

Reginald L. Bell, PhD
Professor of Management
Department of Management & Marketing
College of Business
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RESEARCH INTERESTS

Managerial Communication, Business Communication, Leadership & Culture, the Scholarship of Teaching & Learning, Media Studies, Employee Retention, and Business Ethics

ACADEMIC BACKGROUND

Visiting Scholar, Purdue University, West Lafayette, Indiana, College of Education, 2000
Ph.D., University of Missouri at Columbia, Columbia, Missouri, Business Education, 1997
M.B.A., Lincoln University of Missouri, Jefferson City, Missouri, Management, 1991
B.A., Lincoln University of Missouri, Jefferson City, Missouri, English, 1990

DISSERTATION

The Multiple Roles of the Business Educator as Perceived by Secondary School Administrators and Business Teachers, completed in 1997

MEMBERSHIPS

Association for Business Communication, since 2005
Beta Gamma Sigma, since 2008
Delta Mu Delta, since 1990
Delta Pi Epsilon, since 1993
Phi Delta Kappa, since 1993

WORK EXPERIENCE

Academic Experience

Professor, Prairie View A&M University (2014 - present).
Associate Professor (tenured), Prairie View A&M University (2008 - 2014).
Assistant Professor, Prairie View A&M University (2002 - 2008).
Limited-term Lecturer, Department of Communication, Purdue University (2001 - 2002).
Graduate Research/Teaching Assistant, University of Missouri - Columbia (1992 - 1997).

Non-Academic Experience

Director of Customer Care, Socket Internet Services (1998 - 2001). Managed technical support, billing and inside sales staff and had eight direct reporting supervisors; approximately \$11 million in annual call center sales revenues.

COURSES TAUGHT (2019-2023)

Human Resources 3335, Business Communication 3330, Strategic management 4330, Principles of Management 3103, Managerial Communication 5320 (graduate level) & Executive Managerial Communication 5320 (EMBA Program), Leadership 7423 (DBA Program).

INTELLECTUAL CONTRIBUTIONS: ARTICLES AND BOOKS BY ACADEMIC YEAR

2023-2023 [Nine PRJs]

- Adams, N. A., Delaney, M., Goldsberry, T., & Bell, R.L. (2023). Gaslighting female leadership: All gas, no brakes!. *The Journal of Business Diversity*, 23(3), 1-14.
- Bell, R.L. (2023). If there is systemic racism in America, then why is there so many black millionaires? *Journal of Business Diversity*, 23(1), 40-48.
- Bell, R.L. (2023). Using your soft skills to mitigate loss during a petit mal crisis. *Supervision*, 84(6),
- Bell, R.L., & Kennebrew, D. (2023). Capitalizing on the outputs of intrinsically and extrinsically motivated employees. *Supervision*, 84(4), 3-6.
- Bell, R.L., & Kennebrew, D. (2023). What Does Jean-Jacques Rousseau and Chester I. Barnard have to do with quiet quitting?. *American Journal of Management*, 23(1), 1-11.
- Bell, R.L., & Rahman, S. (2023). Advancing strategies for developing employee retention: A two-factor model approach. *Journal of Organizational Psychology*, 23(4), 79-94.
- Brown, C. T., Njouondo, E., Viltz, D., & Bell, R.L. (2023). Effective leaders are trained-not born!. *Journal of Management Policy and Practice*, 24(1), 32-40.
- Cooper, A., Purnsley, B., Washington, E.F., & Bell, R.L. (2023). Is the leadership for diversity, equity, and inclusion here to stay?. *Journal of Organizational Culture Communications and Conflict*, 27(S1), 1-9.
- Fei, Q., Bell, R.L., Kennebrew, D., & Minton, S. (2023). The career benefit of having a "good" name. *Journal of Applied Business & Economics*, 25(4), 199-214.

2022-2022 [Three PRJs]

- Bell, R.L. (2022). Helping managers quick to forgive with employee retention amid labor shortages. *Supervision*, 83(11), 9-13.
- Bell, R.L. (2022). Refocusing "Woke" employees' thinking towards being productive human resources. *Supervision*, 83(10), 3-7.
- Bell, R.L., & Kennebrew, D. (2022). Three easy steps to becoming a leader-supervisor. *Supervision*, 83(12), 9-13.

2020-2020 [Four PRJs]

- Bell, R.L. (2020). The unintended consequences of promising black Americans reparations. *Journal of Higher Education Theory and Practice*, 20(4), 11-20.

- Bell, R.L., & Blyden, L. (2020). Deploying the Art of War in interpersonal communication strategy. *Supervision*, 81(9), 3-6.
- Bell, R.L., Baldwin, R., & McNeil, C. (2020). Useful tips for entrepreneurs who manage their own businesses. *Supervision*, 81(3), 3-7.
- Chatman, J. E., Johnson, A., White, E., & Bell, R.L. (2020). The leader as effective communicator. *American Journal of Management*, 20(2), 22-32.

2019-2019 [Three PRJs and Two Books]

- Bell, R.L., & Martin, J.S. (2019). *Managerial communication for organizational development*. Business Expert Press, Inc.
- Bell, R.L., & Martin, J.S. (2019). *Managerial communication for professional development*. Business Expert Press, Inc.
- Nguyen, T., White, S., Hall, K., Bell, R.L., & Ballentine, W. (2019). Emotional intelligence and managerial communication. *American Journal of Management*, 19(2), 54-63.
- Stiff, C., Bell, R.L., & Tandon, S. (2019). Credit-based insurance scores and the cost to consumers. *Journal of Accounting and Finance*, 19(8), 143-149.
- Williams, C., Moore, E., Williams, C., Jones, R., Bell, R.L., & Holloway, R. (2019). Using an integrated system approach to manage conflict. *Journal of Leadership, Accountability and Ethics*, 16(4), 125-137.

2016-2016 [Seven PRJs]

- Alam, A. & Bell, R.L. (2016). External reviewers' influence on citations of articles published in pedagogical business journals: Holding acceptance rate constant. *American Journal of Management*, 16 (3), 18-33.
- Bell, R.L. & Roebuck, D. B. (2016). An examination of differences between the most influential management books of the 20th century and Amazon Best Sellers. *International Journal of Business Research and Information Technology*, 3 (1), 35-78.
- Bell, R.L., Choudhury, D., Guyot, W. M., & Meier, R. J. (2016). Impulse control and internet addiction disorder among business professionals. *Journal of Organizational Culture, Communications and Conflict*, 20(1), 1-19.
- Bell, R.L., Roebuck, D. B., Srinath, A., Hussein, M., & Sviland, M. (2016). An examination of differences between the most influential management books of the 20th century and amazon best sellers. *International Journal of Business Research & Information Technology (IJBRIT)*, 3(1), 35-78.
- Roebuck, D. B., Bell, R.L., & Hanscom, M. E. (2016). Differences in the observed frequency distributions of male and female feedback behaviors. *Journal of Applied Management & Entrepreneurship*, 21(2), 6-25.
- Roebuck, D. B., Bell, R.L., Raina, R., & Lee, C. E. (. (2016). Comparing perceived listening behavior differences between managers and nonmanagers living in the United States, India, And Malaysia. *International Journal of Business Communication*, 53(4), 485-518.
- Siha, S. M., Bell, R.L., & Roebuck, D. (2016). Do college faculty embrace Web 2.0 technology? *The Journal of Education for Business*, 91(7), 393-402.

2015-2015 [Six PRJs]

- Beavers, L., Bell, R.L., Guyot, W., Meier, R. & Choudhury, D. (2015). Online time and gender perceptions of internet addiction. *Journal of Higher Education Theory and Practice* 15(3), 84-98.
- Bell, R.L. & Roebuck, D. (2015). An increasing usefulness for managerial communication research on the main topics of management. *Journal of Management Policy and Practice*, 16(2), 71-108.
- Bell, R.L., & Roebuck, D. (2015). An increasing usefulness for managerial communication research on the main topics of management. *Journal of Management Policy and Practice*, 16(2), 71-108.
- Bell, R.L., Kennebrew, D., & Blyden, L. A. (2015). An increasing utility for the early management theories: An exploratory study. *International Journal of Management and Human Resources*, 3(1), 1-23.
- Fei, Q., Chong, H.G., & Bell, R.L. (2015). The diminishing influence of celebrity authors in a diversified world of accounting journals. *Journal of Higher Education Theory and Practice* 15(1), 37-57.
- Roebuck, D. B., Bell, R.L., Raina, R., & (Catherine) Lee, C. E. (2015). The effects of home country, gender, and position on listening behaviors. *Journal of Organizational Culture, Communications and Conflict*, 19(2), 93-120.

2014-2014 [Five PRJs and One Book]

- Bell, R., Sutanto, W., Baldwin, R., & Holloway, R. (2014). The gender inequity misconception: how Texas female business school faculty are smashing the glass ceiling. *Journal of Management Policy and Practice*, 15 (1), 39-57.
- Bell, R.L. & Muir, C. (2014). A review of business communication under the leadership function. *Business Studies Journal*, 6, 99-121.
- Bell, R.L. (2014). Performance appraisals and the cognitive domain. *Supervision*, 75(7), 3-7.
- Bell, R.L., & Martin, J.S. (September 2014). *Managerial communication*. Business Expert Press, Inc.
- Muir, C. & Bell, R.L. (2014). Business communication students' preference for assignments on job search skills. *Southwestern Business Administration Journal*, 14(1), 46-58.
- Sutanto, W. P., Bell, R.L., Fei, Q., & Scott, J. (2014). Is there a gender pay gap in business schools? *Business Studies Journal*, 6, 39-56.

2013-2013 [Six PRJs]

- Bell, R.L. (2013). Management journals and the celebrity researcher effect on tiers. *Journal of Leadership, Accountability and Ethics*, 10(5), 44-62.
- Bell, R.L. (2013). Removing the source of conflict from conflict situations. *Supervision*, 74(11), 3-6.

- Bell, R.L., Meier, R. J., & Guyot, W. (2013). A factorial analysis of gender and rank on business school faculty's salaries as a gauge for dissatisfaction. *Business Studies Journal*, 5(S2), 89-104.
- Fei, Q. & Bell, R.L. (2013). Marketing journal ranking, celebrity authors, and the diminishing quality gap. *Mustang Journal of Management and Marketing*, 3, 16-32.
- Fulk, H. K., Mancuso, L. C., & Bell, R.L. (2013). Three guidelines to improve the communication process between it professionals and their clients. *Supervision*, 74(7), 3-7.
- Roebuck, D. B., Siha, S., & Bell, R.L. (2013). Faculty usage of social media and mobile devices: an analysis of advantages and concerns. *Interdisciplinary Journal of E-Learning and Learning Objects*, 9(1), 171-192.

2012-2012 [Nine PRJs]

- Bell, R.L. & Bodie, N. D. (2012). Delegation, authority and responsibility: Removing the rhetorical obstructions in the way of an old paradigm. *Journal of Leadership, Accountability and Ethics*, 9(2), 94-108.
- Bell, R.L. & Bodie, N. D. (2012). Leaders as catalysts for organizational change: How popular press business books address the topic. *Journal of Organizational Culture, Communications and Conflict*, 16(1), 49-70.
- Bell, R.L. & Martin, J. S. (2012). The relevance of scientific management and equity theory in everyday managerial communication situations. *Journal of Management Policy and Practice*, 13(3), 106-115.
- Bell, R.L. (2012). An empirical investigation of communication content in reputable management journals. *Business Studies Journal*, 4(1), 21-44.
- Bell, R.L. (2012). Communicating strategy at the technical core. *Supervision*, 73(10), 3-7.
- Bell, R.L. (2012). Three facets for communicating managerial trustworthy behavior. *Supervision*, 73(11), 16-20.
- Bell, R.L. (2012). Using practical ethics to improve customer service on the frontline. *Supervision*, 73(8), 3-6.
- Chong, H. G. & Bell, R.L. (2012). Does hierarchy exists among the refereed accounting journals? *International Journal of Business and Public Administration*, 9(3), 60-77.
- Choudhury, D., Mishra, S., Guyot, W. M., Meier, R. J., & Bell, R.L. (2012). The impact of social and demographic variables on ethical decision making: exploratory study. *International Journal of Business and Public Administration*, 9(3), 126-144.

2011-2011 [Eleven PRJs]

- Bell, R.L. (2011). Addressing employees' feelings of inequity: Capitalizing on equity theory in modern management. *Supervision*, 72(5), 3-6.
- Bell, R.L. (2011). Is your speech filled with um? 3 tips to eliminate filled pauses from your professional presentation. *Supervision*, 72(10), 10-13.
- Bell, R.L. (2011). Managing the prodromal crisis situation: Two techniques to avoid turning a surge into a mega-tsunami. *Supervision*, 72(2), 3-6.

- Bell, R.L. (2011). Reminding managers to motivate and communicate: A primer on the basic operations in the work of the manager. *Supervision*, 72(8), 7-10.
- Bell, R.L. (2011). Teaching present-day employees the value of scientific management. *Supervision*, 72(6), 5-8.
- Bell, R.L., & Joyce, M.P. (2011). Comparing business faculty's salaries by rank and gender: Does AACSB accreditation really make a difference? *Academy of Educational Leadership Journal*, 15(2), 19-40.
- Bell, R.L., Guyot, W., Meier, R.J., & Martin, P.H. (2011). The power of religion, upbringing, certification, and profession to predict moral choice. *Journal of Legal, Ethical and Regulatory Issues*, 14(1), 1-24.
- Engel, C.J., Bell, R.L., Meier, R.J., Martin, M.J., & Rumpel, J.H. (2011). Young consumers in the new marketing ecosystem: An analysis of their usage of interactive technologies. *Academy of Marketing Studies Journal*, 15(2), 23-44.
- Fulk, K.H., Bell, R.L., & Bodie, N.D. (2011). Team management by objectives: Enhancing developing teams' performance. *Journal of Management Policy and Practice*, 12(3), 17-26.
- Guyot, W., Meier, R.J., & Bell, R.L. (2011). Using business students' precepts to predict ethical decision making. *Journal of Business & Leadership: Research, Practice, and Teaching*, 7, 76-91.
- Opara, E.U., & Bell, R.L. (2011). The relative frequency of reported cases by information technology professionals of breaches on security defenses. *International Journal of Global Management Studies Professional*, 3(2), 15-28.

2010-2010 [Thirteen PRJs]

- Bell, R.L. (2010). A three step process to save troubled employees from themselves. *Supervision*, 71(11), 3-6.
- Bell, R.L. (2010). Getting the most from your frontline workers: A rule of thumb for observing and rewarding good behavior. *Supervision*, 71(10), 9-12.
- Bell, R.L. (2010). The relative frequency of faculty's publications: A content analysis of refereed business journals. *Academy of Educational Leadership Journal*, 14(2), 59-84.
- Bell, R.L., & Chong, H.G. (2010). A caste and class among the relative frequency of faculty's publications: A content analysis of refereed business journals. *Journal of Leadership, Accountability and Ethics*, 8(1), 65-89.
- Bell, R.L., & Martin, J.S. (2010). Techniques for writing a reprimand: How to modify the behavior of a rule breaker at work. *Supervision*, 71(4), 8-12.
- Bell, R.L., & Ramdass, R. (2010). A model for reprimanding unproductive workplace behaviors. *Supervision*, 71(3), 3-6.
- Bell, R.L., Rahman, S., Sutanto, P.W., Till, A., Desselle, B.R., Quddus, M. (2010). Perception of encounters with disrespectful students: Comparing administrators' and business faculty's views. *Business Studies Journal*, 2(2), 1-20.
- Chong, H.G., Bodie, N.D., & Bell, R.L. (2010). A factor analysis of student responses and perceptions of ethical conduct in business. *International Journal of Education Research*, 5(1), 25-38.
- Fulk, K.H., & Bell, R.L. (2010). Not everyone sees technology the same way: How project managers can improve their interactions with stakeholders. *Supervision*, 71(12), 8-12.

- Lee, B., Quddus, M., & Bell, R.L. (2010). Doctoral programs in accounting and intellectual contributions of accounting faculty at non-doctoral institutions. *Academy of Educational Leadership Journal*, 14(4), 127-138.
- Opara, E.U., Bell, R.L., & Bryant, M. (2010). Some common practices in relation to breaches in information technology security: Does stiffening access reduce risk? *The International Journal of Global Management Studies Professional*, 2(2), 33-45.
- Quazi, R., Bell, R.L., & Bryant, M. (2010). A job creation grants program: A plan for putting people back to work. *Competition Forum*, 8(2), 270-278.
- Shane-Joyce, M.P., & Bell, R.L. (2010). Communication practices of managers and the predictability of uncivil communication in response. *International Journal of Business and Public Administration*, 7(2), 37-51.

2009-2009 [Six PRJs]

- Bell, R.L. (2009). An empirical investigation of communication content in popular press business books. *Business Studies Journal*, 1(2), 79-96.
- Bell, R.L. (2009). Dialing in to the hidden hierarchy: An analysis of culture as content in popular press business books. *Journal of Leadership, Accountability and Ethics*, 7(3), 41-60.
- Bell, R.L., Engel, C. J., Meier, R.J., Martin, M.J., & Rumpel, J.H. (2009). Predicting young consumers' usage of electronic social networking devices. *International Journal of Business, Marketing and Decision Sciences*, 2(2), 16-32.
- Quddus, M., Bell, R.L., Bodie, N.D., Dyck, J., Rahman, S., Holloway, R., Desselle, B.R., & Till, A., (2009). Faculty perceptions and encounters with disrespectful student behavior. *Academy of Educational Leadership Journal*, 13(1), 1-18.
- Stark, J., Rumpel, J.H., Meier, R.J., & Bell, R.L. (2009). A three campus comparison of bundled cellular telephone features and the young consumer. *Journal of Business and Leadership: Research, Practice, and Teaching*, 5(2), 33-42.
- Stark, J., Rumpel, J.H., Meier, R.J., & Bell, R.L. (2009). Cellular telephone bundled features and the young consumer. *Competition Forum*, 7(2), 332-342.

2008-2008 [Five PRJs]

- Bell, R.L. & Martin, J.S. (2008). The promise of managerial communication as a field of research. *International Journal of Business and Public Administration*, 5(2), 125-142.
- Bell, R.L. (2008). Hardwiring in students: A deeper understanding of the communication process. *Business Research Yearbook*, XV(1), 36-41.
- Bell, R.L., Quazi, R., Guyot, W.M., Martin, P., & Meier, R.J. (2008). Color as predictor of the perceived effectiveness of a supply and demand line-graph. *Southwestern Business Administration Journal*, 8(1), 57-85.
- Bell, R.L., Quazi, R.M., Meier, R.J., & Martin, P. (2008). Comparing business student's perceptions of effective visual aid usage on two college campuses. *International Journal of Education Research*, 3(1), 14-32.

Stark, J., Rumpel, J.H., Meier, R.J., & Bell, R.L. (2008). Rural and ethnic young consumers' perceptions of bundled cellular telephone features. *Academy of Marketing Studies Journal*, 12(2), 1-18.

2007-2007 [Five PRJs]

- Baughman, P., Williams, L., Oatis, T., & Bell, R.L. (2007). Effective managerial communications for the technical core. *International Journal of Business and Public Administration*, 4(1), 1-16.
- Bell, R.L. (2007). The manager's role in financial reporting: A risk consultant's perspective. *Business Communication Quarterly*, 70(2), 222-226.
- Bell, R.L., Guyot, W.M, Martin, P., & Meier, R.J. (2007). An integrative analysis of Benjamin Bloom's cognitive domain and Bruce Tuckman's developmental model. *Journal of Business and Leadership: Research, Practice, and Teaching*, 3(1), 116-124.
- Bell, R.L., Martin, P., & Meier, R.J. (2007). Detecting mean differences among business majors regarding their perceptions of effective visual aid usage. *International Journal of Education Research*, 2(1), 1-18.
- Jolivet, B., Johnson, C., & Bell, R.L. (2007). Communication consultancy as buffer in the downsizing environment. *Competition Forum*, 5, 87-96.

2006-2006 [Three PRJs]

- Bell, R.L., & Quddus, M. (2006). Helping business students improve as writers. *International Journal of Education Research*, 1(1), 1-14.
- Bell, R.L., Liang-Bell, L., & Desselle, B.R. (2006). Business communication students learn to hear a bad speech habit. *Journal of College Teaching and Learning*, 3(2), 67-74.
- Thibeaux, S., Tillotson, G., Falls, T., & Bell, R.L. (2006). The imposition of diversity: The imposition of diversity training through top down management communication. *Journal of Diversity Management*, 1(2), 1-12.

2005-2005 [One PRJ]

- Bell, R.L., & Quazi, R. (2005). Student perceptions of effective visual aid usage. *Journal of Business and Leadership: Research, Practice, and Teaching*, 1(1), 234-244.

2004-2004 [Two PRJs]

- Bell, R.L., Quazi, R., & Jasper, J. (2004). Mixed method instruction across business disciplines. *Southwestern Business Administration Journal*, 4(4), 35-47.
- Opara, E.U., Soliman, M., & Bell, R.L. (2004). Examining the effects on global business of women using information technology. *Journal of Current Research in Global Business*, 6(9), 1-6.

Career Bio

Reginald L. Bell is a Professor of Management in the College of Business at Prairie View A&M University. Bell received his PhD in Business Education from the University of Missouri at Columbia. Bell has published over 100 peer reviewed journal articles, books and proceedings, and he is a frequent contributor to *Supervision*. Bell serves as an ad hoc reviewer for the *International Journal of Business Communication* and the *Journal of Business and Technical Communication*; he serves on the Editorial Review Board for the *Business and Professional Communication Quarterly*. His research has also appeared in the *Business and Professional Communication Quarterly*, *International Journal of Business Communication*, *Interdisciplinary Journal of E-Learning and Learning Objects*, *Journal of Applied Management and Entrepreneurship*, *Journal of Education for Business*, and the *Journal of Management Policy and Practice*.

RESEARCH GRANTS**Internally Funded**

2016 - Bell, R.L. & Minton, S. "The economic benefits of a biblical name." [\$2500.]

SERVICE**Service to the University**

2015-2023: First -Ninth Annual President's Essay/Oratory Contest
 Fall 2020: Pre-Termination hearing Committee, selected by Provost Palmer
 Spring 2018: Evidentiary Hearing Committee
 Fall 2017: Ethics Inquiry Panel
 2015-2017: Undergraduate Education Advisory Committee (UEAC)

College Assignments

2020-present: Faculty Composition and Development Committee (FCDC, Chair)
 2004-2023: Supervising The Center for Business Communication (CBC) Program assistant; aiding the Dean of the COB by writing the annual evaluation for Mrs. Edwina Garcia.
 2015-2023: Mission Committee
 2015-2023: Beta Gamma Sigma Honor Society (Co-Advisor)
 2015-2020: Graduate Committee
 2015-2018: Graduate Faculty Committee (Chair)
 2015-2017: Library Liaison

Service to the Profession

Ad-Hoc Reviewer

2015-2023: *International Journal of Business Communication*
2023-2023: *Review of Black Political Economy*
2023-2023: *Management Decision*
2015-2023: *Business and Professional Communication Quarterly*
2015-2023: *Journal of Business and Technical Communication*
2015-2018: *Journal of Leadership and Organizational Studies*
2017: *International Journal of Mental Health and Addiction*
2015: *Public Personnel Management*

Review Board Member

2015-2023: *Business and Professional Communication Quarterly*
2015-2023: *International Journal of Management and Human Resources*
2015-2023: *Journal of Diversity Management*
2023-2023: *American Journal of Management*

Service to Students and Others

2019-2023: Wrote dozens of recommendation letters supporting graduate school, employment opportunities. And scholarships for students and colleagues.

AWARD

Research Award

2021-2022: Dean's Excellence in Teaching Award
2016: Received *Best Paper Award* for "Using Business Students' Precepts to Predict Ethical Decision Making." Sam Houston State University's Business Conference.