

**UNIVERSITY OF WYOMING**  
**COLLEGE OF BUSINESS**  
**CURRICULUM VITAE**

**NAME:** Nicholas Ryan Prince

**WORK ADDRESS**

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**EDUCATION**

2015	Ph.D. OB	University of Illinois	Champaign, IL
2009	MBA OB/HR	Brigham Young University	Provo, UT
2004	B.S. Marketing	Kansas State University	Manhattan, KS

**ACADEMIC POSITIONS**

2016-Present Assistant Professor, Management & Marketing, University of Wyoming  
2015-2016 Assistant Professor, Marketing & Management, University of Texas at Tyler

**BUSINESS EXPERIENCE**

2004-2007      Stock Trader, Wells Fargo Investments, Salt Lake City, UT  
2001-2002      Recreation Coordinator, City of Manhattan, Manhattan, KS

### **CURRENT JOB DESCRIPTION**

50% Teaching

45% Research

5% Service

0% Admin

### **RESEARCH INTERESTS:**

International Human Resources, High-Performance Work Systems, Strategic Human Resource Management

### **TEACHING INTERESTS:**

Human Resources, Training & Development, Compensation & Benefits, International Human Resource Management

### **TEACHING**

#### ***Undergraduate Teaching Experience***

##### **University of Wyoming**

- **Introduction to Human Resources** (MGT 3410) – Core HR course that covers the breadth of all major HR topics. (Fall 2016 – Present). **Average evaluation of instruction: 4.53 (out of 5)**
- **Introduction to Human Resources Online** (MGT 3410) – Core HR course that covers the breadth of all major HR topics (Fall 2019, 2020, 2021). **Average evaluation of instruction: 4.49 (out of 5)**
- **Management and Organizations** (MGT 3210)—Required course for all College of Business students. (Spring 2020). **Average evaluation of instruction: 4.47 (out of 5)**
- **Management and Organizations Online** (MGT 3210)—Required course for all College of Business students. (Spring 2020). **Average evaluation of instruction: 3.85 (out of 5)**
- **Training and Development Online** (MGT 4260) – Advanced HR elective (Spring 2022). **Average evaluation of instruction: 4.35 (out of 5)**
- **Training and Development** (MGT 4260) – Advanced HR elective (Spring 2017, 2018). **Average evaluation of instruction: 4.35 (out of 5)**

- **Performance and Compensation (MGT4240)** - Advanced HR Elective (Fall 2017, 2018). **Average evaluation of instruction: 4.41 (out of 5)**
- **Organizational Design and Change Management (MGT 4430)** – Advanced HR Elective (Fall 2018). **Average evaluation of instruction: 4.26 (out of 5)**

### *Graduate Teaching Experience*

The University of Texas at Tyler

- **International Business Online** (Fall 2015 – Spring 2016) – Required MBA course.

### **RESEARCH PUBLICATIONS**

341 Citations, h-index 5 according to Google Scholar [can be accessed here](#) (as of 8 Sept 2023).

#### **Refereed Journal Articles:**

#### **Accepted, Forthcoming and Published (list from newest to oldest)**

Prince, N., Prince, J., Prince, S., & Kabst, R. “Swimming against the current: The positive effects of counter-cultural HR practices on the calculative/collaborative HR practices-firm performance relationship” Evidence-based HRM: a global forum for empirical scholarship (2024).

- **JCR 5-year impact factor: 1.44, SJR = 0.46, H index: 17, ABDC rank: B, ABS rank = 1**

Thiel, C., McClean, S., Harvey, J., & Prince, N. “Harmful observation: Employee Electronic Performance Monitoring and Negative Performance Behavior Through Weakened Leader-Member Exchange” Journal of Organizational Behavior (2023).

- **JCR 5-year impact factor: 11.8, SJR = 3.88, H-index: 191, ABDC rank: A\*, ABS rank = 4**

Thiel, C., Prince, N., & Bagdasarov, Z. “The (electronic) walls between us: How employee monitoring undermines ethical leadership” Human Resource Management Journal (2022).

- **JCR 5-year impact factor: 6.19, SJR = 2.32, H-index: 89, ABDC rank: A, ABS rank = 4\***

Prince, N., Krebs, B., Prince, J., & Kabst, R. “Revisiting Gooderham et al. (1999) ‘Institutional and Rational Determinants of Organizational Practices: Human Resource Management in European Firms’” Journal of World Business (2022).

- **JCR 5-year impact factor: 9.05, SJR = 3.25, H-index: 132, ABDC rank: A\*, ABS rank = 4**

Prince, N., Prince, J., Kabst, R., “National Culture and Incentives: Are Incentive Practices Always Good?” Journal of World Business (2020).

- **JCR 5-year impact factor: 9.05, SJR = 3.25, H-index: 132, ABDC rank: A\*, ABS rank = 4**

N. Prince, "Competition: Antecedent to High-Performance Work Systems" Personnel Review (2019).

- **JCR 5-year impact factor: 3.13, SJR = 1.08, H-index: 83, ABDC rank: A, ABS rank = 2**

N. Prince, "National Culture: Antecedent to Symbolic Action in Selection Practices" Employee Relations (2019).

- **JCR 5-year impact factor: 2.38, SJR = 0.90, H index: 62, ABDC rank: B, ABS rank = 2**

Prince, N., Prince, J., Kabst, R., "Incentive pay configurations: the influence of national culture" Evidence-based HRM: a global forum for empirical scholarship (2018).

- **JCR 5-year impact factor: 1.44, SJR = 0.46, H index: 17, ABDC rank: B, ABS rank = 1**
- **Selected as Highly Commended Paper in 2019 Emerald Literati Awards.**

Prince, N., Prince, J., Skousen, B., Kabst, R., "Incentive Pay Configuration: Bundle Options and Country-level Adoption", Evidence-based HRM: a global forum for empirical scholarship (2016).

- **JCR 5-year impact factor: 1.44, SJR = 0.46, H index: 17, ABDC rank: B, ABS rank = 1**
- **Selected as Most Outstanding Paper 2017 Emerald Literati Awards.**

Bednar, M, Boivie, S., Prince, N., "Burr Under the Saddle: How the Media Influence Strategic Change", Organization Science (2013).

- **JCR 5-year impact factor: 5.25, SJR = 6.54, H index: 269, ABDC rank: A\*, ABS rank = 4\***

### **Working Paper (Indicate those under submission)**

Prince, N., Krebs, B., & Ulrich, M. Institutional Rubber Band: An Investigation into the effect of Labor Coordination, Knowledge Capital, and Generalized Trust on the HPWS – HR Flexibility Relationship. (2<sup>nd</sup> Round R&R at Journal of World Business).

Prince, N., Peretz, H., & Holwerda, J. International Quiet Quitting: Job Demands-Resources and the Impact of the Institutional Environment. (Accepted at CIHRS Conference, Will be submitted to HRM end of May).

Holwerda, J. A., Prince, N. R., Kreiser, P. M., & Covin, J. G. Big data alignment and competitive advantage. (Target submission: Human Resource Management Review, June 30, 2024)

Thiel, C., Prince, N., Krebs, B., Zivkovic, I., and Kovacevic, I. The Institutional Context, and Electronic Monitoring. (Data analyzed, writing up this summer, Target: HRMJ).

Holwerda, J., & Prince, N. An integrative investigation of job demands, job resources, and work-related outcomes. (Idea development stage, Target: AMJ or JAP)

Prince, N., & Holwerda, J. Impact of the Institutional Environment on Resource Caravan Passageways. (Idea development stage, Target: JIBS)

### **Non-Refereed Journal Articles:**

Thiel, C., McClean, S., Harvey, J., & Prince, N. “Surveilling employees erodes trust – and puts managers in a bind” Harvard Business Review (2024).

- JCR 5-year impact factor: 0.6, SJR = 0.32, H index: 206, ABDC rank: A, ABS rank = 3, FTE50

Prince, N. “Transitioning to a 100% virtual onboarding process during the COVID-19 pandemic: An interview with Kat Judd, Vice President of People and Culture at Lucid” Business Horizons (2021).

- JCR 5-year impact factor: 7.13, SJR = 2.48, H index: 106, ABDC rank: B, ABS rank = 2

### **Refereed Chapters in Books:**

Prince, N., & Prince, J.B., Adapting to a Global World: Rethinking Incentive Rewards, In S.J. Perkins (Ed), *Routledge Companion to Reward Management*. (2019).

### **Refereed Proceedings/Transactions:**

Prince, N, Prince, J.B., Prince, S.N., & Kabst, R. An Investigation into Counter-Cultural HR Practices: The Effect of Future Orientation and In-Group Collectivism on Collaborative and Calculative HR and Firm Performance. The 4<sup>th</sup> International Conference of the HR Division, Sun City, South Africa, May/June 2023.

Thiel, C., Prince, N., & Bagdasarov, Z. “An Investigation into the Upward Influence of Employee Performance Monitoring” Academy of Management Meetings, Virtual Meeting, August 2021 (Best Ethics Paper Finalist, SIM Division)

Prince, N., Kabst, R. “Impact of Comparative Capitalism on the Performance Management – Firm Performance Relationship” Paper Development Workshop Center for International Human Resources, Virtual Meeting, May 2021

Prince, N., & Enriques, S. “Cultural looseness/tightness of the GLOBE national culture dimensions” Global Conference of International Human Resource Management, State College, PA, May 2019

Prince, N., Prince, J.B., & Kabst, R. “Cultural looseness/tightness: Impact on incentive pay” Global Conference of International Human Resource Management, State College, PA, May 2019

Prince, J.B., Prince, N., & Kabst, R. “Shared capitalism: Is it any good?” Global Conference of International Human Resource Management, State College, PA, May 2019

Prince, N., & Prince, J.B. "Human Resources in the European Union: Convergence to an EU model" Global Conference of International Human Resource Management, New York City, May 2017.

Prince, J.B., & Prince, N. "Societal Culture, Incentive Pay Practices and Firm Performance Linkages." Global Conference of International Human Resource Management, New York City, May 2017

Prince, J., Prince N., Rudiger, K., "Incentive Pay Configurations and Societal Culture" International Human Resource Management Conference at Penn State, May 2013.

Prince, J., Prince, N., Skousen, B, Rudiger, K., "Incentive Pay Systems: Does Societal Culture Influence Global Adoption?" Academy of Management Annual Meeting, Boston, MA, August 2012

Prince, N., Prince, J., Skousen, B, Rudiger, K., "Country Institutional Constraints: Interjecting a New Option into the "Best Practice" Versus "Best Fit" Debate in HRM" AIB Washington, D.C., July 2012

Prince, J., Prince, N., Skousen, B, Cheng, J, Rudiger, K., "Calculative HR Practices and HR Function Development: A Comparison of Anglo, Nordic, Germanic and Confucian Countries", Asian Ascendance: The Role of Human Resource Management, Urbana, Illinois, United States of America, October 2011

Prince, N., Cheng, J, "Coordination and Control in Multinational Corporations: Economics, Culture, and Strategic Choice", Administrative Science Quarterly Conference on Coordination within and among Organizations, Paris, France, June 2011

Bednar, M, Boivie, S., Prince, N., "Burr Under the Saddle: How Media Coverage Influences Strategic Change", Academy of Management Annual Meeting, Montreal, August 2010

Prince, N., & Cherrington, D. "The Effects of Employee Recognition Programs on Employee Attitudes and Behavior", Western Academy of Management, Midway, Utah, March 2009

### **PAPERS PRESENTED/SYMPOSIA/INVITED LECTURES/ PROFESSIONAL MEETINGS/ WORKSHOPS**

#### **Invited Addressed/Presentations:**

Managing up Workshop, Student Athlete Advisory Council University of Wyoming, Laramie, WY, April 6, 2022

Managing up Workshop, University of Wyoming Athletic Department, Laramie, WY, November 10, 2021

Experiential learning & Managing up, Timberline Hospitalities General Managers Meeting, Laramie, WY, April 3, 2018.

Managing up, Business Innovation Summit, Laramie, WY, December 8, 2017.

The Impact of Negative Media on Corporate Governance, Sunrise Rotary Club, Laramie, WY, November 8, 2017.

Change & Change Agents, WyoCloud Change Agent Training, Laramie, WY, April 26, 2017.

Pirates, Star & Guardians: A Walk off the Plank into Job Design, ACEC Conference, Laramie, WY, November 14, 2016.

Prince, N., "Why Recognition?", FamilySearch Top Management Retreat, Salt Lake City, Utah, February 2009.

Prince, N., "Effective Recognition Programs", Human Resource Association of Central Utah, Provo, Utah, October 2007.

## **SERVICE**

### ***External Service***

#### **Ad-Hoc Reviewing**

- Academy of Management Annual Meeting
- Conference for International Human Resource Studies
- *Personnel Review*
- *Human Resource Management*
- *Evidence-Based HRM: a Global Forum for Empirical Scholarship*
- *European Management Review*

#### **Conference Paper Session Chair**

- Conference for International Human Resource Studies (2019, 2022)

#### **Conference Panelist**

- *Options to Support National Culture in the Online TV Environment, and Their Effectiveness, Global Online Platforms: Free Access & Free Trade vs. Domestic Culture.* Columbia Institute for Tele-Information, Virtual Conference, May 2022.

### ***Internal Service, University of Wyoming***

#### **Society for Human Resource Management**

- Co-Advisor and Co-Founder, SHRM Student Chapter and Club, University of Wyoming (Fall 2016-Present)
- Co-Organizer, Rocky Mountain SHRM Regional Case Competition (2019)
  - Collaborated with Colorado SHRM to develop a regional HR case competition

### Alpha Kappa Psi

- Co-advisor (Fall 2016-Spring 2020)

### MBA Program

- Guest Lecturer
- Assisted with MBA candidate selection

### University Committee Work

- Online Proctoring Service Selection Committee (Spring 2018, Spring 2023)
- Student Retention Committee (Spring 2019)

### College Committee Work

- Online Committee (Fall 2018– Fall 2020)

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### Department Committee Work

- Assistant Professor Management Hiring Committee (Fall 2019, Fall 2022)

## **HONORS AND AWARDS**

- Best Ethics Paper Finalist: SIM Division, “An Investigation into the Upward Influence of Employee Performance Monitoring” Academy of Management Meetings, Virtual Meeting, August 2021
- Highly Commended paper 2019 Emerald Literati Network Awards for Excellence for the “Incentive pay configurations: the influence of national culture”, published in *Evidence-based HRM: a Global Forum for Empirical Scholarship*
- Outstanding paper in the 2017 Emerald Literati Network Awards for Excellence for the “Incentive pay configurations: Bundle options and country-level adoption”, published in *Evidence-based HRM: a Global Forum for Empirical Scholarship*
- Top-Prof Award. Mortar Board Association, University of Wyoming (2017-2018).
- Top-Prof Award. Mortar Board Association, University of Wyoming (2018-2019).
- Top-Prof Award. Mortar Board Association, University of Wyoming (2021-2022).
- College of Business Professor of the Year Award, University of Wyoming (2018-2019).
- Impact Award, University of Wyoming (2019-2020)
- Teaching Excellence Award (2020-2021)
- Rising Star Research Award (2021-2022)