

**Dr. Mary B. Kiker**  
Professor of Management  
Auburn University Montgomery  
Business Administration Department  
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## **Professional Positions**

Professor, Auburn University Montgomery. (2019 - Present).

Associate Professor, Management, Auburn University at Montgomery. (2004 - 2019).

Assistant Professor, Management, Auburn University at Montgomery. (1999 - 2004).

Instructor, Management, Warrington College of Business Administration, University of Florida. (1997 - 1998).

## **Education**

Ph D, University of Florida, 1999.

Major: Management

Dissertation Title: Effects of Procedure and Outcome Accountability on Interview Validity

MBA, Creighton University, 1993.

Major: General Business

BBA, Creighton University, 1992.

Major: Marketing and Management

## **Awards and Honors**

Advisor of the Year, AUM. (May 2016).

## **Publications**

Kiker, D. S., Callahan, J. S., Kiker, M. B., J., M., & V., A. (2019). *Gender differences in executive job acceptance and desirability: A policy capturing approach.* Published.

Kiker, D., Callahan, J. S., & Kiker, M. (2019). *Exploring the boundaries of servant leadership: A meta-analysis of the main and moderating effects of servant leadership on behavioral and affective outcomes.* 31(2), 27.

El Badawy, T., Kiker, M. B., & Magdy, M. (2018). *The Empowerment Effect: Investigating the Interaction between Psychological Empowerment, Quality of Work-life and Organizational Commitment.* 5, 1–14.  
<https://www.ijmas.org/5-9/IJMAS-5801-2018.pdf>

Kiker, D. S., Kiker, M. B., & McNulty, J. (2017, April). *Exploration of Gender Differences in Executive Job Choice: A Policy Capturing Approach.* Accepted.

Kiker, D. S., Kiker, M. B., & Callahan, J. (2016, April). *A Quantitative Investigation of the Individual and Organizational Consequences of Servant Leadership.* Accepted.

Kiker, D. S., Kiker, M. B., & Fugate, J. (2015). *Consider This--Deciding whether an organization is ethical or not: A policy capturing approach.* 6(6), 1–11.

Kiker, D. S., & Kiker, M. B. (2015, May). *The development of an ethical audit interview protocol.* Published.

Kiker, M. B., Kiker, D. S., & Perry, M. (2014, May). *An Examination of Competitive Advantage and CEO Succession in the Grocery Store Industry.* Published.

Kiker, D. S., Kiker, M. B., & Perry, M. (2013). *Constructive challenge: employee voice, helpfulness and task performance on organizational rewards.* 13, 1–12. <http://www.aabri.com/manuscripts/121333.pdf>

Kiker, D. S., & Kiker, M. B. (2012). *A meta-analytic review of the organizational consequences of servant leadership.* 130–143. <http://www.una.edu/sobie/proc2012.pdf>

- Kiker, D. S., Kiker, M. B., & Perry, M. (2012, January). *Effects of task performance, helping and voice on supervisory reward decisions*. Published. [www.aabri.com/OC2012Manuscripts/OC12108.pdf](http://www.aabri.com/OC2012Manuscripts/OC12108.pdf)
- Kiker, D. S., & Kiker, M. B. (2008). *A quantitative review of organizational outcomes related to electronic performance monitoring*. *11*(1), 295–301.
- Kiker, D. S., & Kiker, M. B. (2008). *Lou's Thrifty Way Market: an examination of sources of competitive advantage in the grocery store industry*. *11*(2), 71–75.
- Kiker, M. B., Mero, N. P., Kiker, D. S., & Brownlee, A. L. (2007). *Effects of procedure and outcome accountability on interview notes fidelity*. *30*, 42–58.
- Kiker, M. B. (2003). *Examining the unique effects of multiple motivational sources on task performance*. *33*, 2515–2535.

## Presentations

- Kiker, M. B. (Presenter & Author), Kiker, D. S. (Presenter & Author), SOBIE, "Independent Grocery Store Response to the Coronavirus Pandemic 2020-2022," University of North Alabama, Destin, FL. (April 14, 2022).
- Kiker, M. B. (Presenter & Author), Kiker, D. S. (Author Only), SOBIE, "Lou's Thrifty-Way: New Strategies in the Rapidly Evolving Grocery Industry," University of North Alabama, Destin, FL. (March 2020).
- Kiker, M. B. (Presenter & Author), Kiker, D. S. (Presenter & Author), SOBIE, "Examination of a University's Program to Increase the Number of Student Professional Certifications in Human Resource Management," Destin, FL. (April 2019).
- Kiker, D. S. (Presenter & Author), Kiker, M. B. (Presenter & Author), McNulty, J. (Author Only), SOBIE, "Exploration of Gender Differences in Executive Job Choice: A Policy Capturing Approach.," Destin, FL. (April 2017).
- Kiker, D. S. (Presenter & Author), Kiker, M. B. (Presenter & Author), Callahan, J. (Author Only), SOBIE, "A Quantitative Investigation of the Individual and Organizational Consequences of Servant Leadership," Destin, FL. (April 2016).
- Kiker, M. B. (Presenter & Author), Kiker, D. S. (Presenter & Author), SOBIE, "The development of an ethical audit interview protocol," Destin, FL. (April 2015).
- Kiker, M. B. (Presenter & Author), Kiker, D. S. (Presenter & Author), Perry, M. (Author Only), SOBIE, "An Examination of Competitive Advantage and CEO Succession in the Grocery Store Industry," Destin, FL. (April 2014).
- Kiker, D. S. (Presenter & Author), Kiker, M. B. (Presenter & Author), Society of Business, Industry and Economics (SOBIE), "The effects of servant leadership dimensions on important organizational outcomes," University of North Alabama, Destin, FL. (April 17, 2013).
- Kiker, D. S. (Presenter & Author), Kiker, M. B. (Presenter & Author), Society of Business, Industry and Economics (SOBIE), "A Meta-Analytic Review of the Organizational Consequences of Servant Leadership," University of North Alabama, Destin, FL. (April 18, 2012).
- Kiker, D. S. (Presenter & Author), Kiker, M. B. (Presenter & Author), Perry, M. (Author Only), Academic and Business Research Conference, "The effects of task performance, helping and voice on managerial reward decisions," Orlando, FL. (January 8, 2012).
- Kiker, M. B., Kiker, D. S., 2008 Economics & International Business Research Conference, "A quantitative review of organizational outcomes related to electronic performance monitoring," Miami, FL. (2008).
- Kiker, M. B., Kiker, D. S., 2008 Economics & International Business Research Conference, "Lou's Thrifty Way Market: an examination of sources of competitive advantage in the grocery store industry," Miami, FL. (2008).
- Kiker, M. B., Mero, N. P., Brownlee, A. L., 2002 Southern Academy of Management Meetings, "Effects of procedure and outcome accountability on interview notes fidelity," Atlanta, GA. (2002).

Kiker, M. B., Edwards, J. R., Scully, J. A., 2001 Academy of Management Annual Meetings, "Influencing the relationship between age and person-job fit," Washington D.C. (2001).

## **Teaching Experience**

### **Undergraduate:**

HRSM 3150, Human Resource Management.  
HRSM 4890, Strategic Human Resource Management  
BUSN 3060, Business Communication.  
BUSN 4800, Strategic Management.  
HRSM 4890, Strategic Human Resource Management  
HRSM 4610, Training, Development & Risk Management  
MNGT 3380, Management Organizational Behavior  
MNGT 3100, Management of Organizations

### **Graduate:**

BUSN 5120, Managing Human Resources.  
MNGT 6150, Managing People.

## **Department Service**

Faculty Advisory, SHRM (Society of Human Resource Management), 1999-present

Internship Coordinator, Human Resource Management major and Management major, August 2021-present

## **College Service:**

Committee Member, Graduate Curriculum Committee (August 2022-present)

Committee Member, Discipline Advisory Committee (August 2021-present)

## **University Service**

Committee Member, Faculty-Graduate Student Research Committee. (March 15, 2021 - Present).

Committee Member, Faculty Senate. (August 2018 - May 2021).

Committee Member, Search Committee-Learning Specialist/Research Coordinator. (August 2019 - April 2020).

Committee Member, Dean Search Committee. (November 2018 - May 2019).

Committee Member, Academic Assessment Committee. (July 15, 2013 - December 2018).

Committee Member, Writing Across the Curriculum Committee. (July 15, 2014 - May 2017).

Committee Member, Honors Program Selection Committee. (August 15, 2003 - July 15, 2014).

Committee Member, Title VI. (January 15, 2002 - January 2013).

## **Professional Service**

Reviewer, Conference Paper, SEDSI 2020 (Southeast Decision Sciences Institute. (January 2019 - Present).

Reviewer, Journal Article, International Journal of Economics and Business Research. (June 2017 - Present).

Member, SHRM-Montgomery. (August 2016 - Present).

Member, SHRM (Society of Human Resource Management). (August 2000 - Present).

Session Chair, SOBIE Conference. (April 2016 - April 2017).

Reviewer, Journal Article, Southern Business and Economic Journal, Montgomery, AL. (August 1, 2004 - May 2012).