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Associate Professor of Management
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EDUCATION

Ph.D. University of Mississippi, University, MS, 2014. Business Administration: Management

M.B.A. Auburn University Montgomery, Montgomery, AL, 2009. Concentration: Finance

B.S.B.A. Auburn University Montgomery, Montgomery, AL, 2004. Major: Marketing

ACADEMIC WORK EXPERIENCE

2024-Present Chairperson, Department of Business Administration, College of Business, Auburn University Montgomery

2021-Present Associate Professor of Management, College of Business, Auburn University Montgomery

2019-2021 Assistant Professor of Management, College of Business, Auburn University Montgomery

2014-2019 Assistant Professor of Entrepreneurship, Harrison College of Business, Southeast Missouri State University

2012-2014: Instructor, University of Mississippi, Department of Management

2010-2014: Research Assistant, University of Mississippi, Department of Management

PROFESSIONAL WORK EXPERIENCE

2007-2010: Vice President of Sales and Operations, Admiral Companies, Montgomery AL.

2005-2007: Sales and Service Manager, Admiral Companies, Montgomery, AL.

2004-2005: Sales Associate and Senior Move Coordinator, Admiral Movers, Montgomery, AL.

2003-2004: Telemarketing Associate, Buckmasters, Montgomery, AL.

1999-2003: Farmer's Alliance (Division of the Montgomery Cotton Company), Shipment Coordinator, Opelika, AL.

Courses Taught

- Strategic Analysis (Graduate)
- Business Ethics (Undergraduate)
- Strategic Management (Undergraduate)
- Small Business Management & Entrepreneurship (Undergraduate)
- Principles of Management (Undergraduate)
- Entrepreneurship (Undergraduate)
- Principles of Entrepreneurship (Undergraduate)

- Business Planning for New Ventures (Graduate)
- Entrepreneurship (BA641) (Graduate)

RESEARCH

Roberts, F.B., Novicevic, M.M., & Humphreys, J.H. (2023). ANTi-microhistory of social innovation: humanistic education at Robert Owen's New Harmony experiment, *Journal of Management History*, In Press.

Mills, A.J., Novicevic, M.M., & Roberts, F. (2022). ANT-History of the functionalist paradigm in organization theory: Using the lens of March and Simon's *Organizations*, *Journal of Management History*, 28 (1), 134-155.

Roberts, F., Novicevic, M., Thomas, C. & Kase, R. (2021). Financial performance of fluid teams with undifferentiated member roles: The impact of vertical and horizontal familiarity. *Team Performance Management*, 27 (1/2), 15-29.

Deal, N., Novicevic, M., Mills, A., Lugar, C. & Roberts, F. (2021). Taking an eventful historic turn down the cultural memory lane. *Journal of Management History*, 27 (1), 61-79.

Novicevic, M., Smothers, J., Murphy, P., Humphreys, J., Roberts, F. & English, R. (2020). Humanistic entrepreneurship and the pioneering case of Frances Wright. *Journal of Ethics & Entrepreneurship*, 10 (1), 24-44.

Randolph-Seng, B., Humphreys, J., Novicevic, M., Ingram, K., & Roberts, F. (2020). "Propensity to morally disengage: The malevolent leader dyad of Andrew Carnegie and Henry Frick", Schwarts, M., Harris, H., Highfield, C. and Breakey, H. (ed.) *Educating for Ethical Survival (Research in Ethical Issues in Organizations, Vol. 24)*, Emerald Publishing Limited, Bigley, 5-29.

Roberts, F., Thomas, C.H., Novicevic, M., Ammeter, A., Garner, B., Johnson, P., & Popoola, I. (2018). Integrated Moral Conviction Theory of Student Cheating: An Empirical Test. *Journal of Management Education*, 42 (1), 104-134.

Thomas, C.H., Roberts, F., Novicevic, M., Ammeter, A., Loncar, D. (2018). Familiarity and Fluid Team Performance: Leadership and HRM Implications, in M. Ronald Buckley, Anthony R. Wheeler, Jonathon R. B. Halbesleben (ed.) *Research in Personnel and Human Resources Management*, 36, 163-196 Emerald Publishing Limited.

Murphy, P. Smothers, J., Novicevic, M., Humphreys, J., Roberts, F., & Kornetsky, A. (2018). Social Enterprise in Antebellum America: the Case of Nashoba (1824-1829). *Journal of Management History*, 24 (1), 99-119.

Tapp, B., & Roberts, F. (2015). Promoting Entrepreneurial Activity on Campus and in the Region. *STEWARDS*, 75.

- Banford, C., Buckley, M. R., & Roberts, F. (2014). Delegation Revisited: How Delegation can Benefit Globally-Minded Managers. *International Journal of Product Development and Logistics Management*, 44 (8/9), 646-654.
- Humphreys, J., Loncar, D., Novicevic, M. M., & Roberts, F. (2013). Differentiating Foothold Attacks from Strategic Feints. *Management Decision*, 51 (9), 1821-1838.
- Novicevic, M., Zikic, J., Martin, J., Humphreys, J., & Roberts, F. (2013). Responsible Executive Leadership: A Moral-Identity Analysis Based on Barnard's Conceptualization. *Journal of Management History*, 19 (4), 474-491.
- Novicevic, M., Humphreys, J., Buckley, M. R., Roberts, F., Hebdon, A. & Kim, J. (2013). Teaching as Constructive-Developmental Leadership: Insights from Mary Follett. *Journal of Management History*, 19 (4), 423-440.
- Hayek, M., Novicevic, M. M., Buckley, M. R., Clayton, R. W., & Roberts, F. (2012). Narrative Analysis of Dale Carnegie's How to Stop Worrying and Start Living: Using Psychological Capital as the Analytical Framework. *Journal of Management History*, 18 (3), 268-284.
- Novicevic, M.M., Humphreys, J., Buckley, M. R., Cagle, C., & Roberts, F. (2011). Effective Leadership Found in Unexpected Places: A Sociohistorical Analysis of the Red Tops Dance Orchestra. *Business Horizons*, 54 (6), 529-540.

Book Reviews

- Roberts, F. (2024). Book Review of *ANTI-History: Theorization, Application, Critique, and Dispersion*, *Journal of Management History*, in press.
- Roberts, F. (2017). Book Review of *The Agility Shift: Creating Agile and Effective Leaders, Teams, and Organizations*. *Journal of Applied Management and Entrepreneurship*, 20(2), 110-112.
- Roberts, F. (2015). Book Review of *Better and Faster: The Proven Path to Unstoppable Ideas*. *Journal of Applied Management and Entrepreneurship*, 20(2), 133.

Conference Presentations

- Roberts, F., Thomas, C. H., & Novicevic, M. M. (2016). Financial performance of fluid teams with undifferentiated member roles: The impact of familiarity. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 17580). Briarcliff Manor, NY 10510: Academy of Management.
- Humphreys, J., Novicevic, M. M., Randolph-Seng, B., Ingram, K., & Roberts, F. B. (2016). Moral Disengagement: Insights from the Malevolent Leader Dyad of Andrew Carnegie and Henry Frick. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 10026). Briarcliff Manor, NY 10510: Academy of Management.

Roberts, F., Popoola, I., Marshall, D., Williams, A., Paper, J., & Jones, L. (2016). Teaching Evergreen Value of Organizational Classics. Presented at Southern Management Association, November, 2016.

Roberts, F., Novicevic, M., Thomas, C., Ammeter, T., & Garner, B. What is Right or Wrong: Moral Conviction, Moral Disengagement, and Unethical Decision Making. Accepted at *Southern Management Association* (2013), New Orleans, LA.

Novicevic, M., Smothers, J., Murphy, P., Humphreys, J. & Roberts, F. (2013). Social Entrepreneurship as Collective Action for Social Justice: The Pioneering Case of Francis Wright. Accepted for Divisional Paper at *Academy of Management Conference* (2013), Lake Buena Vista, FL.

Novicevic, M., Humphreys, J., Buckley, M. R., Roberts, F., Hebdon, A. & Kim, J. (2011). Teaching as Constructive-Developmental Leadership: Insights from Mary Follett. Presented at a Round Table session at the *Academy of Management Conference*, San Antonio, Texas.

Working Papers

Roberts, F., Novicevic, M., Periatt, J. Sales Ethics: Dark side of commission-based pay structures. Target *Journal of Personal Selling & Sales Management*.

Clayton, R., Novicevic, M., Roberts, F., & Palar, J. Teaching the evergreen value of organization classics , Target *Journal of Management History*.

SERVICE

Service to the University

2024-Present Auburn University Montgomery, Strategic Planning Committee Member

2024-Present Auburn University Montgomery, Undergraduate Curriculum Committee Member

2020-Present Auburn University Montgomery, Faculty Senator.

2020-2024 Auburn University Montgomery, Recruitment/Outreach Committee Chair.

2021 Auburn University Montgomery, HRM Search Committee Member.

2021 Auburn University Montgomery, Senior Administrator Search Committee Member.

2021 Auburn University Montgomery, MHA Executive in Residence Search Committee Member.

2019-2020 Auburn University Montgomery, Faculty Development Committee.

May 7, 2020 Auburn University Montgomery, Warhawk Welcome Table.

Feb. 29, 2020 Auburn University Montgomery, Homecoming Graduate Recruitment Tailgate.

Feb. 21, 2020 Auburn University Montgomery, Taking Care of Business: Teen Summit-Presenter.

Feb. 7, 2019 Auburn University Montgomery, Jennifer Taylor Retirement Party – Catering

Jan. 17, 2020 Auburn University Montgomery, DLC Strategic planning meeting-one time assist.
 Dec. 9, 2019 Auburn University Montgomery, College of Business Dean's Holiday Party – Catering
 Sep. 25, 2019 Auburn University Montgomery, Resume Review Workshop - Reviewer
 2015-2019 SE Missouri State University, Graduate Business Student Association Advisor.
 2015-2019 SE Missouri State University, Catapult Operations Committee
 2015-2017 SE Missouri State University, Commencement Committee
 2017-2019 SE Missouri State University, Entrepreneurship Curriculum Committee Chair
 2016-2018 SE Missouri State University, Harrison College of Business, Student Engagement Committee Chair.
 2016-2019 SE Missouri State University, Harrison College of Business, Sabbatical Leave Committee Member
 2014-2017 SE Missouri State University, Entrepreneurship Curriculum Committee Member
 2017 SE Missouri State University, Entrepreneurship Search Committee Chair
 2016 SE Missouri State University, Project Coordinator Search Committee Member
 2015 SE Missouri State University, Hospitality Management Search Committee Member
 2015 SE Missouri State University, Marketing Search Committee Member
 2012 University of Mississippi, AACSB Sufficiency and AQ Projections assistant.
 2011, 2012, University of Mississippi, Gillespie Business Plan Competition Evaluator/Judge.
 & 2013

Service to the Profession

2024-2025 North American Management Society, President
 2023-2024 North American Management Society, Program Chair
 2017-present Journal of Management History, Editorial Board Member
 2022-2023 North American Management Society, Membership Chair
 2014-2022 Management Decision, Editorial Board Member
 2015-2018 Journal of Applied Management and Entrepreneurship, Book Review Editor
 2015-2019 Academy of Management, Management History Division Executive Committee, Junior Faculty Representative.
 2012-2014 Academy of Management, Management History Division Executive Committee Student Representative.
 2013 Ad Hoc Reviewer *Journal of Business Ethics*
 2013 Ad Hoc Reviewer Southern Management Association Conference
 2012 Ad Hoc Reviewer *Journal of Management History*
 2012-2015 & Ad Hoc Reviewer Academy of Management Conference
 2017