

December 07

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Married: Paul S. Goodman, August 6, 1994, Eagle Island, Maine USA
Children: Heather Cooke, Jessica Cooke, Cathleen Cooke, Jonathon Goodman, Jennifer Goodman, Daniel Goodman

EDUCATION

A.A., Santa Rosa Junior College, 1971 (Dean's List)
A.B. Psychology and Anthropology, University of California at Berkeley, 1973 (High Honors)
M.A. Psychology, University of California at Berkeley, 1975 (Specialty: Industrial/Organizational Psychology)
Ph.D. Psychology, University of California at Berkeley, 1977 (Specialty: Industrial/Organizational Psychology)

EMPLOYMENT

1994 – Present	Carnegie Mellon University, Pittsburgh, Pennsylvania H. J. Heinz II Professor of Organizational Behavior and Public Policy Heinz School of Public Policy and Management; and jointly, Graduate School of Industrial Administration/Tepper School of Business
2005 -- 2007	Visiting Professor, Leeds University, Leeds, UK.
2000	Shaw Professor, Nanyang Technological University, Singapore
1981-1994	Northwestern University, Evanston, Illinois, J L. Kellogg Graduate School of Management Professor of Organization Behavior, 1988-1994 Associate Professor of Organization Behavior, 1981-1988
1985, 1987	Chulalongkorn University, Bangkok, Thailand, SASIN School of Business Visiting Associate Professor of Management
1979-1980	U.S. Naval Postgraduate School, Monterey, California Assistant Professor of Organizational Science

1977-1981 The University of Michigan, Ann Arbor
Assistant Professor of Psychology and Study Director/Assistant Research
Scientist; Organizational Behavior Program/Department of Psychology and
Institute for Social Research

1976-1977 Management Technology, Inc., Berkeley, California
Consultant

1975 Pacific Gas and Electric Co., San Francisco, California.
Personnel Research Assistant

1973-1977 University of California at Berkeley
Teaching Assistant, Research Assistant, Teaching Associate, Instructor

HONORS

Frank P. Doyle Scholarship, Santa Rosa Junior College (1969-1971)
President's Scholar, University of California at Berkeley (1971-1973)
Phi Beta Kappa, University of California at Berkeley (1973)
Society of Organization Behavior (Elected 1979)
William J. Davis Memorial Award, Best Article, Educational Administration Quarterly (1982)
Buchanan Research Chair, Northwestern University (1984)
Paget Research Chair, Northwestern University (1985)
Borg-Warner Research Chair, Northwestern University (1986)
Program Chair, Organizational Behavior Division, Academy of Management (1989-1990)
Chair, Organizational Behavior Division, Academy of Management (1991-1992)
Fellow, American Psychological Association (Elected 1991)
Fellow, Society for Industrial/Organizational Psychology (Elected 1991)
Elected, Representative, Board of Governors, Academy of Management (1994-1997)
Winner, National Institute for Health Care Management Research Award (1994)
Visiting Scholar, Notre Dame University, School of Business (1996)
Winner, George R. Terry Award, Best Book in Management, Academy of Management (1996)
Fellow, Academy of Management (Elected 1997)
Finalist, George Terry Book Award, Academy of Management (1997)
H. J. Heinz II Endowed Professorship (1998-present)
Shaw Chair, Nanyang Technical University, Singapore (2000)
Best Paper Award, Organizational Behavior Division, Academy of Management (2004)
Visiting Scholar, Singapore Management University (2005)
President, Academy of Management (2004-2005)
Fellow, British Academy of Management (Elected 2005)
Visiting Professor, Leeds University (2005-2007)
International Visiting Fellow, Advanced Institute of Management, UK (2006-2008)
Benedictine College, Recognition for Contribution to OD, April 2006
Mentored Case Award, CASE Association Conference (with Laurie Levesque and Violet Ho, 2006)
Winner, George R. Terry Award for Best Book in Management, Academy of Management (2006)
Best Paper Award, Organizational Psychology Track, British Academy of Management (2006)
JMI Scholar, Western Academy of Management (2007)
Distinguished Scholar, Managerial and Organizational Cognition Division, Academy of
Management (2007)
2006 Douglas McGregor Memorial Award from NTL for best paper published annually in the
Journal of Applied Behavior Science (2007)
Finalist, Best Scholarly Article, Human Resource Division, Academy of Management (2007)

GRANTS

"Intensive Care Unit Performance," Healthcare Finance Administration, 1989-1991 (Steve Shortell, co-PI), \$772,000.

"Changing and Renegotiating the Psychological Contract," International Consortium on Executive Development Research, 1993-1994, \$15,000.

"Social Capital and the New Economy," Society for Social Issues, 1997 (Carrie Leana, co-PI), \$5,000.

"International Psychological Contracts," Carnegie-Bosch Institute, 1998-1999, \$10,000.

"Virtual Teams," Carnegie Bosch Institute, 1999, \$10,000.

"Virtual Teams," Citibank, 2000 (S. Straus, W. McEvily, and J. Wilson, co-PI), 2000-2001, \$14,000.

"Pittsburgh Regional Health Initiative," HHS Agency for Healthcare Research and Quality, 2001-2004 (C. Sirio, PI, Rousseau, co-PI) \$5,000,000.

"Building an Evidence-Based Management Community" Academy of Management, 2007, \$20,000.

BOOKS

Roberts, K. H., Hulin, C. L. & Rousseau, D. M. *Developing an Interdisciplinary Science of Organizations*. San Francisco: Jossey-Bass, 1978.

Cooper, C. & Rousseau, D. M. (Eds.) (1994-2000). *Trends in Organizational Behavior Series, Volumes 1-5*, Chichester: Wiley.

Rousseau, D. M. *Psychological Contract in Organizations: Understanding Written and Unwritten Agreements* (1995). Newbury Park, CA: Sage. (Winner, 1996 George R. Terry Book Award from Academy of Management for Best Management Book)

Arthur, M. B. & Rousseau, D. M. (1996). *Boundaryless Careers: A New Employment Principle for the New Organizational Era*. New York: Oxford University Press. (Finalist, George R. Terry Book Award, Academy of Management)

Cooper, C. & Rousseau, D. M. (Eds.) (1999). *The Virtual Organization*. Trends in Organizational Behavior Series, Volume 6, Chichester: Wiley.

Leana, C. & Rousseau, D. M. (2000). *Relational Wealth: Advantages of Stability in a Changing Economy*. New York: Oxford University Press.

Rousseau, D. M. & Schalk, R. (2000) *Psychological Contract in Employment: Cross-national Perspectives*. Newbury Park: Sage.

Cooper, C. L. & Rousseau, D. M. (Eds.) (2000). *Time in Organizations*. Trends in Organizational Behavior Series, Volume 7. Chichester: Wiley.

Cooper, C. L. & Rousseau, D. M. (Eds.) (2001). *Employee versus Owner Issues*, Trends in Organizational Behavior Series, Volume 8. Chichester: Wiley.

Institute of Medicine (2004) *Keeping patients safe: Transforming the work environment of nurses*.

Washington, DC: National Academy Press. (Member, Institute of Medicine panel)

Rousseau, D.M. (2005) *I-deals: Idiosyncratic Deals Employees Bargain for Themselves*. Armonk, NY: M. E. Sharpe. (Winner, 2006 George R. Terry Book Award from Academy of Management for Best Management Book)

Rousseau, D.M. (in preparation) *Psychological contracts in organizations (2nd edition)*. Thousand Oaks: Sage.

Institute of Medicine (2008, in preparation) *Impact of Medical Resident Hours on Patient Safety*. Washington, DC: National Academy Press. (Member, Institute of Medicine panel)

ARTICLES AND MONOGRAPHS

Rousseau, D. M. Technological differences in job characteristics, employee satisfaction, and motivation: A synthesis of job design research and sociotechnical systems theory. *Organizational Behavior and Human Performance*, 1977, 19, 18-42.

Rousseau, D. M. Measures of technology as predictors of employee attitudes. *Journal of Applied Psychology*, 1978, 63, 213-218.

Rousseau, D. M. Relationship of work to nonwork. *Journal of Applied Psychology*, 1978, 63, 513-517.

Rousseau, D. M. Characteristics of departments, positions, and individuals: Contexts for attitudes and behavior. *Administrative Science Quarterly*, 1978, 23, 521-540. Reprinted in C.L. Cooper (ed.), 2003, *Fundamentals of Organizational Behavior*. Newbury Park, CA: Sage.

Rousseau, D. M. Assessment of technology in organizations: Closed versus open system approaches. *Academy of Management Review*, 1979, 4, 531-542.

Sutton, R. I. & Rousseau, D. M. Structure, technology, and dependence on a parent organization: Organizational and environmental correlates of individual responses. *Journal of Applied Psychology*, 1979, 64, 675-687.

Hulin, C. L. & Rousseau, D. M. Analyzing infrequently occurring events: Once you find them your troubles begin. In K. H. Roberts and L. Burstein (Eds.), *Issues in Aggregation. New Directions for Methodology of Social and Behavioral Science*, (Vol. 6). San Francisco: Jossey-Bass, 1980.

Cooke, R. A. & Rousseau, D. M. Problems of complex systems: A model of system problem-solving applied to schools. *Educational Administration Quarterly*, 1981, 17, 15-41. (Winner of the William J. Davis Memorial Award for the outstanding scholarly article published in EAQ in 1981. Award given by the University Council for Educational Administration.)

Rousseau, D. M. Working with data, people, and things: Relations between job perceptions and occupational skill codes. *Journal of Occupational Psychology*, 1982, 55, 43-52.

Cooke, R. A. & Rousseau, D. M. The factor structure of the *Level 1: Life Styles Inventory*. *Educational and Psychological Measurement*, 1983, 43, 449-457.

Rousseau, D. M. Technology in organizations: A constructive review and analytic framework In S. E. Seashore, E. E. Lawler, P. H. Mirvis, and C. Cammann (Eds.), *Assessing Organizational Change: A Guide to Methods, Measures, and Practices*. New York: Wiley Interscience, 1983.

- Cooke, R. A. & Rousseau, D. M. The relationship of life events and personal orientations to symptoms of strain. *Journal of Applied Psychology*, 1983, 68, 446-458.
- Cooke, R. A. & Rousseau, D. M. Stress and strain from family roles and work role expectations. *Journal of Applied Psychology*, 1984, 69, 252-260.
- Rousseau, D. M. & Cooke, R. A. Technology and structure: The concrete, abstract, and activity systems of organizations. *Journal of Management*, 1984, 10, 345-361.
- Rousseau, D. M. Issues of level in organizational research: Multi-level and cross-level perspectives. In L. L. Cummings and B. Staw (Eds.), *Research in Organizational Behavior*, 1985, 7, 1-37.
- Rousseau, D. M. & Cooke, R. A. Measuring the effectiveness of quality of work life programs. In K. Buback and K. Grant (Eds.), *Quality of Work Life in Health Care Facilities*. St. Louis, MO: Catholic Health Association, 1985.
- Rousseau, D. M. Publishing from a reviewer's perspective. In P. Frost and L. Cummings (Eds.), *Publishing in the Organizational Sciences*. Homewood, IL: Irwin, 1985, 1995.
- Cooke, R. A., Rousseau, D. M. & Lafferty, J. C. Thinking and behavioral styles: Consistency between self-descriptions and description by others. *Educational and Psychological Measurement*, 1987, 47, 815-823.
- Rousseau, D. M. Conducting a management development program using the Organizational Culture Inventory. In *Organizational Culture Inventory: Leaders' Manual*. Plymouth, MI: Human Synergistics, 1988.
- Rousseau, D. M. The construction of climate in organizational research. In C. L. Cooper and T. Robertson, *International Review of Industrial and Organizational Psychology*, Volume 3, 1988. New York: Wiley. Reprinted in *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergistics, 1987.
- Cooke, R. A. & Rousseau, D. M. Organizational culture: Not just another name for climate. *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergistics, 1987.
- Cooke, R. A. & Rousseau, D. M. Behavioral norms and expectations: A quantitative approach to the assessment of culture. *Group and Organizational Studies*, 1988, 13, 245-273. Reprinted in *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergistics, 1988.
- Rousseau, D. M. Managing the change to the automated office: Lessons from five case studies. *Office: Technology and People*, 1988, 4, 31-52.
- Cooke, R. A., Rousseau, D. M. & Lafferty, J. C. Personal orientations and their relations to psychological and physiological symptoms of strain. *Psychological Reports*, 1988, 62, 223-238.
- Rousseau, D. M. Human resource management for the future. In J. Hage, *Managing in the Future*. Lexington, MA: Lexington Books, 1988.
- Rousseau, D. M. The implied or psychological contract in employee-employer relationships. In *GIBA Commemorative Publication*, Chulalongkorn University, Bangkok, Thailand, 1988.
- Rousseau, D. M. Why can't I fire anybody anymore? *Crain's Chicago Business*, July, 1988. Reprinted in *Kellogg World*, Summer, 1990.

- Rousseau, D. M. & Anton, R. J. Fairness and implied contract obligations in terminations: A policy-capturing study. *Human Performance*, 1988, 1, 273-289.
- Roberts, K. H. & Rousseau, D. M. Research in nearly failure free high reliability systems: Having the bubble. *IEEE Transactions on Engineering Management*, 1989, 36, 132-139.
- Rousseau, D. M. Psychological and implied contracts in organizations. *The Employee Rights and Responsibilities Journal*, 1989, 2, 121-139.
- Rousseau, D. M. The price of success? Security-oriented cultures and high reliability organizations. *Industrial Crisis Quarterly*, 1989, 3, 285-302.
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- Shortell, S. M., Rousseau, D. M. & Gillies, R. R. APACHE III study design: Analysis of process. *Critical Care Medicine*, 1989, 17, S213-S216.
- Rousseau, D. M. New hire perceptions of their own and their employer's obligations: A study of psychological contracts. *Journal of Organizational Behavior*, 1990, 11, 389-400.
- Rousseau, D. M. Assessing organizational culture: The case for multiple methods. In B. Schneider (Ed.), *Frontiers of Industrial and Organizational Psychology*, (Volume 3). San Francisco: Jossey-Bass, 1990, pp. 153-192.
- Rousseau, D. M. Normative beliefs in high and low fund raising organizations. *Group and Organization Studies*, 1990, 15, 448-460.
- Rousseau, D. M. & Anton, R. J. Fairness and obligations in termination decisions: The role of contributions, promises, and performance, *Journal of Organizational Behavior*, 1991, 12, 287-299.
- Shortell, S. M., Rousseau, D. M., Gillies, R. R., Devers, K. & Simons, T. L. Organizational assessment in intensive care units: Construct development, reliability, and validity of the ICU nurse-physician questionnaire. *Medical Care*, 1991, 29, 709-727.
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- Rousseau, D. M. & Parks, J. M. The contracts of individuals and organizations. In L. L. Cummings and B. M. Staw (Eds.), *Research in Organizational Behavior*, 1993, Volume 15, pp. 1-43. Greenwich, CT: JAI Press.
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- Zimmerman, J. E., Shortell, S. M., Rousseau, D. M., Duffy, J., et al. Improving intensive care: Observations based on organizational case studies from a prospective, multicenter study. *Critical Care Medicine*, 1993, 21, 1443-1451, 1993.

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- Roberts, K. H., Rousseau, D. M. & LaPorte, T. The cultures of high reliability: Quantitative and qualitative assessment aboard nuclear powered aircraft carriers. *Journal of High Technology Management*, 1994, 5, 141-161.
- Rousseau, D. M. & Wade-Benzoni, K. A. Linking strategy and human resource practices: How employee and customer contracts are created. *Human Resources Management*, 1994, 33, 463-489.
- Rousseau, D. M. & House, R. MESO organization behavior: Avoiding three fundamental errors. In C. Cooper and D. M. Rousseau (Eds.), *Trends in Organizational Behavior*, 1994, Volume 1. New York: Wiley and Sons.
- Robinson, S. L. & Rousseau, D. M. Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*, 1994, 15, 245-259.
- Robinson, S. L., Kraatz, M. S. & Rousseau, D. M. Changing obligations and the psychological contract: A longitudinal study. *Academy of Management Journal*, 1994, 37, 137-152.
- Gundry, L. R. & Rousseau, D. M. Communicating culture to newcomers. *Human Relations*, 1994, 47, 1065-1088.
- Rousseau, D. M. & Greller, M. (Eds.). Psychological contracts and human resource practices. Special issue of *Human Resource Management*, 1994, 33, (3).
- Rousseau, D. M. & Greller, M. Human resource practices: Administrative contract makers. *Human Resource Management*, 1994, 33, 385-401.
- Shortell, S. M., Zimmerman, J. E., Rousseau, D. M., Gillies, R. R., Wagner, D. P., Draper, E. A., Knaus, W. A. & Duffy, J. The performance of intensive care units: Does good management make a difference? *Medical Care*, 1994, 32, 508-585.
- Zimmerman, J. E., Rousseau, D. M., Duffy, J., Devers, K., Gillies, R. R., Wagner, D. P., Draper, E. A., Shortell, S. M. & Knaus, W. A. Intensive care at two teaching hospitals: An organizational case study, *American Journal of Critical Care*, March 1994, 3 (2), 129-138.
- House, R., Rousseau, D. M. & Thomas, M. MESO: An integration of macro and micro OB. In L. L. Cummings and B. M. Staw (Eds.), *Research in Organizational Behavior*, 1995, 17, 71-114. Greenwich, CT: JAI Press.
- Rousseau, D. M. & Wade-Benzoni, K. A. Changing models of attachment. In A. Howard (Ed.), *The Changing Nature of Work*, Volume 5, Foundation of Industrial/Organizational Psychology series, San Francisco: Jossey-Bass, 1995, pp. 290-322.
- Rousseau, D. M. Managing diversity for high performance. New York: *Business Week/Advance*, 1995.
- Rousseau, D. M. Corporate culture is not so easy to change, *Wall Street Journal*, August 12, 1996, A12.
- Rousseau, D. M. Changing the deal while keeping the people. *Academy of Management Executive*, 1996, 10, 1, 50-61. Reprinted in T. Jick and M. Peiperl (2004) *Managing Organizational Change*, 2nd edition, New York: McGraw-Hill; Reprinted in *Work: Contexts and Consequences*, vol. 1, eds., C.L. Cooper & W.H. Starbuck. London: Sage, 2006.

Arthur, M. B. & Rousseau, D. M. A career lexicon for the 21st century. *Academy of Management Executive*, 1996, 10, 28-39.

Rousseau, D. M. Macro-organization: Organizational climate and culture. *ILO Encyclopedia of Occupational Health and Safety*, 1997, 4th edition (J. M. Stellman, Ed.).

Rousseau, D. M. Organizational Behavior in the new organizational era. *Annual Review of Psychology*, 1997, 48, 515-546. Reprinted in J. Silvester (ed.) *Organisational Psychology: Critical Concepts in Psychology*. London: Rutledge, in press.

Rousseau, D. M. & Tinsley, C. Human resources are local: Society and social contracts. In N. Anderson and P. Herriot (Eds.), *Handbook of recruitment and performance appraisal*, 1997, London: Wiley, 35-62.

Rousseau, D. M. LMX meets the psychological contract: Looking inside the black box of leader-member exchange. In F. Dansereau and F. Yammarino (Eds.), *Leadership: The multilevel approaches*, Greenwich, CT: JAI Press, 2000.

Rousseau, D. M. & Libuser, C. Contingent workers in high risk organizations. *California Management Review*, 1997, 39 (Winter), 103-123.

Sitkin, S., Rousseau, D. M., Burt, R., & Camerer, C. Trust in and between organizations. Special Issue, *Academy of Management Review*, 1998, 23 (3).

Rousseau, D. M., Sitkin, S. B., Burt, R., & Camerer, C. Not so different after all: A cross-disciplinary view of trust. *Academy of Management Review*, 1998, 23, 1-12. Reprinted in A.E. Singer (ed.), *Business Ethics and Strategy*, vol. 2, Hampshire, UK: Ashgate, 2007. Reprinted in R. Bachmann & A. Zaheer (eds.) *Landmark Papers on Trust*, Edward Elgar, in press.

Rousseau, D. M. Why workers still identify with their organization. *Journal of Organizational Behavior*, 1998, 19, 217-233.

Rousseau, D. M. & Tijoriwala, S. Assessing the psychological contract. *Journal of Organizational Behavior*, 1998, 19, 679-698.

Rousseau, D. M. The problem of the psychological contract considered. *Journal of Organizational Behavior*, 1998, 19, 665-672.

Rousseau, D. M. & Tijoriwala, S. What's a good reason to change? Motivated reasoning and social accounts in promoting organizational change. *Journal of Applied Psychology*, 1999, 84, 514-528.

Rousseau, D. M. & Arthur, M. B. Building agency and community in the new economic era. *Organizational Dynamics*, 1999, 27, Spring, 7-18.

Rousseau, D.M. & Fried, Y. Location, location, location: Contextualizing Organizational Behavior. *Journal of Organizational Behavior*, 2000, 22, 1-15.

Rousseau, D. M. & Ho, V. Psychological contract issues in compensation. In S. Rynes and B. Gephart (eds.) *Compensation*. *Frontiers of Industrial/Organizational Psychology Series*, 2000. San Francisco: Jossey-Bass.

Rousseau, D.M. Psychological contracts in the United States: Diversity, individualism, and associability in the market place. In D. M. Rousseau and R. Schalk (eds.), *Psychological contracts in employment: Cross-national perspectives*, 2000. Newbury Park, CA: Sage, (pp. 250-282).

- Rousseau, D.M. & Schalk, R. Lessons from cross-national perspectives. In D. M. Rousseau and R. Schalk (eds.), *Psychological contracts in employment: Cross-national perspectives*, 2000. Newbury Park, CA: Sage, (pp. 283-304).
- Littleton, S.M., Arthur, M.B., & Rousseau, D.M. The future of boundaryless careers. In A. Collins and R. Young (eds.) *The Future of Careers*, 2000. Cambridge: Cambridge University Press (pp. 101-114).
- Inkson, K., Heising, A., & Rousseau, D. M. The interim manager: Prototype of the 21st century worker. *Human Relations*, 2001, 54, 259-284.
- Shperling, Z. & Rousseau, D.M. Why workers want to be owners. In C. L. Cooper and D.M. Rousseau (eds.), *Employee versus owner issues*, Trends in Organizational Behavior series, volume 8, Chichester: Wiley, 2001.
- Ferrante, C.J. & Rousseau, D.M. Bringing open book management into the academic line of sight. In C. L. Cooper and D.M. Rousseau (eds.), *Employee versus owner issues*, Trends in Organizational Behavior series, volume 8, Chichester: Wiley, 2001.
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- Rousseau, D. M. New meaning for old concepts in human resource management and industrial relations. In T. Kochan and D. Lipsky (eds.) *Negotiations and Change: From the Workplace to Society*, 2003, ILR/Cornell University Press.
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- Rousseau, D. M. & Shperling, Z. Pieces of the action: Ownership and the changing employment relationship, *Academy of Management Review*, 2003, 28, 115-134.
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- Rousseau, D.M. & Rivero, A., Democracy, a way of organizing in the knowledge economy, *Journal of Management Inquiry*, 2003, 12, 115-134.
- Rousseau, D.M. Under the table deals: Idiosyncratic, preferential or unauthorized? In R. Griffin and A. O'Leary-Kelly (eds.), *Darksides of Organizational Behavior*, 2004. San Francisco: Jossey-Bass (pp.262-290).
- Dabos, G., & Rousseau, D. M. Mutuality and reciprocity in the psychological contracts of employee and employer, *Journal of Applied Psychology*, 2004, 89, 52-72.

Hui, C., Lee, C., & Rousseau, D. M. Psychological contracts in China: Investigating instrumentality and generalizability, *Journal of Applied Psychology*, 2004, 89, 311-321.

Hui, C., Lee, C., & Rousseau, D. M. Employment relationships in China: Do workers relate to the organization or to people? *Organizational Science*, 2004, 15, 232-240.

Ho, V. T. Weingart, L., & Rousseau, D. M. Responses to broken promises: Does personality matter?" *Journal of Vocational Behavior*, 2004, 65, 276-293.

Rousseau, D.M. Psychological contract: Understanding the ties that motivates. *Academy of Management Executive*, 2004, 18, 120-127. Reprinted in J. Overby (ed.) *Annual Editions Labor-Management Relations 05/06*, 2006, New York: McGraw-Hill/Duskin.

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Greenberg, J., Roberge, M.E., Ho, V.T. & Rousseau, D.M. Idiosyncratic work arrangements: Justice as an I-deal. *Research in Personnel and Human Resource Management*, Volume 23, Elsevier, 2004. Promouvoir la justice dans des arrangements idiosyncratiques au travail: Justice en tant qu'i-déal. Traduction of [Fairness in idiosyncratic work arrangements: Justice as an I-deal]. In A. El Akremi, S. Guerro & J-P Neveu (Eds.), *Comportement organisationnel*, De Boeck Publication: France.

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Dabos, G.E. & Rousseau, D.M. Social interaction patterns shaping employee psychological contracts: Network-wide and local effects. *Proceedings of the Academy of Management Meetings, 2004*. Winner Best Paper in Organizational Behavior Award, Annual meeting of Academy of Management, New Orleans.

Levesque, L.L., Rousseau, D.M. & Ho, V.T. Changing our destination or the route? Lessons from an evolving research relationship. *Action Research*, 2004, 2(3), 257-279.

Goodman, P.S. & Rousseau, D.M., Organizational change that produces results: The linkage approach. *Academy of Management Executive*, 2004, 18 (October), 7-21.

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Rousseau, D.M. Evidence-based management in health care. In Korunka, C. & Hoffmann. P. (eds.) *Change and Quality in Human Service Work*, 2005 (pp. 33-46). (Organizational Psychology and Health Care, Volume 4, Series editors: J. M. Peiro & W. Schaufeli). Munich: Hampp Publishers.

Rousseau, D.M. Developing psychological contract theory. In K.G. Smith & M.Hitt (eds.) *Master Theorists in Organizational Research*, New York: Oxford University Press, 2005.

Rousseau, D.M. Renewing the psychological contracts of the clergy and laity. J.M. Bartunek, M.A. Hinsdale & J. Keenan (ed.), *Church Ethics and its Organizational Context: Learning from the Sex Abuse Scandal in the Catholic Church*. Sheed and Ward, 2005.

Rousseau, D.M. CEOs aren't overpaid. They're wrongly paid. *Pittsburgh Post Gazette*. May 15, 2005.

Rousseau, D.M. The shift in risk from employers to workers in the new employment relationship. *America at work: Choices and Challenges (Work in America Revisited)*, E.E. Lawler III & J. O'Toole (eds.), 153-172. New York: Palgrave Macmillan, 2006.

Rousseau, D.M. Psychological contract. *The Encyclopedia of I/O Psychology*. J. Roelsberg (ed.), Newbury Park, CA: Sage, 2006.

Rousseau, D.M. & Ling, K. Following the resources in positive organizational relationships, in J. E. Dutton and B. R. Ragins (eds.), *Exploring positive relations at work: Building a theoretical and research foundation*. (pp, 373-384). Malway, NJ: Lawrence Erlbaum, 2006.

Rousseau, D.M. Commentary on Case, M.E. Mobley and J. Humphreys, "How low will you go?" *Harvard Business Review*, April 2006.

Rousseau, D.M. Is there such a thing as evidence-based management? *Academy of Management Review*, 2006, 31, 256-269.

Bartunek, J.M., Rousseau, D.M, Rudolph, J. & Depalma, J. On the receiving end: Sensemaking, emotion, and assessments of an organizational change initiated by others. *Journal of Applied Behavioral Science*, 2006, 42, 182-206. Winner Douglas MacGregor Award (2007)

Ho, V.T., Levesque, L.L. & Rousseau, D.M. Social networks and the psychological contract: Effects of structural holes and cohesive ties. *Human Relations*, 2006, 58, 459-481.

Ramanujam, R. & Rousseau, D.M. Healthcare organizations: The problems are organizational not clinical. *Journal of Organizational Behavior*, 2006, 27 (7, Special Issue).

Ramanujam, R. & Rousseau, D.M. The problems are organizational not clinical. *Journal of Organizational Behavior*, 2006, 27, 811-827.

Ricketta, M., Van Dick, R. & Rousseau, D.M. Employee attachment in the short and long run: Antecedents and consequences of situated and deep-structure identification. *Zeitschrift fur Personalpsychologie*, 2006, 5(3), 85-93.

Rousseau, D.M, Ho. V. T. & Greenberg, J. Idiosyncratic deals: Theoretical implications of workers bargaining as individuals. *Academy of Management Review*, 2006, 31, 977-994. Finalist, Best Scholarly Article, Human Resource Division, Academy of Management (2007)

Rousseau, D.M. Keeping an open mind about evidence-based management. Reply to M. Learmonth, "Commentary on Rousseau's 2005 Presidential Address." *Academy of Management Review*, 31, 1091-1093.

Rousseau, D.M. Preface, *Positive Organizational Behavior*, D. Nelson and C.L. Cooper, editors, 2007, Thousand Oaks, CA: Sage.

Wade-Benzoni, K.A., Rousseau, D.M. & Li, M. Managing relationships across generations of academics: Psychological contracts in faculty-doctoral student collaborations. *International Journal of Conflict Management*, 2006, 17, 4-33.

Rousseau, D.M. & Batt, R. Global competition's perfect storm: Why business and labor cannot solve their problems alone. *Academy of Management Perspectives*, 2007, 21(2) 6-23.

Rousseau, D.M. & McCarthy, S. Evidence-based Management: Educating managers from an evidence-based perspective. *Academy of Management Learning and Education*, 2007, 6, 94-101.

Rousseau, D.M. Psychological Contracts. S. Clegg and J.R. Bailey (eds.) *International Encyclopedia of Organization Studies*. Newbury Park, CA: Sage, in press.

Rousseau, D.M. Out standing in the fields of organization science. *Journal of Organizational Behavior*, 28, 849-857.

Hornung, S. & Rousseau, D.M. Active on the job and proactive in change: Autonomy as precursor of employee support for organizational change. *Journal of Applied Behavioral Science*, 43, 401-426.

Rousseau, D.M. A sticky, leveraging, and scaleable strategy for high quality connections between organizational practice and science. *Academy of Management Journal*, 2007, 50, 1037-42.

Hornung, S, Rousseau, D.M. & Glaser, J. Creating flexibility through idiosyncratic deals. *Journal of Applied Psychology*, in press.

Rousseau, D.M., Manning, J. & Denyer, D. Evidence in Management and Organizational Science: Assembling the field's full weight of scientific knowledge through reflective reviews. *Annals of the Academy of Management*, in press.

Hodgkinson, G.P. & Rousseau, D.M. Bridging the rigor-relevance gap in management research: It is already happening! *Journal of Management Studies*, in press.

UNDER REVIEW

Dabos, G.E. & Rousseau, D.M. Social interaction patterns shaping employee psychological contracts: Network-wide and local effects.

Lee, C., Rousseau, D.M., Hui, C., Wang, H. & Dabos, G.E. Firm culture as antecedent of psychological contracts and its influence on reciprocity.

Lei, L., Rousseau, D.M., Chang T.T. Social network effects on coworker fairness judgments of idiosyncratic deals.

Li, Y., Rousseau, D.M. & Silla, I. Meta-analysis of psychological contract content and outcomes.

Rousseau, D.M., Ho, V.T., & Kim, T.G. Idiosyncratic deals and the psychological contract.

Kim, T.G., Rousseau, D.M. & Hornung, S. Times change: Employee motivational shifts across phases of organizational change.

Chang, T. & Rousseau, D.M. Negotiated and reciprocal exchanges in the performance of distributed teams.

Knudsen, B., Stolarick, K., Rousseau, D.M., Florida, R. Bridging and bonding: A multi-dimensional approach to regional social capital.

SELECTED REVIEWS

Job Satisfaction and Productivity, by Suresh Srivastva, Paul F. Salipante, William W. Notz, John D. Bigelow, and James A. Waters in *Contemporary Sociology*, 1979, 8, 230-231.

Implementation in a Bureaucracy, by Andrew Dunsire in *Administrative Science Quarterly*, 1980, 25, 531-533.

Meta-motivation Survey in the *Mental Measurement Yearbook (ninth edition)*. Lincoln, NE: Buros Mental Measurement Institute, 1985.

T. A. Inventory in the *Mental Measurement Yearbook (ninth edition)*. Lincoln, NE: Buros Mental Measurement Institute, 1985.

Miller Motivation Scale in *Mental Measurement Yearbook (tenth edition)*. Lincoln, NE, 1989.

The Values Scale, Research Edition in *Mental Measurement Yearbook (tenth edition)*. Lincoln, NE, 1989.

"How do I know it's the right bubble?" The Workplace Within: Psychodynamics of Organizational Life, by Larry Hirschhorn in *Contemporary Psychology*, 1989, 34, 631-633.

"A fresh start for organizational culture research," Reframing Organizational Culture. Edited by P. J. Frost, L. F. Moore, M. R. Louis, C. C. Lundberg, J. Martin. (1991) Newbury Park: Sage. In *Contemporary Psychology*, 1994.

"I/O Psychology: Continuity or hardening of the categories?" Handbook of Industrial Organizational Psychology, Volume 3. M. Dunnette and L. Hough (Eds.). In *Contemporary Psychology*, 1995, 40, 1148-1149.

"The limits of safety: Organizational accidents and nuclear weapons." Scott Sagan. In *Administrative Science Quarterly*, 1996, 41, 200-203.

"A retrospective review: James D. Thompson's Organizations in Action. *Personnel Psychology*, 1996, 48, 776-778.

"Trust in organizations," by R. Kramer and T. Tyler (ed.). In *Administrative Science Quarterly*, 1998, 43, 186-188.

TEACHING MATERIALS

Paul Goodman and Denise Rousseau, *Changing Nature of Work* video series and teaching notes: "Waitress," "Nurse," "Stone Carver," "Lobsterman," "University President," "China: Transitions to a Market Economy," "CERT Teams: The New Work Group," and "Quarteto Latino Americano," "Managing in Mexico," "Rowing an Eight," "Managing Change I and II."

L.L. Levesque, D.M. Rousseau & V.T. Ho, Lintell Scientific Case; Teaching Notes (2003).

D. M. Rousseau, "Psychological contracts: Violations and Modifications" in J. Osland (ed.) *Organizational Behavior*, 8th edition (2000), 9th edition (2005).

MEASURES/INVENTORIES

Denise M. Rousseau (1990) *Careerism* scale.

Steve M. Shortell and Denise M. Rousseau (1991). *Conflict Management Scales*.

Steve Shortell and Denise M. Rousseau (1991). *ICU Communication Measures*

Denise M. Rousseau (1997). *Psychological Contract Inventory*.

Denise M. Rousseau (2000). *Psychological Contract Inventory, Revised Version: Technical Report*.

Chun Hui, Cynthia Lee, and Denise Rousseau, (2001). *Psychological Contract Inventory –Chinese Version*.

Guillermo Dabos and Denise M. Rousseau (2003). *Psychological Contract Inventory – Spanish Version*.

Jurgen Deller and Denise M. Rousseau (2005) *Psychological Contract Inventory –German Version*.

SELECTED ACADEMIC CONFERENCE PAPERS AND INVITED COLLOQUIA

"Aggregation and low base rate phenomena." American Psychological Association Convention, Montreal, 1978.

"Managing in the future." Academy of Management, Atlanta, 1979.

"Technology and effectiveness in hospitals." Invited colloquia, University of Illinois, Urbana-Champaign, Department of Psychology, 1979.

"A model of technology and structure." Invited colloquium, University of California at Berkeley, 1980 (with Robert A. Cooke).

"System effectiveness: An alternative to organizational effectiveness." University of Illinois, Urbana-Champaign, Department of Psychology, 1980.

"A theory of effectiveness." Invited colloquium, Michigan State University, Department of Psychology, 1981.

"The role of levels in the study by organizations." Invited colloquium, Pennsylvania State University, Department of Psychology, 1983.

"Technology, structure, and technological change." TIMS/ORSA Convention, Chicago, 1983 (with Robert A. Cooke).

"Implementation of innovations by municipalities." Conference on Industrial Science and Technological Innovation, Skokie, Illinois, 1983 (with Robert A. Cooke).

"Mixed-level models of behavior in organizations." American Psychological Association Convention, Anaheim, 1983.

"All stressors are not environmental: The relationship of individual differences to strain" (with Robert A. Cooke). Midwestern Academy of Management, Notre Dame, 1984.

"The role of individual and organizational characteristics in the effectiveness of automobile

dealerships" (with Robert A. Cooke). Midwestern Academy of Management, Notre Dame, 1984.

"Stress and strain." Invited colloquium, Department of Psychology, Michigan State University, 1984.

"Stress in work and family roles." Invited colloquium, Department of Management, University of Tennessee, 1984.

"Psychological and implied contracts in organizational behavior." Proceedings of the Association of Human Resource Management and Organizational Behavior, New Orleans, 1986.

"The implied contract in employment: Implications from the law and behavioral research." Academy of Management, New Orleans, 1987.

"Fairness and implied contract obligation in layoffs: A policy-capturing study" (with Ronald J. Anton). Academy of Management, New Orleans, 1987.

"The cultures of high reliability" (with R. Cooke). Academy of Management, Anaheim, 1988.

"Psychological contracts in recruitment." Society of Industrial/Organizational Psychology, Boston, 1989.

"Psychological contracts in the workplace." Invited colloquium, Colgate Darden Graduate School of Business Administration, November, 1989.

"Culture in intensive care units: Behavioral norms of nurses and physicians and their links to unit performance and staff turnover" (with Steve Shortell, Robin Gillies, R. Knaus, E. Draper and D. Wagner). Academy of Management Meeting, San Francisco, 1990.

"A behavioral model of intensive care unit effectiveness" (with Steve Shortell, Robin Gillies, E. F. X. Hughes, W. Knaus, E. Draper and D. Wagner). Academy of Management Meeting, San Francisco, 1990.

"Changing the psychological contract" (with Matt Kraatz and Sandra Robinson). Academy of Management Meeting, Miami, 1991.

"Trust and implied contracts." Invited colloquium, University of Minnesota and University of Iowa, 1991.

"Psychological and implied contract." Invited colloquium, Cornell University, 1992.

"Determinants of workgroup performance." Invited colloquia, Carnegie Mellon University, 1992.

"Renegotiating the psychological contract" (with Matt Kraatz and Sandra Robinson). Society for Industrial/Organizational Psychology Meetings, Montreal, 1992.

"The changing psychological contract." Invited colloquia, University of Alberta, 1993; Michigan State, 1994; Wharton Graduate School of Business, University of Pennsylvania, 1994.

"Psychological contracts," Graduate Students in Organizational Behavior Conference, Seattle, 1994.

"Three concepts in MESO organizational behavior." Invited colloquium, Department of Management and Organization, University of Washington, 1994.

"Two ways to change a contract." Invited colloquia, School of Business, Tulane University; Psychology Department, Rice University, 1995.

"Teaching and storytelling in organizational behavior." Texas Conference on Organizations, Lake Arthur, 1995.

"Contingent workers in high risk organizations" (with C. Libuser). Academy of Management meetings, Vancouver, B.C., 1995.

"The intersection of two organizational relationships: Organizations and their customers and employees." (with Paul Goodman). Sixth Asia-Pacific Researchers in Organizational Studies Colloquium, Cuernavaca, Mexico, 1995.

"It takes a good reason to change a psychological contract." Invited colloquium, Concordia University, Notre Dame University, University of Delaware (Social Psychology) 1995-1997.

"Trust and management credibility" (with Snehal Tijoriwala). Society for Industrial and Organizational Psychology, San Diego, 1996

"Unilateral change in the psychological contract" (with Snehal Tijoriwala). Society for Industrial and Organizational Psychology, San Diego, 1996

"It takes a good reason to change a psychological contract" (with Snehal Tijoriwala), Academy of Management, 1996.

"What makes a good reason to change?" Invited colloquium, Olin School of Business, Washington University at St. Louis, and School of Business, University of Southern California, Los Angeles, 1997.

"Human Side of Human Resources: Agency and Community." Paper presented at Academy of Management Meetings, Boston, 1997.

"New forms of employment relations: Empirical evidence using a new inventory." Invited colloquium. University of Delaware (Business School), University of Pittsburgh (Social Psychology), Harvard Business School, 1997.

"Relational wealth and social capital." Invited colloquium, ICOS, University of Michigan, 1998.

"International perspectives on psychological contracts." Symposium co-chair with R. Schalk, San Diego, 1998.

"International views of psychological contracts." Invited colloquium, Wayne State University and Colorado State University, 1999.

"Pieces of the action: Ownership and the effect relationship." Academy of Management meetings, Toronto, August 2000; and A.R.G.H. meetings, Paris, November 2000.

"Idiosyncratic psychological contracts" Invited colloquia, University of Pittsburgh and University of Texas, 2000. University of South Florida, and University of Maryland, 2001.

"Idiosyncratic contracts: Flexibility versus Fairness" Keynote address presented at the British Psychological Society, Organizational and Occupational Psychology Division, Glasgow, March 2001.

"Idiosyncratic deals: When workers bargain for career advantage." Paper presented at Career Evolutions Conference sponsored by Harvard Business School, London, June 14, 2002; at Insead, Fontainebleau, France, June 17, 2002; Academy of Management meetings, Denver, August, 2002.

Keynote Address: "Managing change in health care: Healthcare professionals as designers of the

21st century work systems.” European Network of Organizational Psychologists, Vienna, October 2003.

Keynote Address: British Psychological Society - Division of Occupational Psychology – “Surprises in Psychological Contract Research,” Stratford-upon-Avon, January, 2004.

“I-deals: When workers bargain for themselves,” Concordia University- Montreal, March 2004.

“When workers bargain for themselves,” Graduate School of Industrial Administration, Carnegie Mellon University, March, 2004.

“Surprises in Psychological Contract Research,” Fisher School of Business Administration, Ohio State University-Columbus, May 2004.

Keynote Address: Academia de Ciencias Administrativas (ACACIA) – “Evidence-based Management,” Acapulco, May 2004.

“Social interaction patterns shaping employee psychological contracts: Network-wide and local effects” (with G.E. Dabos) *Winner Best Paper in Organizational Behavior Award*, August, 2004 Annual meeting of Academy of Management, New Orleans.

“The ‘Organization’ in Positive Organizational Scholarship.” ICOS, University of Michigan, October 2004.

“When workers bargain for idiosyncratic deals,” Gozieta School of Business, Emory University. October, 2004.

“Surprises in Psychological Contract Research.” University of Connecticut, November 2004.

Keynote Address: Australia-New Zealand Academy of Management (ANZAM) - “When workers bargain for themselves,” Dunedin, New Zealand, December, 2004.

“Evidence-based Management,” Queensland University of Technology, December 2004.

“Idiosyncratic deals employees negotiate for themselves,” School of Business, Columbia University, April 2005.

“Leadership, culture and change,” Lubin School of Business, Pace University, April 2005.

“Cutting separate deals: The upside and downside of employee bargaining,” Public talk, Singapore Management University, May 2005.

“Idiosyncratic deals and changing employment relations,” Research colloquium, School of Business, Singapore Management University, May 2005.

“Computer-mediated communication and knowledge networks: A relational view.” (with K.T.T. Chang) Academy of Management meeting, August, 2005, Honolulu, Hawaii.

Presidential Address: Academy of Management meetings. “Is there such a thing as Evidence-Based Management?” August 2005, Honolulu, Hawaii

Plenary Speaker: “A scholar’s journey, British Academy of Management, Doctoral Consortium, September 2005.

“Trends in psychological contract research,” Research colloquium, Universidad de Valencia, Spain,

October 2005.

“Idiosyncratic deals and commitment: the triangles of justice” Invited presentation, Ohio State University Commitment Conference, Columbus, October, 2005.

Keynote Address: “Idiosyncratic deals: How employees shape innovations in Human Resource practices,” Dutch Human Resource Management Network Conference, Universiteit Twente, Enschede, Netherlands, November 2005.

“Signs of idiosyncratic deals in organizational research,” Invited colloquium, Catholic University of Leuven, Belgium, November 2005.

“Idiosyncratic deals workers bargain for themselves.” Invited colloquium, Kellogg School, Northwestern, February 2006; Wharton, University of Pennsylvania, March 2006, University of Illinois at Chicago December 2006.

“Idiosyncratic deals” Benedictine University, Ph.D OD, MSOB, April 2006.

L.L.Levesque, D.M. Rousseau & V.Ho Creative Collaborating at Lintell Scientific. CASE Association Conference. Saratoga Springs, NY. May 2006.

Keynote Address: “Idiosyncratic Deals Workers Negotiate for Themselves” Vlerick Gent School of Business June 2006 3rd Annual Vlerick HR day, Gent, Belgium.

“Career management” Invited colloquium. Advanced Institute for Management Research, London, June 2006.

“Surprises in the study of psychological contracts” Invited colloquium, London School of Business, June 2006.

Hornung, S., Rousseau, D. M., Glaser J. & Kim, T. G. Employee Proactivity: Autonomy at Work as an Antecedent and Beneficial Effects in an Organizational Transition. 26th International Congress of Applied Psychology, Athens, Greece, July, 2006.

Hornung, S., Rousseau, D. M., Glaser, J. & Kim, T. G. (2006). Proaktives Mitarbeiterverhalten: Autonomie und Auswirkungen auf die Unterstützung eines organisationalen Veränderungsprozesses [Employee Proactivity: Autonomy at Work as a Predictor and Implications for the Support of an Organizational Change Process.] 45th Congress of the German Society of Psychology in Nuremberg, Germany, September 2006.

“Promoting employee engagement.” Strategic Human Resource Management Opinion Leader’s Conference, Phoenix, October 2006.

Shperling, Z., Lubatkin, M. & Rousseau, D.M. Friendship Firms: A new governance logic in start-up firms. Strategic Management Society, Vienna, October 2006.

Rousseau, D.M. & Kim, T.G. Idiosyncratic deals and the employment relationship. British Academy of Management, Belfast, Northern Ireland, September 2006. (Best Paper Award Winner, Organizational Psychology Track)

“What the evidence says about managing change to promote evidence-based management and decision making.” Invited address, Canadian Healthcare Education and Research Foundation, Toronto, October 2006.

“Evidence-based management and practice.” Invited presentation. Asian Academy of

Management, Tokyo, December 2006.

“Integrating research and teaching.” Invited colloquium, Singapore Management University, Centre for Teaching Excellence, January 2007.

“Evidence-based management: Who? What? How?” Invited colloquium. Smith School of Business, University of Maryland, March 2007.

“Making managers and organizational decisions evidence-based.” Invited colloquium. Institute of Work Psychology, Sheffield, England, May 2007.

“Idiosyncratic deals workers bargain for themselves. Invited colloquium. Institute of Work and Organizational Psychology, Sheffield, England, May 2007.

Keynote Address: “How Work and Organizational Psychologists can help make managers and organizational decisions evidence-based.” European Work and Organizational Psychology meetings, Stockholm, May 2007.

“Evidence-based Management: Getting started.” The Conference Board, June 12/14, Columbus, Ohio.

“ I-Deals: When workers bargain for themselves” Invited Keynote, Center for Human Resource Management, University of Illinois, Chicago., September 2007.

“Three sides of idiosyncratic deals.” Olin School of Business, Washington University, September 2007.

“Synthetic reviews and evidence-based management.” Boston College, School of Business, October 2007.

RESEARCH INTERESTS

Idiosyncratic deals, psychological contracts, performance management, organizational culture and change, innovations in employment relations, evidence-based management.

TEACHING INTERESTS

Evidence-based management, managing change, individual and group behavior in organizations, human resource management and employment relations, managing in a virtual environment, and methodology in organizational research.

EXECUTIVE DEVELOPMENT

Evidence-based management, culture assessment and managing change, labor force trends and employment relations, performance management, group process and team building, human resource strategies.

International Advanced Management Institute, Switzerland (Burkenstock), 1986, 1987.

Senior Executive Program, Thailand, 1987.

Institute for Journalism Education, UC-Berkeley/Northwestern University, 1985-1994.

Newspaper Management Center, Northwestern University, 1989-1995.

**Allen Center, Kellogg Programs. Northwestern University:
Executive Masters Program, 1984 to 1994.
Executive Development Program, 1987 to 1994.**

Kellogg Executive Programs (1984 to present)

**Advanced Executive Program
American Banking Association
American Meat Institute
American Supply Association
Becton, Dickinson
British Petroleum
Brunswick
Deloitte, Haskins and Sells
ERA
Ernst and Whinney/Ernst and Young
Federal Aviation Administration
General Dynamics
Johnson & Johnson
Manufacturing Strategies
People and Productivity
Polish Bankers
Rolm
Quality/Motorola University
Rohrer – Poulenc
Square D
Societe Generale
Steel Service Center Institute
Total Quality Schools
Transportation
United Way of Chicago
Uppsala University
US Gypsum
Zurich Insurance**

Carnegie Mellon University Executive Programs (1993 to present):

GSIA/Tepper:

**Carnegie Bosch Institute Programs
Global Leadership
Leadership the Daily Challenge
Managing in a Rapidly Changing Multicultural Environment
Program for Executives
Samsung
Finnemeccanica
Manufacturing Strategies (Pittsburgh, Cancun, Cuernavaca)
Korea Electric
Green Design
Lockheed Martin
Managing Technology in Organizations
Developing Human Capital
Medrad
NOVA Chemicals
Swiss Bankers
UBS**

**Giant Eagle
Chinese Executive Education (SASAC)**

Heinz:

**Senior Executive Program (Beijing)
Senior Executive Program
Solving the Health Care Puzzle
Wright-Patterson Program
American Council of Physician Executives
VHA
Chief Information Officers**

Additional Programs:

**The Executive Committee, Chicago, 1988
Medical Group Management Association, 1991, 1992, 1993
Young President's Organization, 1988
Marshfield Clinic, 1992
Illinois States Attorney, 1992-1993
Museum of Science and Industry, Chicago, 1993
American Pathologists Association, 1993
Association of Hispanic Journalists, 1993
Loyola Medical School, 1993
NCR, Northwest Division, 1993
American Association of Nurse Anesthetists, 1993
CORE, Cornell University, 1994-present
Human Resource Executive Program, Texas A&M University, 1995
Hewitt Associates, 1995; 1996
LTV Steel, 1997
International Banking School, 1998
Federal Home Loan Bank, 2005
UPP (Katz School, UPitt), 2007**

OTHER TEACHING

**International Graduate Program in Science of Organization (AILUN- Sardinia), Nuoro, Italy,
September, 2004.**

CHERP Research Methods course (UPITT/VA) 2004-2006

PUBLIC SERVICE

Management Development Programs for:

**Senior Citizen Cooperative Services, Detroit, MI (1978)
Triton College, River Grove, Illinois (1984)
Morton College, Cicero, Illinois (1984)
Methodist Youth Services (1985-1986)
WTTW Chicago (1987)
Norris Center, Northwestern University (1987-1988)
Northwestern University Department Chairs (1989-1994)
United Way of Chicago (1993)
Department of Human Services, Allegheny County, Pittsburgh (1998)
Facilitator, Heinz Endowments Retreat (2000)**

Presenter, Social Entrepreneurship Conference, Pittsburgh (2003)
OPERA, Managing the New Worker, Pittsburgh (2004)
Childcare Centers, U Pittsburgh (2005)

PROFESSIONAL SERVICE

Ph.D. Coordinator, Organization Behavior Department, Kellogg School, Northwestern University, 1988-1989
Faculty Director, Institute for Social Innovation, Heinz School of Public Policy, Carnegie Mellon University, 2005-
Faculty Chair, Health Care Policy and Management Program, Heinz School of Public Policy, Carnegie Mellon University, 2006-
Faculty Chair, Masters of Medical Management Program, Heinz School of Public Policy, Carnegie Mellon University, 2006-

Participation in Academy of Management Consortia:

"Quantitative versus qualitative methods," OB/OD/OT, Detroit, 1980.
"Quantitative assessment of culture," OB/OD/OT, Chicago, 1986.
"Cultural assessment and survey techniques," Personal and Human Resources, New Orleans, 1987.
"That's interesting," OB/OD/OT, Washington, D.C., 1989.
"Research trends," OB/OD/OT, Atlanta, 1993.
Senior Faculty Consortium (co-facilitator), 1993, 1996.
"Futures of Management Education," Not-So-Junior Faculty Consortium, 1996.
"Integrating Research into Teaching," OB/OD/OT, San Diego, 1998.
"New Doctoral Students Consortium," Denver, CO, 2002.

Participation in ANZAM Doctoral Program Consortia:

"Theory building in organizational research," Dunedin, New Zealand, 2004.
Representative-at-large, Academy of Management, Organization Behavior Division, 1986-1988 (Coordinated Scholarly Contributions Award Committee).
Program Chair, Academy of Management, Organization Behavior Division, 1990.
MESO Studies Team Coordinator, April, 1991, Allen Center, Evanston, Illinois.
Division Chair-elect (Doctoral Consortium Coordinator), Academy of Management, 1991.
OB Division Chair, Academy of Management, 1991-1992.
OB Executive Committee, Academy of Management, 1992-1993 (coordinating senior faculty consortium).
Executive Board Member, Society for Organizational Behavior, 1993-1997.
Representative at Large, Board of Governors, Academy of Management, 1994-1997 (Chair, Long Range Planning Committee).
Member, Scholarly Contribution Award Committee, OB Division, 1997.
Vice President-Elect, Academy of Management, 2001-2002.
Vice President – Program Chair, Academy of Management, 2002-2003
Member, Institute of Medicine Committee, "Work Environment for Nurses and Patient Safety," 2002-2003.
President-Elect, Academy of Management, 2003-2004
President, Academy of Management, 2004-2005.
Past-President and Director of External Relations, Academy of Management, 2005-2006
Faculty Participant, Western Academy of Management, Doctoral and Junior Faculty Consortium, Missoula, Montana, 2007.
Member, George Terry Award Committee, Academy of Management, 2006-2007.
Member, Institute of Medicine Committee, "Medical Resident Hours and Patient Safety," 2007-2008.
Chair, George Terry Award Committee, Academy of Management, 2007-2008.

Organizer, Evidence-Based Management Collaborative, 2007-2008.

DOCTORAL DISSERTATIONS

CHAIR

(Northwestern)

Rekha Karambayya -York University
Ron Anton, S.J. -Loyola University of Baltimore
Joseph Daly -Appalachian State University
Karl Aquino -University of British Columbia
Sandra Robinson -University of British Columbia

(Carnegie Mellon University)

Gary Katzenstein -Hong Kong Institute of Science and Technology
Snehal Tijoriwala
Jeanne Wilson -William & Mary College
Laurie Levesque -Suffolk University
Violet T. Ho -Nanyang Technological University
Claudia Ferrante - U.S. Air Force Academy
Wenxuan Ding -University of Illinois at Chicago
Guillermo Dabos -Universidad San Andreas and UNICAM
Tai Gyu Kim -University of Delaware
Ting Ting (Klarissa)
Chang -National University of Singapore
Irene Tinagli -HEC Paris
Gerard Beenen
Brian Knudsen

COMMITTEE MEMBER

(Michigan)

Nesrin Eser Uzun -University of Michigan/Flint
Amos Bradford -Florida A&M University
Lorraine Uhlener -Eastern Michigan University

(Northwestern)

Mary Ann McGrath -Loyola of Chicago
Lisa Gundry -DePaul University
Laura Peracchio -University of Minnesota
Mary Lee Stanisfer -University of Denver
Robert Weinberg -Hewitt Associates
Shelly Robbins -University of Wisconsin, Milwaukee
Linnea Berg -Northwestern University
Avi Kay -Touro College - Israel
Anne Reilly -Loyola of Chicago
Brian Golden -University of Western Ontario
Moshe Farjoun -Tel Aviv University
Elizabeth Wolfe -New York University
Anne Lytle -Hong Kong Institute of Science and Technology
Kathy Tinsley -Georgetown University

(Carnegie Mellon)

Davis Jenkins	-University of Illinois
Deborah Gibbons	-Georgia State University
Shawn Bushway	-University of Maryland
Vanessa Hill	-University of Arizona
Ranga Ramanujam	-Purdue University
Fernando Olivera	-University of Western Ontario
Wai Fong Boh	-Nanyang Technical University
Matthew Cronin	-George Mason University
Sabine Juninger	-University of Lancaster
Laura Dabbish	-Carnegie Mellon University
Lai Lei	
Julia Bear	
Keith Hunter	

(Rutgers)

Barbel Koch	-Kaiser Permanente
Dorothy Kirkman	

(U. Pittsburgh)

Harry Van Buren	-University of New Mexico
Adele Quiroz	
Iryna Sklovich	

(U. North Carolina)

Lisa Shurer Lambert	-George State University
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(Claremont)

Pat Bacilli	-Seattle University
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(U. Sussex)

Alfred Crossman	-U. Sussex
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(U. Tilburg)

Charissa Frese	
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RESEARCH AND CONSULTING SETTINGS
(partial list)

Allegheny General Hospital
 American College of Hospital Administrators
 American Microsystems
 Ameron Pipe Company
 Ampex Corporation
 Asbury Heights, Methodist Home for the Aged
 Bank of America
 Bankers' Trust
 Blackman, Kallik, Bartlestein
 Bechtel Corporation
 Booz, Allen, and Hamilton
 Columbia Broadcasting System
 Federal Aviation Administration
 Food Marketing Institute
 General Foods
 Human Synergistics
 JWF Industries

Kaiser Permanente
Methodist Youth Services
Midway Airlines
Mt. Diablo Community Hospital
National Association of Professional Surplus Lines Offices
Pacific Telephone & Telegraph Company
Panasonic (China)
Procter and Gamble
Raychem Corporation
Ruckers Corporation
Seagate Inc.
Sisters of the Sacred Heart
Sonoma State College
Spectra Physics
State of Bavarian (Germany), Tax Authority
Suburban General Hospital
UBS
United Way
U.S. Steel Corporation
USS Carl Vinson (CVN70)
USS Enterprise (CVN65)
WTTW Chicago
Zurich-American Insurance

PROFESSIONAL ORGANIZATIONS

Academy of Management (Elected Fellow, 1997; President, 2004-2005)
American Psychological Association (Elected Fellow, 1991)
Society for Industrial/Organizational Psychology (Elected Fellow, 1991)
Society for Organizational Behavior (Elected 1979; Executive Board 1993-1996)
European Group and Organizational Studies (EGOS)
British Academy of Management (Elected Fellow, 2005)
Strategic Human Resources Management Society

EDITORSHIP

Editor-in-Chief, *Journal of Organizational Behavior* (1998 – 2007).

EDITORIAL REVIEW BOARD MEMBER

Academy of Management Journal (1981-1984)
Administrative Science Quarterly (1979-1982)
Journal of Organizational Behavior (1985-1992)/Associate Editor (1993-1998)
Group and Organizational Studies (1986-1994)
Journal of Applied Psychology (1994-1997)
Journal of Applied Behavioral Science (2007-present)
Journal of Management Inquiry (1998-present)
Journal of Vocational Behavior (2003-present)
Revue de Gestion Sciences (2004-present)
M@n@gement (2006-present)
Journal of Management and Organizations (2006-present)
Career Development International (2006-present)

OCCASIONAL REVIEW BOARD MEMBER

Journals:

Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
American Journal of Sociology
Human Relations
Human Resources Research Review
Journal of Applied Social Psychology
Journal of Leisure Research
Journal of Occupational and Organizational Psychology
Journal of Management
Journal of Management Inquiry
Journal of Management Studies
Journal of Personality and Social Psychology
Management Science
Organizational Behavior and Human Decision Processes
Organizational Behavior and Human Performance
Organizational Research Methods
Organizational Science

Publishers:

Dryden Press
Goodyear Publishing Company
Prentice-Hall
Morrow
Scott-Foresman, Little Brown
John Wiley & Sons
Lawrence Erlbaum
Oxford University Press

Research Proposals:

National Institute of Education (Organizational Processes Group)
National Science Foundation
Hong Kong Institute of Science and Technology
Canadian Council of Science

BOARDS

Social Innovation Accelerator (2005-2006)
Celebration of Life (2007-)
Phyto/Steel City Biofuels (2007-)