

MICHAEL HOWE

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Eli Broad Graduate School of Business
Michigan State University
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EDUCATION

2014 (Expected) **PhD in Management**

Michigan State University, The *Eli Broad Graduate School of Management*. E. Lansing, MI
Focus: Organizational Behavior and Human Resource Management

2004 **Master of Business Administration**

Michigan State University, The *Eli Broad Graduate School of Management*. E. Lansing, MI
Focus: Supply Change Management
Minor: Leadership and Change Management

2002 **Bachelor of Science, Mechanical Engineering**

University of Cincinnati, *College of Engineering*. Cincinnati, OH

RESEARCH INTERESTS

Adaptation
Decision Making
Multi-Team Systems – Processes and Outcomes

REFEREED PUBLICATIONS

Koopman, J., **Howe, M.**, Johnson, R. E., Tan, J. A., and Chang, C-H. (2013). A framework for developing word fragment completion tasks. *Human Resource Management Review*.

Johnson, R. E., **Howe, M.**, and Chang, C-H. (2013) The importance of velocity, or why speed may matter more than distance. *Organizational Psychology Review*, 3, 62-85.

Uhlmann, E. L., Leavitt, K., Menges, J. I., Koopman, J., **Howe, M.**, and Johnson, R. E. (2012). Getting explicit about the implicit: A taxonomy of implicit measures and guide for their use in organizational research. *Organizational Research Methods*, 15, 553-601.

BOOK CHAPTERS

Howe, M., Chang, C-H., and Johnson, R. E. (In-Press) Understanding affect, stress, and well-being within a self-regulation framework. In P. L. Perrewé, J. Halbesleben & C. C. Rosen (Eds.) *Research in Occupational Stress and Well Being : The Role of Emotion and Emotion Regulation (Vol. 11)*: Emerald.

WORKING MANUSCRIPTS

Howe, M., Dimotakis, N., Conlon, D.E. and Clenney, B. *Who's got the power? Dyadic affect, power use and individual outcomes in negotiation*. (Target: *Organizational Behavior and Human Decision Processes*).

Koopman, J., **Howe, M.**, Hollenbeck, J. R., and Sin, H. P. Bootstrapping in small sample contexts: Misplaced confidence in bootstrapped confidence intervals. (Target: *Journal of Applied Psychology*).

Spitzmuller, M., Sin, H. P., **Howe, M.**, and Fatimah, S. *Investigating the uniqueness and usefulness of proactive personality in organizational research: A meta-analytic review*. (Under Second Review at *Human Performance*).

CURRENT RESEARCH PROJECTS

Koopman, J., **Howe, M.**, and Hollenbeck, J.R. *Pulling the Sobel test up by its bootstraps*. (Manuscript in preparation, Target: *Statistical and Methodological Myths and Urban Legends*)

Conlon, D., Matta, F., **Howe, M.**, Wilson, K., and DeRue, S. *Dyadic Agreeableness and its Effects on Conflict Climates in Negotiations*. (Manuscript in preparation)

Davison, R. B., **Howe, M.** *Performance in complex organizations: A multi-team system perspective*. (Data analysis)

Hollenbeck, J. R., Calantone, R. J., Heidl, R., Voorhees, C. M., **Howe, M.**, and Chaffin, D. *Formal and Informal Boundary Spanning in Multiteam Systems: An Examination of Triadic Influences on Knowledge Generation and Innovation in Scientific Teams* (Data Collection)

CONFERENCE POSTERS AND PRESENTATIONS

Matta, F., **Howe, M.**, Wilson, K. S., DeRue, D. S., and Conlon, D. E. (2013). Dyadic Agreeableness and its Effects on Conflict Climates in Negotiations. Paper presented at the 26th Annual Conference of the International Association for Conflict Management, Tacoma, WA.

Koopman, J., **Howe, M.**, Hollenbeck, J. R., and Sin, H. P. (2013). Bootstrapping with small samples: Misplaced confidence in bootstrapped confidence intervals. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX. (Poster)

Davison, R. B., **Howe, M.**, and Hollenbeck, J. R. (2012). *Influences of regulatory mode on identity in multiteam systems*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA. (Poster)

TECHNICAL REPORTS

Olomu, A., Holmes-Rovner, M., Eagle, K., Gourineni, V., Sokolnicki, A., Dillivan, C., Pandya, N., Kaur, R., Pierce, S. J., Corker, K., **Howe, M.**, Wortman, J., Qian, H., & Gönülateş, E. (2012). Improving cardiovascular care for minority and low income populations in outpatient clinical setting: The Office Guidelines Applied in Practice (Office-GAP) program. East Lansing, MI: Michigan State University. Final report prepared for Blue Cross Blue Shield of Michigan Foundation.

RECOGNITION AND AWARDS

Eagles, J. O., **Howe, M.**, Rieck, S. T., Wallace, F. H., and Willett, J. R. (2008). U.S. Patent No. 8037667. Washington, DC: U.S. Patent and Trademark Office.

CLM George Gecowats Scholarship (2003)

DeRoy Memorial Scholarship (2002)

TEACHING EXPERIENCE

Teaching Assistant, *Managerial Skills* (graduate course), Michigan State University. (2012)

Teaching Assistant, *Management Skills* (undergraduate course), Michigan State University. (2012)

Lab Instructor and Teaching Assistant, *Management Capstone* (undergraduate course), Michigan State University. (2011)

Lab Instructor and Teaching Assistant, *Leadership* (graduate course), Michigan State University. (2011)

Instructor, *Human Resource Management* (undergraduate course), Michigan State University. (2010, 2011)

Lab Instructor, *Human Resource Management* (undergraduate course), Michigan State University. (2010)

SERVICE

Ad-hoc Reviewer: *Human Resource Management Review*

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Society for Industrial and Organizational Psychology

WORK EXPERIENCE

2003-2009 **Strategic Supply Management**, Deere & Co. Moline, IL

Air Seeding Global Product Line Manager, John Deere Seeding Group (2008-2009)

- ❖ Responsible for strategic supply management for a factory with over \$200M in annual spend.
- ❖ Core-team member with functional responsibility for all product development programs affecting air seeding.
- ❖ Directly responsible for the management of four strategic supply management professionals covering 130 suppliers and \$125M in spend.

Ag Equipment Division assistant Supply Base Manager (2007-2008)

- ❖ Collaborate with SBM to define commodity strategies, perform data collection and analysis to support decision making, and provide sourcing guidance to factory personnel.

Harvester Works Strategic Supply Management Specialist (2003-2007)

- ❖ Managed cast and machined commodities for new product programs; worked extensively with design, quality, manufacturing, and suppliers.
- ❖ Implemented \$475,000 in cost savings via global sourcing, design revisions, and negotiation to support a new product introduction.

2000-2001 **Mechanical Engineer (Co-op)**, Cummins, Inc. Columbus, IN

- ❖ Prepared *Warranty Parts Manual* to improve field support at product launch.
- ❖ Conducted validation testing for new engine control system.
- ❖ Facilitated prototype engine build
- ❖ Designed and implemented a new method of updating production records to reduce excess inventory, improve cycle time, and update quality control documentation.