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## **Spenser Essman**

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### **EDUCATION**

#### **University of South Carolina – Darla Moore School of Business**

Ph.D. Business Administration, Management Emphasis, expected May 2021

#### **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

### **PUBLICATIONS**

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.

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.

Wright, P.M., & **Essman, S.** (in press). Carrots, sticks, and performance: Is it commitment, or commitment PLUS control? *In press at 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. *In press at Human Resource Management Review*.

Bliese, P., Schepker, D.J., **Essman, S.**, & Ployhart, R. (in press). Bridging methodological divides between macro- and microresearch: Endogeneity and methods for panel data. *In press at Journal of Management*.

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## **RESEARCH UNDER REVIEW**

Steinbach, A., **Essman, S.** The Hidden Dangers of Pay Disparity: Exploring the Relationship Between the CEO-to-Employee Pay Ratio and Workplace Safety. *Under review at Administrative Science Quarterly.*

## **RESEARCH IN PROGRESS**

**Essman, S.**, Schepker, D.J., Nyberg, A.J., & Ray, C. (in progress). Signaling a successor?: A theoretical and empirical analysis of the executive compensation-CEO succession relationship. *Finalizing manuscript for submission.*

**Essman, S.** & Ployhart, R. (in progress) Employee lifetime value. *Finalizing manuscript for submission.*

**Essman, S.**, Ward, M., Nyberg, A.J., Weller, I., & Goebel, L. Pay transparency theory and review. *Theoretical model and review under development.*

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

## **BOOK CHAPTERS**

Wright, P.M., & **Essman, S.** (forthcoming). “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.

## **CONFERENCE PAPERS AND PRESENTATIONS**

**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.*

**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.*

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.*

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## **CONFERENCE PAPERS AND PRESENTATIONS cont'd**

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

## **CHAired SYMPOSIA**

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

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

## **TECHNICAL REPORTS**

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)

## **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 Patrick Wright, August 2017 – July 2018
- For Professor Paul Bliese, August 2018 – July 2019

***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 Kansas, Lawrence, KS, January 2016-May 2016***

### **Graduate Teaching Assistant**

- MGMT 706: Managing People – Online MBA Course
- MKTG 706: 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***

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

## **AWARDS AND HONORS**

- 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
- 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