

Jose R. Beltran

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ACADEMIC POSITIONS

Rutgers University, School of Business-Camden
Assistant Professor (Tenure track), 2023–present

EDUCATION

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

RESEARCH INTERESTS

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

PEER-REVIEWED JOURNAL PUBLICATIONS

Aguinis, H., Beltran, J. R., & Cope, A. 2024. How to use generative AI as a human resource management assistant. *Organizational Dynamics*, 53(1): 101029.

Aguinis, H., Beltran, J. R., & Marshall, J. D. 2024. Performance: Confirming, refining, and refuting theories. *Journal of Management Scientific Reports*, 2(2): 135-153.

Beltran, J. R., Aguinis, H., Shuumarjav, Y., & Mercado, M. in press. Putting scholarly impact in context: Implications for policy-making and practices. *Academy of Management Perspectives*. <https://doi.org/10.5465/amp.2023.0198>.

Marshall, J. D., Aguinis, H., & Beltran, J. R. 2024. Theories of performance: A review and integration. *Academy of Management Annals*, 18(2): 600-625.

Aguinis, H., Beltran, J. R., Archibold, E. E., Jean, E. L., & Rice, D. B. 2023. Thought experiments: Review and recommendations. *Journal of Organizational Behavior*, 44(3): 544-560.

INVITED MANUSCRIPTS

Budhwar, P., Chowdhury, S., Wood, G., Aguinis, H., Bamber, G. J., Beltran, J. R., Boselie, P., Cooke, F. L., Decker, S., DeNisi, A., Dey, P. K., Guest, D., Knoblich, A. J., Malik, A., Paawe, 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*, 33(3): 606-659.

BOOK CHAPTERS

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*.

SELECTED RESEARCH IN PROGRESS

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).

CONFERENCE PRESENTATIONS (* denotes presenter)

Marshall, J., **Beltran, J. R.**, & Aguinis, H. (2024). *Performance: A review and integration*. Paper session conducted at the Annual Meeting of the Academy of Management, Chicago, Illinois.

Suarez, J.*, Sanchez-Ruiz, P., **Beltran, J. R.**, & Mazzoni, J. F. (April 2023). *Entrepreneurial language during and post adversity*. Babson College Entrepreneurship Research Conference (BCERC).

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.

PROFESSIONAL DEVELOPMENT WORKSHOPS (* denotes presenter)

Beltran, J. R., Bradley, K. J., Martin, U., & Aguinis, H. (August 2024). *Effective experimental methods: Vignette studies and thought experiments*. Professional development workshop conducted at the Annual Meeting of the Academy of Management, Chicago, Illinois.

Beltran, J. R., Martin, U., & Aguinis, H. (August, 2023). *Thought experiments for management research: Best practices and opportunities for implementation*. Professional development workshop conducted at the Annual Meeting of the Academy of Management, Boston, Massachusetts.

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.

TECHNICAL WORKSHOPS (* denotes presenter)

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

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

TEACHING EXPERIENCE

Instructor, Introduction to Organizational Behavior

Ivy College of Business, Iowa State University

In-person classes

- 82 students, two sections, combined evaluation 3.83/5
- 59 students, one section, 4.21/5

Spring Semester 2022
Fall Semester 2021

Hybrid class (online and in-person)
- 55 students, one section, 3.59/5

Spring Semester 2021

PROFESSIONAL DEVELOPMENT

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

GRANT AWARDED

PhD Student Research Grant, Iowa State University	December 2021
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SERVICE ACTIVITIES

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

Annual conference session speaker	2019 – Present
University fair representative for ISU	2019 – 2023

Conference Reviewer

Academy of Management	2019 – Present
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PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

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 – 2023
PhD Project Management Faculty of Color Association	2023 – Present
Beta Gamma Sigma	2009 – Present

SKILLS

Languages

English, Spanish, and French

Computer Software

R, Python, SQL, Mplus, Microsoft Office suite, Creator of the Contextualized Scholarly Impact Index (CSII)