

VITA

Jonathan V. Krispin
Assistant Professor, Management and Healthcare Administration

Education

Ph D, Temple University, Philadelphia, PA, Social and Organizational Psychology. (1997).
MA, Temple University, Philadelphia, PA, Social and Organizational Psychology. (1995).
BS, Geneva College, Beaver Falls, PA, Pre-Professional Psychology, Cum laude. (1991).

Academic Experience

Faculty Positions

Valdosta State University
Assistant Professor of Management. (August 2013 - Present).
Valdosta State University
Instructor of Management. (January 2013 - May 2013).

Timeline and Progression

Assistant Professor August 2013

Relevant Professional Experience

Professional, Pinnacle Prime Contractors, Inc., Executive Vice President. (November 2009 - December 2011).
Professional, Pinnacle Prime Contractors, Inc., Vice President of Human Resources. (April 2008 - October 2009).
Professional, Heatcraft Worldwide Refrigeration, Global Operations Leader - Marketing and Product Development. (February 2008 - April 2008).
Professional, Heatcraft Refrigeration Products, Americas, Master Blackbelt/Continual Improvement Manager. (July 2006 - January 2008).
Professional, Heatcraft Refrigeration Products, Tifton, Ga Operations, Human Resource Manager. (July 2002 - June 2006).
Professional, Heatcraft Refrigeration Products, Tifton, GA Operations, Acting Director of Operations. (February 2003 - January 2004).
Professional, Prestolite Wire Corporation, Quality Engineer and Human Factors Specialist. (September 1996 - June 2002).

Professional Interests

Research interests

Leadership Theory, Organizational Culture, Business Process Improvement

Teaching areas

Organizational Behavior, Organizational Culture, Leadership, Business Policy, Training and Development

Teaching

Undergraduate Courses Taught

Management and Organizational Behavior (MGNT 3250)
Small Business Management (MGNT 3910)
Leadership Skills (MGNT 4200)
Training and Development (MGNT 4660)
Quality Management (MGNT 4700)
Business Policy (BUSA 4900)
Management Internship (MGNT 4980)

Intellectual Contributions

Articles Published in Peer-Reviewed Journals

- Elson, R. J., Gupta, S., Krispin, J. V. (2018). Students' perceptions of instructor interaction, feedback, and course effectiveness in a large class environment. *Journal of Instructional Pedagogies*.
- Krispin, J. V. (2017). Positive Feedback Loops of Metacontingencies: A New Conceptualization of Cultural-Level Selection. *Behavior and Social Issues*, 26, 95-110. <http://dx.doi.org/10.5210/bsi.v26i0.7397>
- Stevens, E. C., Krispin, J. V., Wills, M. (2017). Should they stay or should they go?. *Southeast Case Research Journal*, 14(1), 56-63.
- Elson, R. J., Lawrence, P., Krispin, J. V. (2017). The Collapse of a Nonprofit Organization: Without Walls International Church. *Global Journal of Business Pedagogy*, 1(1), 1-10.
- Krispin, J. V. (2016). What is the metacontingency? Deconstructing Claims of Emergence and Cultural-level Selection. *Behavior and Social Issues*, 25, 28-41. <http://journals.uic.edu/ojs/index.php/bsi/index>

Articles Accepted for Publication

- Krispin, J. V., Kuhlmeier, D. B., Walker, E. D. Time to Break Camp?. *Southeast Case Research Journal*.

Presentations

- Krispin, J. V., "Organizational Performance Engineering Versus Self-Organization and Adaptation: Exploring Limits and Synergies Between Two Paradoxical Approaches", 44th Annual Convention, Association of Behavior Analysis International, San Diego, CA. (May 26, 2018).
- Krispin, J. V., Krispin, A. P., "Wishing You Well at Camp(s)?", 26th Annual Meeting of the Southeast Case Research Association, Southeast Case Research Association (SECRA), Myrtle Beach, SC. (February 23, 2018). Published in the proceedings.
- Krispin, J. V., "Leadership Versus Management: Does the Three-term Operant Contingency Distinguish Between These Roles?", 9th International Conference of the Association of Behavior Analysis International, Association of Behavior Analysis, International, Paris, France. (November 15, 2017).
- Stevens, E. C., Krispin, J. V., Wills, M., "Should They Stay or Should They Go?", 25th Annual Meeting of the Southeast Case Research Association, Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina. (February 24, 2017).
- Krispin, J. V., "Integrating Behavioral Systems Analysis, Metacontingencies, and Self-Organization: Can't We All Just Get Along", 42nd Annual Convention, Association of Behavior Analysis International, Chicago, IL. (May 31, 2016).

Other Intellectual Contributions

- Krispin, J. V., "Leadership Versus Management: Does the Three-Term Operant Contingency Distinguish Between These Roles", 12th European Conference of Behavior Based Safety and Performance Management, Association for the Advancement of Radical Behavior Analysis (AARBA), Como, Italy. (June 15, 2018). Published in the proceedings.

Krispin, J. V., "The "Rational Person" Assumption, the Failure of Good Intentions, and Leading for Effective Change", 12th European Conference of Behavior Based Safety and Performance Management, Association for the Advancement of Radical Behavior Analysis (AARBA), Como, Italy. (June 14, 2018). Published in the proceedings.

Service Activities

University Service Activities

Committee Member, Committee to Develop the Strategic Plan for Academic Affairs. (August 2018 - Present).

LCOBA representative on the University committee charged with developing the Strategic Plan for Academic Affairs, in alignment with the Strategic Plan for the University

Faculty Advisor, Sigma Alpha Pi - the VSU Chapter of the National Society for Leadership and Success. (August 2014 - Present).

Faculty Co-Advisor for Student Organization. Led the student leadership team in re-organizing this chapter and conducting chapter events.

Committee Member, Academic Scheduling and Procedures Committee. (August 2013 - Present).

Represent LCOBA on the university committee that reviews and recommends policies and procedures pertinent to the University Calendar, class periods, final examination scheduling, University catalogs and bulletins, Honors Day, and commencement

Langdale College Service Activities

Committee Member, LCOBA Academic Honors and Scholarship Committee. (April 2016 - Present).

Management Department representative on committee that selects recipients for numerous scholarships awarded to students of LCOBA

Committee Member, Teamwork Subcommittee of the LCOBA Assurance of Learning Process. (August 2013 - Present).

Committee Member, Senior Core Curriculum Redesign Committee. (September 2014 - December 2015).

Representative from the Management Department on the Senior Core Curriculum Redesign Committee

Committee Member, Mission Statement Committee. (March 2014 - October 2014).

Representative of the Management Department on committee to propose a new mission statement for LCOBA

Department Service Activities

Committee Member, Search Committee for New Strategy Faculty Member. (June 2017 - November 2017).

Member of 3-person committee assigned to conduct search for new strategy faculty member.

Regional Service

Chairperson, Pregnancy Support Clinic, d.b.a. Options Now. (July 2014 - Present).

Chair the Board of Directors for not-for-profit organization with an operating budget of approximately \$900,000/per year.

Board Member, Pregnancy Support Clinic, d.b.a. Options Now. (February 2012 - Present).

Responsible for fiscal and operational oversight for the Pregnancy Support Clinic (PSC) and the Repeat Boutique, a thrift store the proceeds from which support the PSC.

Committee Member, Young Life - Valdosta. (May 2011 - Present).

Serve as committee member for the general Sponsoring Committee and as a member of the TDS (financial) subcommittee for a Christian evangelical outreach mission to the high schools of Lowndes County

Officer, President/Elect/Past, Christ's Fellowship Church. (January 1999 - Present).
Guest Speaker, The Wenzhou Christian Business Network. (June 2016 - July 2016).
Taught a 2-day course on Business Strategy and Quality Management to 50 Chinese Business Owners and management.
Vice Chair of the Board of Directors, Pregnancy Support Clinic, d.b.a. Options Now. (June 2012 - June 2014).
Responsible for fiscal and operational oversight for the Pregnancy Support Clinic (PSC) and the Repeat Boutique, a thrift store the proceeds from which support the PSC.
Adjunct Faculty, Wenzhou, China Family Church Seminary. (June 2014).
Taught a course on Leadership, Team Building, and Systems Dynamics to 45 seminary students (45 hour course over 2 calendar weeks).

Professional Service

Editor, Conference Proceedings, Southeast Case Research Association. (March 2018 - February 2019).
*after serving as the Associate Editor for the Conference Proceedings for the 26th Annual Meeting of the Southeast Case Research Association, I am serving as the Editor for the Conference Proceedings for the 27th Annual Meeting
Reviewer, Journal Article, Behavior and Social Issues - Journal. (May 2018 - June 2018).
Served as a peer-reviewer for an article submitted to the journal for publication consideration.
Editor, Conference Proceedings, Southeast Case Research Association. (March 2017 - February 2018).
*actually serving as the Associate Editor for the Conference Proceedings for the 26th Annual Meeting of the Southeast Case Research Association
Reviewer, Conference Paper, Southeast Case Research Association. (November 2017 - December 2017).
Served as a peer-reviewer for several cases submitted to the 26th Annual Conference (scheduled for February, 2018) for presentation.
Reviewer, Journal Article, Behavior and Social Issues - Journal. (October 2017 - November 2017).
Served as a peer-reviewer for an article submitted to the journal for publication consideration.

Professional Development Activities

9th International Conference of the Association of Behavior Analysis, International. Continuing Professional Education, Association of Behavior Analysis, International, Paris, France. (November 13, 2017 - November 15, 2017).
Attended various keynote and breakout sessions.
42nd Annual Convention. Continuing Professional Education, Association of Behavior Analysis International, Chicago, IL. (May 27, 2016 - May 31, 2016).
Attending various presentations, panel discussions, and symposiums at the 42nd Annual Convention of the ABAI.
LCOBA Faculty Online Seminar. Instructional Development Activity, LCOBA, Valdosta, GA. (May 28, 2014).
3 hour seminar discussing the various technologies and issues that arise when teaching online courses. Led by Jennifer Gill.
ABAI Annual Convention. Continuing Professional Education, Association of Behavior Analysis International, Chicago, IL. (May 24, 2014 - May 26, 2014).
Attended sessions offered at the Annual Convention for the ABAI.
Leadership and Cultural Change in Organizations/Private Sector. Continuing Professional Education, Organizational Behavior Network and the Association of Behavior Analysis International, Chicago, IL. (May 23, 2014).
Pre-conference workshop exploring the latest interventions and issues affecting cultural change from a Behavior Analytic perspective.
Innovative Technologies in Online Courses. Instructional Development Activity, Valdosta State

University, Valdosta, Georgia. (November 8, 2013).
 Faculty forum for sharing technology (app builders, web-conferencing platforms, etc...) used in on-line courses.

Measuring Learning in the Major and in Graduate Programs. Instructional Development Activity, Valdosta State University, Valdosta, Georgia. (November 8, 2013).
 Faculty from various schools at VSU presented approaches to measuring performance versus Assurance of Learning goals for their school/department

Introduction to Research at Valdosta State University. Instructional Development Activity, Valdosta State University, Valdosta, Georgia. (October 25, 2013).
 Overview of resources available at VSU to aid in preparation of grant/funding proposals to support research efforts of faculty.

Introduction to Preparing Your Faculty Activity Report. Instructional Development Activity, Valdosta State University, Valdosta, GA. (September 27, 2013).
 Seminar for faculty on preparing the annual report on all activities. The report is used in annual evaluations for faculty

Honors and Awards

Honors and Awards

Excellence in Service to Students Award, National Society of Leadership and Success. (April 2018).
 This award is given for the exemplification of excellent service to students in a way that supports the Society's mission of building leaders who make a better world.

2015 BSAC Teacher of the Year Finalist - Management Department, Business Student Advisory Council - Langdale College of Business Administration. (November 2015).
 Elected as the faculty member from the Management and Healthcare Administration Department of the Langdale College of Business Administration, Valdosta State University, who is a finalist for the 2015 Teacher of the Year Award given annually by BSAC. One of 5 faculty members from the business school elected to this honor.

Excellence in Service to Students Award, The National Society of Leadership and Success. (May 2015).
 An award in recognition that Jonathan Krispin has exemplified excellent service to students in a way that supports the Society's mission: "We build leaders who make a better world."

2014 BSAC Teacher of the Year Finalist - Management Department, Business Student Advisory Council - Langdale College of Business Administration. (January 2015).
 Elected as the faculty member from the Management and Healthcare Administration Department of the Langdale College of Business Administration, Valdosta State University, who is a finalist for the 2014 Teacher of the Year Award given annually by BSAC. One of 5 faculty members from the business school elected to this honor.

Grants, Contracts and Sponsored Research

Krispin, J. V., Horn, M., Grant, "First-Line Supervisor Training in the Adults with Disabilities Field", The Office of Sponsored Programs and Research Administration, Valdosta State University, \$7,500.00, Funded. (July 1, 2018 - June 30, 2019).

Memberships

Southeast Case Research Association, SECRA, Associate Editor of the Conference Proceedings, Regional. (February 2017 - Present).

Association of Behavior Analysis International, ABAI, International. (December 31, 2013 - Present).

American Psychological Association, APA, National. (January 1, 2013 - December 31, 2016).

Society of Industrial and Organizational Psychology, SIOP, National. (January 1, 2013 - December 31, 2016).