

# Ryan Musselman

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## PROFESSIONAL EXPERIENCE

- Instructor* – Department of Agricultural & Applied Economics, Virginia Tech 2021 – 2022
- Teach three classes per semester in the agribusiness curriculum
  - Advise National Agri-Marketing Association (NAMA) and Ag Econ Club student organizations
  - Participate in the Undergraduate Advisory Committee
  - Lead the department BRIDGE program
- Academic Advisor* – Department of Agricultural Economics, Purdue University 2015 – 2020
- Cultivate working relationships with 180 undergraduate students in Agribusiness, Agricultural Economics, Farm Management, and Sales & Marketing majors
  - Collaborate with university partners not limited to campus opportunities, career guidance, graduation requirements, off-campus experiences, etc. to provide support to students
  - Foster a culture of belonging by promoting diversity, inclusion and equity among colleagues and students through on- and off-campus, academic and extracurricular activities
- Customer/Product Support Intern* – Deere & Company, Dealer Parts Management Summer 2014
- Developed proposal for on-going, sustainable process for dataflow to increase sales and loyalty to product programs
- Drainage Installation Technician* – Musselman Land Improvement Summer 2011
- Diagnosed and generated customers' improvement plan & managed part-time laborers: increased jobsite efficiency
- Entrepreneur* – Beef Cattle, Pigs, Row-Crops, Forage, Equipment rental 2000 – 2015
- Conducted operations, management and planning of herds and crops including the equipment and facilities
- Assistant Operations Manager* – Musselman Brothers Inc 1997 – 2014
- Assisted in production, management & financial plan of 2500 acre corn, beans, wheat, 4400 hog, 125 cow operation

## EDUCATION

- Virginia Polytechnic Institute and State University, Blacksburg, VA* May 2025
- Doctor of Philosophy in Management  
 Advisor: *Bill Becker*  
 Future Professoriate Graduate Certificate  
 Collaborative Community Leadership Graduate Certificate
- Purdue University, West Lafayette, IN* May 2015
- Master of Science in Agricultural Economics  
 Thesis: *Stages of Succession Planning and Factors of Transferring Management and Ownership for the Family Agribusiness*  
 Certificate of Entrepreneurship & Innovation
- Purdue University, West Lafayette, IN* May 2013
- Bachelor of Science in Agricultural Economics  
 Bachelor of Science in Agricultural Education  
 Bachelor of Science in Agricultural Systems Management  
 Leadership Development Program Certificate
- Purdue University, West Lafayette, IN* May 2012
- Associate in Agriculture – Agronomy

## PEER-REVIEWED JOURNALS

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1. Wiatt, R. D., Marshall, M. I., & Musselman, R. (2022). Management and ownership transfer in small and medium family farms. *Agricultural Finance Review*.

## MANUSCRIPTS UNDER REVIEW

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Musselman, R & Becker, W. J. Mentoring Impacts on Identity, Turnover and Reciprocity moderated with Generativity. *Human Resource Management*.

## RESEARCH IN PROGRESS

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- Musselman, R, Baldwin, Q, Cechova, K & Becker, B. “The Moderating Effects of Inclusive Leadership on HRM Practices.” Target: *Human Resource Management Review*. Stage: Editing.
- Musselman, R & Krivacek, S. “Downstream Effects of Compassion in the Organization: Emotion and Behavior Moderated by Control and Focus.” Target: *Journal of Organizational Behavior*. Stage: Data analysis.
- Musselman, R & Beal, D. J. “Workplace Generativity Scale Development.” Target: *Journal of Applied Psychology*. Stage: Data analysis.
- Musselman, R. “Protégé Perception of Mentoring: A Meta-Analysis.” Target: *Journal of Vocational Behavior*. Stage: Data collection.
- Musselman, R. “Impact of Generative Disposition in Servant Leaders on Follower Attitude, Behavior, Motivation, Performance and Relationships.” Target: *Leadership Quarterly*. Stage: Data analysis.

## PEER-REVIEWED PROCEEDINGS

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- Musselman, R & Becker, W. J. (2022, August). *Generative Proteges Reciprocate High Quality Mentoring*. Paper presented at 82<sup>nd</sup> Academy of Management Annual Meeting, Seattle, WA.
- Musselman, R & Becker, W. J. (2021, November). *Paying it Forward and Backward: Generativity and High Quality Mentoring*. Paper presented at 2021 Meeting of the Southern Management Association, New Orleans, LA.

## PROFESSIONAL PRESENTATIONS

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- Virginia Tech Pamplin’s Management Research Seminar Series
- Oral presentation titled: *Generativity in the Workplace* 2021
- North American Colleges and Teachers of Agriculture (NACTA), Annual Conference
- Oral presentation titled: *Making Connections: A Multi-Learning Community Assessment* 2019
  - Poster presentation titled: *Assessment of a Learning Community in Agribusiness Education* 2018
- Purdue Academic Advising Association (PACADA), PACADA Presents Forum
- Oral presentation titled: *Factors Influencing Freshmen's Decision to Experience Agriculture* 2019

## TEACHING EXPERIENCE

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- Virginia Polytechnic Institute and State University, Blacksburg, VA** 2016-2019
- AAEC 2104 – Personal Financial Planning
- Spring 2022; 542 students enrolled; Response rate: 56%; Instructor rating: 5.47
- AAEC 2434 – Foundations of Agribusiness
- Spring 2022; 76 students enrolled; Response rate: 88%; Instructor rating: 4.16
  - Fall 2021; 86 students enrolled; evaluation mistakenly not recorded

**AAEC 3454 – Small Business Management and Entrepreneurship**

- Spring 2022; 19 students enrolled; Response rate: 94%; Instructor rating: 4.22
- Fall 2021; 41 students enrolled; evaluation mistakenly not recorded

**AAEC 4514 – Advanced Agribusiness Marketing**

- Fall 2021; 33 students enrolled; Response rate: 88%; Instructor rating: 4.48

**Purdue University, West Lafayette, IN**

2016-2019

**AGEC 29600 – 360° Agribusiness Industry View**

- Fall 2019; 23 students enrolled; Response rate: 100%; Course rating: 4.3; Instructor rating: 4.3
- Fall 2018; 29 students enrolled; Response rate: 83%; Course rating: 4.1; Instructor rating: 4.0
- Fall 2017; 28 students enrolled; Response rate: 50%; Course rating: 4.5; Instructor rating: 4.6
- Fall 2016; 18 students enrolled; Response rate: 39%; Course rating: 4.6; Instructor rating: 4.9

**INTERNATIONAL EDUCATION EXPERIENCE**


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<i>Verbindung von Agribusiness, Kultur und Geschichte: Mannheim, Germany</i>	<i>August 2021</i>
<ul style="list-style-type: none"> <li>• planned for but cancelled due to COVID-19</li> </ul>	
<i>Agriculture in Ireland: Limerick, Ireland - Chaperon 28 students</i>	<i>March 2020</i>
<ul style="list-style-type: none"> <li>• planned for but cancelled due to COVID-19</li> </ul>	
<i>International Residency - Bust Out in Brazil: USP - Ribeirão Preto, Brazil</i>	<i>May 2014</i>
<i>Italian Food Experience - Production &amp; Marketing: Villa Campestri, Italy</i>	<i>May 2013</i>
<i>Education Block II in Ireland: IES - Dublin, Ireland</i>	<i>May 2012</i>
<i>Teaching in Agriculture: CASE - Port Antonio, Jamaica</i>	<i>May 2011</i>

**GRANTS**


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Bridge Experience Program	\$15,000
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**ACADEMIC LEADERSHIP EXPERIENCE**


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Advanced Agribusiness Instructor – <i>Search Committee</i>	2022
<i>Advisor Development and Professional Training (ADaPT) Program Steering Committee</i>	2019 – 2020
<i>Professional Development Program (PDP) Steering Committee, Advisor Academy</i>	2019 – 2020
<i>Chapter Advisor, FarmHouse Fraternity, Purdue University</i>	2018 – 2020
<i>Leader, Discovering Agribusiness Learning Community, Purdue University</i>	2016 – 2020
<i>Faculty Fellow, Cary Quadrangle Residence Hall, Purdue University</i>	2016 – 2020
<i>Advisor, Old Masters student organization, Purdue University</i>	2016 – 2018
<i>Advisor, Rising Professionals student organization, Purdue University</i>	2016 – 2018

**PROFESSIONAL SERVICE**


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Pamplin Assurance of Learning (AOL) Assessment - <i>Verbal Assessment Team</i>	2021
German Fulbright Host & Mentor	2021

**REVIEWER**


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Southern Management Association	2021 – present
Academy of Management	2022 – present

**PROFESSIONAL DEVELOPMENT**


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Course Design Clinic	2022
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Universal Design for Learning	2022
Planning for your Teaching Scholarship: Taking the first steps in the Scholarship of Teaching and Learning	2022
Instructional and Research Professionals in Higher Education: Elevating the contributions of non-tenure track faculty	2022
Creating an Inclusive Climate	2021
Fostering a Growth Mindset	2021
Handling Difficult Conversations in the Classroom	2021
Job Search Summer Seminar Series	2021

## **HONORS, AWARDS & RECOGNITION**

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Litschert Research Award <i>Virginia Tech, Department of Management</i>	2020
Outstanding Service to Students Award Recipient <i>Purdue University, Department of Agricultural Economics</i>	2017, 2018, 2019
Learning Community Advocate Award <i>Purdue University, Residential Academic Initiatives</i>	2018
Learning Community Exceptional Event Planner Award <i>Purdue University, Residential Academic Initiatives</i>	2018
Snyder Award Recipient for alumni service to the fraternity <i>FarmHouse Fraternity, Purdue University</i>	2017