Linn Van Dyne

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ACADEMIC EXPERIENCE

Full Professor: Department of Management, Michigan State University
(July 2005 – Present)
Associate Professor: Department of Management, Michigan State University
(July 1999 – June 2005)
Assistant Professor: Department of Management, Michigan State University
(August 1993 – June 1999)

EDUCATION

Ph. D.   August 1993, University of Minnesota
Strategic Management and Organization (Organizational Behavior)

M. B. A.   June 1986, University of Minnesota
General Management

A. B.   June 1971, University of Michigan
British Literature

RESEARCH INTERESTS

Organizational Behavior. Primary research interest is proactive employee behaviors involving initiative such as helping (affiliative) and voice (change-oriented) organizational citizenship behavior. Additional interests include cultural intelligence, international organizational behavior, and the effects of work context and roles on employee behaviors.

TEACHING INTERESTS

Organizational Behavior, Leadership Development, International Management, and Theory Building

PUBLICATIONS

In press as of 12-31-2014

Peng, A., Van Dyne, L., & Oh, K. (in press). The influence of motivational cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participant's cultural identity. Journal of Management Education.

Marinova, S., Van Dyne, L., & Moon, H. (in press). Good citizens and good leaders?: An employee-centric perspective on OCB and transformational leadership. Group and Organization Management.

Chiaburu, D.S., Peng, A.C., & Van Dyne, L. (in press). Does it matter how I say it? Effect of constructive and complaining forms of idea presentation on supervisory evaluations. Journal of Personnel Psychology.

Chamberlin, M., LePine, J.A., Newton, D.W., & Van Dyne, L. (in press). Employee participation. In Anderson, N., Ones, D.S. Sinangil, H.K., & Vivwesvaran, C. (Eds.), Handbook of industrial, work and organizational psychology, 2nd Edition, Volume 2.

Matta, F., & Van Dyne, L. (in press). LMX and Performance: Where we are and where do we go from here? In B. Erdogan & T. Bauer (Eds.), Oxford handbook of leader member exchange.

Ang, S., Van Dyne, L., & Rockstuhl, T. (in press). Cultural intelligence: Origins, conceptualization, evolution, and methodological diversity. In M. Gelfand, C.Y. Chiu, & Y.Y Hong (Eds.), Advances in culture and psychology, 5. New York: Oxford University Press.

Published

Farmer, S.M., Van Dyne, L, & Kamdar, D. (2014). The contextualized self: How team-member exchange leads to coworker identification and helping OCB. Journal of Applied Psychology, October 6, 2014: 583-595.

Rockstuhl, T., Ang, S., Ng, K-Y., Lievens, F., & Van Dyne, L. (2014). Putting judging situations back into situational judgment tests. Journal of Applied Psychology, August 11: 464-480.

Kim, Y.J., Van Dyne, L., Kamdar, D., & Johnson, R.E. (2013). Why and when do motives matter? An integrative model of motives, role cognitions, and social support as predictors of OCB. Organizational Behavior and Human Decision Processes, 121: 231-245.

Chiaburu, D. S., Farh, C. I. C., & Van Dyne, L. (2013). Supervisory epistemic, ideological, and existential responses to voice: A motivated cognition approach. In R. J. Burke, & C. L. Cooper (Eds.), Voice and whistleblowing in organizations: Overcoming fear, fostering courage and unleashing candor (pp. 224-253). Cheltenham, UK: Edward Elgar.

Park, G., Van Dyne, L., & Ilgen, D. (2013). Satisfaction pursuing approach and avoidance goals: Effects of regulatory fit and individual temperaments. Motivation and Emotion, 37: 424-432.

Spitzmuller, M., & Van Dyne, L. (2013). Proactive and reactive helping: Contrasting the positive consequences of different forms of helping. Journal of Organizational Behavior, 34: 560-580.

Chiaburu, D.S., Lorinkova, N., & Van Dyne, L. (2013). Employees' social context and change-oriented citizenship: A meta-analysis of leader, coworker, and organizational influences. Group & Organization Management, 38: 291-333.

Livermore, D., Van Dyne, L., & Ang, S. (2012). Cultural intelligence: Why every leader needs it. Intercultural Management Quarterly, 13(2): 18-21.

Kim, Y.J., & Van Dyne, L. (2012). Cultural intelligence and international leadership potential: The importance of contact for members of the majority. Applied Psychology: An International Review, 61: 272-294.

Ng, K.Y., Van Dyne, L., & Ang, S. (2012). Cultural intelligence: A review, reflections, and recommendations for future research. In A.M. Ryan, F.T. Leong, & F.L. Oswald (Eds.), Conducting multinational research: Applying organizational psychology in the workplace (pp. 29-58). Washington, DC: American Psychological Association.

Van Dyne, L., Ang, S., Ng, K.-Y., Rockstuhl, T., Tan, M.L., & Koh, C. (2012). Sub-dimensions of the four factor model of cultural intelligence: Expanding the conceptualization and measurement of cultural intelligence (CQ). Social and Personal Psychology: Compass, 6/4, 295-313.

Aime, F., Van Dyne, L., & Petrenko, O.V. (2011). Role innovation through employee social networks: The embedded nature of roles and their effect on job satisfaction and career success. Organizational Psychology Review, 1: 339-361.

Rockstuhl, T., Seiler, S., Ang, S., Van Dyne, L, & Annen, H. (2011). Beyond general intelligence (IQ) and emotional intelligence (EQ): The role of cultural intelligence (CQ) on cross-border leadership effectiveness in a globalized world. Journal of Social Issues, 67: 825-840.

Ang, S., Van Dyne, L., & Tan, M.L. (2011). Cultural intelligence. In. R. J. Sternberg & S. B. Kaufman (Eds.), Cambridge handbook on intelligence (pp. 582-602). New York: Cambridge Press.

Farmer, S.M., & Van Dyne, L. (2010). The idealized self and the situated self as predictors of employee work behaviors. Journal of Applied Psychology, 95: 503-516.

PUBLICATIONS (continued)

Marinova, S.V., Moon, H., & Van Dyne, L. (2010). Are all good soldier behaviors the same? Supporting multidimensionality of organizational citizenship behavior based on rewards and roles. Human Relations, 63: 1463-1485.

Van Dyne, L., Ang, S., & Livermore, D. (2010). Cultural intelligence: A pathway for leading in a rapidly globalizing world. In K.M. Hannum. B. McFeeters, & L. Booysen (Eds.), Leading across differences (pp. 131-138). San Francisco, CA: Pfeiffer.

Aime, F., & Van Dyne, L. (2010). Bringing social structure to both sides of an issue: How proximal and distal ties interact with minority and majority positions to affect influence in workgroups. In R. Martin & M. Hewstone (Eds.), Minority influence and innovation: Antecedents, processes, and consequences (pp. 312-340). New York: Psychological Press.

Ng, K.Y., Van Dyne, L., & Ang, S. (2009). From experience to experiential learning: Cultural intelligence as a learning capability for global leader development. Academy of Management Learning and Education, 8: 511-526.

Barnes, C.M., & Van Dyne, L. (2009). I'm tired: Differential effects of physical and emotional fatigue on workload management strategies. Human Relations, 62: 59-92.

Ng, K.Y., Van Dyne, L, & Ang, S. (2009). Beyond international experience: The strategic role of cultural intelligence for executive selection in IHRM. In P.R. Sparrow (Ed.), Handbook of international Human Resource Management: Integrating people, process, and context (pp. 97-113). West Sussex, UK: Wiley.

Botero, I.C., & Van Dyne, L. (2009). Predicting voice: Interactive effects of LMX and power distance in the U.S. and Colombia. Management Communication Quarterly, 23, 84-104.

Ng, K.Y., Van Dyne, L., & Ang, S. (2009). Developing global leaders: The role of international experience and cultural intelligence. In W.H. Mobley, Y. Wang, & M. Li (Eds.), Advances in global leadership, 5: 225-250. Bingley, UK: Emerald Group Publishing.

Ellis, J.B., & Van Dyne, L. (2009). Voice and silence as observer reactions to defensive voice: Predictions based on communication competence theory. In J. Greenberg & M. S. Edwards (Eds.), Voice and silence in organizations (pp. 37-61). Bingley, U.K.: Emerald Group.

Van Dyne, L., Ang, S., & Koh, C.K.S. (2009). Cultural intelligence: Measurement and scale development. In M.A. Moodian (Ed.), Contemporary leadership and intercultural competence: Exploring the cross-cultural dynamics within organizations (pp. 233-254). Thousand Oaks, CA: Sage.

PUBLICATIONS (continued)

Van Dyne, L., Kamdar, D.A., & Joireman, J. (2008). In-role perceptions buffer the negative impact of low LMX on helping and enhance the positive impact of high LMX on voice. Journal of Applied Psychology, 93: 1195-1207.

Ang, S., & Van Dyne, L. (Eds.) (2008). Handbook on cultural intelligence: Theory, measurement and applications. Armonk, NY: M.E. Sharpe.

Ang, S., & Van Dyne, L., (2008). Conceptualization of cultural intelligence: Definition, distinctiveness, and nomological network. In S. Ang, & L. Van Dyne, (Eds.) Handbook on cultural intelligence: Theory, measurement and applications (pp. 3-15). Armonk, NY: M.E. Sharpe.

Van Dyne, L., Ang, S., & Koh, C. (2008). Development and validation of the CQS: The cultural intelligence scale. In S. Ang, & L. Van Dyne, (Eds.) Handbook on cultural intelligence: Theory, measurement and applications (pp. 16-38). Armonk, NY: M.E. Sharpe.

Spitzmuller, M., Van Dyne, L, & Ilies, R. (2008). Organizational citizenship behavior: A review and extension of its nomological network. In J. Barling & C.L. Cooper (Eds.), The SAGE handbook of organizational behavior (pp. 106-123). Thousand Oaks, CA: Sage.

Chiaburu, D.S., Marinova, S.V., & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. In L.T. Kane and M.R. Poweller (Eds.), Citizenship in the 21st century (pp. 127-153). New York: Nova Science Publishers.

Kossek, E.E., & Van Dyne, L. (2008). Face time matters: A cross-level model of how work-life flexibility influences work performance of individuals and groups. In K. Korabik, D.S. Lero, & D.L. Whitehead (Eds.), Handbook of work-family integration: Research theory and best practices (pp. 305-330). New York: Elsevier.

Ang, S., Van Dyne, L., Koh, C.K.S., Ng, K.Y., Templer, K.J., Tay, C., & Chandrasekar, N.A. (2007). Cultural intelligence: Its measurement and effects on cultural judgment and decision making, cultural adaptation, and task performance. Management and Organization Review, 3: 335-371.

Van Dyne, L., Ang, S., & Nielsen, T.M. (2007). Cultural intelligence. In S. Clegg & J. Bailey, (Eds.), International encyclopedia of organization studies, 1: 345-350. Thousand Oaks, CA: Sage.

Van Dyne, L., Kossek, E.E., & Lobel, S. (2007). Less need to be there: Cross level effects of work practices that support work-life flexibility and enhance group processes and group-level OCB. Human Relations, 60: 1123-1154.

Kamdar, D., & Van Dyne, L. (2007). The joint effects of personality and workplace social exchange relationships in predicting task performance and citizenship performance. Journal of Applied Psychology, 92: 1286-1298.

Van Dyne, L., & Ang, S. (2006). Getting more than you expect: Global leader initiative to span structural holes and reputational effectiveness. In W.H. Mobley & E.W. Weldon (Eds.), Advances in global leadership, 4: 101-122. New York: JAI Press.

Graham, J.W., & Van Dyne, L. (2006). Gathering information and exercising influence: Two forms of civic virtue organizational citizenship behavior. Employee Responsibilities and Rights Journal, 18: 89-109.

Tay-Lee C.S.L., Ang, S., & Van Dyne, L. (2006). Personality, biographical characteristics, and job interview success: A longitudinal study of the mediating effects of interviewing self-efficacy and the moderating effects of internal locus of control. Journal of Applied Psychology, 91: 446-454.

Van Dyne, L., & Ang, S. (2006). A self-assessment of your CQ. In P.C. Earley, S. Ang, & J-S Tan. CQ: Developing cultural intelligence at work (pp. 217-227). Stanford, CA: Stanford University Press.

Ang, S., Van Dyne, L., & Koh, C.K.S. (2006). Personality correlates of the four factor model of cultural intelligence. Group and Organization Management, 31: 100-123.

Van Dyne, L., & Ang, S. (2005). Cultural intelligence: An essential capability for individuals in contemporary organizations. Globaledge: Featured Insight. http://globaledge.msu.edu/KnowledgeRoom/FeaturedInsights/index.asp

Ng, K.Y., & Van Dyne, L. (2005). Antecedents and performance consequences of helping behavior in work groups: A multi-level analysis. Group and Organization Management, 30: 514-540.

Van Dyne, L., & Pierce, J.L. (2004). Psychological ownership and feelings of possession: Three field studies predicting employee attitudes and organization citizenship behavior. Journal of Organizational Behavior, 25: 439-459.

Conlon, D.E., Van Dyne, L., Milner, M.R., & Yee, K.Y. (2004). The effects of physical and social context on evaluations of captive, intensive service relationships. Academy of Management Journal, 47: 433-445.

Gardner, D.G., Van Dyne, L., & Pierce, J.L., (2004). The effects of pay level on organization-based self-esteem and performance: A field study. Journal of Occupational and Organizational Psychology, 77: 307-322.

Van Dyne, L., & Farmer, S.M. (2004). It's who I am: Role identity and organizational citizenship behavior of volunteers. In D.L. Turnipseed (Ed.), <u>Handbook of organizational citizenship behavior</u> (pp. 177-203). New York: Nova Science Publishers.

Moon, H., Van Dyne, L, & Wrobel, K. (2004). The circumplex model and the future of organizational citizenship behavior research. In D.L. Turnipseed (Ed.), <u>Handbook of organizational citizenship behavior</u> (pp. 1-22). New York: Nova Science Publishers.

Shore, L.M., Tetrick, L.E., Taylor, S.M., Coyle-Shapiro, J.A.M., Liden, R.C., McLean Parks, J., Morrison, E.W., Porter, L.W., Robinson, S.L., Roehling, M.V., Rousseau, D.M., Schalk, R., Tsui, A.S., & Van Dyne, L. (2004). The employee-organizational relationship: A timely concept in a period of transition. In J. J. Martocchio (Ed.), <u>Research in Personnel and Human Resources Management</u> (pp. 291-370). New York: Elsevier.

Van Dyne, L., & Ellis, J.B. (2004). Job creep: A reactance theory perspective on organizational citizenship behavior as over-fulfillment of obligations.   In J. A.M. Coyle-Shapiro, L. M. Shore, M. S. Taylor, & L. E. Tetrick (Eds.), <u>The employment relationship: Examining psychological and contextual perspectives</u> (pp. 181-205). Oxford, UK: Oxford University Press.

Van Dyne, L., Ang, S., & Botero, I.C. (2003). Conceptualizing employee silence and employee voice as multidimensional constructs. <u>Journal of Management Studies,</u> 40: 1359-1392.

Ang, S., Van Dyne, L., & Begley, T.M. (2003). The employment relationships of foreign workers versus local employees: A field study of organizational justice, job satisfaction, and OCB. <u>Journal of Organizational Behavior,</u> 24: 561-583.

Stamper, C.L., & Van Dyne, L. (2003). Organizational citizenship: A comparison between part-time and full-time service employees. <u>Cornell Hotel and Restaurant Administration Quarterly</u>, 44(1): 33-42.

Van Dyne, L., Jehn, K.A., & Cummings, A. (2002). Differential effects of strain on two forms of work performance: Individual employee sales and creativity. <u>Journal of Organizational Behavior</u>, 23: 57-74.

LePine, J.A., & Van Dyne, L. (2001). Voice and cooperative behavior as contrasting forms of contextual performance: Evidence of differential relationships with big five personality characteristics and cognitive ability. <u>Journal of Applied Psychology</u>, 86: 325-336.

Ng, K.Y. & Van Dyne, L. (2001). Individualism-collectivism as a boundary condition for effectiveness of minority influence in decision making. <u>Organizational Behavior and Human Decision Processes</u>, 84: 198-225.

Bartel, C.A., Saavedra, R., & Van Dyne, L. (2001). Design conditions for learning in community service contexts. Journal of Organizational Behavior, 22: 367-385.

LePine, J.A., & Van Dyne, L. (2001). Peer responses to low performers: An attributional theory model of helping in the context of groups. Academy of Management Review, 26: 67-87.

Stamper, C.L., & Van Dyne, L. (2001). Work status and organizational citizenship behavior: A field study of restaurant employees. Journal of Organizational Behavior, 22: 517-536.

Ng, K.Y., & Van Dyne, L. (2001). Culture and Minority Influence: Effects on persuasion and originality. In C. K. W. De Dreu, & N. K. De Vries, (Eds.), Group consensus and minority influence: Implications for innovation (pp. 284-306). Oxford, UK: Blackwell.

Van Dyne, L., VandeWalle, D., Kostova, T., Latham, M.E., & Cummings, L.L. (2000). Collectivism, propensity to trust, and self-esteem as predictors of organizational citizenship in a non-work setting. Journal of Organizational Behavior, 21: 3-23.

Saavedra, R., & Van Dyne, L. (1999). Social exchange and emotional investment in work groups. Motivation and Emotion, 23: 105-123.

Stamper, C.L., & Van Dyne, L. (1999). Diversity at work: Do men and women differ in their organizational citizenship behavior? Performance Improvement Quarterly, 12: 59-76.

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

Van Dyne, L., & Ang, S. (1998). Organizational citizenship behavior of contingent workers in Singapore. Academy of Management Journal, 41: 692-703.

LePine, J.A., & Van Dyne, L. (1998). Predicting voice behavior in work groups. Journal of Applied Psychology, 83: 853-868.

Van Dyne, L., & LePine, J.A. (1998). Helping and voice extra-role behavior: Evidence of construct and predictive validity. Academy of Management Journal, 41: 108-119.

Van Dyne, L., & Saavedra, R. (1996). A naturalistic minority influence experiment: Effects on divergent thinking, conflict, and originality in work groups. Special issue on minority influence. C. Nemeth (Ed.), British Journal of Social Psychology, 35: 151-167.

Van Dyne, L. (1996). Mentoring relationships: A comparison of experiences in business and academia. In P. J. Frost & M. S. Taylor, (Eds.), Rhythms of academic life: Personal accounts of careers in academia (pp. 159-163). Thousand Oaks, CA: Sage.

Van Dyne, L., Cummings, L.L., & McLean Parks, J. (1995). Extra-Role behaviors: In pursuit of construct and definitional clarity. In L. L. Cummings & B. M. Staw (Eds.), Research in organizational behavior, 17: 215-285. Greenwich, CT: JAI Press.

VandeWalle, D., Van Dyne, L., & Kostova, T. (1995). Psychological ownership: An empirical examination of its consequences. Group and Organization Management, 20: 210-226.

Van Dyne, L., Graham, J.W., & Dienesch, R.M. (1994). Organizational citizenship behavior: Construct redefinition, measurement, and validation. Academy of Management Journal, 37: 765-802.

Polley, D., & Van Dyne, L. (1994). The limits and liabilities of self managed work teams. In M. M. Beyerlein & D. A. Johnson, (Eds.), Advances in interdisciplinary studies of work teams: Theories of self-managing work teams, 1: 1-38. Greenwich, CT: JAI Press.

Fladmoe-Lindquist, K, & Van Dyne, L. (1993). Professional services and international strategic human resources: Interfirm teams and ongoing relationships with free agents. In J. B. Shaw, P. S. Kirkbride, K. M. Rowland, & G. Ferris (Eds.), Research in personnel and human resources management: Supplement 3 - International human resources management (pp. 55-74). Greenwich, CT: JAI Press.

Saavedra, R., Earley, P.C. & Van Dyne, L. (1993). Complex interdependence in task-performing groups. Journal of Applied Psychology, 78: 61-72.

REPRINTS and BOOK REVIEWS

Ng, K.Y., Van Dyne, L., & Ang, S. (2013). From experience to experiential learning: Cultural intelligence as a learning capability for global leader development. Reprinted in Academy of Management Learning and Education, special collection on How can business schools develop leaders?

Van Dyne, L., & Ang, S. (2010). The Cultural Intelligence Scale. In R.J. Lewicki, D.M. Saunders, B. Barry. Negotiation: Readings, exercises, and cases (6th edition, pp. 693-694). New York: McGraw-Hill Irwin.

Van Dyne, L. (2010). Quick Self-Assessment of CQ. In D.M. Thorne, O.C. Ferrell, & L. Ferrell. Business and society: A strategic approach to social responsibility. South-Western.

Van Dyne, L., & Ang, S. (2009). The Cultural Intelligence Scale. In McGraw-Hill Management Asset Gallery. McGraw-Hill Instructor Resource Center.

REPRINTS and BOOK REVIEWS (continued)

Van Dyne, L., & Ang, S. (2008). The Cultural Intelligence Scale. In S.T. Cavusgil, G. Knight, & J.R. Riesenberger. <u>International business: Strategy, management, and the new realities.</u> Upper Saddle River, NJ: Pearson Prentice Hall.

Van Dyne, L., & Ang, S. (2007). The Cultural Intelligence Scale. In T. Baldwin, B. Bommer, & B. Rubin, <u>Instructor's manual for developing management skills: What great managers know and do</u>. New York: McGraw-Hill.

Van Dyne, L., & Ang, S. (2007). The Cultural Intelligence Scale. In J.M. Brett. <u>Negotiating globally: How to negotiate deals, resolve disputes, and make decisions across cultural boundaries</u> (2nd edition). San Francisco, CA: Jossey-Bass.

Van Dyne, L. (2005). Review of B. Schneider & D.B. Smith (Eds.), Personality and organizations. <u>Academy of Management Review</u>, 30: 448-450.

Van Dyne, L, & LePine, J.A. (2002). Helping and voice behaviors. In D. L. Fields (Ed.), <u>Taking the measure of work: A guide to validated scales for organizational research and diagnosis</u> (pp. 253-254). Thousand Oaks: Sage.

Van Dyne, L., Graham, J.W., & Dienesch, R.R. (2002). Perceived importance of workplace values. In D. L. Fields (Ed.), <u>Taking the measure of work: A guide to validated scales for organizational research and diagnosis</u> (p. 284). Thousand Oaks: Sage.

LePine, J.A., & Van Dyne, L. (2001). Peer responses to low performers: An attributional theory model of helping in the context of groups. <u>Academy of Management Review, 26:</u> 67-87. Reprinted in F. H. Maidment (Ed.), <u>Annual editions: Organizational behavior 02/03</u> (3rd ed; pp. 63-77.) (2002). Guilford, CT: McGraw-Hill/Dushkin.

Van Dyne, L. (1993). Review of <u>Permanently failing organizations</u>. In J. L. Pierce & J. Newstrom (Eds.). <u>The manager's bookshelf: A mosaic of contemporary views</u> (3rd Ed.) (pp. 284-288). New York: Harper Collins.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS

Rockstuhl, T., Liu, Y., Ng, K. Y., Ang, S., & Van Dyne, L. (2015). Multicultural experience and intercultural creativity: The moderating role of cultural intelligence. Paper to be presented at Society for Industrial and Organizational Psychologists, Philadelphia, PA. April.

Davidson, T., & Van Dyne, L. (2015). Too attached to speak up?: Guanxi and upward constructive voice. Paper to be presented at Society for Industrial and Organizational Psychologists, Philadelphia, PA. April.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS

Kim, Y.J., Van Dyne, Chong, S., & Oh, K. (2014). What makes proactive individuals better performers? Paper presented at the Society for Industrial and Organizational Psychologists, Honolulu, HI. May.

Peng, A., Van Dyne, L., & Oh, K. (2013). The influence of motivational cultural intelligence on cultural effectiveness based on study abroad: The moderating role of participants' cultural identity. Paper presented at the Academy of Management meeting, Orlando, FL. August. Global Forum Best Symposium panelist.

Farmer, S.M., Van Dyne, L, & Kamdar, D. (2013). The contextualized self: How team-member exchange leads to coworker identification and helping OCB. Paper presented at the Academy of Management meeting, Orlando, FL. August.

Spitzmuller, M., Park, G., Wagner, D.T., & Van Dyne, L. (2013). Communal and cranial influences determine helping's salutary benefits. Paper presented at the Society for Industrial and Organizational Psychologists, Houston, TX. April.

Tan, M.L., Koh, C., Van Dyne, L., & Ang, S. (2013). Overqualification increases performance? Consider skill atrophy and social support. Paper presented at the Society for Industrial and Organizational Psychologists, Houston, TX. April.

Rockstuhl, T., Ang, S. Ng, K.Y., Lievens, F., & Van Dyne, L. (2013). Putting judging situations back into SJTs. Paper presented at the Society for Industrial and Organizational Psychologists, Houston, TX. April.

Singh, A.J., Peng, A., & Van Dyne, L. (2012). Educating the new generation of global managers: Testing cultural intelligence for business study abroad participants. Paper presented at EuroCHRIE. Lausanne, Switzerland. October.

Spitzmuller, M., Wagner, D., Kim, Y.J., Van Dyne, L., Ilies, R. (2012). From helping to happy: Why being neurotic isn't so bad. Paper presented at the Academy of Management. Boston, MA. August.

Kim, Y.J., Poile, C., & Van Dyne, L. (2012). Do to others as you would have them do to you? Paper presented at the Academy of Management. Boston, MA. August.

Farmer, S., & Van Dyne, L. (2012). Prosocial or proself? Lagged antecedents and outcomes of organization-specific prosocial identity. Paper presented at the Academy of Management. Boston, MA. August.

Peng, A. C., Van Dyne, L., & Chiaburu, D. S. (2012) Busy managers discount subordinate voice behavior. Paper presented at the Society for Industrial and Organizational Psychologists, San Diego, CA. April.

Ng, K.Y., Ang, S., & Van Dyne, L. (2011). Speaking up in the culturally diverse workplace: The role of cultural intelligence and language self-efficacy. Paper presented at the American Psychological Association. Washington, DC. August.

Rockstuhl, T., Ang, S., & Van Dyne, L. (2011). Empathy as thinking versus empathy as feeling: A meta-analytic investigation of the cognitive and affective dimensions of empathy at work. Paper presented at the American Psychological Association. Washington, DC. August.

Kim, Y.J., Van Dyne, L., & Spitzmuller, M. (2011). Hitting home runs and striking out at the same time? Paper presented at the Academy of Management, San Antonio, TX. August.

Botero, I.C., Van Dyne, L., & Yap, C.Y. (2011). Understanding employee silence: The Big Five and three forms of silence. Paper presented at the Academy of Management, San Antonio, TX. August.

Chiaburu, D., Peng, A., & Van Dyne, L. (2011). The consequences of speaking up: Rater characteristics and voice type. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago, IL. April.

Kim, Y.J., & Van Dyne, L. (2011). When do extraverts communicate patiently with diverse others? Paper presented at the Society for Industrial and Organizational Psychologists, Chicago, IL. April.

Ng, K.Y., Ang, S., Van Dyne, L., Koh, C., Gianasso, G. (2011). When the boss is culturally dissimilar: Cultural intelligence and voice instrumentality. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago, IL. April.

Spitzmuller, M., Van Dyne, L., Wagner, D.T., & Lanaj, K. (2010). Consequences of helping on helper performance. Paper presented at the Academy of Management, Montreal, CA. August.

Rockstuhl, T. Ng, K.Y., Ang, S., & Van Dyne, L. (2010). Cultural intelligence and trust development between culturally diverse team members. Paper presented at the Academy of Management, Montreal, CA. August.

Chiaburu, D.S., Van Dyne, L., & Peng, A.C. (2010). Evaluating voice consequences: Does rater personality matter? Paper presented at the Academy of Management, Montreal, CA. August.

Wagner, D., Van Dyne, L., & Spitzmuller, M. (2010). Help that hurts: Negative psychological outcomes for low status helpers. Paper presented at the Society for Industrial and Organizational Psychologists, Atlanta, GA. April.

Kim, Y.J., & Van Dyne. (2010). Majority-minority status and the development of cultural intelligence. Paper presented at the Society for Industrial and Organizational Psychologists, Atlanta, GA. April.

Rockstuhl, T., Ang, S., Ng, K.Y., Van Dyne, L., & Lievens, F. (2010). Mental CQ in multicultural teams: Moderating role of behavioral CQ. Paper presented at the Society for Industrial and Organizational Psychologists, Atlanta, GA. April.

Peng, A. C., & Van Dyne, L. (2009). Inter-group contact and cultural intelligence: The role of ethnic identity. Paper presented at the MSU Multicultural Symposium. East Lansing, MI. October.

Spitzmuller, M., Van Dyne, L., & Lanaj, K. (2009). Consequences of helping on psychological well-being: The role of the social context of helping. Paper presented at the Academy of Management. Chicago, IL. August.

Kamdar, D., & Van Dyne, L. (2009). Substitutes predict helping and enhancers predict voice: The joint effects of social exchange and employee motives. Paper presented at the Academy of Management. Chicago, IL. August.

Parker, S.K., Bindl, U.K., Van Dyne, L, & Wong, S.F. (2009). Measuring motives for silence. Paper presented at the Academy of Management. Chicago, IL. August.

Tekleab, A.G., Van Dyne, L., & Kamdar, D. (2009). Interactive effects of social exchanges on in-role and extra-role behaviors. Paper presented at the Eastern Academy of Management. Rio de Janeiro, Brazil. June.

Jensen, J.M., & Van Dyne, L. (2009). Employee shortcuts: Exploring types, motives, and outcomes of shortcuts. Paper presented at the Society for Industrial and Organizational Psychologists. New Orleans. April.

Spitzmuller, M., & Van Dyne, L. (2008). Expanding the criterion domain: Consequences of helping on individual well-being and adjustment. Paper presented at the Academy of Management. Anaheim, CA. August.

Wagner, D., & Van Dyne, L. (2008). Helping peers: Contrasting effects for minority versus majority helpers. Paper presented at the Academy of Management. Anaheim, CA. August.

Kamdar, D., & Van Dyne, L. (2008). Helping and voice: Different types of proactive behavior. Paper presented at the Academy of Management. Anaheim, CA. August.

Van Dyne, L., & Ellis, J.B. (2008). Voice and silence as observer reactions to defensive voice: Predictions based on communication competence theory. Paper presented at the Academy of Management. Anaheim, CA. August.

Ng, K.Y., Ang, S., Rockstuhl, T., & Van Dyne, L. (2008). Developing cultural intelligence through experiential learning: A case study. Professional development workshop presented at the Academy of Management. Anaheim, CA. August.

Spitzmuller, M. & Van Dyne, L. (2008). The right deed for the wrong reason, Does it matter? Paper presented at the Society for Industrial and Organizational Psychologists. San Francisco. April.

Van Dyne, L. Ang, S., Ng, & Koh, C. (2008). Cultural intelligence and international executive potential. Paper presented at the Society for Industrial and Organizational Psychologists. San Francisco. April.

Farmer, S., & Van Dyne, L. (2008). Self-role fit: A self determination perspective on work meaning. Paper presented at the Society for Industrial and Organizational Psychologists. San Francisco. April.

Harmon, S., & Van Dyne, L. (2008). Targeted role-making: A new perspective on LMX with group-level implications. Paper presented at the Society for Industrial and Organizational Psychologists. San Francisco. April.

Ang, S., Van Dyne, L, & Leslie, J. (2007). Predicting global leader effectiveness: The five factor model of personality and adaptive competencies. Paper presented at the Academy of Management. Philadelphia. August.

Park, G., & Van Dyne, L. (2007). OCB and motivational fit: Effects on participant affect and satisfaction. Paper presented at the Academy of Management. Philadelphia. August.

Van Dyne, L, Ang, S., & Leslie, J.B. (2007). Multicultural experience: Effects on global leader competencies and effectiveness. Paper presented at the Society for Industrial and Organizational Psychologists. New York. May.

Barnes, C.M., & Van Dyne, L. (2007). Differential physical and emotional fatigue effects on workload management strategies. Paper presented at the Society for Industrial and Organizational Psychologists. New York. May.

Botero, I. C., & Van Dyne, L. (2007). Predicting voice across culture: Interactive effects of LMX and power distance. Paper presented at the Society for Industrial and Organizational Psychologists. New York. May.

Van Dyne, L. (2006). Cultural intelligence and personal development. Paper presented at the Euromed-Marseille and Metizo worldwide conference on personal development. Marseille, France. October.

Van Dyne, L., Ang, S., & Koh, C. (2006). On being the same and different at the same time: Status differentiation and social integration effects on work performance of foreign professionals with transactional psychological contracts. Paper presented at the Annual Meeting of Academy of Management. Atlanta. August.

Ang, S., Van Dyne, L., & Leslie, J. (2006). Global leader effectiveness: Relationships between international experience and adaptive competencies. Finalist for the Carolyn Dexter Best International Paper Award. Paper presented at the Annual Meeting of Academy of Management. Atlanta. August.

Van Dyne, L., & Kamdar, D. (2006). Personality and workplace social exchanges: Joint effects in predicting task performance and OCBs. Paper presented at the Annual Meeting of Academy of Management. Atlanta. August.

Ang, S., & Van Dyne, L. (2006). Cultural intelligence and acculturation in the global environment. Paper presented at the International Congress of Applied Psychology. Athens, Greece. July.

Ang, S., & Van Dyne, L. (2006). Personnel screening decisions: Devaluating critical incomplete information (missing vs. hidden). Paper presented at the Society for Industrial and Organizational Psychologists. Dallas. May.

Park, G., & Van Dyne, L. (2006). Effect of motivational fit on satisfaction with organizational citizenship behaviors. Paper presented at the Society for Industrial and Organizational Psychologists. Dallas. May.

Van Dyne, L. (2005). From work to research: Extra-role behavior and cultural intelligence. Presentation at Annual Meeting of the Society for Organizational Behavior. Minneapolis, MN. October.

Van Dyne, L., & Ang, S. (2005). Personality and cultural intelligence: Examining discriminant validity and interrelationships. Paper presented at the American Psychological Association, Washington DC. August.

Farmer, S.M., & Van Dyne, L. (2005). Doing only what they like to do? Role identities, role fit, and role verification as predictors of role behaviors. Paper presented at Annual Meeting of Academy of Management. Hawaii. August.

Ang, S., & Van Dyne, L. (2005). Cultural intelligence: Measurement and incremental validity predicting performance and adjustment. Paper presented at the American Psychological Association, Washington DC. August.

Van Dyne, L., & Ang, S. (2005). Antecedents of cultural intelligence: An empirical investigation of Big Five personality and cultural intelligence. Paper presented at the International Conference on Intercultural Research, Kent State, Ohio. May.

Botero, I.C., & Van Dyne, L. (2005) Understanding voice effectiveness: Looking at LMX quality, message type, and message sidedness as predictors. Paper presented at the Conference of the International Communication Association, New York, May.

Van Dyne, L., & Ellis, J.B. (2005) Job creep, complaints, and criticism: Reactance and defensive voice as consequences of OCB. Paper presented at the Society for Industrial and Organizational Psychologists, Los Angeles. May.

Conlon, D.E., Johnson, M.D., & Van Dyne, L. (2005). Effects of interactional justice and voice on experiences of cruise-ship passengers. Paper presented at the Society for Industrial and Organizational Psychologists, Los Angeles. May.

Van Dyne, L., Kossek, E.E., & Lobel, S. (2004). Being there: Face time, flexible work arrangements, and helping in work groups. Paper presented at the Annual Meeting of the Academy of Management, New Orleans. August.

Ang, S., Van Dyne, L., Koh, C.S.K, & Ng, K.Y. (2004). The measurement of cultural intelligence. Paper presented at the Annual Meeting of the Academy of Management, New Orleans. August.

Kamdar, D.A., & Van Dyne, L. (2004). Role conceptualization and group characteristics as predictors of proactive behavior. Paper presented at the Annual Meeting of the Academy of Management, New Orleans. August.

Ang, S., & Van Dyne, L. (2004). Navigating in different cultures: Developing a scale for cultural intelligence. Paper presented at the International Conference on Intercultural Research, Taipei, Taiwan. May.

Ang, S., Van Dyne, L., & Koh, C.S.K. (2004). Cultural intelligence: Development and cross validation of a multi-faceted measure. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago. May.

Tay-Lee C.S.L., Ang, S., & Van Dyne, L. (2004). Interviewing self-efficacy over time and causal attributions in job search. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago. May.

Kamdar, D.A., & Van Dyne, L. (2004). Easier to help (than voice): Roles, LMX, motives, and OCB. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago. May.

Van Dyne, L., & LePine, J.A. (2003). Antecedents and consequences of group-level voice behavior. Paper presented at the Annual Meeting of Academy of Management, Seattle. August.

Koh, C.S.K., Ang, S., & Van Dyne, L. (2003). Prediction of performance and citizenship behaviors among foreign knowledge workers. Paper presented at the Annual Meeting of Academy of Management, Seattle. August.

Graham, J.W., & Van Dyne, L. (2003). Gathering information and exercising influence: Two forms of civic virtue organizational citizenship with different antecedents. Paper presented at the Society for Industrial and Organizational Psychologists, Orlando, Fl. April.

Begley, T.M., Ang, S., & Van Dyne, L. (2003). Participation, justice, and employee outcomes in a sample of Chinese employees. Paper presented and published in the proceedings of the Eastern Academy of Management, Baltimore. May.

Kossek, E.E., & Van Dyne, L. (2003). Face-time matters: How work-life flexibility influences work performance of individuals and groups. Paper presented at the College and University Work Family Association, Philadelphia. March.

Van Dyne, L., & Ng, K.Y. (2002). Helping behavior in work groups: A multi-level analysis. Paper presented at the Society for Industrial and Organizational Psychologists, Toronto, Canada. May.

Jackson, C., LePine, J.A., Wild, E., & Van Dyne, L (2001). Specifying and predicting peer responses to low performing group members. Paper presented at the Society for Industrial and Organizational Psychologists, San Diego. May.

Gardner, D., Pierce, J.L., & Van Dyne, L. (2000). Relationships between pay level, employee stock ownership, self-esteem, and performance. Paper presented at the ANZAM 2000 Conference, Sydney, Australia. December.

Van Dyne, L., & Ang, S. (2000). Human resource architecture for coping with severe labor shortages: Strategies for embracing foreign workers in organizations. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada. August.

Milner, M.R., Conlon, D.E., & Van Dyne, L. (2000). The role of distributive and interactional justice in predicting customer recommendations: Evidence from the high seas. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada. August.

Ng, K.Y., & Van Dyne, L. (2000). The role of cultural values in the devil's advocacy process. Paper presented at the Society for Industrial and Organizational Psychologists, New Orleans. May.

Conlon, D.E., Van Dyne, L., & Milner, M.R. (1999). Cruising for justice: Determinants of distributive and interactional justice in extended service encounters. Paper presented at the Annual Meeting of the Academy of Management, Chicago. August.

Ang, S., & Van Dyne, L. (1999). Work status and job technology: A field study comparing foreign and local Chinese technicians in Singapore. Paper presented at the Social Survey Research in Chinese Societies Conference, Hong Kong. June.

LePine, J.A., & Van Dyne, L. (1999). Effects of individual differences on voice and task performance. Paper presented at the Society for Industrial and Organizational Psychologist. Atlanta. May.

Ng, K.Y., & Van Dyne, L. (1998). Culture and minority influence. Paper presented at the University of Amsterdam Conference on Minority Influence, Amsterdam, The Netherlands. October.

Stamper, C.L., & Van Dyne, L. (1998). An examination of discretionary work behavior: Does work status make a difference? Paper presented at the Annual Meeting of the Academy of Management, San Diego. August.

LePine, J.A., & Van Dyne, L. (1997). Predicting voice behavior in organizations: Much more than (dis)satisfaction. Paper presented at the Annual Meeting of the Academy of Management, Boston. August.

Van Dyne, L., & LePine, J.A. (1996). Helping and voice extra-role behavior viewed from multiple perspectives over six months: Evidence of construct and predictive validity. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati. August.

Bartel, C.A., Saavedra, R., & Van Dyne, L. (1996). Learning to lead with a conscience: Effects of structured community service on MBA participants. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati. August.

McLean Parks, J., & Van Dyne, L. (1995). In the eyes of the beholders: An idiosyncratic measure of the psychological contract. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada. August.

Cummings, A., Van Dyne, L., & Jehn, K.A. (1995). Home stress and work stress in service jobs: Effects on sales revenue and creativity at work. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada. August.

Van Dyne, L. (1994). Extra-role behaviors: Cross level effects of individual similarity to other group members. Paper presented at the Annual Meeting of the Academy of Management, Dallas. August.

Van Dyne, L., VandeWalle, D., Kostova, T, & Cummings, L.L. (1994). Individual differences and discretionary behavior: Mediated effects in a cooperative setting. Paper presented at the Annual Meeting of the Academy of Management, Dallas. August.

Pierce, J.L., Van Dyne, L., & Cummings, L.L. (1994). Psychological ownership: A conceptual and empirical analysis. Paper presented at the Research Methods Division of the Academy of Management on Causal Modeling, Lafayette, IN. March.

Van Dyne, L., VandeWalle, D., & Kostova, T. (1994). A structural equations model of the antecedents and consequences of psychological ownership. Paper presented at the Research Methods Division of the Academy of Management on Causal Modeling, Lafayette, IN. March.

Van Dyne, L., & Jehn, K.A. (1993). Value and demographic diversity in work groups: Effects on group process and group originality. Paper presented at the Annual Meeting of the Academy of Management, Atlanta. August.

Polley, D., & Van Dyne, L. (1993). The limits and liabilities of self managed work teams. Paper presented at the Theory Symposium on Self-Managed Work Teams, Denton, TX. June.

Jehn, K.A., & Van Dyne, L. (1993). The effects of intragroup conflict, ideas, and communication on work group originality and satisfaction. Paper presented at the International Association for Conflict Management Conference. Hengelhoef, Belgium. June.

Van Dyne, L. & Pierce, J.L. (1993). Employee ownership: Empirical support for mediated relationships. Paper presented at the Society for Industrial and Organizational Psychologists, San Francisco. May.

Pierce, J.L. & Van Dyne, L. (1993). Psychological ownership within the organizational context. Paper presented at the Society for Industrial and Organizational Psychologists, San Francisco. May.

Jehn, K.A., & Van Dyne, L. (1993). The influence of group diversity on product originality. Paper presented at the Society for Industrial and Organizational Psychologists, San Francisco. May.

Lawson, M.B., Angle, H.L., & Van Dyne, L. (1993). Organizational members as recruits: A preliminary investigation of the relationships among expectations, justice, and member-organization linkages during organizational relocation. Paper presented and published in the proceedings of the 36th Conference of the Midwest Division of the Academy of Management, Indianapolis. April.

Cummings, L.L., & Van Dyne, L. (1992). The role of group diversity in effective managerial problem solving. Paper presented at the ORSA/TIMS National Meeting, San Francisco. November.

Van Dyne, L. (1992). Power Up! Software Corporation: Start-up and growing pains of an entrepreneurial firm. Paper presented at the North American Case Research Association, New Orleans. November.

Pierce, J.L., Van Dyne, L., & Cummings, L.L. (1992). Psychological ownership: A conceptual and operational examination. Paper presented and published in the proceedings of the Annual Meeting of the Southern Management Association of the Academy of Management, New Orleans. November.

Fladmoe-Lindquist, K, & Van Dyne, L. (1992). Professional services and international strategic human resources: Interfirm teams and ongoing relationships with free agents. Paper presented and published in the proceedings of the Conference on International Personnel and Human Resources Management, Ashridge, England. July.

Van Dyne, L., & Jehn, K.A. (1992). Group member heterogeneity: The effects of diversity on group conflict and group communication. Paper presented at the International Association for Conflict Management, Minneapolis. June.

Saavedra, R., & Van Dyne, L. (1992). Engendering conflict: Experiences of agents of social influence. Paper presented at the International Association for Conflict Management, Minneapolis. June.

Van Dyne, L. (1992). Civic virtue: A misunderstood dimension of organizational citizenship. Paper presented at the Society for Industrial and Organizational Psychologists, Montreal, Canada. May.

Saavedra, R., & Van Dyne, L. (1991). Managing work teams using multiple structural contingencies. Paper presented at the International Conference on Self Managed Work Teams, Dallas. October.

Van Dyne, L., & Polley, D. (1991). Group composition and group originality in self-managed work teams. Paper presented at the International Conference on Self Managed Work Teams, Dallas. October.

Saavedra, R., & Van Dyne, L. (1991). Complex interdependence in task performing groups: Effects on performance, perceived efficacy, and conflict. Paper presented at the Annual Meeting of the Academy of Management, Miami Beach. August.

Van Dyne, L. (1991). Minority influence and work group functioning: The role of divergent expression. Paper presented at the Industrial/Organizational Psychology and Organizational Behavior Student Conference, St. Louis. April.

Van Dyne, L., & Cummings, L.L. (1990). Extra-role behaviors: The need for construct and definitional clarity. Paper presented at the Annual Meeting of the Academy of Management, San Francisco. August.

Van Dyne, L., Earley, P.C., & Cummings, L.L. (1990). Diagnostic and impression management feedback seeking behavior as a function of self esteem and self efficacy. Paper presented at the Society for Industrial and Organizational Psychologists,. Miami Beach. April.

PAPERS IN PROCESS

Requested Revision for Journals

> Kim, Y.J., & Van Dyne, L., (2014). From head to heart: The effects of motives, pride, and gratitude on affiliative citizenship behavior. R&R <u>Journal of Applied Psychology</u>.

> Marinova, S., Peng, A., Lorinkova, N., Chiaburu, D., & Van Dyne, L. (2014) Change-oriented citizenship: A meta-analysis of individual and job design predictors. R&R <u>Journal of Vocational Behavior.</u>

> Matta, F.K., & Van Dyne, L. (2014). Understanding the emotional and behavioral outcomes of LMX differentiation: A social comparison theory and social comparison emotions perspective. R&R <u>Academy of Management Review</u>.

Working Drafts

> Davidson, T., & Van Dyne, L. (2014). Too attached to speak up?: Guanxi and upward constructive voice.

> Davidson, T., & Van Dyne, L. (2014). Voice framing and sensemaking: A construal-level perspective on proactive voice effectiveness.

> Spitzmuller, M., Van Dyne, L., Wagner, D., & Park, G. (2014). Communal and cranial influences determine the salutary effects of helping.

> Kim, Y.J., Van Dyne, Chong, S., & Oh, K. (2014). For me and you: A dual concern perspective on proactive personality and sales performance.

> Wagner, D.T., Van Dyne, L., & Spitzmuller, M. (2014). Doing worse by doing good? Consequences of helping to helpers based on group composition

> Tan, M.L., Van Dyne, L., Ang, S. & Koh, C. (2014). Perceived overqualification and work performance: Skill atrophy and social support as moderators.

> Farmer, S.M., & Van Dyne, L. (2014).Organization-specific prosocial identity: Antecedents and outcomes over time.

> Liu, Y., Huang, L., & Van Dyne, L. (2014). Speaking up in and for the team: A social identity perspective on team characteristics and team-oriented voice.

> Johnson, M.D., Van Dyne, L., Conlon, D.E., & Calantone, R.J. (2014). Construing customer comments as voice: The effects of quantitative and qualitative customer ratings on customer repatronage and patronage by others.

> Rockstuhl, T., Liu, Y., Ng, K. Y., Ang, S., & Van Dyne, L. (2014). Multicultural experience and intercultural creativity: The moderating role of cultural intelligence.

Working Drafts (continued)

Ng, Y.K., Van Dyne, L., & Ang, S. (2014). Speaking up in culturally diverse settings: A mediated moderation model of cultural diversity, cultural intelligence and perceived influence.

Kim, Y.J., Van Dyne, L., & Spitzmuller, M. (2014). When does affect help versus hurt helping behavior?: A social cognitive theory perspective on affect and helping.

CURRICULUM DEVELOPMENT

Van Dyne, L. (2001). On-line graduate course design for International Organizational Behavior. Michigan State University E-Learning Program.

Van Dyne, L. (1992). Power Up! Software Corporation: Start-Up and growing pains of an entrepreneurial firm. University of Minnesota Case Development Center.

INVITED PRESENTATIONS

Van Dyne, L. (2014). Cultural intelligence: An overview and update. Indiana Wesleyan University. September.

Van Dyne, L. (2014). Differences in individual cultural values and team effectiveness. Weekend MBA Program Orientation. Michigan State University. June.

Van Dyne, L. (2014). The development of cultural intelligence over time. Weekend MBA Program. Michigan State University. March.

Van Dyne, L. (2013). Cultural intelligence: An overview and update. Indiana Wesleyan University. July.

Van Dyne, L. (2013). Differences in individual cultural values and working in teams. Weekend MBA Program Orientation. Michigan State University. June.

Van Dyne, L. & Livermore, D. (2013). Leading with cultural intelligence. MBA Broad Week, Michigan State University. February.

Van Dyne, L. (2013). Cultural intelligence (CQ): Rigorous research with applied relevance. ICOS, The University of Michigan. Ann Arbor. February.

Van Dyne, L. (2013). The state of CQ. CQ Summit. Los Angeles. January.

Van Dyne, L. (2012). Cultural intelligence and student services. South Neighborhood: Intercultural Pillar. Michigan State University. October.

INVITED PRESENTATIONS (continued)

Van Dyne, L. (2012). Cultural intelligence: An overview and update. Indiana Wesleyan University. July.

Van Dyne, L. (2012). Cultural values and diversity in teams. Weekend MBA Program Orientation. Michigan State University. June.

Van Dyne, L. (2012). Cultural intelligence and effectiveness. University of Delaware. May.

Van Dyne, L. (2012). Cultural intelligence: Critical for effective personal and work relationships. International Management. Michigan State University. January.

Van Dyne, L. (2011). Cultural intelligence: A key to contemporary relationships. Keynote Address: Israel Organizational Behavior Conference (IOBC). Tel Aviv. December.

Van Dyne, L. (2011). Cultural intelligence: An overview and update. Indiana Wesleyan University. July.

Van Dyne, L. (2011). Cultural intelligence research: Where are we and where are we going? Labor and Industrial Relations. Michigan State University. April.

Van Dyne, L. (2011). Cultural intelligence: Rigorous research with practical relevance. Department of Management. University of Illinois – Chicago. February.

Van Dyne, L. (2010). Doing research that makes a difference. University of Minnesota Alumni Conference. October.

Van Dyne, L. (2010). The global career experience: What's the upside? Broad Link - Michigan State University. September.

Van Dyne, L. (2009). Personality and professional development. Business 101. Michigan State University. December.

Van Dyne, L. (2009). From work to research: The rigor and relevance of cultural intelligence. University of Maryland. November.

Van Dyne, L. (2009). Social exchange predictors of helping and voice. University of Maryland. November.

Van Dyne, L. (2009). Cultural intelligence and career development. Purdue University. February.

Van Dyne, L. (2008). Personality and professional development. Business 101. Michigan State University. December.

Van Dyne, L. (2007). Cultural intelligence and global leadership. Residence Hall Life Professional Development Session. Michigan State University. October.

Van Dyne, L. (2007). Cultural intelligence and global leadership. MBA Professional Development Seminar III. Michigan State University. April.

Van Dyne, L. (2006). Cultural intelligence and global leadership. Residence Hall Life Professional Development Session III. Michigan State University. April.

Van Dyne, L. (2006). Cultural intelligence and global leadership. MBA Professional Development Seminar II. Michigan State University. November.

Van Dyne, L. (2006). Cultural intelligence and diversity. Racial Ethnic Student Aides. Professional Development Seminar II. Michigan State University. November.

Van Dyne, L. (2006). Cultural intelligence and residence hall life. Residence Hall Life Professional Development Session II. Michigan State University. November.

Van Dyne, L. (2006). Cultural intelligence and global leadership. MBA Professional Development Seminar I. Michigan State University. September.

Van Dyne, L. (2006). Cultural intelligence and self-awareness. Racial Ethnic Student Aides and Humphrey Fellows. Michigan State University. September.

Van Dyne, L. (2006). Cultural intelligence and residence hall life. Residence Hall Life Professional Development Session I. Michigan State University. September.

Van Dyne, L., & Ang, S. (2006). Cultural intelligence, multi-rater feedback, and engineering management. University of Minnesota. Minneapolis, MN. May.

Van Dyne, L. (2005). Global leadership and cultural intelligence: Self-development implications of multi-rater feedback. Michigan State University. East Lansing, MI. November.

Ang, S., & Van Dyne, L (2005). Cultural intelligence: Application to multicultural counseling. University of Minnesota. Minneapolis, MN. September.

Van Dyne, L. (2005) Cultural intelligence: Globalization, self-awareness, and awareness of others. Center for Creative Leadership. Greensboro, NC. September.

Tan, J.S., Ang, S., & Van Dyne, L. (2005). The implications of cultural intelligence for racial and ethnic bias in the court system. Statewide Conference on Race and Ethnic Bias in the California Courts. Los Angeles, CA. May.

Van Dyne, L. (2004). Developing cultural intelligence of global leaders. Center for Creative Leadership. Greensboro, NC. November.

Van Dyne, L. (2004). Organizational citizenship behavior: Future research as a function of conceptual and empirical foundations. Labor and Industrial Relations Seminar, Michigan State University. East Lansing, MI. September.

Van Dyne, L. (2002). Helping, voice, and silence: The multifaceted complexity of cooperative employee behavior in varying work contexts. University of Pennsylvania, Philadelphia. October.

Van Dyne, L. (2000). Cooperative learning: Results from the Lilly Series. Michigan State University. MBA faculty workshop.

Van Dyne, L. (1998). Culture and minority influence: Effects on persuasion and innovation. University of Michigan. Ann Arbor. October.

Van Dyne, L. (1996). Psychological contracts, organizational citizenship, and performance: A comparison of contingent worker and regular worker individual-organizational linkages. Wharton Organizational Behavior Conference: Recent Developments in Organizational Behavior. Philadelphia. November.

Van Dyne, L. (1996). Home stress and work stress in service jobs: Effects on sales revenue and creativity at work. Wharton seminar presentation. University of Pennsylvania. Philadelphia. November.

Van Dyne, L. (1996). Collaboration: Partnering with colleagues. Presentation and panel discussion. Interdisciplinary Students of Organizations Conference. Chicago. October.

Van Dyne, L. (1995). Respect: Exploration of the meaning of respect in organizations in Western and Eastern cultures. Colloquium. Nanyang Technological University, Singapore. December.

Van Dyne, L. (1995). Career transitions. Human Resources Doctoral Student Consortium. Annual Meeting of the Academy of Management, Vancouver, Canada. August.

Van Dyne, L. (1994). The transition from PhD student to Assistant Professor. Human Resources Doctoral Student Consortium. Annual Meeting of the Academy of Management. Dallas. August.

Van Dyne, L. (1994). Extra-Role behaviors: Cross level and longitudinal effects of individual similarity to other group members. Colloquium. University of Utah. Salt Lake City. May.

Van Dyne, L. (1993). Extra-Role behaviors: Challenges and future research directions. Seminar. University of Minnesota. Minneapolis. October.

INVITED PRESENTATIONS (continued)

Van Dyne, L. (1993). Working with doctoral students. Organization and Management Theory Workshop co-presented with S. Ashford, D. J. Brass, L. L. Cummings, R. Hackman, & G. Oldham. Annual Meeting of the Academy of Management. Atlanta. August.

Van Dyne, L. (1993). In-role and extra-role behaviors: Cross level and longitudinal effects of individual similarity to other group members. Graduate School Fellowship Symposium. University of Minnesota. Minneapolis. March.

Van Dyne, L. (1991). Building top management teams in new ventures. New Venture Research Group Workshop. University of Minnesota. Minneapolis. May.

SESSION CHAIR – DISCUSSANT - PANELIST

Facilitator. (2015). Research and Publishing. Organizational Behavior Doctoral Consortium. Session to be conducted at the Academy of Management. Vancouver, BC. Canada. August.

Co-Chair (with T. Davidson). 2015. Guanxi: Examining its implications across conceptualizations, cultures, levels, and outcomes. Symposium to be presented at Society for Industrial and Organizational Psychologists, Philadelphia, PA. April.

Facilitator. (2014). Research and Publishing. Organizational Behavior Doctoral Consortium. Session conducted at the Academy of Management. Philadelphia, PA. August.

Facilitator. (2013). Research and Publishing. Organizational Behavior Doctoral Consortium. Session conducted at the Academy of Management. Orlando, FL. August.

Co-Chair (with M. Gradshtein). 2012. The interactive dynamics of helping. Symposium presented at the Academy of Management. Boston, MA. August.

Co-Chair (with S. Farmer). 2012. For me, for you, or for them? Contrasting prosocial and proself motivations in organizations. Symposium presented at the Academy of Management. Boston, MA. August.

Facilitator. (2012). Research and Publishing. Organizational Behavior Doctoral Consortium. Session conducted at the Academy of Management. Boston, MA. August.

Facilitator. 2012. Cross-cultural research. Community of Interest Session. Society of Industrial and Organizational Psychologists. San Diego, CA: April.

Panelist. (2011). Editors' panel for PhD students and junior faculty. Israel Organizational Behavior Conference (IOBC). Tel Aviv. December.

Discussant. (2011). Advances in multi-cultural team research: Understanding processes and outcomes. Israel Organizational Behavior Conference (IOBC). Tel Aviv. December.

Co-Chair and Organizer (with S. Ang). (2011). More complex models of cultural intelligence: Moderated and longitudinal relationships. Symposium presented at the Society for Industrial and Organizational Psychologists. Chicago, IL. April.

Co-Chair and Organizer (with D.T. Wagner). (2010). What's in it for me? Individual, social, and performance outcomes of helping. Symposium presented at the Academy of Management. Montreal, CA. August.

Co-Chair and Organizer (with S. Ang). (2010). Cultural intelligence and intercultural contact: Effects on trust, networks, and experiential learning. Symposium presented at the Academy of Management. Montreal, CA. August.

Co-Chair and Organizer (with D.S. Chiaburu). (2010). Advances in understanding change-oriented behavior. Symposium presented at the Academy of Management. Montreal, CA. August.

Facilitator. (2010). Organizational Behavior Doctoral Consortium. Session conducted at the Academy of Management. Montreal, CA. August.

Facilitator. (2010). Organizational Behavior Junior Faculty Workshop. Session conducted at the Academy of Management. Montreal, CA. August.

Co-Chair and Organizer (with S. Ang). (2010). Advancing cultural intelligence research: Moderating influences of person and context. Symposium presented at the Society for Industrial and Organizational Psychologists. Atlanta, GA. April.

Co-Chair and Organizer (with D. Wagner). (2010). The dangers of helping: When OCB can hurt employees. Symposium presented at the Society for Industrial and Organizational Psychologists. Atlanta, GA. April.

Facilitator. (2009). "Help, I'm Stuck:" Organizational Behavior Research Incubator. Professional Development Workshop conducted at the Academy of Management, Chicago, Il. August.

Co-Chair and Organizer (with S. Ang). (2009). Cultural intelligence in the global leadership context. Professional Development Workshop conducted at the Academy of Management, Chicago, Il. August.

Facilitator (2009). Organizational Citizenship and Prosocial Behavior. New Member Research and Networking Forum. Round table discussion conducted at the Academy of Management, Chicago, Il. August.

Facilitator (2009). The Role of Cultural Intelligence in Cross-Cultural Research. Caucus conducted at the Academy of Management, Chicago, Il. August.

SESSION CHAIR – DISCUSSANT – PANELIST (continued)

Co-Chair and Organizer (with M. Spitzmuller). (2008). Beyond Performance: Non-Traditional Consequences of Helping Behavior for the Helper. Symposium presented at the Academy of Management. Anaheim, CA. August.

Discussant. (2008). Adaptation to the Global Work Context: Cultural Intelligence and Global Identity. Professional Development Workshop conducted at the Academy of Management, Anaheim, CA. August.

Co-Chair and Organizer (with M. Spitzmuller). (2008). OCB: Going Beyond Traditional Models of Social Exchange. Symposium presented at the Society for Industrial and Organizational Psychologists. San Francisco. April.

Discussant. (2008). Empirical Advances in Expanding the Cultural Intelligence Nomological Network. Session presented at the Society for Industrial and Organizational Psychologists. San Francisco, April.

Facilitator. (2007). Citizenship Behaviors. Session chaired at the Academy of Management, Philadelphia, August.

Chair. (2006). Leader Career Development. Session chaired at the Academy of Management, Atlanta, August.

Co-Chair, Organizer, and Discussant (with S. Ang). (2004). Cultural Intelligence at Work in the 21st Century. Symposium presented at the Academy of Management, New Orleans. August.

Panelist. (2004). Women in Business Conference. Michigan State University. January.

Co-Chair and Organizer (with J.A. LePine). (2003). Toward an Understanding of Voice Behavior in Organizations. Symposium presented at the Annual Meeting of Academy of Management, Seattle. August.

Co-Chair and Organizer (with H. Moon). (2003). New Perspectives on the Dimensionality of Organizational Citizenship Behavior. Symposium presented at the Society for Industrial and Organizational Psychologists. Orlando. April.

Panelist. (2003). Women in Business Conference. Michigan State University. January.

Chair and Organizer. (2002). New Perspectives on Helping: Beyond Social Exchange. Symposium presented at the Annual Meeting of the Academy of Management, Denver. August.

Facilitator. (2002). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Denver. August.

Employment Relationship Workshop. (2002). University of Houston. May.

Facilitator. (2001). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Washington. August.

Discussant. (2001). OCB: Good Citizens Don't Just Happen. Annual Meeting of the Academy of Management, Washington. August.

Panelist. (2001). The Weak Link: Peer Responses to Low Performing Group Members. Radio interview with Psychology Today presented at the Society for Industrial and Organizational Psychologists, San Diego. May.

Chair and Facilitator. (2000). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Toronto, Canada. August.

Panelist. (2000). The Craft of Reviewing. Annual Meeting of the Academy of Management, Toronto, Canada. August.

Chair. (2000). Cognitive Processes in Groups: Shared Cognitions, Mental Models, and Transactive Memory. Symposium presented at the Annual Meeting of the Academy of Management, Toronto, Canada. August.

Chair and Facilitator. (1999). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Chicago. August.

Chair and Discussant. (1999). Antecedents and Outcomes of Organizational Citizenship Behavior. Symposium presented at the Annual Meeting of the Academy of Management, Chicago. August.

Co-Chair and Organizer. (1999). New Developments Regarding Vertical and Horizontal Individualism-Collectivism: Applications to the Workplace. A panel discussion presented at the Annual Meeting of the Academy of Management, Chicago. August.

Chair and Organizer. (1998). Contingent Work and Changing Work Relationships: A Panel Discussion with P. Cappelli, J. Pfeffer, D.W. Organ, and D.M. Rousseau. Presented at the Annual Meeting of the Academy of Management, San Diego. August.

Co-Chair and Organizer (with C. Stamper). (1998). Contextual Performance of Temporary, Part-Time, and Virtual Employees: When does Work Status Make a Difference? (1998). Symposium presented at the Annual Meeting of the Academy of Management, San Diego. August.

Facilitator. (1998). Theory Development for the Academy of Management Review. Workshop presented at the Annual Meeting of the Academy of Management, San Diego. August.

Discussant. (1997). The Importance of Knowing Who Knows What in Work Groups. Wharton Organizational Behavior Conference: Recent Developments in Organizational Behavior. Philadelphia. November.

SESSION CHAIR – DISCUSSANT – PANELIST (continued)

Chair. (1997). Organizational Citizenship Behavior: Recasting and Refining. Symposium presented at the Annual Meeting of the Academy of Management. Boston. August.

Co-Chair and Organizer (with E.E. Kossek). (1995). Work/Family Issues and Work Outcomes (Affect and Performance) in High Encounter Service Jobs: Future Research and Human Resource Implications. Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, Canada. August.

Facilitator and Discussant. (1995). Peter F. Drucker Live via Satellite Seminar: Creating a Highly Effective Organization. MBA Association, East Lansing, MI. March.

Chair. (1994). The Sources and Exercise of Power. Symposium presented at the Annual Meeting of the Academy of Management. Dallas. August.

Junior Faculty Workshop. (1994). Annual Meeting of the Academy of Management. Dallas. August.

Co-Chair and Organizer (with K.A. Jehn). (1993). The Diversity of Diversity: Conceptualizations, Dimensionality, and Outcomes which Compose the Constellation of Diversity in and across Organizations. Symposium presented at the Annual Meeting of the Academy of Management, Atlanta. August.

Discussant. (1992). A Preliminary Report on a New Measure of Organizational Citizenship Behavior. Southern Management Association of the Academy of Management. New Orleans. November.

Discussant. (1992). Psychological Safety and Learning in Work Teams. Wharton Organizational Behavior Conference, Philadelphia. November.

Doctoral Student Consortium (1991). Organizational Behavior, Organizational Development and Change, and Organization and Management Theory Divisions. Academy of Management. Miami Beach. August.

DISSERTATION CHAIR

Y.J. Kim (2013). A dyadic perspective on helping OCB: The effects of motives and affect.
M.R. Milner (2004). The effect of impression management techniques on peer helping behavior after a psychological contract breach.
K.Y. Ng (2001). Resource allocation across individual and group tasks: Individual and contextual antecedents.
C.D. Stamper (1998). Explaining the extra-role behavior of part-time and full-time workers: A matter of support?

DISSERTATION COMMITTEE MEMBER

C. Barnes, 2009
D. Bitter, 2014
S. Bogilovic, 2013
K. Crawford-Mathis 2009
T. Davidson 2014
L. Elliott, 1996
J. Ellis, 2001
C. Griffeth, 1996
K. Delaney-Klinger, 2005
M. Gradshtein, 2013
B. Johnson Dykes, 2009
K. Kato, 2007
K. Kussmaul, 2008
K. Lanaj, 2013
J. LePine, 1998
F. Matta, 2014
E. Meiners, 2008
K. Misra, 2012
G. Park, 2009
A. Peng, 2013
M. Simmering, 1999
M. Spitzmuller, 2009
A. Theusch, 2006
S. Tower, 1999
D. Tuttle, 1997
D. Wagner, 2009
D. Winters, 1996

EXTERNAL EXAMINER

M. Tan (2014). Nanyang Technological University. Singapore.
T. Rockstuhl (2012). Nanyang Technological University. Singapore.
C. Poile (2009). University of Waterloo. Ontario, Canada.
E. Nsenduluka (2008). Victoria University. Australia.
S. Thau (2006). University of Groningen. The Netherlands.
D. Joseph (2005). Nanyang Technological University. Singapore.
C.E. Connelly (2004). Queen's University. Kingston, Ontario, Canada.
C. Tay (2003). Nanyang Technological University. Singapore.
L. Koh Shu-Yi (2001). Nanyang Technological University. Singapore.

EDITORIAL ROLES

EDITOR:

Associate Editor. Organizational Behavior and Human Decision Processes. 2007-2014

Consulting Editor. Journal of Organizational Behavior. 1998-2002

Guest Consulting Editor. Academy of Management Review. 1998

EDITORIAL BOARD MEMBER:

Consulting Editor. Journal of Applied Psychology. 2008-2014.
Editorial Board. Academy of Management Journal. 2007-2014.
Editorial Board. Human Relations. 2006-2014.
Editorial Board. Journal of Organizational Behavior. 2003-2014.
Editorial Board. Management and Organization Review. 2008-2014.
Editorial Board, Organizational Psychology Review. 2009-2014.
Editorial Board. Academy of Management Perspectives. 2006-2011.
Editorial Board. Personnel Psychology. 2007-2010.
Editorial Board. Academy of Management Executive. 2005.
Editorial Board. Academy of Management Review. 1998-2002.

AD HOC REVIEWER

Academy of Management Review
Academy of Management Discoveries
Administrative Science Quarterly
Applied Psychology: An International Review
Canadian Journal of Behavioral Science
European Journal of Work and Organizational Psychology
Group and Organization Management
Human Performance
International Journal of Selection and Assessment
Journal of Business Ethics
Journal of Management
Journal of Managerial Psychology
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Organization Science
Organization Studies
Personality and Individual Differences

AWARDS, FELLOWSHIPS, AND FUNDING

Academy of Management Award: Global Forum Best Symposium Panelist. 2013.
Best Reviewer Award. Journal of Organizational Behavior. 2011, 2012, 2013.
MSU Special Broad Scholar grant for undergraduate student research. 2007 - 2008.
MSU Grant to develop undergraduate student program to enhance community through
     Cultural Intelligence. 2006-2007.
Dean's Office Funding: MBA Program on Cultural Intelligence. 2005-2008.
MSU Grant for Creating Inclusive Excellence: Enhancing Community through Cultural
     Intelligence. 2006-2007
Finalist. 2006. Carolyn Dexter Best International Paper Award, Annual Meeting of Academy
     of Management. Ang, S., Van Dyne, L., & Leslie, J. Global leader effectiveness:
     Relationships between international experience and adaptive competencies.
Mentor and Advisor to Award Winning student for Undergraduate Student Research Forum.
     2001.
MSU Grant to develop on-line graduate course design for International Organizational
     Behavior. Michigan State University E-Learning Program. 2001.
Advisor to Award Winning Student Research Project sponsored by Golden Key National
     Honor Society International Scholastic Showcase. 1999.
Broad College Summer Research Grant. 1998.
MSU All University Research Support Grant. 1995-1996.

Department of Strategic Management and Organization Thesis Grant. 1993.
University of Minnesota Graduate School Doctoral Dissertation Fellowship. 1992-1993.
Carlson School of Management Dissertation Fellowship. 1992-1993.
Finalist, TIMS College of Organization Best Dissertation Proposal Award. 1992.
Carlson School of Management Thesis Grant. 1992
Conflict and Change Center, University of Minnesota. Summer Funding. 1992.
Conflict and Change Center, University of Minnesota. Summer Funding. 1991.
3M Relocation Project. Summer Funding. 1990.
Carlson School of Management Fellowship. 1988-1989.

MEMBERSHIPS

Fellow, Society of Organizational Behavior

Academy of Management
MSU Center for Multicultural Psychology Research
International Association of Applied Psychology
International Association for Chinese Management Research
Society for Industrial and Organizational Psychology

UNIVERSITY SERVICE

University Committee on Liberal Learning. 2009-2014.
Mentor, Professorial Assistant. 2010-2012.
Dean's Final Defense Representative - College of Social Sciences. 2007.
Hannah Professor Search Committee. 2006-2007.
Intra-Mural Research Grant Program Award Reviewer. 1999, 2004, 2005.
Academic Council. 1998, 1999, 2000, 2001, 2002, 2003.
Faculty Council. 1998, 1999, 2000, 2001, 2002, 2003.
CIBER Research Center Program Evaluation Committee. 2002-2003.
McNair/SROP Scholar Program Mentor. 1997-98.
American Council on Education Kellogg Institutional Transformation Project. 1996.
Research Strategic Planning Committee, University of Minnesota. 1993.

BUSINESS SCHOOL SERVICE

Mentor, Undergraduate Research Fellow. 2014-2014
Mentor, Broad Scholar. 2000-2001, 2006-2008, 2012-2014.
Undergraduate Curriculum Committee. 2011-2012.
Executive MBA Curriculum Review Committee. 2011-2012.
Global Initiatives Task Force. 2010-2011.
Broad Women MBA Leadership Conference. 2011.
College Research Committee. 2007-2008.
Chair, College Advisory Committee (CAC). 2005-2006.
College Advisory Committee (CAC). 2002-2006.
Women in Business Conference. 2003-2006.
Portfolio Committee. 2004-2005.
Five Year Department Chair Reappointment Review Committee. 2004-2005.
Coach, Graduate Women in Business Career Fair. 2004.
Advisor, Chulalongkorn University Exchange Program, Thailand. 1998-2003.
Study Abroad Programs Fair. 1998-2002.
Freshmen College Colloquium. 2000.
Women in Business School Association, Mentor. 1999-2000.
Faculty Advisor and President Beta Gamma Sigma Chapter. 1996-1997.
Advisor, AIESEC. 1996.
Beta Gamma Sigma Induction Ceremony. 1995
MBA Orientation Committee. 1994-1995.

DEPARTMENT SERVICE

Chair, Department Research Subject Pool. 2004-2014.
Chair, Faculty Recruiting Committee. 2014-2014.
Promotion and Tenure Review Committees. 2000-2013.
Faculty Annual Review Committee Chair. 2000-2014.
Faculty Recruiting Committees. 1993-2003, 2006-2013.
Doctoral Programs Advisory Committee. 2013.
Chair, Advisory Committee. 2004-2006.
Chair, Faculty Reappointment Committee. 1999, 2000, 2002, 2006.
Reappointment Review Committee. 1998, 2005.
Department Library Liaison. 1999-2001.
Recruiting Committee, Department Chair. 1995-1996.
Doctoral Student Representative to U of MN Dean. Mpls, MN.1991.
Doctoral Student Representative to U of MN PhD Student Orientation. 1991.
Doctoral Student Representative to Strategic Management and Organization Faculty. 1990.

PROFESSIONAL SERVICE

Member. Hong Kong Research Grants Council Business Studies Panel. 2012-2014.
External Expert. London School of Economics. 2012-2013.
Reviewer, Guanghua School of Management grant proposal. 2013.
External Reviewer, Promotion and Tenure. 2003-2004, 2007-2014.
External Reviewer, Promotion. 2011-2014.
External Reference. 2001-2014.
Reviewer. National Science Foundation. 2007, 2012.
Reviewer. University Research Grant Proposals, Hong Kong. 2002, 2004-2009.
Reviewer. Israel Science Foundation. 2009.
Reviewer. Social Sciences and Humanities Research Council of Canada. 2008-2011, 2014.
Reviewer. Marsden Fund Research Grants, New Zealand. 2006.

Program Committee. OB Division of Academy of Management. 1993-2009.
Program Committee. Society for Industrial and Organizational Psychology. 1997-2009.
Program Committee. International Association for Chinese Management Research. 2006-2007.
Program Committee. Ibero American Academy of Management. 2006.
Program Committee. HR Division of Academy of Management. 1998-2000.

Award Committee. Cummings Scholarly Achievement. 2013.
Judge. Cultural Intelligence Competitive Research Grants. 2006, 2012.
Award Committee. Academy of Management Perspectives Best Paper. 2007.
Award Committee. SIOP Distinguished Scientific Contributions Award. 2003-2006.
Award Committee. OB Division of Academy Outstanding Practitioner Paper. 2006.
Award Committee. Academy of Management Review Best Paper. 2006.

Mentor. First Time IACMR Reviewers. 2009.
Advisory Board. McGraw-Hill/Dushkin Annual Editions. 2000-2004.
OB Division, Academy of Management, Newsletter Redesign Committee. 1995-1996.

TEACHING

Michigan State University:

PhD: Seminar in Organizational Behavior
                  Developing and Writing Theoretical Research

Executive MBA: Leadership Development
                  International Strategies

MBA: Organizational Behavior
                  International Management
                  International Organizational Behavior
                  Power and Empowerment
                  Managing the Workforce

Undergraduate: Organizational Behavior Capstone
                  Power and Empowerment
                  Management and Organization Behavior
                  International Management
                  International Management and Human Resources

Nanyang Technological University:

PhD: Theory Building Seminar
                  Organizational Behavior Seminar

University of Minnesota:

MBA: Strategy Formulation and Implementation. TA.
                  Strategy and Policy: TA - MBA and Executive MBA
Undergraduate: Psychology and Management.

VISITING APPOINTMENTS

Visiting Scholar. Indian School of Business, Hyderabad, India. 2007, 2009.

Senior Fellow. Nanyang Technological University, Singapore. 2000-2003.

PRIOR WORK EXPERIENCE

DONALDSON COMPANY, INC.
>Minneapolis, MN (9/81 - 7/88)

>Director, Human Resources (8/84 - 7/88)
>- Reported directly to the Chairman of the Board, President, and CEO
>- Responsible for World-Wide Human Resources
>   including philosophy, policies, and management
>   including US, Europe, South Africa, and Japan.
>- Member of Corporate Management Committee (top 8 executives).
>- Developed an international cadre of global leaders.
>- Directed corporate-wide downsizing and early retirement programs.
>- Directed global reorganization program.
>- Acquisition team member ($66 million annualized new sales).

>Director, Compensation, Benefits, and International Personnel   (12/82 - 7/84)
>- Redesigned executive compensation programs (merit pay, bonuses, stock
>   options, perquisites, and long term incentive programs).
>- Managed six major reorganizations
>   (corporate, group, division, and overseas).
>- Member of corporate strategic direction project team.

>Director, Compensation and Benefits (9/81 - 11/82)
>- Managed compensation programs - including Executive Compensation.

CONWED CORPORATION
>St. Paul, MN (5/77 - 8/81)

>Manager, Compensation and Employment (9/80 - 8/81)
>Manager, Compensation (11/78 - 8/80)
>Compensation Analyst (5/77 - 10/78)

BROWN UNIVERSITY
>Providence, Rhode Island (6/73 - 7/76)

>Compensation Supervisor (6/75 - 7/76)
>Job Analyst (6/73 - 5/75)

ST JOHN'S HOSPITAL
>St. Paul, MN (1971 - 1972)

>Community Relations Assistant