

## **FREDERICK SCOTT BENTLEY**

Assistant Professor  
Binghamton University  
School of Management  
Binghamton, NY 13902  
fbentley@binghamton.edu

### **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., & Kehoe, R.R.** An examination of the complementary effects of human resource slack and financial slack on firm performance in the context of strategic change. **Conditional Accept at *Academy of Management Journal*.**

**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*, 2<sup>nd</sup> 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 in Preparation

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

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

Kehoe, R.R., Han, J., & **Bentley, F.S.** A Review of the Horizontal and Vertical Fit in SHRM. *Finalizing for submission*.

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: 3.8/4 (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: 3.8/4 (School Average: 3.3/4)

Overall Course Rating: 3.5/4 (School Average: 3.2/4)

#### **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)  
Manager of the HR Division Teaching Committee Repository (2017-Present)  
HR Division Teaching PDW (2018)

### *CARMA*

Representative, 2014 - Present

## **Ad Hoc Journal Reviewing**

*Academy of Management Journal*

*Journal of Management*

*Personnel Psychology*

*Human Resource Management*

## **PROFESSIONAL MEMBERSHIPS**

Academy of Management

Strategic Management Society

## **CONTACTS FOR REFERENCES**

### **Rebecca R. Kehoe, PhD**

Associate Professor  
Rutgers University  
School of Management and Labor Relations  
Janice H. Levin Building, Office 211  
94 Rockafeller Rd.  
Piscataway, NJ, 08854  
kehoe@smlr.rutgers.edu

### **Ingrid S. Fulmer, PhD**

Associate Professor  
Rutgers University  
School of Management and Labor Relations  
Janice H. Levin Building, Office 215B  
94 Rockafeller Rd.  
Piscataway, NJ, 08854

ifulmer@smlr.rutgers.edu

**David P. Lepak, PhD**

Berthiaume Endowed Chair  
University of Massachusetts Amherst  
Isenberg School of Management  
121 Presidents Drive  
Amherst, MA, 01003  
dlepak@isenberg.umass.edu

**Daniel Tzabbar, PhD**

Associate Professor  
Drexel University  
LeBow College of Business  
Lebow Hall, 636  
Philadelphia, PA, 19104  
dt396@drexel.edu