

Michigan State University  
Department of Management  
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**Education**

- 1982 Ph. D. Business Administration -- University of Illinois, Urbana  
Major Field: Organization Theory  
Minor Field: Research Methods
- 1976 M. S. Business Administration -- University of Illinois, Urbana  
Major Field: Organizational Behavior  
Minor Field: Management Information Systems
- 1974 B. S. Business Administration -- University of Illinois, Urbana  
Major Field: Industrial Administration

**Academic Employment**

- 2010-Date Associate Dean for Undergraduate Programs, Broad College of Business
- 1997-Date Professor, Michigan State University, Department of Management
- 1999-2005 Chairperson, Michigan State University, Department of Management
- 1996-1999 Acting Chairperson, Michigan State University, Department of Management
- 1987-1997 Associate Professor, Michigan State University, Department of Management
- 1981-1987 Assistant Professor, Michigan State University, Department of Management

**Publications: Articles and Chapters**

Wagner, J. A. III (2010). Participate to share information and distribute knowledge (revised). In E. A. Locke (Ed.), *The Blackwell Handbook of Principles of Organizational Behavior*, 2<sup>nd</sup>. ed. (pp. ). Oxford, UK: Blackwell.

Wagner, J. A. III (2004). Debating organization: Point-counterpoint. *Administrative Science Quarterly*, 49, 487-490.

Wagner, J. A. III (2002). Utilitarian and ontological variation in individualism-collectivism. In B. M. Staw & R. M. Kramer (Eds.), *Research in Organizational Behavior*, 24 (pp. 301-345). Oxford, UK: JAI Press/Elsevier Science.

Hollenbeck, J. R., Moon, H., Ellis, A., West, B., Ilgen, D. R., Sheppard, L., Porter, C. O. L. H., & Wagner, J. A. III (2002). Structural contingency theory and individual differences: Examination of external and internal person-team fit. *Journal of Applied Psychology*, 87, 599-606.

Wagner, J. A. III (2000). Participate to share information and distribute knowledge. In E. A. Locke (Ed.), *The Blackwell Handbook of Principles of Organizational Behavior* (pp. 304-315). Oxford, UK: Blackwell.

Wagner, J. A. III (2000). Organizations. In A. E. Kazdin (Ed.), *Encyclopedia of Psychology*, Vol. 6 (pp. 14-20). New York: Oxford Press and the American Psychological Association.

Wagner, J. A. III, & Van Dyne, L. (1999). The large introductory class as an exercise in organization design. *Journal of Management Education*, 23, 123-143.

Wagner, J. A. III, & LePine, J. A. (1999). Participation's effects on performance and satisfaction: Additional evidence from U. S. research. *Psychological Reports*, 84, 719-725.

Wagner, J. A. III, Stimpert, J. L., & Fubara, E. F. (1998). Board composition and organizational performance: Two studies of insider/outsider effects. *Journal of Management Studies*, 35, 655-677.

McKendall, M. A., & Wagner, J. A. III. (1997). Motive, opportunity, choice, and corporate illegality. *Organization Science*, 8, 624-647.

Wagner, J. A. III, & Gooding, R. Z. (1997). Equivocal information and attribution: An investigation of patterns of managerial sensemaking. *Strategic Management Journal*, 18, 275-286.

**Publications: Articles and Chapters (continued)**

Locke, E. A., Alavi, M., & Wagner, J. A. III (1997). Participation in decision making: An information exchange perspective. In G. R. Ferris (Ed.), *Research in Personnel and Human Resources Management*, 15 (pp. 293-331). Greenwich, CT: JAI Press.

Wagner, J. A. III, Leana, C. R., Locke, E. A., & Schweiger, D. A. (1997). Cognitive and motivational frameworks in research on participation: A meta-analysis of effects. *Journal of Organizational Behavior*, 18, 49-65.

Wagner, J. A. III (1995). Studies of individualism-collectivism: Effects on cooperation in groups. *Academy of Management Journal*, 38, 152-172.

Wagner, J. A. III (1995). On beating dead horses, reconsidering reconsiderations, and ending disputes: Further thoughts about a recent study of research on participation. *Academy of Management Review*, 20, 506-509.

Crampton, S. M., & Wagner, J. A. III (1994). Percept-percept inflation in microorganizational research: An investigation of prevalence and effect. *Journal of Applied Psychology*, 79, 67-76.

Wagner, J. A. III (1994). Participation's effects on performance and satisfaction: A reconsideration of research evidence. *Academy of Management Review*, 19, 312-330.

Wagner, J. A. III, Rubin, P. A., & Callahan, T. J. (1988). Incentive payment and non-managerial productivity: An interrupted time series analysis of magnitude and trend. *Organizational Behavior and Human Decision Processes*, 42, 47-74.

Wagner, J. A. III, & Gooding, R. Z. (1987). Effects of societal trends on participation research. *Administrative Science Quarterly*, 32, 241-262.

Wagner, J. A. III, & Gooding, R. Z. (1987). Shared influence and organizational behavior: A meta-analysis of situational variables expected to moderate participation-outcome relationships. *Academy of Management Journal*, 30, 524-541.

Wagner, J. A. III, & Schneider, B. (1987). Legal regulation and the constraint of constituent satisfaction. *Journal of Management Studies*, 24, 189-200.

Wagner, J. A. III, Ferris, G. R., Fandt, P. M., & Wayne, S. J. (1986). The organizational tenure-job involvement relationship: A job-career experience explanation. *Journal of Occupational Behaviour*, 8, 63-70.

**Publications: Articles and Chapters (continued)**

Wagner, J. A. III, & Murnighan, J. K. (1986). Nuts and dilemmas: A research note. *Behavioral Science, 31*, 254-259.

Wagner, J. A. III, & Moch, M. K. (1986). Individualism-collectivism: Concept and measure. *Group and Organization Studies, 11*, 280-304.

Ferris, G. R., & Wagner, J. A. III (1985). Quality circles in the United States: A conceptual reevaluation. *Journal of Applied Behavioral Science, 21*, 155-167.

Reprinted in K. M. Rowland & G. R. Ferris (Eds.), *Current Issues in Personnel Management*, 3rd. Ed. Boston: Allyn & Bacon, 1986.

Reprinted in Ferris, G. R., & Rowland, K. M. (Eds.), *Human Resources Management: Perspectives and Issues*. Boston: Allyn & Bacon, 1988.

Gooding, R. Z., & Wagner, J. A. III (1985). A meta-analytic review of the relationship between size and performance: The productivity and efficiency of organizations and their subunits. *Administrative Science Quarterly, 30*, 462-481.

Pondy, L. R., Fitzgibbons, D. E., & Wagner, J. A. III (1983). Organizational power and conflict: A bibliography. In D. W. Cole (Ed.), *Conflict Resolution Technology*. Cleveland, OH: OD Institute.

Wagner, J. A. III (1978). The organizational double bind: Toward an understanding of rationality and its complement. *Academy of Management Review, 3*, 786-795.

**Publications: Texts and Edited Volumes**

Wagner, J. A. III, & Hollenbeck, J. R. (2010). *Organizational Behavior: Securing Competitive Advantage*. New York: Routledge.

Previous edition published as Wagner, J. A. III, & Hollenbeck, J. R. (2005). *Organizational Behavior: Securing Competitive Advantage*, 5th. ed. Cincinnati OH: South-Western.

Previous edition published as Wagner, J. A. III, & Hollenbeck, J. R. (2002). *Organizational Behavior: Securing Competitive Advantage*, 4th. ed. Fort Worth, TX: Harcourt.

**Publications: Texts and Edited Volumes (continued)**

Previous edition published as Wagner, J. A. III & Hollenbeck, J. R. (1999). *Comportamento Organizacional: Criando Vantagem Competitiva*. Sao Paulo, Brazil: Editora Saraiva.

Previous edition published as Wagner, J. A. III, & Hollenbeck, J. R. (1998). *Organizational Behavior: Securing Competitive Advantage*, 3rd. ed. Upper Saddle River, NJ: Prentice Hall.

Previous edition published as Wagner, J. A. III, & Hollenbeck, J. R. (1995). *Management of Organizational Behavior*, 2nd. ed. Englewood Cliffs, NJ: Prentice Hall.

Previous edition published as Wagner, J. A. III, & Hollenbeck, J. R. (1992). *Management of Organizational Behavior*. Englewood Cliffs, NJ: Prentice Hall.

Wagner, J. A. III, & Hollenbeck, J. R. (2010). *Readings in Organizational Behavior*. New York, Routledge.

Wagner, J. A. III, Bartunek, J. M., & Elsbach. K. D., Eds. (2002). *Advances in Qualitative Organization Research*, Vol. 4. Oxford, UK: Elsevier/JAI Press.

Wagner, J. A. III, Bartunek, J. M., & Elsbach. K. D., Eds. (2001). *Advances in Qualitative Organization Research*, Vol. 3. Oxford, UK: Elsevier/JAI Press.

Wagner, J. A. III, Ed. (1999). *Advances in Qualitative Organization Research*, Vol. 2. Stamford, CT: JAI Press.

Wagner, J. A. III, & Hollenbeck, J. R. (1998). *Case and Exercise Book for Organizational Behavior: Securing Competitive Advantage*, 3rd. ed. Upper Saddle River, NJ: Prentice Hall.

Wagner, J. A. III, Ed. (1998). *Advances in Qualitative Organization Research*, Vol. 1. Greenwich, CT: JAI Press.

**Publications: Proceedings Papers**

Wagner, J. A. III, Meyer, C. J., Humphrey, S. E., & Hollenbeck, J. R. (2005). Studies of individualism-collectivism: Effects of utilitarian and ontological differences among individuals on multitask performance in teams. *Proceedings of the 2005 Annual Meeting of the Academy of Management*, OB:B1-OB:B6.

**Publications: Proceedings Papers (continued)**

McKendall, M. A., & Wagner, J. A. III (1994). Motive, opportunity, and corporate illegality. *Proceedings of the Annual Meeting for the Decision Sciences Institute, 1994*, 554-556.

Wagner, J. A. III, & Crampton, S. M. (1993). Percept-percept inflation in micro organizational research: An investigation of prevalence and effect. *Proceedings of the 1993 Annual Meeting of the Academy of Management*, 310-314.

Wagner, J. A. III, & Crampton, S. M. (1990). Percept-percept methods in psychological research on organizations: A meta-analytic investigation of artifactual effects. *Proceedings of the 1990 Annual Meeting of the Academy of Management*, 400-404.

Carter, J. R., Ragatz, G. L., & Wagner, J. A. III (1987). Purchasing as a boundary spanning activity: New directions for research in materials management. *Proceedings of the Annual Meeting for the Decision Sciences Institute, 1987*, 852-854.

Wagner, J. A. III, & Gooding, R. Z. (1986). A moderator meta-analysis of research on outcomes associated with participatory processes. *Proceedings of the Annual Meeting for the Decision Sciences Institute, 1986*, 1031-1032.

Wagner, J. A. III, Rubin, P. A., & Callahan, T. J. (1985). An intervention analysis of the productive efficacy of an equitable group incentive plan. *Proceedings of the Annual Meeting for the American Institute of Decision Sciences, 1985*, 649-651.

Fandt, P. M., Wayne, S. J., Ferris, G. R., & Wagner, J. A. III (1985). A job-career perspective on the organizational tenure-job involvement relationship. *Proceedings of the Southern Management Association, 1985 Meeting*, 169-171.

Wagner, J. A. III, & Schneider, B. (1983). Coalitions and constituencies: Means and ends in research on organizational effectiveness. *Proceedings of the Forty-Third Annual Meeting of the Academy of Management*, 236-240.

**Publications in Process: Articles and Chapters**

Wagner, J. A. III, Humphrey, S. E., Meyer, C. J., & Hollenbeck, J. R. Studies of individualism-collectivism: Intrapersonal diversity and performance in teams. Manuscript under review, *Journal of Applied Psychology*.

Wagner, J. A. III, & Petersen, E. The utilitarian/ontological distinction in research on individualism and collectivism: A meta-analysis. Manuscript to be submitted to *AMJ*.

**Association Presentations**

Presenter, Professional development workshop entitled The Power of Richness IV: Crafting Qualitative Research Papers. Business Policy and Strategy Division, 2008 Annual Meeting of the Academy of Management, August 12-15, 2008.

Presenter, HR Doctoral Consortium Editors' Panel, Annual Meeting of the Academy of Management, August 12-15, 2008.

Presenter, Professional development workshop entitled The Power of Richness III: Crafting Qualitative Research Papers. Business Policy and Strategy Division, 2007 Annual Meeting of the Academy of Management, August 3-9, 2007.

Presenter, Symposium entitled Toward Conceptual Clarity and Empirical Rigor on Individualism and Collectivism Research. Organizational Behavior Division, 2007 Annual Meeting of the Academy of Management, August 3-9, 2007.

Presenter, Professional development workshop entitled The Power of Richness II: Qualitative Research Methods. Business Policy and Strategy Division, 2006 Annual Meeting of the Academy of Management, August 11-16, 2006.

Paper presentation, Studies of individualism-collectivism: Effects of utilitarian and ontological differences among individuals on multitask performance in teams. Organizational Behavior Division, 2005 Annual Meeting of the Academy of Management, August 7-10, 2005.

Discussant, session entitled Justice, fairness, and their importance for organizational behavior. Organizational Behavior Division, 2002 Annual Meeting of the Academy of Management, August 11-14, 2002.

Panel participant, session entitled New developments regarding vertical and horizontal individualism-collectivism: Applications to the workplace. Human Resource Management and Organizational Behavior Divisions, 1999 Annual Meeting of the Academy of Management, August 8-11, 1999.

Chairperson, session entitled Self-managing work teams. Organizational Behavior Division, 1998 Annual Meeting of the Academy of Management, August 9-12, 1998.

Discussant, session entitled Cross-cultural comparisons and multinational issues. Organizational Behavior Division, 1997 Annual Meeting of the Academy of Management, August 10-13, 1997.

**Association Presentations (continued)**

Chairperson and participant, pre-academy workshop entitled Self-report methods in organizational research. Research Methods Division, 1995 Annual Meeting of the Academy of Management, August 5-8, 1995.

Paper presentation, Board composition and organizational performance: A meta-analysis of insider/outsider effects in session entitled Do boards matter? Determinants and consequences of board composition. Business Policy and Strategy Division, 1995 Annual Meeting of the Academy of Management, August 6-9, 1995.

Paper presentation, Managerial interpretation of equivocal information: Aversion to loss or attributional bias? in session entitled Winning and losing: Perception of potential gains and losses in organizations. Managerial and Organizational Cognition Interest Group, 1995 Annual Meeting of the Academy of Management, August 6-9, 1995.

Paper presentation, Motive, opportunity, and corporate illegality, in a session entitled Influences on undesirable attitudes and behaviors. Organizational Behavior and Theory Division, 1994 Annual Meeting for the Decision Sciences Institute, November 20-22, 1994.

Paper presentation, Cognitive-focused versus motivation-focused studies of participative decision making: An analysis of the literature. Organizational Behavior and Theory Division, 1993 Annual Meeting for the Decision Sciences Institute, November 21-23, 1993.

Paper presentation, Percept-percept inflation in micro organizational research: An investigation of prevalence and effect, in a session entitled Best papers session. Research Methods Division, 1993 Annual Meeting of the Academy of Management, August 8-11, 1993.

Paper presentation, Managerial interpretation of equivocal information, in a session entitled Strategic interpretive processes. Managerial and Organizational Cognition Interest Group, 1993 Annual Meeting of the Academy of Management, August 8-11, 1993.

Paper presentation, Collectivism and free riding: A study of main and moderator effects, in symposium entitled Individualism-collectivism in and around organizations. Organizational Behavior and International Management Divisions, 1992 Annual Meeting of the Academy of Management, August 9-12, 1992.

Discussant, session entitled Organizational structure: Differing views of the roles of formalization and information. Organization and Management Theory Division, 1991 Annual Meeting of the Academy of Management, August 11-14, 1991.



**Association Presentations (continued)**

Chairperson, session entitled Organization citizenship and altruism. Thirty-Fourth Annual Meeting of the Midwest Academy of Management, April 10-13, 1991.

Chairperson, session entitled Organizational Behavior: Self management. Thirty-Fourth Annual Meeting of the Midwest Academy of Management, April 10-13, 1991.

Paper presentation, Percept-percept methods in psychological research on organizations: A meta-analytic investigation of artifactual effects, in session entitled Refinements, replications, and recommendations for organizational research. Research Methods Division, 1990 Annual Meeting of the Academy of Management, August 12-15, 1990.

Paper presentation, Aston research on organizational structure: A meta-analytic examination of generalizability, in session entitled Determinants and effects of organization structure: Theory and results. Organization and Management Theory Division, 1988 Annual Meeting of the Academy of Management, August 7-10, 1988.

Paper presentation, Purchasing as a boundary spanning activity: New directions for research in materials management. Production-Operations Management Division, 1987 Annual Meeting for the Decision Sciences Institute, November 21-23, 1987.

Paper presentation, Conservatism, liberalism, and participation research: A study of American researchers' social attitudes and published research findings, in session entitled Research on research in organizations. Organization and Management Theory Division, 1987 Annual Meeting of the Academy of Management, August 9-12, 1987.

Paper presentation, A moderator meta-analysis of research on outcomes associated with participatory processes, in session entitled Measurement issues of key constructs in the field. Organizational Theory and Behavior Division, 1986 Annual Meeting for the Decision Sciences Institute, November 23-25, 1986.

Paper presentation, Research values and American research on the outcomes of participation, in session entitled Evidence from meta-analysis and questions of aggregation. Organization and Management Theory Division, 1986 Annual Meeting of the Academy of Management, August 11-13, 1986.

Paper presentation, Time series analysis for changes in productivity: Some problems in a poster session of the Management Science and Statistics Division, 1985 Annual Meeting for the American Institute of Decision Sciences, November 11-13, 1985.

**Association Presentations (continued)**

Paper presentation, An intervention analysis of the productive efficacy of an equitable group incentive plan, in session entitled Work unit structure, technology, and incentives: Predictors of important worker outcomes. Organizational Theory and Behavior Division, 1985 Annual Meeting for the American Institute of Decision Sciences, November 11-13, 1985.

Paper presentation, A job-career perspective on the organizational tenure-job involvement relationship. Annual Meeting of the Southern Management Association, 1985.

Chairperson, session entitled Studies on constructed meanings in organizations. Organization and Management Theory Division, Forty-Fourth Annual Meeting of the Academy of Management, August 12-15, 1984.

Chairperson, session entitled Influence and control effects on self and others. Organizational Behavior Division, Forty-Fourth Annual Meeting of the Academy of Management, August 12-15, 1984.

Paper presentation, Coalitions and constituencies: Means and ends in research on organizational effectiveness, in session entitled Organizational adaptation and effectiveness. Organization and Management Theory Division, Forty-Third Annual Meeting of the Academy of Management, August 14-17, 1983.

Discussant, session entitled New insights into the developmental perspective on organizations. Organization and Management Theory Division, Forty-Second Annual Meeting of the Academy of Management, August 15-18, 1982.

**Activities and Awards**

- |           |   |
|-----------|---|
| 2004-Date | Associate Editor, <i>Administrative Science Quarterly</i>   |
| 2001      | Recipient, John D. and Dortha J. Withrow Endowed Teacher-Scholar Award, Eli Broad Graduate School of Management |
| 1999      | Board Representative, <i>Academy of Management Review</i> Writers' Theory Development Workshop                  |
| 1999      | Chairperson, <i>Administrative Science Quarterly</i> Award for Scholarly Contribution                           |

**Activities and Awards (continued)**

- 1998 Committee Member, Outstanding Publication in Organizational Behavior, Organizational Behavior Division, Academy of Management
- 1998 Committee Member, *Administrative Science Quarterly* Award for Scholarly Contribution
- 1997 Guest Consulting Editor, *Academy of Management Review*
- 1996-2002 Editorial Board Member, *Academy of Management Review*
- 1996 Faculty Participant, Academy of Management OB/OMT/ODC Doctoral Student Consortium
- 1995-Date Editor, *Qualitative Organizational Research* (formerly *Advances in Qualitative Organization Research*)
- 1993 Recipient, Academy of Management Research Methods Division Walter de Gruyter Best Paper Award
- 1990-2004 Editorial Board Member, *Administrative Science Quarterly*
- 1989 Recipient, Academy of Management Personnel/Human Resources Division Scholarly Achievement Award
- 1983 Delegate, Academy of Management OMT Division Young Faculty Workshop
- 1978 Student Participant, Academy of Management OB/OMT Doctoral Student Consortium
- 1978 Recipient, University of Illinois Graduate College Fellowship
- 1976 Initiate, Sigma Iota Epsilon Honorary Fraternity

**Service as an External Reviewer**

Ad Hoc Reviewer: *Academy of Management Journal*; *Academy of Management Review*; *Applied Psychology-An International Review*; *Decision Sciences*; *Human Relations*; *Journal of Applied Psychology*; *Journal of Applied Social Psychology*; *Journal of Business Research*; *Journal of Experimental Psychology*, *Journal of Management*; *Journal of Management Studies*; *Journal of Organizational Behavior*; *Organizational Behavior and Human Decision Processes*; *Organizational Research Methods*; *Personnel Psychology*; *Strategic Management Journal*; HR, OB, and OMT Divisions, Academy of Management; Midwest Academy of Management; National Science Foundation; Hong Kong Science Foundation; Israel Science Foundation

**Association Memberships**

Academy of Management  
Organizational Behavior Division  
Organization and Management Theory Division  
Research Methods Division

**Dissertation Committees**

Christopher M. Barnes (2009). An examination of team search patterns over time as antecedents to team mental models.

Mathias Arrfelt (2008). Inefficiencies in the multidivisional capital allocation process: Antecedents and performance implications.

Scott Derue (2007). A multi-level theory of leader development.

Federico Aime (2006). Collaborating and competing? Uncoupling value creation and value appropriation in strategic alliances.

Christopher Meyer (2006). Affective impact on justice perceptions.

Cynthia Devers (2002). Deconstructing compensation: Dimensions of executive pay.

**Dissertation Committees (continued)**

Rebecca A. Luce (2002). Influence of the board of directors at a strategic decision point for high growth firms.

Henry Moon (2002). Private and public help: The tripartite model of personality and organizational citizenship behavior.

Lucy A. Maillette (2000). Managerial knowledge and learning in biotechnology firms.

Anne P. Hubbell (2000). Why do subordinates lie to their superiors? A model of organizational deception.

Betty H. LaFrance (1996). Formalization as a moderator of hierarchical level, role conflict, and role ambiguity (M.S. Thesis).

Deborah Winters (1995). The adoption of life balance innovations: Two perspectives.

Parshotam Dass (1993). The multidimensionality of organizational change: Developing and testing models of change in organizations.

Caryn Wells (1992). Restructuring teaching and learning: A study of selected Michigan high school principals.

Marie A. McKendall (1990). Within these hallowed walls: The relationship between corporate structure, corporate culture, and corporate crime (committee chairperson).

Beth Rubin (1990). The construct validation of the measurement of individual power in organizations.

Michelle M. King-Kramer (1990). Behavioral cues that indicate the presence of debilitating issues which affect training programs, as perceived by training professionals.

Richard Z. Gooding (1989). Structuring strategic problems: Antecedents and consequences of alternative decision frames.

Jane C. Davis (1989). Perceptions of general and specific educators and administrators toward agreement with the goals and acceptability of procedures of the regular education initiative.

Scott A. Snell (1988). Strategy and human resources management: A management control perspective.

**Dissertation Committees (continued)**

Robert Landeros (1988). An empirical study of buyer-seller relationships in U. S. manufacturing firms.

Patrick M. Wright (1987). Reward contingency as an explanatory variable in the incentive-goal setting relationship.

Susan K. Smith (1986). The management of constituent groups in a declining environment (committee chairperson).

Felicia W. Seaton (1986). The development and empirical analysis of an information processing model of executive scanning and interpretation.

Stephen N. Chapman (1986). A descriptive analysis of the subcontractor-supplier linkages within a just-in-time environment in the U. S. auto industry.

Kathleen M. Utecht (1985). An examination of the relationship between managerial vacation practices and managerial performance and absenteeism.

Steven L. Premack (1985). The employee unionization decision: A path analysis of an a priori model.

Floyd G. Willoughby (1984). Environmental determinism versus environmental adaptation: Restriction of choice in the U. S. downhill ski industry.

Elaine D. Pulakos (1984). The interactive effects of format and training on performance appraisal accuracy.

Arnon E. Reichers (1983). Conflict and organizational commitment.

Elaine D. Pulakos (1983). A comparison of two rater training programs: Error training versus accuracy training (M.S. thesis).

**Other Committee Assignments**

2010-11 Associate Dean (CAC, UPC, etc.)

2009-10 Dean Search Committee  
Annual review committee (Chao)

**Other Committee Assignments (continued)**

- 2008-09 University hearing board  
University investigative committee  
Undergraduate programs committee  
Dean search committee (suspended)  
Promotion and tenure review (Shamsie)  
Annual review committee (Roth)
  
- 2007-08 University hearing board  
University investigative committee  
IT/NRC review committee  
Dean search committee  
WMBA curriculum review  
Entrepreneurship search committee
  
- 2006-07 University hearing board  
Entrepreneurship faculty search committee  
Promotion review committee (Morgeson)  
Annual review committee, chair (Shamsie)  
Annual review committee (McNamara)
  
- 2005-06 Third year review committee (Ilies)  
Promotion and tenure review (Ilies)  
Annual review committee (McNamara)
  
- 2004-05 University library committee  
College research committee  
Human resource management faculty search committee (chair)  
Management department doctoral student admissions committee
  
- 2003-04 Weekend MBA curriculum revision committee  
Management department doctoral student admissions committee
  
- 2002-03 Organizational behavior faculty search committee  
Strategy faculty search committee  
Management department doctoral student admissions committee
  
- 2001-02 Organizational behavior faculty search committee  
Human resource management search committee  
Strategy faculty search committee  
Management department doctoral student admissions committee

**Other Committee Assignments (continued)**

- 2000-01 Strategy faculty position search committee (chair)  
Management department doctoral student admissions committee  
Management department comprehensive examination committee  
College of Business Summer Research Grants Committee
- 1999-00 Strategy faculty position search committee (chair)  
Management department doctoral student admissions committee  
Management department comprehensive examination committee
- 1998-99 College of business undergraduate program committee  
Strategy faculty position search committee, Spring 1999 (chair)  
HR/OB faculty position search committee, Fall 1998 (chair)  
Strategy faculty position search committee, Fall 1998 (chair)  
Management department faculty review committees  
Management department doctoral student admissions committee  
Management department comprehensive examination committee
- 1997-98 Strategy faculty position search committee (chair)  
Management department faculty review committees  
Management department doctoral student admissions committee  
Management department comprehensive examination committee
- 1996-97 College of business undergraduate program committee  
Strategy faculty position search committee (chair)  
Management department faculty review committees  
Management department comprehensive examination committee  
Management department doctoral student admissions committee
- 1995-96 College of business undergraduate program committee  
Strategy faculty position search committee (chair)  
Management department third year review committee  
Management department faculty review committee (chair)  
Organizational behavior comprehensive examination committee  
Organizational behavior doctoral student admissions committee



**Other Committee Assignments (continued)**

- 1994-95 College of business undergraduate program committee  
Management department promotion and tenure review committee  
Management department third year review committee  
Management department faculty review committee (chair)  
PIM-MBA faculty position search committee  
Organizational behavior comprehensive examination committee  
Organizational behavior doctoral student admissions committee
- 1993-94 College of business undergraduate program committee  
Management department teaching and advisory committee  
Management department faculty review committees  
Organizational behavior comprehensive examination committee  
Organizational behavior doctoral student admissions committee
- 1992-93 Management department teaching and advisory committee (chair)  
Management department faculty review committees  
Organizational behavior doctoral student admissions committee
- 1991-92 Strategy/Policy faculty position search committee (chair)  
Management department faculty review committee  
Organizational behavior doctoral student admissions committee
- 1990-91 All university research initiation grant committee  
Management department chairperson search committee (chair)  
Management department faculty review committee: Barber  
Organizational behavior doctoral student admissions committee  
Organizational behavior comprehensive examination committee
- 1989-90 Organizational behavior group coordinator  
Strategy/Policy faculty position search committee  
Organizational behavior doctoral student admissions committee  
(chair)  
Organizational behavior comprehensive examination committee (chair)
- 1988-89 Organizational behavior group coordinator  
Management department teaching and advisory committee  
Management department third year faculty review committee  
Organizational behavior doctoral student admissions committee (chair)  
Organizational behavior comprehensive examination committee (chair)

**Other Committee Assignments (continued)**

- 1987-88 Organizational behavior group coordinator  
MBA core course coordinating committee  
Management department teaching and advisory committee  
Management department ad hoc committee to review half-time appointments  
Organizational behavior doctoral student admissions committee (chair)  
Organizational behavior comprehensive examination committee (chair)
  
- 1986-87 Organizational behavior group coordinator  
Management department faculty review committees  
Organizational behavior doctoral student admissions committee (chair)  
Organizational behavior comprehensive examination committee (chair)
  
- 1985-86 Strategy/Policy faculty position search committee  
Organizational behavior doctoral student admissions committee  
Organizational behavior comprehensive examination committee
  
- 1984-85 Management department chairperson search committee  
Management department faculty tenure review committee  
Organizational behavior faculty position search committee  
Organizational behavior doctoral student admissions committee  
Organizational behavior comprehensive examination committee
  
- 1983-84 Management department teaching and advisory committee (chair)  
Strategy/Policy faculty position search committee  
Organizational behavior doctoral student admissions committee  
Organizational behavior comprehensive examination committee
  
- 1982-83 Management department teaching and advisory committee  
Management department computer hardware committee  
Strategy/Policy faculty position search committee  
Organizational behavior comprehensive examination committee
  
- 1981-82 Organizational behavior comprehensive examination committee