- Accountant/Analyst II – *Flint Hills Resources, LLC*, Jan 2013-June 2013
- Staff Accountant I/II, May 2011-Jan 2013
- Accounting Intern/Co-Op, May 2010-May 2011

AWARDS AND HONORS

- SHRM Foundation Dissertation Grant – 2020
- Finalist for Darla Moore School of Business Outstanding Doctoral Student – 2020
- University of South Carolina, Presidential Fellowship, 2016-2019
- 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

Spenser Essman

- 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