

Colin Douglas Wooldridge

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University of Paderborn, Germany

Postdoctoral Researcher and Lecturer

October 2019-Present

Chair of International Business, Prof Dr. Rüdiger Kabst – Research Focus: Entrepreneurship and International Business

EDUCATION

The University of Texas at San Antonio

Ph.D. in Organization and Management Studies

August 2019

Dissertation: An Investigation of the Relationship between Motivation, Affect, Authenticity, and Performance in Unconventional Entrepreneurs

Committee: Michael McDonald (Co-Chair), Poonam Khanna (Co-Chair), Bruce Rudy & Jerome Keating

Texas A&M University

BS, Psychology

December 2009

TEACHING

Paderborn University

Winter Semester 2021 - 2022

International Business

Summer Semester 2021

International Comparative Management

Winter Semester 2020 - 2021

International Business

Summer Semester 2019 - 2020

International Comparative Management

Winter Semester 2019 - 2020

International Business

The University of Texas at San Antonio

Fall 2018

Managing Startups (4.8/5)

Summer 2018

Understanding People and Organizations (4.2/5)

Spring 2018

Managing Startups (4.0/5)

Fall 2017

Managing Startups (4.3/5)

Fall 2017

Introduction to Organization Theory, Behavior, and Management (4.4/5)

Summer 2017

Understanding People and Organizations (4.7/5)

Spring 2017

Innovation & Entrepreneurship (4.3/5)

Fall 2016

Introduction to Organization Theory, Behavior, and Management (4.0/5)

Summer 2016

Understanding People and Organizations (4.8/5)

Spring 2016

Introduction to Organization Theory, Behavior, and Management (4.0/5)

Fall 2015

Introduction to Organization Theory, Behavior, and Management (4.4/5)

Summer 2015

Understanding People and Organizations (4.4/5)

Spring 2015

Introduction to Organization Theory, Behavior, and Management (4.1/5.0)

Fall 2014

Introduction to Organization Theory, Behavior, and Management (4.4/5.0)

The University of Houston – Victoria (Adjunct Online Instructor)

Fall 2018

Compensation and Employee Benefits (4.1/5.0)

Spring 2018

Principles of Management (4.4/5.0)

Spring 2018

Human Capital Development and Training (4.0/5.0)

Fall 2017

Strategic Compensation (4.3/5.0)

PUBLICATIONS

- Le, H., Oh, I-S, Schmidt, F.L., & **Wooldridge, C. D.** 2016. Correction for range restriction in Meta-analysis revisited: Improvements and Implications for organizational research. *Personnel Psychology*.
- McCarter, M.W., Fawcett, S.E., & **Wooldridge, C. D.** 2018. How alliance managers are like blind men describing an elephant: Investigating resource pooling and value asymmetries. In *Social integration: Predictors, practices, and obstacles*. Hauppauge, NY: Nova Publishers. [Book chapter.]
- Thornton, M. A., **Wooldridge, C. D.**, & Rupp, D. E. 2017. Corporate social responsibility and sports. In D. Svyantek (Ed.) *Sports and Understanding Organizations*. (Research and Organizational Sciences Series). Charlotte, NC: Information Age Publishing. [Book chapter.]
- Wooldridge, C.D.**, 2019. An Investigation of the Relationship between Motivation, Positive State Affect, Authenticity, and Performance in Unconventional Entrepreneurs (Doctoral dissertation, The University of Texas at San Antonio).
- Wooldridge, C. D.** & Phillips, W. 2020. "Monetizing Para-Social Relationships: Exploring Antecedents of Performance in Unconventional Entrepreneurship using Intensive Longitudinal Data." To be presented at *Babson College Entrepreneurship Research Conference*, Knoxville, TN. [Conference Paper.]
- Wooldridge, C. D.** & Phillips, W. 2021. "How Motivation Engenders Emotion, Authenticity, and Performance in Unconventional Entrepreneurs: A Text-Analysis Approach." To be presented at *Babson College Entrepreneurship Research Conference*, Virtual. [Conference Paper.]

WORKING PAPERS & RESEARCH IN PROGRESS (ordered by proximity to submission)

Phillips, W., & **Wooldridge, C. D.** "Defining and Clarifying Attitudes: How Did We Get Here and Where to go?"

Target: *Journal of Management History*

Status: Submitted

Phillips, W., & **Wooldridge, C. D.** "Development and Validation of a Relational Power Measure"

Target: *Personnel Psychology*

Status: Preparing final manuscript for submission

Wooldridge, C. D., & McCarter, M.W. "Has Technology Made Us Lazy? How Data Interpretation Changed over the past 50 years."

Target: *Administrative Science Quarterly*

Status: Writing manuscript

Wooldridge, C. D., & Baccum, J. "An Investigation of the Influence of Uneven Power Distribution Within Panel Interview Teams"

Target: *Journal of Applied Psychology*

Status: Data Collection

Wooldridge, C. D., & Phillips, W. "How Motivation Drives Emotion, Authenticity, and Performance in Unconventional Internet Entrepreneurs: A Text-Analysis Approach Using Intensive Longitudinal Data."

Target: *Entrepreneurship Theory & Practice*

Status: Data Collection

Wooldridge, C. D. "Uncovering the Drivers of Selection Methods Used by Early-Stage Startup Founders and Their Consequences: An Investigation into The Role of Hubris"

Target: *Journal of Business Venturing*

Status: Data Collection

ACADEMIC ADVISING

Thesis Advisor

Student: Maik Markanovic	2021
Degree: Masters	
Area: Human Resources	
Student: Sarah Shallenberg	2021
Degree: Masters	
Area: Entrepreneurship	
Student: Louisa Vogt	2021
Degree: Masters	
Area: International Business	
Student: Sarah Imhof	2021
Degree: Masters	
Area: Entrepreneurship	
Student: Maurice Schäfer	2021
Degree: Bachelors	
Area: Entrepreneurship	
Student: Maggie Anifantaki	2021
Degree: Bachelors	
Area: Human Resources	

PROFESSIONAL ASSOCIATIONS & SERVICE

Academy of Management: Member	2013—Present
Boy Scouts of America: Life Scout	2005

PROFESSIONAL EMPLOYMENT HISTORY

Management & Personnel Systems

Senior Consultant, Houston, TX

July 2011 – December 2018

Responsibilities: working on-site with Fortune 500 organizations to assist in building talent management systems, psychometric test development and validation, training, data analysis, interviewing, succession planning, and executive assessment

LANGUAGES

English: mother-tongue

German: A2, Intermediate

COURSE EVALUATION COMMENTS

IBS 31511 International Business (Winter 2019—2020, 354 Students): An overview of firm entry into foreign markets from a resource-based and institutional perspective.

- *Der Dozent wirkt, als würde er die Vorlesungsfolien zum ersten Mal während der Vorlesung sehen und überspringt auch einige Folien ohne weitere Erläuterung.*
- *Der Professor gibt sehr viele Mühe den Unterricht aktiv zu gestalten. Ich denke ein kleinerer Vorlesungsraum würde es fördern dass Schüler mit ihm sprechen. Ich finde die Idee mit den Bonuspoints gut, auch dass er die Chance gab die Leute einen letzten Test zu machen. Weiter so!*
- *Dr. Wooldridge is very good at keeping everyone's attention and interest during the lectures, which particularly impressive due to the size of the class and the fact that it is a required course. However, more importantly Dr. Wooldridge is always incredibly open to questions and helpful when I don't understand something or need help. I can't imagine a better teacher for this class. If Dr. Wooldridge ever ends up leaving the university in the distant future I'm sure he will be sorely missed.*
- *hlch finde den Lehrer sehr sympathisch :)*

ENT 4873 001 Managing Startups (18 Spring): An overview of operating a small business. This course covers human resource's issues at small nascent firms, leading a small business, and startup finance.

- Colin was a great professor, and we had some very in-depth conversations while in class. He was not only easy to relate to, but also a great help at understanding what the real world will look like, by critiquing our business venture ideas.
- I like how he gives us the freedom to pick our ow business and how he's very flexible
- I like how professor Wooldridge would talk about real life events in the financial and entrepreneurial world. I felt he gave us more freedom to be creative with our projects which helped in developing ideas.

MGT 3023 02F Understanding People & Orgs (18 Sum 1st 5wk F): A critical examination of behavioral theory as it relates to the management of individuals, dyads, and groups in organizations.

Investigation of the organization as an open system of tasks, structures, tools, and people in states of continuous change.

- Colin has a clear understanding of this course and adapts well to the students in class. I opted to take the challenge exam.
- He seamlessly accommodated my request and I appreciated that tremendously.
- I really enjoy how he has a wealth of knowledge about various research studies and ties that into the lessons daily. Class participation is very open, and students feel comfortable when they respond and do so accordingly. I observed Colin and he
- is very patient and intellectual in his responses and feedback.
- Great job teaching this course.
- Mr. Woodridge provided thorough instruction of necessary and relevant topics in this course. He is very relatable and was always available to answer questions or concerns.

MGT 3013 009 Introduction to Organization Theory, Behavior, and Management (17 Fall): A study of the complex role managers play in creating and maintaining organizations. Organization theory and behavior are explored within the context of changing technological, social, and political/legal environments and the internationalization of the economy. Some introduction to strategic analysis, planning, and decision making. Attention is given to the ethical dimensions of management and social responsibility.

- Big fan of small classes & Prof Wooldridge is very good about opening up class discussion
- Good teacher. Cares about what he does and what he teaches.
- Great teacher!! Great person
- I really enjoyed this class a lot! It's one the few classes that make me want to be involved in because the professor made it interesting. Wish I had more professors like this who bring more into the course than just acting like it's just another job they don't care about.
- Really enjoyed the course. Entertaining professor and conversations throughout the semester. Kept the course engaging!
- The class itself is very interesting, and the professor teaches well and uses great real-life examples!
- The professor is a very well-organized professor who knows the subject very well. As well understands students and is always willing to help out.
- This class is very helpful when it comes to real world situations. The professor is super nice and understanding, overall a great class!
- This class pretty much goes on depth about what most people already know about management. It's helps students understand the details and multiple levels it takes to manage and be successful in work. Professor Colin knows exactly how to portray this into his teachings
- great professor
- really awesome professor
- very fun class

ENT 4873 001 Managing Startups (17 Fall): An overview of operating a small business. This course covers human resource's issues at small nascent firms, leading a small business, and startup finance.

- Best class ever
- I like the freedom to learn and use practical skills. You really had good life advise for starting our businesses, how to market
- This class is set up to encourage us to work on our projects at our own pace and ask questions as we come across them. I appreciate this as not everyone learns the same or is on the same level. We are able to learn different aspects of a business plan and doing the online research and website design is a big bonus for the way this world relies on technology now a days.
- Great course.

MGT 3013 008 Introduction to Organization Theory, Behavior, and Management (16 Fall): A study of the complex role managers play in creating and maintaining organizations. Organization theory and behavior are explored within the context of changing technological, social, and political/legal environments and the internationalization of the economy. Some introduction to strategic analysis, planning, and decision making. Attention is given to the ethical dimensions of management and social responsibility.

- Nice guy who was very knowledgeable.
- Professor Wooldridge was an exceptional teacher and was very good at lecturing.
- Professor keeps students involved and makes management very easy to understand. Puts things in real world terminology.
- Test reviews were the best, I also like the opportunity to get extra credit on the exams.
- The class was very enjoyable. It was very nice that extra credit was given to help with the exam.
- The open discussion and trying to get students involved is good.

- The professor is very understanding of his students and does his best to make sure everyone gets the material. The material is also not complicated, so Professor Wooldridge prepares activities for us to do and further expand our learning.
- This class is interesting, but I don't see why I need it for my Public Health Degree. Professor Wooldridge is very smart and knows a great deal about Management, and ORG theory. This class is interesting, and everything is clear and to the point.
- Very knowledgeable and intelligent professor and it shows through his teachings, which makes it very obvious that he knows what he is talking about and not just reading from the power point. Always relates the material to real life examples to help better explain.
- He explained info very clearly. I liked that he used real life examples and videos to further explain the concepts and better our understanding. I liked how he gave you the option to weight your own grades even though I didn't do that. I also liked how he gave out study guides