

Dr. Jared R. Chapman

Utah Valley University
Management
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Education

Ph D, Brigham Young University, 2009.

Major: Applied Social Psychology

Supporting Areas of Emphasis: Organizational Psychology

Dissertation Title: A partial response to Feldman and Bolino's critique of Schein's career anchor theory

MBA, Brigham Young University, 2005.

Major: Business Administration

Supporting Areas of Emphasis: Organizational Behavior and Information Systems

MS, Utah State University, 2001.

Major: Instructional Technology

BA, Brigham Young University, 2000.

Major: Recreation Management and Youth Leadership/Management of Leisure Services

Supporting Areas of Emphasis: Minors in English and Psychology

Professional Positions

Academic - Post-Secondary

Assistant Professor, Utah Valley University. (August 2013 - Present).

Instructor, Utah Valley University. (2011 - 2013).

Adjunct Professor, Utah Valley University - Management Department. (2011).

Adjunct Professor, Brigham Young University - Marriott School of Business. (2012).

Adjunct/Visiting Professor, Brigham Young University - Psychology Department. (2011 - 2015).

Instructional Assistant Professor, University of Houston - Technology Management Department. (2010 - 2011).

Professional

Partner, OnSong Consulting. (2009 - 2011).

Corporate Trainer, Targeted Learning. (2007 - 2009).

Assistant to the Dean of Students for Technology, Brigham Young University. (2007).

Assistant Director, Brigham Young University, Department of Student Leadership. (2005 - 2007).

Coordinator, BYU, Department of Student Leadership. (2002 - 2005).

Instructional Designer, TestOut! (2001 - 2002).

Instructional Designer, LetterPress Software. (2000).

Instructor/Instructional Designer, Missionary Training Center. (1996 - 1999).

Licensures and Certifications

Targeted Learning Certified Presenter, Targeted Learning LLC. (2009).

Project Management, BYU. (2005).

EPS Performance Mapping Program Certificate. (2004).

Covey Certified Presenter, FranklinCovey. (2003).

Professional Memberships

Academy of Management.

Association for Educational Communication & Technology.

American Society for Training and Development.

International Society for Performance Improvement.

South West Academy of Management.

Utah Leadership Academy.

Development Activities Attended

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management, Vancouver. (August 2015).

Workshop, "Grant Writing Class," Office of Sponsored Programs. (July 2015).

Trip to Washington D.C. to meet with NSF and DOE Program Directors, Office of Sponsored Programs, Washington D.C. (April 2015).

Seminar, "PIE Presentation on Open Educational Resources," Professional Development Committee. (March 2015).

Seminar, "WSB Research Presentations - Garry Mercado." (March 2015).

"Supporting Faculty Scholarship: Preparing Applications for the Presidential Fellowship," The Scholarly and Creative Activities Council. (March 2015).

Seminar, "PIE Presentation on Gamification," Professional Development Committee. (December 2014).

Seminar, "WSB Research Presentations - James Mortensen." (December 2014).

Conference Attendance, "Association for Educational Communications and Technology International convention 2014," Association for Educational Communications and Technology, Jacksonville, Florida. (November 2014).

Seminar, "WSB Research Presentations - Jeff Peterson." (November 2014).

Seminar, "WSB Research Presentations - Susan R. Madsen." (September 2014).

Workshop, "Grant Writing Class," Office of Sponsored Programs. (September 2014).

Workshop, "Meet the MOOCs," UVU Innovation Center, Orem, Utah. (July 2014).

Conference Attendance, "InstructureCon 2014," Instructure Inc., Park City, Utah. (June 2014).

Conference Attendance, "National Conference of Undergraduate Research," Lexington, KY. (April 2014).

Workshop, "Hybrid Training Initiative," UVU Innovation Center. (April 2014).

Seminar, "WSB Research Presentations - Jonathan H. Westover." (March 2014).

Seminar, "WSB Research Presentations - Vance Gough." (February 2014).

Seminar, "WSB Research Presentations - David N. McArthur." (January 2014).

Seminar, "PIE Presentation on Canvas Tips and Tricks," Professional Development Committee. (December 2013).

Seminar, "WSB Research Presentations - James Mortensen." (December 2013).

Seminar, "WSB Research Presentations - Jeff Peterson." (December 2013).

"PIE Presentation on Research in the Classroom." (2013).

Seminar, "PIE Presentation on Groups in Courses," Professional Development Committee. (2013).

Seminar, "WSB Research Presentations - Brent Slife." (November 2013).

Seminar, "WSB Research Presentations - Peter Robinson." (October 2013).

Conference Attendance, "InstructureCon 2013," Instructure Inc., Park City, Utah. (June 2013).

SCOT Evaluation, "SCOT Evaluation." (2012).

Conference Attendance, "Annual meeting of the Southwest Academy of Management," South West Academy of Management. (2011).

SCOT Evaluation, "SCOT Evaluation." (2011).

Conference Attendance, "Annual Meeting of the Academy of Management," Academy of Management. (2006).

Conference Attendance, "Utah Leadership Academy Conference," Utah Leadership Academy. (2002 - 2006).

Conference Attendance, International Society for Performance Improvement. (2003).

TEACHING

Teaching Experience

Utah Valley University

MGMT 3000, Organizational Behavior, 30 courses.

MGMT 2340, Business Statistics I, 4 courses.

MGMT 4800, Strategic Management, 3 courses.

Other Instruction

Production and Service Operations, University of Houston, 1 course.

Human Resources, University of Houston, 1 course.

Project Management, University of Houston, 2 courses.

Organizational Leadership and Supervision, University of Houston, 4 courses.

7 Conversations of Exceptional Leaders, Targeted Learning, 2007 - 2009.

Mastering My Career, Targeted Learning, 2007 - 2009.

Franklin Covey 7 Habits of Highly Effective People, Brigham Young University, 2002 - 2007.

Franklin Covey What Matters Most, Brigham Young University, 2002 - 2007.

Franklin Covey 4 Roles of Leadership, Brigham Young University, 2002 - 2007.

The Extraordinary Leader, Brigham Young University, 2004.

Ethical Issues in Psychology Teaching, Brigham Young University, 1 course.

Organizational Psychology, Brigham Young University, 1 course.

Developing Leadership, Brigham Young University, 1 course.

Preparing for Graduate School, Brigham Young University, 2 courses.

BYUSA Leadership Course, Brigham Young University, 3 courses.

Orientation to the Psychology Major, Brigham Young University, 4 courses.

Student Leadership Seminar, Brigham Young University, 6 courses.

Organizational Behavior, Brigham Young University, 2 courses.

Psychological Science, Brigham Young University, 7 courses.

Psychological Statistics, Brigham Young University, 7 courses.

Directed Student Learning

Supervised Research, "Project Delphinium Research Assistant," Other (Within Utah Valley University). (July 2015 - Present).

Advised: Thomas Oliveira

Directed Individual/Independent Study, "Senior capstone project/Thesis," Management. (February 2015 - Present).

Advised: Kim Melzer

Supervised Research, "Project Delphinium," Other (Within Utah Valley University). (February 2015 - Present).

Advised: Daniel Clark

Supervised Research, "Project Delphinium," Other (Within Utah Valley University). (December 2014 - Present).

Advised: Jacob Reid

Supervised Research, "Project Delphinium," Other (Within Utah Valley University). (December 2014 - June 2015).

Advised: Tara Jorgensen

Supervised Research, "Project Delphinium," Other (Within Utah Valley University). (May 2014 - Present).

Advised: Damaris Zarco

Supervised Research, "eText research group," Accounting. (October 1, 2013 - Present).

Advised: Ashley Jefferies

Supervised Research, "eText research group," Accounting. (October 1, 2013 - Present).

Advised: Shad Gale

Supervised Research, "Project Delphinium," Other (Within Utah Valley University). (December 2014 - March 2015).

Advised: Mike Cluck

Supervised Research, "Project Delphinium Research Assistant," Other (Outside Utah Valley University). (October 2014 – December 2014).

Advised: Joel Rosario

Directed Individual/Independent Study, "Senior capstone project/Thesis." (2013).

Advised: Sarah Garcia

Directed Individual/Independent Study, "Senior capstone project/Thesis," Management. (September 1, 2013 - 2013).

Advised: Torrey Taylor

RESEARCH

Published Intellectual Contributions

Books

Chapman, J. (2015). *Organizational Behavior* (3rd ed.). Self Published.

Chapman, J. (2013). *Organizational Behavior* (2nd ed.). Self Published.

Chapman, J. (2012). *Organizational Behavior* (1st ed.). Self Published.

Chapman, J. (1999). *A simple look at Fijian grammar*. Provo, Utah:.

Chapman, J., Jacob, J., Beck, A. (1999). *Pocket Fijian grammar and reference*. Provo, Utah:.

Book Chapters

Chapman, J. (2014). *Career Management In P.J. Hartung, M.L. Savickas, & W.B. Walsh (Eds.), APA handbook of career intervention* (vol. Vol. 2, Ch. 40 , pp. In P.J. Hartung, M.L. Savickas, & W.B. Walsh (Eds.), APA handbook of career intervention). Washington, D.C.: American Psychological Association.

Refereed Journal Articles

Chapman, J., Westover, J. (2015). Motivation and Influence within a Religious Organization - A Look at the LDS Church. *Organizational Cultures: An International Journal*, 14(1), 17-24.

Chapman, J. (in press). An empirically derived framework for conceptualizing Schein's Career Anchor theory. *Journal of Career Assessment*.

Chapman, J. (2015). Contributions of Joseph Smith to Philosophy. *International Journal of Mormon Studies*. <http://www.ijmonline.org/archives/3329>

Chapman, J., Brown, B. L. (2014). An empirical study of the career anchors that govern career decisions. *Personnel Review*, 43(5), 717 - 740.

Barclay, W. B., Chapman, J., Brown, B. (2013). Underlying Factor Structure of Schein's Career Anchor Model. *Journal of Career Assessment*.

Chapman, J. (1999). Linguistic research in the Fijian language. *BYU Journal for Under Graduate Research*, 69-71.

Conference Proceedings

Chapman, J., Rich, P. (2015). In John Humphreys (Ed.), *The Design, Development, and Evaluation of a Gamification Platform for Business Education*. Academy of Management, Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management.

Software Developed

Chapman, J. (2015). *Project Delphinium - A flexible educational gamification framework*.

Chapman, J. (2013). *Gamification Platform for Canvas*.

Other

Chapman, J. (2009). *A partial response to Feldman and Bolino's critique of Schein's career anchor theory*.

Chapman, J., Whitnah, D. (2001). *LabSim MCSA course [CD ROM]*. Pleasant Grove, Utah: TestOut, Inc.

Presentations Given

Chapman, J., Academy of Management Annual Conference, "The Design, Development, and Evaluation of a Gamification Platform for Business Education," Academy of Management, Vancouver, Canada. (August 2015).

Chapman, J., Summer University, "How to effectively receive feedback," Summer University Program Planning Committee, UVU. (May 2015).

Chapman, J., PIE Presentation on Open Educational Resources. (March 2015).

Chapman, J., Neumont University Faculty meeting, "Project Delphinium- a gamification platform," Neumont university, Salt Lake City. (February 2015).

Chapman, J., Legal Studies teaching development meeting, "Canvas Tips and Tricks," WSB Legal Studies, Orem, Utah. (December 2014).

Chapman, J., PIE Presentation on Gamification. (December 2014).

Chapman, J., Kim Manwaring's research group, "Application of gamification principles to the development and construction of a stochastic vibration unit," Kim Manwaring, Provo, Utah. (November 2014).

- Chapman, J., Student Leadership Group Training Meeting, "How to effectively receive feedback," Classroom Testing Center, UVU. (August 2014).
- Chapman, J., Academic Technology Steering Committee Retreat, "Gamification LTI for Canvas," UVU Academic Technology Steering Committee, Wasatch Campus. (June 2014).
- Chapman, J., Instructure Hack Week, "Gamification LTI for Canvas," Instructure Inc., Salt Lake City. (June 2014).
- Chapman, J., InstructureCon, "Creating a Custom Gamification Skin for Canvas," Instructure, Park City, Utah. (June 2014).
- Chapman, J., Rich, P. (Presenter & Author), Association for Educational Communications and Technology Annual Conference, "The design, development, and implementation of a gamified approach to a college-level business course," Association for Educational Communications and Technology, Jacksonville, Florida. (May 2014).
- Chapman, J., Management Team Training Meeting, "How to effectively receive feedback," Classroom Testing Center, UVU. (May 2014).
- Chapman, J., Engagement Week, "Instructional Gamification," Utah Valley University, Orem, Utah. (March 2014).
- Chapman, J., HELT - SoTE Utah Conference, "Instructional Gamification," Utah Valley University, Orem, Utah. (March 2014).
- Chapman, J., SoTE, "Implementation and Evaluation of eTexts initiative in the Woodbury School of Business," Utah Valley University, Orem, Utah. (March 2014).
- Chapman, J., PIE Presentation on Canvas Tips and Tricks. (December 2013).
- Westover, J., Chapman, J., UVU Religious Faith and Social and Applied Sciences Conference, "Motivation and Influence within a Religious Organization: A Look at the LDS Church," UVU Woodbury School of Business, Orem, Utah. (October 11, 2013).
- Chapman, J., Teaching Workshop, "Cognitive Apprenticeship," WSB Faculty Development Committee, WB. (2011).
- Chapman, J., Targeted Learning, LLC, "Employee accountability and career development for employees." (2009).
- Chapman, J., Targeted Learning, LLC, "Management skills, interpersonal relationship skills, accountability, and planning for senior and middle management." (2009).
- Chapman, J., Utah Leadership Academy Conference, "Program Management in Higher Education Student Organizations – Effective program management." (2005).

Contracts, Grants and Sponsored Research

Grant

- Chapman, J., "Canvas Grants," Sponsored by Instructure, Private, \$10,000.00. (March 2015 - Present).
- Chapman, J., "Undergraduate Research Scholarly and Creative Activities," Sponsored by Office of Engaged Learning, Utah Valley University, \$12,000.00. (December 2014 - Present).

Chapman, J. (Principal), "Phased Grant for Engaged Learning," Sponsored by Assistant Vice President for Scholarship & Faculty Development, Utah Valley University, \$12,000.00. (November 2014 - Present).

Chapman, J., "Faculty Travel Grant," Sponsored by Faculty Senate Faculty Development Committee, Local, \$1,553.00. (March 2014 - Present).

Chapman, J., "Grant for Engaged Learning," Sponsored by Assistant Vice President for Scholarship & Faculty Development, Utah Valley University, \$2,000.00. (November 2013 - Present).

Chapman, J., "International Student Employment Program," Sponsored by International Student Services, Utah Valley University, \$5,000.00. (September 2014 - February 2015).

Awards and Honors

Outstanding Teaching Award - Live Interactive, UVU Extended Studies. (April 30, 2015).

MED Best Paper in Management Education Award, OBTS and the Journal of Management Education. (April 2015).

AOM Annual Meeting Best Paper, Academy of Management. (March 2015).

Canvas Grants 2015, Instructure. (March 2015).

Teacher of the Year, Woodbury School of Business. (April 1, 2012).

Intellectual Contributions in Submission

Journal Articles

Chapman, J., Rich, P. The Design, Development, and Evaluation of a Gamification Platform for Business Education.

Cai, M., Chapman, J., Brown, B. Addressing the problem of acquiescence bias in career anchor measurement.

Cai, M., Chapman, J., Brown, B. Career anchor models evaluated in the context of a variety of populations.

Cai, M., Chapman, J., Brown, B. Gender differences and age progression in Career Anchors.

Research in Progress

"Examining Faculty Experience Related to the Use of E-text/Course Content in Business School Classrooms." (Writing Results)

"Examining Student Experience Related to the Use of E-text/Course Content in Business School Classrooms." (Writing Results)

"Career anchor relationships meta-analysis" (On-Going)

"eText implementation Case Study" (On-Going)

"Evaluating career stages in the oil and gas industry" (On-Going)

"Examining the methods for analyzing ipsative data" (On-Going)

"Exploring the complementary, orthogonal, and exclusivity relationships among career anchors."
(On-Going)
Submitted to journal

"Exploring the impact of feedback: A qualitative study" (On-Going)

"Polyglots and Polynots: Key Indicators for Using Languages Successfully in One's Career." (On-Going)

"The closet: Organizing theory for Instructional Technology." (On-Going)
Manuscript in preparation

"The effects of eText and electronic materials on student performance" (On-Going)

"Using career anchors to predict career stages: Who offers more to your company?" (On-Going)

"An empirical evaluation of gamified vs. traditional online courses" (Planning)

"Evaluating the efficacy of specific Game elements" (Planning)

"Comparing the skill sets desired by industry to the skill sets taught in business management programs" (Future Goal)

"Metrica statistical visualizations in R" (Future Goal)

"Qualitative evaluation of employee beliefs and preferences" (Future Goal)

"Student reaction to an open source textbook" (Future Goal)

SERVICE

Department Service

Organizer, Research Brown Bag Seminars. (September 2013 - Present).

Administrative assignment - Identify and Evaluate Best Practices for Online Instructors. (2013).

Committee Member, Professional Development Committee. (2011 - Present).

Committee Member, Hiring Committee Chair for MGMT 1010 Professional-in-Residence. (2015).

Committee Chair, Hiring Committee Chair for the Hospitality Management Professional in Residence. (April 2014).

Committee Member, Management Department Internal Publishing committee. (2014).

College Service

Committee Chair, Open Educational Resources Initiative Task Force. (March 2015 - Present).

Committee Member, Statement of Excellence/Mission Statement Team. (March 2014 - Present).

Committee Member, Reach Committee. (February 2014 - Present).

Committee Member, Woodbury School of Business Futures Committee. (December 2013 - Present).

Committee Member, Research Presentation Coordination Committee. (September 2013 - Present).

Committee Member, Associate Dean Hiring Committee. (2014).

Committee Member, eText Research Committee. (September 2013 - May 2014).

Committee Member, WSB Faculty Excellence Award Committee. (2013).

Committee Member, Technology to Manage Growth Committee. (2011 - 2012).

University Service

Special Institutional Assignment, Administrative Request from Jason Hill - Develop Gamification Widgets for Drivers Ed. (June 2015 - Present).

Committee Member, Scholarship of Teaching & Engagement (SoTE) planning committee. (June 2015 - Present).

Special Institutional Assignment, Request from Kat Brown - Evaluate Learning Technology Hardware. (October 2014).

Professional Service

Reviewer, Conference Paper, Academy of Management Management Education & Development Division. (2015).

Reviewer, Conference Paper, Academy of Management Management Education & Development Division. (2015).

Reviewer, Conference Paper, Academy of Management Management Education & Development Division. (2015).

Reviewer, Conference Paper, Academy of Management Organizational Behavior Division. (2015).

Reviewer, Conference Paper, Academy of Management Organizational Behavior Division. (2015).

Reviewer, Conference Paper, Academy of Management Organizational Behavior Division. (2015).

Undergraduate Poster Contest Judge, BYU Mary Lou Fulton Chare Annual Mentored Student Research Conference. (April 2015).

Reviewer, Journal Article, Journal of Managerial Psychology. (April 2015).

Reviewer, Journal Article, The Organization Collection. (2014).

Reviewer, Journal Article, The Organization Collection. (2014).

Reviewer, Journal Article, The Organization Collection. (2014).

Associate Editor, The Organization Collection. (September 2014).

Undergraduate Poster Contest Judge, BYU Mary Lou Futon Chare Annual Mentored Student Research Conference. (April 2014).

Undergraduate Poster Contest Judge, BYU Mary Lou Futon Chare Annual Mentored Student Research Conference. (April 2013).

Committee Member, BYU Student Life Program Evaluation Committee. (2007).

Board Member, BYU Web Advisory Board, Provo, Utah. (2007).

Officer, President/Elect/Past, Utah State University Department of Instructional Technology and Learning Sciences Instructional Technology Scholar Association. (2000 - 2001).

Humanitarian Aid Intern, Reach the Children Academy. (2000).

Facilitator, BYU Fiji Distance Learning Program. (1998).

Facilitator, BYU International Field Study and Internship Office. (1998).

Consulting

For Profit Organization, On Song Consulting, LLC, Utah County, Utah. (2009 - 2011).

For Profit Organization, Targeted Learning. (2007 - 2009).

For Profit Organization, LetterPress Software, Inc., Logan, Utah. (2000 - 2001).