

Ormonde R. Cragun
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RESEARCH INTERESTS

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

EDUCATION

University of South Carolina, Columbia, SC (Anticipated) 2018
Ph.D. Business Administration, Management emphasis, Minor: Statistical Methods
Dissertation: “The role of narcissism in CEO selection and CEO succession” (Proposed, May 2016)
Advisor: Anthony J. Nyberg

Brigham Young University, Provo, UT 1999
M.O.B. Organizational Behavior

Utah State University, Logan, UT 1997
B.A. Personnel Human Resource Management

PEER REVIEWED PUBLICATIONS

Cragun, O. R., Nyberg, A. J., & Wright, P. M. 2016. CEO Succession: What we know and where to go. *Journal of Organizational Effectiveness: People and Performance*, 3(3): 222–264

RESEARCH UNDER REVIEW

Nyberg, A. J., Maltarich, M. A., Abdulsalam, D., Essman, S., **Cragun, O. R.** Collective Pay: A Cross-Disciplinary, Cross-Level Theoretical and Empirical Integration and Meta-Analysis (Proposal accepted at the *Journal of Management*).

RESEARCH IN PROGRESS

Nyberg, A. J., Maltarich, M. A., **Cragun, O. R.**, Abdulsalam, D. The impact of a leader on group performance under individual versus team incentives. (In preparation for *The Academy of Management Journal*).

Cragun, O. R., Nyberg, A. J., Schepker, D. J., & Wright, P. M. Subjective versus objective measures of CEO narcissism: A comparison of Chatterjee & Hambrick, 2007 to the Narcissism Personality Inventory. (In preparation for the *Journal of Management*).

Cragun, O. R., Nyberg, A. J., Schepker, D. J., & Wright, P. M. Narcissism and CEO succession: How a narcissistic CEO controls the succession process and talent pipeline. (In preparation for the *Journal of Management*).

Cragun, O. R., Nyberg, A. J., Schepker, D. J., & Wright, P. M. Narcissistic CEO selection. (In preparation for the *Academy of Management Journal*).

Cragun, O. R., Ployhart, R. E., Nyberg, A. J., Dynamic succession planning: Constructing a solid theoretical foundation for succession planning using dynamic capabilities. (In preparation for the *Academy of Management Review*).

BOOK CHAPTERS

Ployhart, R. E., & **Cragun, O. R.** Collective human capital complementarities. Invited to appear in. D. Collings, K. Mellahi, & W. F. Cascio (Eds.), *The Oxford Handbook of Talent Management*. New York: Oxford University Press.

Nyberg, A. J., Schepker, D. J., Wright, P. M., & **Cragun, O. R.** Succession planning: Talent management's forgotten but critical tool. Invited to appear in. D. Collings, K. Mellahi, & W. F. Cascio (Eds.), *The Oxford Handbook of Talent Management*. New York: Oxford University Press.

Ployhart, R. E., & **Cragun, O. R.** (In press). Multilevel modeling: Theory and practice. In. S. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology, 2nd ed.* Thousand Oaks, CA: Sage.

CONFERENCE PAPERS and INVITED PRESENTATIONS

Cragun, O. R., Nyberg, A. J., Maltarich, M. A., Adulsalam, D., Essmen, S. (2017). Collective Pay: A Meta-Analysis. To be presented at the Strategic Management Society. Houston, TX.

Cragun, O. R. (2017). Narcissistic CEO Selection. To be presented at the Strategic Management Society. Houston, TX.

Cragun, O. R. (2017). Dynamic Succession Planning. To be presented at the Academy of Management Annual Conference. Atlanta, GA.

Cragun, O. R. (2016). Sophisticated Messages Made Simple: Incorporating Infographics into Students' Communications Tool Kits. Symposium on Teaching Excellence (Oktoberfest). University of South Carolina. Columbia, SC.

Nyberg, A. J., Maltarich, M. A., Abdulsalam, D., & **Cragun, O. R.** (2016). Multilevel pay theory. Academy of Management Annual Conference, San Diego, CA.

Cragun, O. R., Thatcher, S. M. B., & Nyberg, A. J. (2015). The impact of pay on faultline salience. Society for Industrial and Organizational Psychologists (SIOP) Annual Conference, Philadelphia, PA.

Cragun, O. R. & Nyberg, A. J. (2014). CEO succession: A 20 year review and typology. Academy of Management Annual Conference, Philadelphia, PA.

Cragun, O. R. (2006). Successful Applications of Six Sigma in Human Resources. Utah State University, Partners in Business Conference, Logan, UT.

Cragun, O. R. (2002). Sending Employees Abroad. Utah State University, Partners in Business Conference, Logan, UT.

GRANTS

2016 Riegel & Emory HR Center Research Grant
2016 SPARC Graduate Research Grant Recipient
2015 Riegel & Emory HR Center Research Grant
2014 Dean's Travel Award

ACADEMIC TEACHING

University of South Carolina

Instructor – MGMT 720 Labor Relations and Negotiations (Fall, 2017)
Instructor – MGMT 371 *Principles of Management* 4.8/5.0 (2016)
Assistant – MGMT 726 Human Resource and Business Strategy (2016)
Assistant – BADM 790 Negotiations and Conflict Management (2015, 2016, 2017)
Assistant – MGMT 719 Management of Compensation (2015, 2016, 2017)

Utah State University

Instructor – MGT 6340 *Principles of Operational Excellence*, 4.4/5.0 (Spring 2013)

Brigham Young University

Assistant – ORGB 320 Fundamentals of Organizational Development (1997-1998)

ACADEMIC SERVICE

- 2017 Reviewer, Academy of Management Annual Conference
- 2015 Chair, Management Department Doctoral Student Round Table
- 2014 Founder, Management Department Doctoral Student Round Table

SELECT PROFESSIONAL EXPERIENCE

- 2017- Limited Private Consulting, Makoto Peak, Logan, UT
- 2011-2013 Vice President, Organizational Effectiveness, Conservice, Logan, UT
- 2010-2011 Director of HR, Business Systems Modernization, Bell Helicopter, Ft. Worth, TX
- 2008-2010 Director of HR Strategy & Performance, & Sr. HRBP, Bell Helicopter, F.W., TX
- 2007-2007 Director of HR & Sr. HR Business Partner, Bell Helicopter, Ft. Worth, TX
- 2006-2007 Continuous Improvement Director and MBB, Bell Helicopter, Ft. Worth, TX
- 2005-2006 Six Sigma Master Black Belt, Bell Helicopter, Ft. Worth, TX
- 2004-2005 Six Sigma Black Belt, Bell Helicopter, Amarillo, TX
- 2003-2004 Human Resource Manager, Bell Helicopter, Amarillo, TX
- 1999-2002 Global Human Resource Manager, Bell Helicopter, Ft. Worth, TX
- 1999-1999 Project Manager, ATOL Management Center, Groningen, The Netherlands
- 1998-1998 Human Resource Private Consulting, Provo, UT
- 1996-1997 Organizational Development Specialist, Parker Hannifin, Ogden, UT
- 1995-1998 Safety Technician, Management Institute, Utah State University, Logan, UT

CERTIFICATIONS

- 2010 Korn Ferry Decision Styles management assessment tool
- 2009 Human Capital Strategist, HCI
- 2008 Korn Ferry Leadership Architect Competency Model
- 2007 Demand Flow Technology
- 2007 Six Sigma Master Black Belt
- 2005 DFSS (Design For Six Sigma) Six Sigma Black Belt
- 2004 DMAIC (Design Measure Analyze Improve Control) Six Sigma Green Belt
- 1996 P.A.Q. (Position Analysis Questionnaire) Job Analyst

PROFESSIONAL AFFILIATIONS

Academy of Management: HR and OB Divisions
 Society for Industrial and Organizational Psychology
 Strategic Management Society

REFERENCES

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