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Denise Marie-Thérèse Rousseau
H.J. Heinz II University Professor of Organizational Behavior and Public Policy

Carnegie Mellon University
5000 Forbes Avenue
Pittsburgh, PA 15213-3890 USA
1 (412) 268-8470 (office)
1 (412) 268-5338 (fax)
Email Addresses: denise@cmu.edu
Web site: <http://www.andrew.cmu.edu/user/rousseau>
Heinz School Office: 2223 Hamburg Hall
Tepper Office: 381A Posner Hall

Home Address: 5747 Howe St.
Pittsburgh PA 15232
1 (412) 855-5036 (cell)

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 Heinz School of Public Policy and Management/Heinz College; jointly Graduate School of Industrial Administration/Tepper School of Business University Professor, 2009-Present Professor, 1994-2009
2017-2019	Visiting Kovner Chair Faculty, Wagner School of Public Affairs, New York University
2017	UNSW Distinguished Scholar Professor, Australian Graduate School of Management, Sydney
2009-2010 2005-2007	International Visiting Fellow, Dublin City University, School of Business 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)
 National Institute for Health Care Management Research Award (1994)
 Visiting Scholar, Notre Dame University, School of Business (1996)
 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 Organizational Development (2006)
 Mentored Case Award, CASE Association Conference (with L. Levesque and V. Ho, 2006)
 George R. Terry Award, 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 (2006)
 Douglas McGregor Memorial Award from NTL for Best Paper in Journal of Applied Behavior Science (2006)
 Finalist, Best Scholarly Article, Human Resource Division, Academy of Management (2007)
 Douglas McGregor Award, Honorable Mention (2007)
 Honorary Fellowship, Department of Management Science and Technology, Athens University of Economics and Business (2008)
 Best Paper Award in Academy of Management Learning and Education (2008)
 Elected, Board Member, Society for Human Resource Management Foundation (2008-2009).
 Career Award for Lifetime Achievement, Academy of Management's Organizational Behavior Division (2009)
 Elected, University Professor at Carnegie Mellon (2009)
 Visiting International Fellow, Dublin City University School of Business (2009-2010)
 Elected, Chair, Carnegie Mellon University Faculty Senate (2010-2011)
 Distinguished Service Career Award, Academy of Management (2010)
 Honorary Doctorate, Athens University of Economics and Business (2013)
 Lifetime Achievement Award, Israel Organizational Behavior Conference (2014)
 Elected, Academician, Academy of Social Sciences (UK - National Academy of Academics, Learned Societies and Practitioners in the Social Sciences (2014)
 Honorary Doctorate, Tallinn University of Technology (2014)
 Practice Impact Award, AOM Practice Theme Committee (2014)
 Elected, Dean of Fellows Group, Academy of Management (2014-2017)
 Mahoney AOM HR Division Mentoring Award (2015)
 Best Professional Development Workshop Award. MED Division, AOM (2015)
 Secondary appointment, Clinical and Translational Science Institute (CTSI) University of Pittsburgh (2016-)
 Hughes Award for Career Scholarship, Academy of Management Careers Division (2016)
 Career Award for Lifetime Achievement Academy of Management Distinguished Scholarly Contributions to Management (2016)
 Residency, Rockefeller Bellagio Center (2017)
 Michael Losey Career Award for Contributions to Scholarship and Practice, Society for Human Resource Management (2019)
 Distinguished Scholarship Career Award, Society for Industrial/Organizational Psychology (2020)
 Douglas McGregor Memorial Award from NTL for Best Article in Journal of Applied Behavioral Science in 2019 (2020)

BOOKS

Roberts, K. H., Hulin, C. L. & Rousseau, D. M. (1978) *Developing an Interdisciplinary Science of Organizations*. San Francisco: Jossey-Bass.
 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.
- 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)
- Institute of Medicine (2005). *Keeping Patients Safe*. Washington, DC.
- Institute of Medicine (2008). *Residents Duty Hours: Enhancing Sleep, Supervision and Safety*. Washington, D.C. 2008.
- Rousseau, D.M. *Oxford Handbook of Evidence-based Management*. New York: Oxford, 2012.
- Rousseau, D.M. DeRozario, P., Jardat, R. & Pesquex, Y. *Contracts psychologiques et organisations: Comprendre les accords écrit et non-écrit*. [French translation and extension of *Psychological contracts in organizations: Understanding written and unwritten agreements*.] Paris: Pearson, 2014.
- Bal, M.P., Kooji, D.T.A.M. & Rousseau, D.M. *Aging workers and the employee-employer relationship*, London: Springer, 2014.
- Bal, M.P. & Rousseau, D.M. *Idiosyncratic deals between employees and organizations: Conceptual issues, applications, and the role of coworkers*, London: Routledge, 2015.
- Barends, E. & Rousseau, D.M. *Evidence-Based Management: Making better organizational decisions*, London: Kogan Page, 2018.
- Hornung, S., Glaser, J., & Rousseau, D. M. (2018). Mitarbeiterorientierte Flexibilisierung von Arbeit durch individuelle Aushandlungen: Ein Forschungsprogramm der Angewandten Psychologie [*Employee-oriented flexibility through idiosyncratic deals: A research program in applied psychology*]. In P. Sachse & E. Ulich (Eds.), Beiträge zur Arbeitspsychologie, Band 13 [Contributions to work psychology, Vol 13]. Lengerich DE: Pabst.

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.
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- Rousseau, D. M. & Cooke, R. A. Technology and structure: The concrete, abstract, and activity systems of organizations. *Journal of Management*, 1984, 10, 345-361.
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- 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*

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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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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.

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Shortell, S. M., Zimmerman, J. E., Gillies, R. R., Duffy, J., Devers, K. J., Rousseau, D. M. & Knaus, W. A. Continuously improving patient care: Practical lessons and an assessment tool from the National ICU study. *Quality Review Bulletin*, 1992, 18, 150-156.

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.

Rousseau, D. M. & Aquino, K. Fairness and implied contract obligations in job termination: The role of remedies, social accounts, and procedural justice. *Human Performance*, 1993, 6, 135-149.

Zimmerman, J. E., Shortell, S. M., Knaus, W. A., Rousseau, D. M., Wagner, D.P., Gillies, R.R. & Draper, E.A. et al. The value and cost of teaching hospitals: A prospective, multicenter, inception comparison of intensive care units. *Critical Care Medicine*, 1993, 21, 1432-1442.

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.

Rousseau, D. M. *Teamwork inside and out*. Business Week/Advance Publications, 1993.

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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, C.L. Cooper & W.H. Starbuck (Eds.). 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, 2007.

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, 2008.

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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.

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Industrial/Organizational Psychology Series, 2000. San Francisco: Jossey-Bass.

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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.

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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.

Rousseau, D.M. Schema, promises, and mutuality: The psychology of the psychological contract. *Journal of Organizational and Occupational Psychology*, 24, 2001, 511-541.

Rousseau, D.M. Idiosyncratic psychological contracts: Are flexibility and consistency mutually exclusive? *Organizational Dynamics*, 2001, 29, 260-273.

Schalk, R. & Rousseau, D.M. Psychological contracts in employment. N. Anderson, D.S. Ones, H.K. Sinangil and C. Viswesvaran (Eds.), *Handbook of Industrial, Work and Organizational Psychology; Volume 2, Organizational Psychology*, 2001. Reprinted in Yochanan A., Bournois, F., Boje, D. (Eds.), *Managerial Psychology* London: Sage. 2008.

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.

Rousseau, D.M. Extending the psychology of the psychological contract, *Journal of Management Inquiry*, 2003, 12, 229-238.

Rousseau, D. M. & Shperling, Z. Pieces of the action: Ownership and the changing employment relationship, *Academy of Management Review*, 2003, 28, 115-134.

Bartunek, J. M., Cummings, T. G., Pearce, J. L., Rousseau, D. M., Tung, R. L., Van de Ven, A. H., Urbanowicz, N., Leading what seems (to its leaders at least) to be an incentiveless, learningless organization that sometimes appears (to its leaders, at least) to work, *Journal of Management Inquiry*, 2003, 12, 105-114.

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.), *Darkside 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.

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"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.

"Persuasive Advertising: Evidence-Based Principles," by J.S. Armstrong. In *Interfaces*, 2011, 41, 93-94.

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," and "The Dabbawallah."

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

L.L. Levesque, D.M. Rousseau & V.T. Ho, "Creative collaboration at Lintell Scientific." Case/Teaching Notes.

E. Barends, D.M. Rousseau & R. Briner, "What's Evidence-Based Management" (Open Source Pamphlet, CEBMa)

E. Barends & D.M. Rousseau, "Evidence-Based Management" on-line learning modules: 1) Introduction to Evidence-Based Management; 2) Appraising Scientific Evidence; 3) Asking Questions of Organizational Data... 1) Stakeholder Evidence (in preparation) (Carnegie Mellon Open Learning Initiative.

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.

Denise M. Rousseau and Severin Hornung (2011) Idiosyncratic Deal Measures.

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, U Illinois, Urbana-Champaign, Department of Psychology, 1979.

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

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

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

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

"Technology, structure, and technological change." TMS/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 U, 1984.

"Stress in work and family roles." Invited colloquium, Department of Management, U 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, U Minnesota and U Iowa, 1991.

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

"Determinants of workgroup performance." Invited colloquia, Carnegie Mellon U, 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, U Alberta, 1993; Michigan State, 1994; Wharton, U 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, U Washington, 1994.

"Two ways to change a contract." Invited colloquia, School of Business, Tulane U; Psychology Department, Rice U, 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 U, Notre Dame U, U 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 U at St. Louis, and School of Business, U 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. U Delaware (Business School), U Pittsburgh (Social Psychology), Harvard Business School, 1997.

"Relational wealth and social capital." Invited colloquium, ICOS, U 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 U and Colorado State U, 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, U Pittsburgh and U Texas, 2000. U South Florida, and U 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 U-Montreal, March 2004.

"When workers bargain for themselves," Graduate School of Industrial Administration, Carnegie Mellon U, March, 2004.

"Surprises in Psychological Contract Research," Fisher School of Business Administration, Ohio State U-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, U Michigan, October 2004.

"When workers bargain for idiosyncratic deals," Goziet School of Business, Emory U. October, 2004.

"Surprises in Psychological Contract Research." U 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 U Technology, December 2004.

"Idiosyncratic deals employees negotiate for themselves," School of Business, Columbia U, April 2005.

"Leadership, culture and change," Lubin School of Business, Pace U, April 2005.

"Cutting separate deals: The upside and downside of employee bargaining," Public talk, Singapore Management U, May 2005.

"Idiosyncratic deals and changing employment relations," Research colloquium, School of Business, Singapore Management U, 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, U de Valencia, Spain, October 2005.

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

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

"Signs of idiosyncratic deals in organizational research," Invited colloquium, Catholic U Leuven, Belgium, November 2005.

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

"Idiosyncratic deals" Benedictine U, 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, Ghent, 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 U, Centre for Teaching Excellence, January 2007.

"Evidence-based management: Who? What? How?" Invited colloquium. Smith School of Business, UMaryland, March 2007.

"Making managers and organizational decisions evidence-based." Invited colloquium. Institute of Work Psychology, USheffield, England, May 2007.

"Idiosyncratic deals workers bargain for themselves. Invited colloquium. Institute of Work and Organizational Psychology, USheffield, 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, 2007, Columbus, Ohio.

"I-Deals: When workers bargain for themselves" Invited Keynote, Center for Human Resource Management, U Illinois, Chicago.,

September 2007.

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

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

“Idiosyncratic Deals: When special treatment can be good.” Invited colloquium. Indiana U-Purdue U-Indianapolis, March 2008. Cornell U, January 2009. Pennsylvania State U, January 2009. U Western Ontario, February 2009.

Keynote Address: “The end of management fads? Evidence-informed management.” 4th International Conference: Human Resource Management in Europe, Athens, May 30, 2008.

Master Lecture. “Idiosyncratic deals employees negotiate with their employers. Society for Human Resource Management, Chicago June 2008.

Hornung, S., Rousseau, D.M., Weigl, M., Glaser, J., & Angerer, P. “Effects of task individualization on worker well-being: The role of idiosyncratic deals.” Sheffield Conference on Work. Sheffield, UK June 2008

Anand, S. Vidyarthi, P., Liden, R.C. & Rousseau, D.M. “Idiosyncratic deals and organizational citizenship behavior: The moderating effect of exchange relationships.” Paper presented at Academy of Management meetings, Anaheim, August 2008.

Kim, T.G. & Rousseau, D.M. “Times change: Employee motivational shifts across phases of organizational change.” Paper presented at Academy of Management meetings, Anaheim, August, 2008.

Keynote Address: “Evidence-based Management.” Irish Academy of Management, Dublin, September 2008.

“Idiosyncratic Deals: When Special Treatment is Fair.” Invited Colloquia, Pennsylvania State U, January, 2009; Cornell University, January, 2009; University of Western Ontario, February, 2009.

“Managing Large Scale Change toward Evidence-Based Management.” Invited presentation, 13th Annual Kovner/Behrman Healthcare Forum. New York U Wagner Graduate School of Public Service, March 2009.

Bal, P.M., Jansen, P.G.W., van der Velde, M.E.G., de Lange, A.H., & Rousseau, D.M. “Reciprocity in the psychological contracts of older and younger workers.” European Association of Work and Organizational Psychology conference, Santiago de Compostello, Spain, May 2009.

Hornung, S., Rousseau, D.M., Weigl, M., Glaser, J., & Angerer, P. “Negotiating for development by hospital physicians.” European Association of Work and Organizational Psychology conference, Santiago de Compostello, Spain, May 2009.

Keynote Address: “Persuading with Evidence.” 40th Anniversary Celebration of Health Services Program, Johns Hopkins U, May 2010.

Olivas-Lujan, M. & Rousseau, D.M. “Evidence-based Management and e-HRM.” Third European Academic Workshop on e-HRM, Bamberg, Germany, May 2010.

Hornung, S., Rousseau, D. M., Weigl, M., Glaser, J., & Angerer, P. “Antecedents and outcomes of idiosyncratic deals: Including deals that never happened.” 27th ICAP, Melbourne, Australia, July 2010.

Hornung, S., Rousseau, D. M., & Glaser, J. “Idiosyncratic deals: Empirical results from the United States and Europe and implications for Chinese management research.” IACMR Conference, Shanghai, China, June 2010.

“Practice-Based Evidence.” Keynote Address, Practice Theme Committee, Academy of Management, Montreal, August 2010.

Keynote Address: “Evidence-Based Practice: Keeping health and performance in the line of sight.” Dublin City U Conference on Healthcare Research, September 10, 2010.

“Evidence-Based Practice: Keeping health and performance in the line of sight.” Presentation Health Intelligence, HSC, Dublin. September 14, 2010.

“Evidence-Based Management: An idea whose time has come.” Lecture, Innovation Centre, Trinity College-Dublin, September 22, 2010.

Hornung S., Glaser J., Rousseau, D.M., Weigl, M. & Angerer P. “Health-oriented leadership for hospital physicians: Promoting well-being and work-life balance through personalized working conditions.” 8th ICOH Conference Occupational Health for Health Care Workers, Casablanca, October 28-31, 2010.

Hornung S., Rousseau D.M., Weigl M., Angerer P. & Glaser J. “Leader consideration and employees’ idiosyncratic deals: New

pathways for managing work engagement and work-family conflict." 24th Annual ANZAM Conf, Adelaide, AU, Dec 6-10, 2010.

"Idiosyncratic deals workers bargain for themselves." Human Resources and Industrial Relations, Michigan State U; Hong Kong Poly U, Department of Management and Marketing; Erasmus Mundi Program, U Paris, Rene Descartes Campus, Industrial/Organizational Psychology, U Akron, 2011.

"Evidence-based Management for practitioners, educators and scholars." Hong Kong U Information, Science and Technology; European Network of Organizational Psychology, Paris; March 2011.

"Reinforcing the micro-macro bridge in employee well-being research." Presentation at EAWOP, Maastricht, May 2011.

Hornung, S. & Rousseau, D.M. "Measuring idiosyncratic deals: A review and primer." Presentation at EAWOP, Maastricht, May 2011.

"I-deals: When employees bargain for themselves." Presentation at EAWOP, Maastricht, May 2011.

"Becoming an evidence-based manager." Presentation at VU-Amsterdam, May 2011.

"Evidence-based Management: Reason, repair and reflections (a role for psychologists)". Keynote address, Arbeit Organisation Wirtschaft, Deutschen Gesellschaft fur Psychologie, Rostock, September 2011.

"Evidence-Based Management." George Washington U; Mitre Corporation, 2012.

"Practice-oriented evidence." U Rotterdam, September 2012.

Fu, N., Flood, P.C., Bosak, J., Rousseau, D., Morris, T., & O'Regan, P. (2012) 'A Longitudinal Study of How HPWS Works in Professional Service Firms: Examining the Practices-Resources-Uses-Performance Linkages', *Proceedings of The 11th World Congress of International Federation of Scholarly Associations of Management (IFSAM)*, p.19-20. Limerick, Ireland.

Rousseau, D.M., Barends, E. & Briner, R. "Evidence-Based Management implications for researchers", British Academy of Management Workshop, London, December 13, 2012.

Rousseau, D.M., Barends, E. & Briner, R. "Teaching Evidence-Based HRM", Workshop for HR Department, U Cardiff School of Business, Cardiff, December 14, 2012.

"Teaching Evidence-Based Management". Department of Industrial/Organizational Psychology and Department of Management, School of Business, George Washington U, April 2013; Executive Doctoral Program, Case Western Reserve U, April 2013; Department of Management and Organization, Anderson School of Business, UCLA, May 2013.

Award Address: Evidence-Based Management in Teams. Presentation at Israel Organizational Behavior Conference, Tel Aviv, January 2014.

Psychological Contract Theory 2.0. Technion University, Haifa, Israel, January 2014.

Psychological Contract Theory and Self-Regulation, U Ghent, Belgium, January 2014.

Keynote Address: Idiosyncratic Deals for Career Development and Retention, Royal Library Brussels, Program Levensloopbaan, VOV lerend network, January 2014.

Does People Analytics really mean better decisions? Wharton People Analytics Conference, U Pennsylvania March 2014.

Keynote: Psychological Contract Research Opportunities. Psychological Contract Conference, UToronto, July 2014.

Keynote: Evidence-Based Management Insights. Engaged Management Scholarship Conference, Tulsa, September 2014.

Practice Oriented Evidence that Matters, Panel on Closing the Research Practice Gap, Engaged Management Scholarship Conference, Tulsa, September 2014.

Evidence-based Management, Keynote, American Accounting Association, Managerial Accounting Division, Irvine, January, 2015.

Teaching Evidence-Based Management, chair. MED Professional Development Workshop, Academy of Management, Vancouver, August. Won Best PDW award from MED Division, 2015.

I-deals Research Colloquium, discussant. Academy of Management, Vancouver, August, 2015.

MSR Plenary Session on Sustainability, presenter. Academy of Management, Vancouver, August 2015.

Evidence-Based Management, Keynote, Administrative Science Association of Canada, Halifax, June 2015.

Evidence-Based Management and Decision Making, Keynote, Evidence-based Policing Conference, Cambridge UK, July 2015.

Evidence-based Management, Invited Colloquium, Clarion University, September 2015.

Fu, N., Flood, P., Morris, T. & Rousseau, D.M. 'When Resources Leads to High Performance: Exploring the Role of Clients', The 19th Annual Irish Academy of Management Conference, 31 Aug - 2 Sep 2016 Dublin.

Helping Managers Make Better Decisions, Invited Presentation, University of Malta, March 2018.

Evidence-based Management (with Eric Barends), Invited Colloquium, St. Mary's University, Halifax, Nova Scotia, 2018.

Keynote: Evidence-based Management, Division of Occupational Psychology, British Academy of Management, Chester, 2019.

Writing an Academic Article. Workshop, University of Malta, 2019.

Teaching Evidence-based Management, Invited Colloquium, Northeastern University, 2019.

Keynote: Negotiating I-deals. Negotiating I-deals Conference, Illinois Institute of Technology, Chicago, April 2019.

Keynote: Trust in an Age of Alt Facts and Untrustworthy Organizations, Pour une societe de confiance. Quel role our le service public? Ministry of Economics and Finance, Bercy, Paris, May 2019.

Teaching Evidence-Based Management. University of Calgary Haskayne School of Business September 2019.

Evidence-based Management: Teaching and Research Innovations. Wharton, U Penn, January 2020.

I-deals and managerial reward decisions, University of New South Wales, December 2020; University of Alberta School of Business, February 2021.

Evidence-based Management. Executive Program, Pepperdine University, May 2020.

Practice-oriented evidence. University of Maryland, DBA Convocation.

Teaching Evidence-based Management, University of Alberta School of Business, February 2021.

"The overlooked virtues of subtraction" Keynote at KU Leuven conference establishing the School of Work. September 9, 2021.

"The overlooked virtues of subtraction" Closing Keynote, Annual CIPD Conference, London, September 16, 2021.

RESEARCH INTERESTS

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

TEACHING INTERESTS

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

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)
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)
Cisco

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
UPMC Business Intelligence and Data Analytics
Masters of Medical Management

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, 2008
Kaløvig Center, Aarhus, Denmark 2011
I4PC Evidence-Based Management Study Group, 2011
PNC Bank, 2013

OTHER TEACHING (selected)

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

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

George Washington U, Executive Doctoral Program, 2011-2013

Human Resource Management, Masters Program, Talinn Institute of Technology, Estonia, 2011.

Organizational Change, Masters Program, VU—Amsterdam, September 2012, 2015.

School of Nursing, University of Pittsburgh, 2016, 2017

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)

Institute of Medicine

Panel member, "Work Environment for Nurses and Patient Safety" 2002-2003.
Panel member, "Medical Education Trainee Hours" 2007-2008.

OTHER PROFESSIONAL SERVICE (selected)

Ph.D. Coordinator, Organization Behavior Department, Kellogg School, Northwestern University, 1988-1989
MESO Studies Team Coordinator, April, 1991, Allen Center, Evanston, Illinois.
Board Member, Foundations of I/O Psychology Book Series (SIOP) 1995-2000
Executive Board Member, Society for Organizational Behavior, 1993-1997
Participation in ANZAM Doctoral Program Consortia:
 "Theory building in organizational research," Dunedin, New Zealand, 2004.
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-present
Faculty Chair, Masters of Medical Management Program, Heinz School of Public Policy, Carnegie Mellon University, 2006--
Director, Project on Evidence-Based Organizational Practice, 2006--
Visiting Faculty, Advanced Institute of Management (UK) Faculty Development, 2006-2008
Participation in Western Academy of Management, Doctoral and Junior Faculty Consortium, Missoula, Montana, 2007.
Doctoral Workshop, Irish Academy of Management, Dublin, 2008.
Chair, Academic Advisory Board, Center for Evidence-Based Management, 2010—

Service to Academy of Management:

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.
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.
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).
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
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
Member, George Terry Book Award Committee, Academy of Management, 2007
Chair, George Terry Book Award Committee, Academy of Management, 2008
Member, AMLE Best Article Award Committee, Academy of Management, 2009
Chair, Ethics Committee, Academy of Management, 2014-
Dean, Fellow of the Academy of Management 2015-2017
Chair, Mahoney Award Committee, 2016

Service to Society for Industrial/Organizational Psychology:

Frontiers of I/O Psychology, Advisory Board 1996-2000
Psychological Contracts, Pre-Conference Workshop, Facilitator, Nashville, 1994
Evidence-Based Management, Conference-in-a-Conference, Organizer, New Orleans 2009

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 -SPJIMR
 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/Korea University
 Ting Ting Chang -National University of Singapore
 Irene Tinagli -Universidad Rey Juan Carlos
 Gerard Beenen -California State University, Fullerton
 Brian Knudsen - Poverty & Race Research Action Council
 Benjamin Collier -Carnegie Mellon University-Qatar
 Byeung Jo Kim -Seoul National University

(VU-Free University Amsterdam)
 Rossella Barrila
 Iulia Cioca
 Nik Frewel
 Jonny Gifford

COMMITTEE MEMBER

(Michigan)
 Nesrin Eser Uzun -University of Michigan/Flint
 Amos Bradford -Florida A&M University
 Lorraine Uhlaner -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 -Tulane University
 Julia Bear -Technion
 Keith Hunter -U San Francisco

Ian Hargraves	-Mayo Clinic
Kenneth Goh	-U Western Ontario
Amanda Weirup	-Babson College
Yeonjeong Kim	-MIT
Lipika Swarup	
(Rutgers)	
Barbel Koch	-Kaiser Permanente
Dorothy Kirkman	-U Texas
(U. Pittsburgh)	
Harry Van Buren	-University of New Mexico
Adele Quiroz	-University of Northern Iowa
Iryna Shevchuk	
Jonathon Pinto	-Imperial College
Emily Stiehl	-U Illinois Chicago
(U. North Carolina)	
Lisa Shurer	
Lambert	-George State University
(Claremont)	
Pat Bacilli	-Seattle University
(U. Sussex)	
Alfred Crossman	-U. Sussex
(U. Tilburg)	
Charissa Frese	-U Tilburg
(Free U. Amsterdam)	
Matthijs Bal	-U. Utrecht
(LSE)	
Kyle Ingram	-U Brighton
(U. Limerick)	
Ultan Sherman	-U College Cork
(Free U Amsterdam)	
Eric Barends	-Center for Evidence-Based Management; VU-Amsterdam
(Rutgers U)	
Sargam Garg	-Sacramento State University

HABILITATION

(U Poitiers)
Pascale de Rosario -Conservatoire des Arts et Metiers

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
Freemason Eldercare

General Foods
Human Synergistics
Kaiser Permanente
Methodist Youth Services
Midway Airlines
Mt. Diablo Community Hospital
National Association of Professional Surplus Lines Offices
Pacific Telephone Company
Panasonic (China)
PNC Bank
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
UPMC
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; Dean of Fellows, 2015-17; 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)
Society of Human Resources Management
European Association of Work and Organizational Psychology
British Academy of Management (Elected Fellow, 2005)

EDITORSHIPS

Editor-in-Chief, *Journal of Organizational Behavior* (1998 – 2007).
Editor-in-Chief, Campbell Collaboration, Management and Business Coordinating Group (2018- present)

EDITORIAL REVIEW BOARD MEMBERSHIPS

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 Management Inquiry (1998-2010)
Journal of Vocational Behavior (2003-2018)
Revue de Gestion Sciences (2004-present)
M@n@gement (2006-2010)
Journal of Management and Organizations (2006-2010)
Career Development International (2006-2010)
Trust Journal (2008- present)
Journal of Applied Behavioral Science (2008-present)
Business, Society and Policy (2011-present)
Evidence & Policy (2012-2020)
Academy of Management Discoveries (2013-2020)
Engaged Scholarship Review (2014-present)
Project Management Journal (scientific committee-2015-2020)
Academy of Management Annals (2020-present)

OCCASIONAL REVIEW BOARD MEMBER

Journals:

Academy of Management Journal

Academy of Management Review
Administrative Science Quarterly
American Journal of Sociology
Applied Psychology
Human Relations
Human Resources Research Review
International Journal of Management Education
Journal of Healthcare Management
Journal of Leisure Research
Journal of Occupational and Organizational Psychology
Journal of Management
Journal of Management and Organization
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)
Talk (2010-2015)
Academic Advisory Board, Center for Evidence-based Management (2010-present)
International Advisory Board, Department of Management, Hong Kong Polytechnic U (2010-2013)
International Scientific Advisory Panel Behavioral Sciences Institute, Singapore Management University (SMU) (2010-2018)
Research Advisory Board, ISTE, Ecole supérieure de commerce et de marketing, Paris (2013-2018)
McKinsey Implementation Advisory Board (2017-present)

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 & 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.