

# **Douglas L. McWilliams, Ph.D., CPIM**

## **Education and Certifications**

Postdoctoral Studies, Management, May 2011  
Mississippi State University  
(21 graduate semester credit hours)

Doctor of Philosophy (Ph.D.), Industrial Engineering, June 2004  
North Carolina Agricultural and Technical State University  
(Dissertation: Improving productivity in a hub terminal through enhanced planning and scheduling)

Master of Science, Industrial Engineering, August 1995  
Mississippi State University

Bachelor of Science, Industrial Management, May 1990  
Jackson State University

Certified in Production and Inventory Management (CPIM), August 1997  
APICS, The Association for Supply Chain Management

## **Professional Experience**

### **Academic Positions**

Assistant Professor of Management, August 2019 – Present  
Department of Management  
Richards College of Business  
University of West Georgia, Carrollton, GA

Associate Professor of Management, August 2012 – Present  
Department of Business Administration  
Jackson State University, Jackson, MS

Assistant Professor of Management, August 2008 – July 2012  
Division of Business  
Mississippi State University, Meridian, MS  
[2012 Tenured and Promoted to Associate Professor]

Assistant Professor of Industrial Technology, August 2004 – July 2008  
Department of Industrial Technology  
Purdue University, West Lafayette, IN

### **Administrative and Leadership Positions**

Production Manager, January 1998 – December 1999

Cataphote, Incorporate, Jackson, MS

Industrial Engineer, June 1995 – December 1997  
Southwire Company, Starkville, MS

## **Teaching**

### **Undergraduate:**

Business Statistics, Supply Chain Management, Operations Management, Business Analytics, Principles of Management, Organizational Behavior, Management Information Systems

### **Graduate:**

Business Analytics, Advanced Operations Management, Analysis of Variance, Multiple Regression, Seminar in Strategic Management, Seminar in Human Resources

## **Intellectual Contributions**

### **Working Papers**

McWilliams, D.L. & Torrance, C. (2020). The direct and indirect effects of complementary resources and idiosyncratic resources on perceived relationship value of emergency response agents. [working paper].

### **Peer Reviewed Journal Articles - PRJs**

McWilliams, D.L., Lowery, J.L., Lennon, C. (2020). Impact of experience and education on risk attitude and risk perception of supply chain management professionals. *Business Perspectives and Research*. [under review].

McWilliams, D.L., Taylor, P.G. & Massey, M.L. (2020). Job satisfaction in a blue-collar work environment: A gender difference. *Journal of Business and Economic Perspectives*. [under review].

Torrance, C.G., Smith, J.R., & McWilliams, D.L. (2020). Relief supply chain management: An investigation of emergency management agencies. *Journal of Business and Economic Perspectives*, 2. [accepted].

Yazici, O., McWilliams, D., & Ercan, S. (2018). CSR comparison between family businesses and nonfamily businesses. *Business & Management Studies: An International Journal*, 6 (1), 257-281.

McLeod, A., Stephens, M., & McWilliams, D. (2016). Empirical modeling of lean adoption in small to medium size manufacturers. *Journal of Advanced Manufacturing Systems*, 15 (4), 1-16.

Smith J.R., Micich, L.A., & McWilliams, D.L. (2016). Organizational citizenship and employee withdrawal behavior in the workplace. *International Journal of Human Resource Studies*, 6 (3), 43-62.

Smith J.R., Gaylor, K.P., & McWilliams, D.L. (2016). An empirical investigation of business school faculty members' organizational commitment in higher education. *Journal of Human Resources Management and Labor Studies*, 4 (2), 1-45.

McWilliams, D. (2014). Performance modeling and analysis of transshipment terminals in the parcel delivery industry. *International Journal of Industrial and Systems Engineering*, 16 (4), 493-522.

McWilliams, D. & McBride, M. (2013). Exploring mathematical approximation for the time spans of transfer operations in parcel transshipment terminals. *Computers and Industrial Engineering*, 64 (1), 342-356.

McClain, V., McWilliams, D., & Henderson, R. (2013). The impact of technical knowledge on online student readiness. *Georgia Business Education Association Journal*, 31 (1), 11-18.

Young, C., & McWilliams, D. (2012). A medical malpractice approach to quality assessment of Florida's acute care hospitals. *Academy of Health Care Management*, 9 (1), 15.

McWilliams, D. & McBride, M. (2012). A beam search heuristics to solve the parcel hub scheduling problem. *Computers and Industrial Engineering*, 62 (4), 1080-1092.

McWilliams, D. (2010). A genetic based scheduling algorithm for the PHSP with unequal batch size inbound trailers. *Journal of Industrial and Systems Engineering*, 4 (3), 167-182.

Tetteh, E. & McWilliams, D. (2010). Human visual inspection of automotive paint finishes. *Journal of Management and Engineering Integration*, 3 (2), 82-89.

McWilliams, D. (2010). Iterative improvement to solve the parcel hub scheduling problem. *Computers and Industrial Engineering*, 59 (1), 136-144.

Ncube, L. & McWilliams, D. (2010). Exploring the application of simulation and games in advanced manufacturing. *Simulation and Gaming*, 41 (4), 463-464.

Elbadawi, I., McWilliams, D. & Tetteh, E. (2010). Enhancing lean manufacturing learning experience through hands-on simulation. *Simulation and Gaming*, 41 (4), 537-552.

Tetteh, E. & McWilliams, D. (2010). Simulation design for an off-line training of practical lean manufacturing concepts for visual inspection. *Simulation and Gaming*, 41 (4), 553-567.

McWilliams, D. (2009). A dynamic load balancing approach to solve the parcel hub scheduling problem. *Computers and Industrial Engineering*, 57 (3), 958-962.

McWilliams, D. & Tetteh, E. (2009). Managing lean DRC systems with demand uncertainty: An analytical approach. *International Journal of Advanced Manufacturing Technology*, 45 (9), 1017-1032.

McWilliams, D. (2009). Genetic-based scheduling to solve the parcel hub scheduling problem. *Computers and Industrial Engineering* 56 (4), 1607-1616.

McWilliams, D. Stanfield, M. & Geiger, C. (2008). Minimizing the completion time of the transfer operations in a central parcel consolidation terminal with unequal-batch-size inbound trailers. *Computers and Industrial Engineering* 54 (4), 709-720.

Tetteh, E. & McWilliams, D. (2007). Doing business in Ghana: Feasibility analysis of Dell's direct model technology. *Business Journal for Entrepreneurs*, 2007 (4).

McWilliams, D., Stanfield, P. & Geiger, C. (2005). The parcel hub scheduling problem: a simulation-based solution approach. *Computers and Industrial Engineering*, 49 (3), 393-412.

Torres, P., Stephens, M. & McWilliams, D. (2005). Improving production performance through lean manufacturing techniques. *International Journal of Advanced Manufacturing Systems*, 8 (1), 17-27.

#### **Peer reviewed conference proceedings**

McWilliams, D.L. & Yazici, O. (2018). CSR comparison between family businesses and nonfamily businesses. *Proceedings of the Academy of Business Research Conference*. New Orleans, LA, March 21-23, 2018.

McWilliams, D.L. & Taylor, P. (2018). Impact of gender differences in blue-collar work environments. *Proceedings of the Academy of Business Research Conference*. New Orleans, LA, March 21-23, 2018.

Yin, C., Wang, F., McWilliams, D., & Bu, L. (2016). Nucleolus cost allocation of vehicle routing problem with split delivery. *Transportation Research Board 95<sup>th</sup> Annual Meeting*. Washington, DC, January 2016.

Smith, J.R., Micich, L., McClain, V., & McWilliams, D.L. (2016). Organizational citizenship and employee withdrawal behavior in the workplace. *Proceedings of the Academy of Business Research Conference*. New Orleans, LA, March 2016.

Yazici, O., Chong, H. & McWilliams, D. (2014). How does family firm specific top management team diversity affect CSR. *Proceedings of the Decision Science Institute Research Conference*. Tampa, FL, November 2014.

McWilliams, D. & Randle, V. (2013). The impact of perceived organizational, supervisory support. *Annual Meeting of SAM-Society for the Advancement of Management*, Arlington, VA, March 2013.

Young, C. & McWilliams, D. (2012). A medical malpractice approach to quality assessment of Florida acute care hospitals. *Proceedings of the Academy of Health Care Management*. New Orleans, LA, April 2012.

Tetteh, E. & McWilliams, D. (2010). Human visual inspection of automotive paint finishes. *Proceedings of the 17<sup>th</sup> Annual Conference on Industry, Engineering, and Management Systems*. Cocoa Beach, Florida, March 2010.

Ncube, L. & McWilliams, D. (2008). Web 2.0 at work: managing knowledge in a collaborative web environment for product design. *Proceedings of the 41<sup>st</sup> Annual Convention of the National Association of Industrial Technology*. Nashville, Tennessee, November 18-22, 2008.

McWilliams, D. & Tetteh, E. (2008). Implementing a new assembly line in an existing facility: A lean manufacturing approach. *Proceedings of the 17<sup>th</sup> Annual Industrial Engineering Research Conference*, Vancouver, British Columbia, Canada, May 17-21, 2008.

McWilliams, D. & Tetteh, E. (2008). Value-stream mapping to improve productivity in transmission case machining. *Proceedings of the 17<sup>th</sup> Annual Industrial Engineering Research Conference*, Vancouver, British Columbia, Canada, May 17-21, 2008.

McWilliams, D. & Tetteh, E. (2008). Evaluation a reusable container program: A case study. *Proceedings of the 17<sup>th</sup> Annual Industrial Engineering Research Conference*, Vancouver, British Columbia, Canada, May 17-21, 2008.

McWilliams, D. & McLeod, A. (2005). Performance analysis of batch production and one-piece flow under demand uncertainty. *Proceedings of the 38<sup>th</sup> Annual Convention of the National Association of Industrial Technology*. St. Louis, Missouri, November 2005.

McWilliams, D. & Stanfield, P. (2005). Improving the performance of transfer operations in parcel consolidation terminals. *Proceedings of the 12<sup>th</sup> Annual Conference on Industry, Engineering, and Management Systems*. Cocoa Beach, Florida, March 2005.

McWilliams, D. & Stanfield, P. (2005). Simulation-based scheduling for parcel consolidation terminals: a comparison of iterative improvement and simulated annealing. *Proceedings of the 38<sup>th</sup> Annual Winter Simulation Conference*, Orlando, Florida, December 2005.

McWilliams, D. & Stanfield, P. (2004). A simulation optimization approach to solve the hub scheduling problem with unequal batch size trailers. *Proceedings of the 13<sup>th</sup> Annual Industrial Engineering Research Conference*, Houston, Texas, May 2004.

McWilliams, D. & Stanfield, P. (2003). Minimizing makespan in a hub sortation operation. *Proceedings of the 10<sup>th</sup> Annual Conference on Industry, Engineering, and Management Systems*. Cocoa Beach, Florida, March 2003.

McWilliams, D. & Stanfield, P. (2003). A framework for minimizing the completion time of a hub sortation operation. *Proceedings of the 12<sup>th</sup> Annual Industrial Engineering Research Conference*, Portland, Oregon, May 2003.

Stanfield, P., McWilliams, D., Sarin, S., Barnes, E. & Lin, E. (2001). Object models of supply chains for optimization, simulation, and control. *Proceedings of the Eighth Annual Conference on Industry, Engineering, and Management Systems*, Cocoa Beach, Florida, March 2001.

#### **Chair of PhD Dissertation Committee**

Name: Omer Yazici, PhD Spring 2017

Title: Impact of Familiness on Organizational Identification and Work-Related Outcomes: Mediating Role of Organizational Justice.  
Boğazici University, Istanbul, Turkey

Name: Thabryxelle Hudson, PhD Fall 2016

Title: Personality, Gender and Leadership Outcome: An Empirical Analysis among Transformational and Transactional Leaders  
Western Carolina University, Cullowhee, NC

Name: Harold W. Lundy, Jr., PhD Fall 2016

Title: An Empirical Analysis of Service Quality in Schools of Business: A Study of Students' Perceived Service Quality at HBCUs  
University of Maryland Eastern Shore, Princess Anne, MD

#### **Member of PhD dissertation Committee**

Name: Terrence Rash, ABD Spring 2018

Title: A Four Component Model of Organizational Commitment

Name: Steven W. Day, ABD Fall 2017

Title: An Empirical Assessment of the Effects of Emotional Labor on Leaders in the Tourism and Hospitality Industry  
Dillard University, New Orleans, LA

Name: Johnny L. Lowery, ABD Fall 2017

Title: A Behavioral View and Assessment of Purchasing Agents' Perception of Supply Disruption Risk

Name: Yalanda M. Barner, Spring 2018 (School of Public Health)

Title: Association of Diet, Physical Activity and Academic Success: A Case Study of Students at a Local University in Mississippi

Name: Edward C. Randle, PhD Summer 2017

Title: Do Critical Audit Matter Paragraphs in the Audit Report Change Bank Loan Officers Decision to Lend?  
Mississippi College, Clinton, MS

Name: Stacey McNeil, PhD Spring 2017

Title: The Impact of Entrepreneurial Self- Efficacy and Person-Environment Fit on Turnover Intentions among Top Management Women  
Mississippi State University-Meridian, Meridian, MS

Name: Christopher G. Torrance, PhD Spring 2016  
Title: Relief Supply Chain Management: An Empirical Investigation of the Moderating Effects of Idiosyncratic Resources on Partnering Relationships of Emergency Management Agencies and Commercial Entities  
Fayetteville State University, Fayetteville, NC

Name: Baruch Lundy, PhD Fall 2015  
Title: An Empirical Study of Employees' Perceptions of Managers' Competence: An Investigation of Leadership, Cognitive and Affective Trust, and Work Outcomes  
Savannah State University, Savannah, GA

### **Chair of Directed Masters Project Committee (Purdue University)**

Name: Fredua Dankwa, Jr. MS Spring 2007  
Title: Error-Proof Quality Control to Prevent Wrong Strut Rod Installation  
Toyota Motor Manufacturing, Indiana, Inc., Princeton, IN

Name: Steven J. Dix, MS Spring 2007  
Title: Delivering Benefits through Six Sigma: A Case Study on Turbine Vanes  
Rolls-Royce Corporation, Indianapolis, IN

Name: James L. Harney, MS Spring 2007  
Title: Exploring Alternative to Annual Physical Inventory  
Rolls-Royce Corporation, Indianapolis, IN

Name: Rachel B. Shorter, MS Spring 2007  
Title: A Feasibility Study for Implementing a Reusable Container Program  
Rolls-Royce Corporation, Indianapolis, IN

Name: Brandon Ballard, MS Spring 2007  
Title: Implementing a New Assembly Line in an Existing Facility through the use of Lean Manufacturing Tools  
Ardagh Group, Seattle, WA

Name: James J. Olsen, MS Spring 2007  
Title: Streamlining and Integrating Assumption Data  
Rolls-Royce Corporation, Indianapolis, IN

Name: Ron Leong, MS Fall 2006  
Title: Capacity Improvement on a Mixed Model Finishing Line  
TTM Technologies, St. Louis, MO

Name: Joseph L. Good, MS Fall 2006  
Title: Lean Manufacturing: Value-Stream Mapping in Case Machining  
Chrysler Transmission Plant, Kokomo, IN

Name: Mustafa Mardanzai, MS Spring 2006  
Title: A Pilot Study of the Impact of Visual Control in Component Downtime  
Honda of America Manufacturing, Greensburg, IN

Name: Christopher I. Trout, MS Spring 2006  
Title: Quality Factors of RFID Implementation  
Freudenberg Medical, Jeffersonville, IN

**Service to the University:**

University Graduate Thesis Committee  
University Distance Learning Committee  
College Student Recruitment Committee  
College Graduate Program Curriculum Task Force Committee  
College Faculty Research Seminar Committee  
College MBA/MPA Graduate Admission Committee  
Presidential Enrollment Management Committee  
Department Doctoral Comprehensive Examination Committee  
Department Faculty Senate Representative  
Tigers Career Path Initiative (UNCF)  
College JSU Y.E.S. Campaign Representative  
College Program Evaluation Committee  
Mississippi Science and Engineering Region II Fair Judge (Hosted by JSU)

**Service to Profession:**

Reviewer, *Journal of Computers and Industrial Engineering*  
Reviewer, *International Journal of Advanced Manufacturing Technology*

**Honors/Awards**

2013 Faculty Mentoring Award for PhD students  
2015 Faculty Mentoring Award for PhD students  
2017 Faculty Mentoring Award for PhD students  
2014 Department Faculty Excellence Award  
Outstanding Researcher in Operations Research North Carolina A&T State University (2004)  
Chrysler Summer Faculty Internship (Summer 2007, Summer 2008)  
Beta Gamma Sigma Honor Society for Business  
Alpha Pi Mu National Industrial Engineering Honor Society  
Epsilon Pi Tau International Honor Society for Professions in Technology  
*Distinguished Research Award (Best Paper)*, Academy of Health Care Management Spring  
2012 International Conference, New Orleans, LA; Young, C.C., & McWilliams, D.L., *A Medical Malpractice Approach to Quality Assessment of Florida Acute Care Hospitals.*