

FREDERICK SCOTT BENTLEY

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ACADEMIC APPOINTMENTS

Binghamton University Assistant Professor of Strategy
School of Management
August 2017 - Present

Fellow, Center for Leadership Studies
School of Management
August 2017 - Present

EDUCATION

Ph.D., Rutgers University, 2017, School of Management and Labor Relations,
Dissertation: *An Exploration of the Joint Effects of Human Capital Dispersion and
Deployment on Unit Performance.*
Co-Chairs: Professor Rebecca R. Kehoe and Professor Ingrid S. Fulmer
Awarded the SHRM Dissertation Grant in 2016

M.S., Rutgers University, 2015, School of Management and Labor Relations

B.S., High honors, Rutgers University, 2011, Economics (concentration in econometrics)

RESEARCH

Peer-Reviewed Journal Articles

Bentley, F.S., Fulmer, I.S.* & Kehoe, R.R.* In press. Payoffs for Layoffs? An examination of CEO relative pay and firm performance surrounding layoff announcements. *Personnel Psychology*. *Equal contribution

Kehoe, R.R., Lepak, D.P., & **Bentley, F.S.** 2018. Let's call a star a star. Task performance, external status, and exceptional contributors in organizations. *Journal of Management*, 44 (5): 1848-1872.

Ameri, M., Schur, L., Adyan, M., **Bentley, F.S.**, McKay, P.F., & Kruse, D. 2017. The Disability Employment Puzzle: Employer Hiring Behavior. *Industrial and Labor Relations Review*, 71(2): 329-364.

Book Chapters

Kehoe, R.R., & **Bentley, F.S.** 2018. Building human capital resources: Hiring and acquiring. **Submitted for review for the *Handbook of Research on Strategic Human Capital Resources*, (Eds. Anthony Nyberg and Tom Moliterno).**

Lepak, D.P., Jiang, K., Kehoe, R.R., & **Bentley, F.S.** 2014. Strategic Human Resource Management and Organizational Performance, *SAGE Handbook of Industrial, Work, & Organizational Psychology*, 2nd Edition, Volume 3.

Liu, M., **Bentley, F.S.**, Evans, H.T., Schurman, S. 2014. Globalization and labor in China and the United States: convergence and divergence. (Ed. A. Chan) *In Chinese Workers in Comparative Perspectives*, 44-65. Ithaca, NY: Cornell University Press.

Other Publications

Fine, J., Mann, A., Tulloch, D., & **Bentley, F.S.** 2013. Meet the neighbors: Organizational and spatial dynamics of immigrant New Jersey. Eagleton Institute of Politics Report, Rutgers University.

Schurman, S.J., Eaton, A.E., **Bentley, F.S.**, Evans, M., Hawkins, D., King, S.J., & Ryklief, S. 2013. *Trade unions organizing workers 'informalized from above': Case studies from Cambodia, Colombia, South Africa, and Tunisia.* Report to the American Center for International Labor Solidarity.

Manuscripts Under Review

Bentley, F.S., & Kehoe, R.R. Resource Slack and Human Capital [Full title withheld to preserve blind review] **1st Round Revise and Resubmit at *Academy of Management Journal*.**

Kehoe, R.R., Han, J., & **Bentley, F.S.** Horizontal and Vertical Fit in SHRM [Full title withheld to preserve blind review] **Review Proposal Under Initial Review at the *Journal of Management***

Manuscripts in Preparation

Eckardt, R., Spain, S., **Bentley, F.S.**, Lepak, D.P. Human capital complementarities and emergence. *Finalizing for submission at *Journal of Applied Psychology*.*

Bentley, F.S., Jiang, K., & Allen, D.G. Overqualified or underutilized? Disentangling the turnover and performance implications associated with underutilization of human capital. *Data analysis stage.*

Bentley, F.S., Kehoe, R.R., Fulmer, I.S., & Lepak, D.P. An Exploration of the Joint Effects of Human Capital Dispersion and Resource Management Strategies on Unit Performance. *Data analysis stage.*

Rosado-Soloman, E., **Bentley, F.S.**, & Downes, P. Meta-analysis of the social capital-performance relationship across levels of an organization. *Data analysis stage.*

CONFERENCE PRESENTATIONS

Bentley, F.S., & Allen, D.G. 2018. Too much of a good thing? The turnover and performance implications of excess human capital. To be presented at the Strategic Management Society Annual Conference, Paris, France.

Bentley, F.S., Kehoe, R.R., Fulmer, I.S., Lepak, D.P., & Tzabbar, D. 2018. An Exploration of the joint effects of human capital dispersion and resource management strategies on unit performance. To be presented at Academy of Management Annual Meeting, Chicago, IL.

Bentley, F.S. 2018. Examining Strategic Human Capital in the Context of Sports. Organized symposium to be held at Academy of Management Annual Meeting, Chicago, IL.

Rosado-Soloman, E., **Bentley, F.S.** 2018. The implications of social capital for innovation across multiple levels of a firm. Presented at the Israel Organizational Behavior Conference in Tel Aviv, Israel.

Bentley, F.S., & Kehoe, R.R. 2017. Give them some slack! Examining the benefits of slack in the context of strategic change". Presented at Strategic Management Society Annual Conference, Houston, TX.

Bentley, F.S., & Kehoe, R.R. 2017. Give them some slack! Examining the benefits of slack in the context of strategic change". Presented at Academy of Management Annual Meeting, Atlanta, GA.

Bentley, F.S., Kehoe, R.R., & Allen, D.G. 2017. Overqualified or underutilized? Disentangling the turnover and performance implications associated with underutilization of human capital. To be presented at Strategic Management Society Special Conference on Strategic Human Capital in Milan Italy.

Bentley, F.S. 2016. Reconceptualizing slack: Human resource slack, financial slack, and firm performance under differing contextual factors. To be presented at Academy of Management Annual Meeting, Anaheim, CA.

Bentley, F.S. 2016. Revisiting the relationship between resource slack and firm performance under strategic change and economic conditions. To be presented at Strategic Management Society Annual Conference, Berlin, Germany.

Bentley, F.S., Fulmer, I.S., & Kehoe, R.R. 2015. Payoffs for Layoffs? An examination of CEO relative pay and firm performance surrounding layoffs announcements. Presented at People and Organizations Conference, The Wharton School of the University of Pennsylvania.

Bentley, F.S., Fulmer, I.S., & Kehoe, R.R. 2015. Do CEOs receive payoffs from layoffs? An examination of the relationship between CEO relative pay and layoffs. Presented at Academy of Management Annual Meeting, Vancouver, BC.

Kehoe, R.R., Lepak, D.P., **Bentley, F.S.,** & Fulmer, I.S. 2014. Reassessing value creation and rent appropriation by star employees. Presented at Strategic Management Society Annual Conference, Madrid, Spain.

Kehoe, R.R., Fulmer, I.S., & **Bentley, F.S.** 2014. Putting stars in their place: Adding human capital context to the discussion on start employees. Presented at Academy of Management Meeting, Philadelphia PA.

RESEARCH GRANTS

SHRM Dissertation Grant, 2016, \$5,000

TA/GA Professional Development Fund Grant, 2015, \$1,000

Masters in Labor Studies and Employment Relations Tuition Fellowship Grant, 2011, \$5,000

EMPLOYMENT

Teaching Experience

Binghamton University, School of Management

Instructor, Strategic Management, Spring 2018

Ratings: Overall Instructor Rating: 3.78/4 (School Average: 3.3/4)

Overall Course Rating: 3.7/4 (School Average: 3.2/4)

Binghamton University, School of Management

Instructor, Strategic Management, Fall 2017

Ratings: Overall Instructor Rating: 3.81/4 (School Average: 3.3/4)

Overall Course Rating: 3.5/4

Rutgers University, School of Management and Labor Relations

Instructor, HR Strategy II: Business & Competitive Strategy, Spring, 2017

Ratings: Instructor Effectiveness: 4.4/5 (Departmental Average: 4.1)

Course Quality: 4.2/5 (Departmental Average: 4.0)

Instructor, Statistics for Human Resource Management, Fall, 2015

Ratings: Instructor Effectiveness: 4.9/5 (Departmental Average: 3.97)

Course Quality: 4.8/5 (Departmental Average: 4.14)

Instructor, Statistics for Human Resource Management, Spring 2015

Ratings: Instructor Effectiveness: 4.7/5 (Departmental Average: 4.14)

Course Quality: 4.7/5 (Departmental Average: 4.16)

Teaching Assistant, HR Strategy IV, Professor Dave Lepak, Spring 2014

Teaching Assistant, Economics of Labor Markets, Professor Douglas Kruse, Fall 2013

Teaching Assistant, Perspectives on Labor Studies, Professor Saul Rubinstein, Spring 2012

Teaching Assistant, Finance for Personal & Professional Success, Steph Atkins, Fall 2011

Research Employment

Research Assistant, School of Management and Labor Relations, Professor Rebecca Kehoe, 2015

Research Assistant, School of Management and Labor Relations, Professor Dave Lepak, 2014

Research Assistant, Eagleton Institute of Politics, Professor Janice Fine, Fall 2011 - 2013

Research Assistant, Professor Saul Rubinstein and John McCarthy, Fall 2011 - 2013

Research Assistant, Department of Labor Studies and Employment Relations, Professor Douglas Kruse, Summer 2011 - 2013

Intern, Market and Investment Research, Merrill Lynch Inc., 2008

HONORS AND AWARDS

Binghamton University, School of Management, Faculty Teaching Honors, Fall 2017

SHRM Dissertation Grant Award, 2016

Fellow, Rutgers University Predoctoral Leadership Development Institute, 2015-Present

PhD student representative, PhD Policy Committee, School of Management and Labor Relations, Rutgers, 2014-Present

High Honors, Rutgers Economics Department, Spring 2011.

Rutgers University, School of the Arts and Sciences Deans List, 2009 – 2011

Recipient of invitation to Delta Mu Delta Honors Society, Fall 2008

UNIVERSITY SERVICE

DECA Case Competition Judge, 2017, Binghamton University

Undergraduate Curriculum Committee, Binghamton University, School of Management (2017-Present)

Faculty Search Committee, Binghamton University, School of Management (2017)

PROFESSIONAL SERVICE ACTIVITIES

Academy of Management

HR Division Late-Stage Doctoral Consortium Panelist (2017)

SHRM Foundation Dissertation Award Committee, Chair (2018)

Executive Committee Member, HR Division (Elected Role) (2017-Present)

HR Division Teaching PDW (2017)

CARMA

Representative, 2014 - Present

Ad Hoc Journal Reviewing

Personnel Psychology

Human Resource Management

PROFESSIONAL MEMBERSHIPS

Academy of Management

Strategic Management Society