

Jason R. Ross

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ACADEMIC POSITIONS

Western Carolina University College of Business

Assistant Professor of Management 2023-Present

University of Kentucky Gatton College of Business

Instructor of Management 2017-2023

Somerset Community College

Instructor of Mathematics 2009-2015

EDUCATION

University of Kentucky

Ph.D. in Management 2023

Dissertation: When the Past Comes Knocking: An Alter-Centric Perspective on Network Mobilization

Committee: Ajay Mehra (chair), Daniel Levin (Rutgers), Daniel Halgin and Walter Ferrier

Eastern Kentucky University

MBA 2012

BBA in Finance and Accounting (Cum Laude) 2008

RESEARCH INTERESTS

Network mobilization, dormant ties, helping behaviors, boomerang employees and human-animal work

PUBLICATIONS

Yang, S. W., Soltis, S. M., **Ross, J. R.**, & Labianca, G. (J.). (2021). Dormant tie reactivation as an affiliative coping response to stressors during the COVID-19 crisis. *Journal of Applied Psychology*, 106(4), 489-500. <http://dx.doi.org/10.1037/apl0000909>. Media coverage: *Psychology Today*, *WorkRBeeing Podcast*, *IO at Work*.

Ross, J.R. (in press). "Designing human resource practices in animal rescue organizations."- *Small Business Institute Journal*.

WORKING PAPERS

Ross, J. R., Mehra, A., Levin, D. Z., Walter, J. & Borgatti, S. “Ties over time: Meaning and memory in tie dormancy.” Finalizing manuscript for submission to *Journal of Management*

Ross, J. R., Robertson, K. & Mehra, A. “When the past comes knocking: An alter-centric perspective on network mobilization in prosocial occupations.” Preparing manuscript for submission to *Human Relations*

Schaffer, B.S. & **Ross, J.R.** “The internal fit of human resource practices: A necessary ingredient for successful strategy implementation.” Preparing manuscript for submission.

Ross, J. R., “Towards a theory of organizational rehiring.” Preparing manuscript for submission.

Ross, J.R. “Reclaiming the throne: How organizations frame the return of a former CEO”. Data analysis stage.

PRESENTATIONS

Ross, J. R., Mehra, A., Levin, D. Z., Walter, J. & Borgatti, S. (2023). “Ties over time: Meaning and memory in tie dormancy,” as part of “Overlooked Ties: An Examination of Neglected, Rare, or Special Relationships in Organizational Networks.” *Academy of Management Conference*.

Yang, S. W., Soltis, S. M., **Ross, J. R.**, & Labianca, G. (J.). (2021). “Dormant tie reactivation as an affiliative coping response to stressors during the COVID-19 crisis.” *Networks: Joint Sunbelt and NetSci Conference and the North American Social Networks Conference*.

Ross, J.R., Mehra, A., Levin, D.Z., Walter, J. (2019). “Dormant ties: A review and research agenda,” as part of “The role of memory and cognition (vs. activity and behavior) in social networks.”
***Winner of Best AoM Symposium, OB Division.**

Ross, J.R., Mehra, A., Levin, D.Z., Walter, J. (2019). “Towards a theory of dormant ties,” *Sunbelt Social Networks Conference and the Mid-South Regional Management Consortium*.

TEACHING EXPERIENCE

Assistant Professor, WCU

Human Resource Management- 2 courses

Organizational Behavior

Human Resource Management- 3 courses

Dates

Spring 2024

Spring 2024

Fall 2023

Student ratings

3.8/4 (Mix)

3.5/4 (In-person)

3.6/4 (Mix)

Instructor, University of Kentucky

Human Resource Management- 3 courses

Human Resource Management- 3 courses

Organizational Behavior

Organizational Behavior

Principles of Management

Dates

Spring 2023

Fall 2022

Fall 2021

Fall 2020

Winter 2020

Student ratings

4.8/5 (Mixture)

4.5/5 (Mixture)

4.6/5 (Online)

4.7/5 (Hybrid)

N/A- Size (Online)

Instructor, Somerset Community College

Math (150 Credit Hours of Various Courses)

Dates

Fall 2009 - Spring 2015

Student ratings

4.9/5 (In-person)

Invited Lectures, University of Kentucky	Dates	Topics
Organizational Behavior- MBA	Fall 2017-Spring 2022	Data analysis
Principles of Management (500 students)	Fall 2018-2019	Structure, ethics, com
Strategy Capstone	Spring 2019	Networks
Public Finance	Fall 2016-2017	Capital budgets

ACADEMIC AWARDS

Gatton, Luckett, and Steckler Fellow	2017-2022
Gatton Teaching Excellence Award finalist	2022
Summer Fellow of the UK Martin School of Public Policy	2017

SERVICE

Communications Team for Social Network Society	2025- Present
Consultant for Center for Entrepreneurship and Innovation (WCU)	2023- Present
WCU College of Business Structure Taskforce	2024- Present
WCU Student Commencement Speaker Committee	2024- Present
WCU College of Business Scholarship Committee	2024- Present
WCU Hiring Committee for OB/HR	2024- Present
WCU Animal Rescue Club Co-Sponsor	2024- Present
UK doctoral student recruiter for the PhD Project	2021 - 2022
Faculty inductee and mentor to Alpha Alpha Alpha (1 st generation college student society)	2021- 2023
Honors project advisor (multiple undergrads at WCU)	2023- Present
UK Department of Management Chair Search Committee Member	2021

AD-HOC REVIEWER

<i>Social Networks</i>	2024 - Present
Academy of Management Conference	2018 – Present

EXAMPLES OF INDEPENDENT CONSULTING PROJECTS

Healthcare- Investigated workplace incivility in a major medical facility.

Real estate- Collaborated on redesigning office space to increase collaboration.

Automotive- Created an employee handbook for a company providing radiators to large trucking companies.

Government finance- Examined state budgets for the Volcker Alliance.

Animal rescue- Works with dozens of animal rescues across the US and Canada.