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#### 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
2009-2010	International Visiting Fellow, Dublin City University, 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)  
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)

#### 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.

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. *Keeping Patients Safe*. Washington, DC. 2005.

Institute of Medicine, *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*. 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.

#### 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.

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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.

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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.

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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 Synergetics, 1987.

Cooke, R. A. & Rousseau, D. M. Organizational culture: Not just another name for climate. *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergetics, 1987.

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Rousseau, D. M. Managing the change to the automated office: Lessons from five case studies. *Office: Technology and People*, 1988, 4, 31-52.

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Rousseau, D. M. The implied or psychological contract in employee-employer relationships. In *GIBA Commemorative Publication*, Chulalongkorn University, Bangkok, Thailand, 1988.

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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.

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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.), *Organizational Culture*. Frontiers of Industrial and Organizational Psychology, (Volume 3). San Francisco: Jossey-Bass, 1990, pp. 153-192.

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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.
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- Robinson, S. L. & Rousseau, D. M. Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*, 1994, 15, 245-259.
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- Rousseau, D. M. & Greller, M. Human resource practices: Administrative contract makers. *Human Resource Management*, 1994, 33, 385-401.
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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*, 2<sup>nd</sup> 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, 4<sup>th</sup> 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: Routledge, 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.

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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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*Behavior*, 1998, 19, 217-233.

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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.

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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).

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- 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.
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- Hornung, S., Rousseau, D. M., Weigl, M., Müller, A., & Glaser, J. Redesigning work through idiosyncratic deals. *European Journal of Work and Organizational Psychology*. 2014, 23, 608-626.
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- Rynes, S. Barends, E. & Rousseau, D.M. Want to change the world? Teach Evidence-Based Management. *Academy of Management Learning and Education*, 2014, 13, 305-321.
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- Rousseau, D.M. & Gunia, B. Evidence-based Practice. *Annual Review of Psychology*, 2016, 67, 667-92.
- Tomprou, M., Rousseau, D.M. & Montes, S. The aftermath of psychological contract violation: A model of post-violation responses. *Journal of Organizational Behavior*, 2015, 36, 561-581.
- Rousseau, D.M. Developing an evidence-based HRM through the conscientious reliance on evidence, sound decision process, and stakeholders. In D. Ulrich (ed.), *The Future of HRM*. HRCI (e-book, 2015)
- Fu, N., Brosak, J., Murphy, P., Rousseau, D.M., Morris, T. & Flood, P. High performance work systems in professional service firms: Examining the practices-resources-uses-performance linkage. *Human Resource Management*, in press.
- Simosi, M. Rousseau, D.M. & Daskalaki, M. When career paths no longer exist: Career behavior among young professionals in the aftermath of the global financial crisis. *Journal of Vocational Behavior*, in press.
- Rousseau, D.M., Tomprou, M. & Simosi, M. Idiosyncratic deals individual employee negotiate: Creating flexibility and opportunity with fairness. *Organization Dynamics*, in press.
- Rousseau, D.M. & Gunia, B.C. Trends in Evidence-Based Management. In A Kovner & T. D'Aunno (eds). *Evidence-based Management in Healthcare*, 2016, in press.
- Mike, B & Rousseau, D.M. Footprints in the Sand: Interview with Denise Rousseau, *Organizational Dynamics*, in press.
- Rousseau, D.M. Attention CFOs: Your information quality could be a lot better. Interview in

*Controlling and Management Review*, in press.

Bozionelos, N., Kostopoulos, K., Van der Heijden, B., Rousseau, D.M., Bozionelos, G., Hoyland, T., Miao, R., Marzec, I., Jędrzejowicz, P., Epitropaki, O., Mikkelsen, A., Scholarios, D. & Van der Heijde, C. Employability and job performance as links in the relationship between mentoring receipt and career success: A study in SMEs. *Group and Organization Management*, in press.

#### BULLPEN/UNDER REVIEW

Anand, S., Vidyarthi, P., Liden, R.C. & Rousseau, D.M. Do we agree the boss is fair? Individual and work group effects on I-deals and group performance.

Rousseau, D., Hansen S. & Tomprou, M. Psychological contract 2.0.

Tomprou, M., Rousseau, D.M. & Griep, Y. The victim's experience: The aftermath of psychological contract violation.

#### 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.

"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*, 8<sup>th</sup> edition (2000), 9<sup>th</sup> 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" learning module. 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." 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 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 21<sup>st</sup> 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 3<sup>rd</sup> 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.” 4<sup>th</sup> 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, 13<sup>th</sup> 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.” 40<sup>th</sup> 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 11<sup>th</sup> 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.

#### 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.

#### 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	
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	
Benjamin Collier	-Carnegie Mellon University-Qatar
Amanda Weirup	
Byeung Jo Kim	

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	
Kenneth Goh	-U Western Ontario

(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. 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

(Free U Amsterdam)

Eric Barends -Center for Evidence-Based Management; VU-Amsterdam

#### 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)

## 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 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)  
Trust Journal (2008- present)  
Journal of Applied Behavioral Science (2008-present)  
Business, Society and Policy (2011-present)  
Evidence & Policy (2012-present)  
Academy of Management Discoveries (2013-present)  
Engaged Scholarship Review (2014-present)  
Project Management Journal (scientific committee-2015-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-present)  
Research Advisory Board, ISTEAC, Ecole supérieure de commerce et de marketing, Paris (2013-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.