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	Dates	Student ratings
Human Resource Management- 2 courses	Spring 2024	3.8/4 (Mix)
Organizational Behavior	Spring 2024	3.5/4 (In-person)
Human Resource Management- 3 courses	Fall 2023	3.6/4 (Mix)
Instructor, University of Kentucky	Dates	Student ratings
Human Resource Management- 3 courses	Spring 2023	4.8/5 (Mixture)
Human Resource Management- 3 courses	Fall 2022	4.5/5 (Mixture)
Organizational Behavior	Fall 2021	4.6/5 (Online)
Organizational Behavior	Fall 2020	4.7/5 (Hybrid)
Principles of Management	Winter 2020	N/A- Size (Online)
Instructor, Somerset Community College	Dates	Student ratings
Math (150 Credit Hours of Various Courses)	Fall 2009 - Spring 2015	4.9/5 (In-person)

Invited Lectures, University of Kentucky Organizational Behavior- MBA Principles of Management (500 students) Strategy Capstone Public Finance	Dates Fall 2017-Sping 2022 Fall 2018-2019 Spring 2019 Fall 2016-2017	Topics Data analysis Structure, ethics, com Networks 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 (1st 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		
Social Networks		2024 - Present

2018 - Present

Academy of Management Conference

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.