

# Jose R. Beltran

Assistant Professor | Rutgers University-Camden | Department of Human Resources and  
Organizational Behavior

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## EDUCATION

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**Ph.D.** Iowa State University – Ames, IA 2023

*Doctor of Philosophy in Business Administration – Management*

**Dissertation paper I:** Charting the evolution of strategic leadership since Hambrick and Mason 1984: A bibliometric review and future directions.

**Dissertation paper II:** Measuring Honesty–Humility in the upper echelons: Creating an unobtrusive and psychometrically based tool using HEXACO.

**Committee:** Dr. Marc H. Anderson (Chair), Dr. Melissa Chamberlin, Dr. José Rosa, Dr. Daniel Russell, Dr. David Wo

**MBA** New Mexico State University – Las Cruces, NM 2009

*Master of Business Administration*

**B.B.A and B.A.** New Mexico State University – Las Cruces, NM 2007

*Bachelor of Business Administration and Bachelor of Arts*

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## RESEARCH INTERESTS

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Meta-analytical methods, applications of big data in management, operationalization of psychological constructs, personality, performance, strategic leadership

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## PEER-REVIEWED JOURNAL PUBLICATIONS

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Aguinis, H., **Beltran, J. R.**, Archibold, E. E., Jean, E. L., & Rice, D. B. 2023. Thought experiments: Review and recommendations. *Journal of Organizational Behavior*

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## INVITED REVIEWS

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Budhwar, P., Chowdhury, S., Wood, G., Aguinis, H., Bamber, G. J., Beltran, J. R., Boselle, P., Cooke, F. L., Decker, S., DeNisi, A., Dey, P. K., Guest, D., Knoblich, A. J., Malik, A., Paauwe, J., Papagiannidis, S., Patel, C., Pereira, V., Ren, S., Rogelberg, S., Saunders, M. N. K., Tung, R. L., & Varma, A. 2023. Human Resource management in the age of generative artificial intelligence: Perspectives and research directions on ChatGPT. *Human Resource Management Journal*.

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## BOOK CHAPTERS

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Schwab, A., Shuumarjav, Y., Telkamp, J. B. & **Beltran, J. R.** (2023) Artificial intelligence and the operationalization of psychological constructs: The case of emotions and emotional authenticity of entrepreneurs during pitch presentations. *Research Methodology in Strategy and Management*.

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## ACCEPTED PROPOSALS

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Marshall, J., Aguinis, H., & **Beltran, J. R.** Review and integration of the performance literature: A meta-theoretical cluster analysis. *Academy of Management Annals*.

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## MANUSCRIPTS UNDER REVIEW

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**Beltran, J. R.**, Aguinis, H., Shuumarjav, Y., & Mercado, M. [Academic impact in management research]. *Academy of Management Learning and Education*.

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## SELECTED RESEARCH IN PROGRESS

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**Beltran, J. R.** & Anderson, M. H. Comprehensive review of the bibliometric methodology in management studies. Target: *Organizational Research Methods* (Writing stage).

**Beltran, J. R.**, Samimi, M., & Anderson M. H. Follower leadership preferences. Target: *Strategic Management Journal* (Data collection stage).

**Beltran, J. R.** & Younggeun, L. Entrepreneurial passion bibliometric review. Target: *Journal of Business Venturing* (Writing Stage).

Chamberlin, M., Porck, J., Schouten, M., & **Beltran, J. R.** Effects of leader endorsement ambiguity. Target: *Journal of Applied Psychology* (Data collection stage).

Sanchez-Ruiz, P., Petrenko, O. V., & **Beltran, J. R.** Investor emotional reactions to entrepreneurial pitches. Target: *Journal of Business Venturing* (Data collection stage).

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## CONFERENCE PRESENTATIONS (\* denotes presenter)

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**Beltran, J. R.\***, Aguinis, H., Shuumarjav, Y.\*, & Mercado, M.\* (August 2022). *Scholarly impact in context: A new conceptualization and assessment using IMPACT*. Paper session conducted at the Annual Meeting of the Academy of Management, Seattle, Washington.

Schwab, A., Shuumarjav, Y.\*, Telkamp, J.\*, & **Beltran, J. R.\*** (September 2022) *Artificial intelligence and operationalization of psychological constructs: The case of emotions and emotional authenticity of entrepreneurs during pitch presentations*. Strategic Management Society Annual Conference, Toronto, Canada.

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**PROFESSIONAL DEVELOPMENT WORKSHOPS** (\* denotes presenter)

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Aguinis, H., **Beltran, J. R.\***, Archibold, E.\*, Jean, E., & Rice, D. (August 2022). *Best-practice recommendations for designing and implementing thought experiments*. Professional development workshop conducted at the Annual Meeting of the Academy of Management, Seattle, Washington.

Aguinis, H., **Beltran, J. R.\***, & Martin, U.\* (August 2023). *Best-practice recommendations for designing and implementing thought experiments*. Professional development workshop conducted at the Annual Meeting of the Academy of Management, Boston, Massachusetts.

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**TECHNICAL WORKSHOPS** (\* denotes presenter)

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**Beltran, J. R.\*** (March 2022). *Introduction to using R statistical software*. The PhD Project Management Doctoral Students Association and CARMA collaboration. Online workshop.

**Beltran, J. R.\*** (March 2023). *Introduction to using R statistical software*. The PhD Project Management Doctoral Students Association and CARMA collaboration. Online workshop.

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**TEACHING EXPERIENCE**

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**Instructor, Introduction to Organizational Behavior**

Ivy College of Business, Iowa State University

**In-person classes**

- 82 students, two sections, combined evaluation 3.83/5

Spring Semester 2022

- 59 students, one section, 4.21/5

Fall Semester 2021

**Hybrid class (online and in-person)**

- 55 students, one section, 3.59/5

Spring Semester 2021

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**PROFESSIONAL DEVELOPMENT**

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CARMA: Advanced Multilevel and Longitudinal Analysis using R  
Mixed Effect Models

June 2021

Bentley University: Strategies for Teaching Success Seminar Series

June 2021

DataCamp: Data Analyst with R certification

April 2021

CARMA: Introduction to Big Data and Text Mining with R

June 2020

DataCamp: Data Scientist with R certification

February 2020

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**GRANT AWARDED**

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PhD Student Research Grant, Iowa State University

December 2021

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**SERVICE ACTIVITIES**

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**The PhD Project (Diversifying the Business Professoriate and Corporate America)**

Annual conference session speaker 2019 – Present  
University fair representative for ISU 2019 – Present

**Conference Reviewer**

Academy of Management 2019 – Present

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**PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS**

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Academy of Management RM Division – CARMA Consortium July 2022  
Academy of Management 2018 – Present  
Strategic Management Society 2018 – Present  
PhD Project Management Doctoral Student Association member 2018 – Present  
Beta Gamma Sigma 2009 – Present

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**SKILLS**

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**Languages**

English, Spanish, and French

**Computer Software**

R, Python, SQL, Mplus, Microsoft Office suite