

VITA

Robert D. Bretz Jr.

Joe and Jane Giovanini Professor of Management
Mendoza College of Business
University of Notre Dame
Notre Dame, IN 46556
http://business.nd.edu/Faculty_Directory/RobertBretz/

Office Phone: (574) 631-9821

e-mail: rbretz@nd.edu

EDUCATION

Ph.D.	University of Kansas	1988	Major: Human Resource Management Minor: Organizational Behavior
M.B.A.	University of Kansas	1984	Focus: Human Resource Management
B.A.	Bethany College	1980	Major: Economics

ACADEMIC EXPERIENCE

Beginning October 2001: **Joe and Jane Giovanini Professor of Management**, Department of Management, Mendoza College of Business, University of Notre Dame, Notre Dame, Indiana.

August, 1998 – June 2009: **Department Chair**, Department of Management, Mendoza College of Business, University of Notre Dame, Notre Dame, Indiana.

August 1998 – September 2001: **Professor of Management**, Department of Management, College of Business Administration, University of Notre Dame, Notre Dame, Indiana.

June 1997 – August 1998: **Associate Professor of Management**, Department of Management, College of Business Administration, University of Notre Dame, Notre Dame, Indiana.

June 1994 - June 1997: **Associate Professor of Management**, Department of Management and Organizations, College of Business Administration, University of Iowa, Iowa City, Iowa.

August 1988 - June 1994: **Assistant Professor of Human Resource Studies**, Department of Human Resource Studies, New York State School of Industrial and Labor Relations, and Center for Advanced Human Resource Studies, Cornell University, Ithaca, New York.

REFEREED JOURNAL ARTICLES

- Ramaswami, A., Dreher, G.F., Bretz, R.D., and Wiethoff, C. (2010). Gender, mentoring and career success: The importance of organizational context. *Personnel Psychology*, 63, 385 - 405.
- Ramaswami, A., Dreher, G.F., Bretz, R.D., and Wiethoff, C. (2010). The interactive effects of gender and mentoring on career attainment: Making the case for female lawyers. *Journal of Career Development*.
- Judge, T.A., Kammeyer-Mueller, J.D., and Bretz, R.D. (2004). A longitudinal model of sponsorship and career success: A study of industrial-organizational psychologists. *Personnel Psychology*, 57, 271-303.
- Quinn Trank, C., Rynes, S.L., and Bretz, R.D. (2002). Attracting applicants in the war for talent: Differences in work preferences among high achievers. *Journal of Business and Psychology*, 16(3), 331-345.
- Boudreau, J. W., Boswell, W. R., Judge, T. A., and Bretz, R. D. (2001). Personality and cognitive ability as predictors of job search among employed managers. *Personnel Psychology*, 54, 25-50.
- Rynes, S. L., McNatt, D. B., and Bretz, R. D. (1999). Academic research inside organizations: Inputs, processes, and outcomes. *Personnel Psychology*, 52, 869-898.
- Bretz, R. D., and Judge, T. A. (1998). Realistic job previews: A test of the adverse self-selection hypothesis. *Journal of Applied Psychology*, 83, 330-337.
- Rynes, S. L., Orlitzky, M., and Bretz, R. D. (1997). Experienced hiring versus college recruiting: Practices and emerging trends. *Personnel Psychology*, 50, 309-339.
- Judge, T. A., Cable, D. M., Boudreau, J. W., and Bretz, R. D. (1995). An empirical investigation of the determinants of executive career success. *Personnel Psychology*, 48, 485-519.
- Bretz, R. D., Boudreau, J. W., and Judge, T. A. (1994). Job search behaviors of employed managers. *Personnel Psychology*, 47, 275-302.

This article was the recipient of the *Academy of Management Human Resources Division, Scholarly Achievement Award*.

Bretz, R. D., and Judge, T. A. (1994). The role of human resource systems in job applicant decision processes. *Journal of Management, 20*, 531-551.

Bretz, R. D., and Judge, T. A. (1994). Person-organization fit and the Theory of Work Adjustment: Implications for satisfaction, tenure, and career success. *Journal of Vocational Behavior, 44*, 32-54.

Reprinted in Stone, P., and Cannon M. (1998), *Organizational Psychology*.
Brookfield, VT: Ashgate / Dartmouth.

Judge, T. A., Boudreau, J. W., and Bretz, R. D. (1994). Job and life attitudes of male executives. *Journal of Applied Psychology, 79*, 767-782.

Judge, T. A., and Bretz, R. D. (1994). Political influence behavior and career success. *Journal of Management, 20*, 43-65.

This manuscript was the recipient of the Addison-Wesley Careers Division of the Academy of Management Best Paper Award.

Judge, T. A., and Bretz, R. D. (1993). Report on an alternative measure of affective disposition. *Educational and Psychological Measurement, 53*, 1095-1104.

Bretz, R. D., Rynes, S. L., and Gerhart, B. (1993). Recruiter perceptions of applicant fit: Implications for individual career preparation and job search behavior. *Journal of Vocational Behavior, 43*, 310-327.

Bretz, R. D., and Thompsett, R. E. (1992). Comparing traditional and integrative learning methods in organizational training programs. *Journal of Applied Psychology, 77*, 941-951.

This manuscript was the recipient of the Personnel/Human Resources Division of the Academy of Management Outstanding Paper Award.

Reprinted in Russ-Eft, D., Preskill, H., and Sleezer, C. (1997). *Human resource development review: Research and implications*, 57-82. Thousand Oaks, CA: Sage.

Bretz, R. D., Milkovich, G. T., and Read, W. (1992). The current state of performance appraisal research and practice: Concerns, directions, and implications. *Journal of Management, 18*, 321-352.

- Bretz, R. D., and Thomas, S. L. (1992). Perceived equity, motivation, and final offer arbitration in major league baseball. *Journal of Applied Psychology, 77*, 280-287.
- Judge, T. A., and Bretz, R. D. (1992). Effect of work values on job choice decisions. *Journal of Applied Psychology, 77*, 261-271.
- Rynes, S. L., Bretz, R. D., and Gerhart B. (1991). The importance of recruitment in job choice: A different way of looking. *Personnel Psychology, 44*, 487-521.
Reprinted in Noe, R. A., Hollenbeck, J. R., Gerhart, B., and Wright, P. M. (1994). *Readings in human resource management*, 317-347. Burr Ridge, IL: Austen Press / Irwin.
- Dreher, G. F., and Bretz, R. D. (1991). Cognitive ability and career attainment: The moderating effects of early career success. *Journal of Applied Psychology, 76*, 392-397.
- Bretz, R. D., Ash, R. A., and Dreher, G. F. (1989). Do people make the place? An examination of the attraction-selection-attrition hypothesis. *Personnel Psychology, 42*, (3), 561-581.
- Bretz, R. D. (1989). College grade point average as a predictor of adult success: A meta-analytic review and some additional evidence. *Public Personnel Management, 18* (1), 11-22.
- Dreher, G. F., Ash, R. A., and Bretz, R. D. (1988). Benefit coverage and employee cost: Critical factors in explaining compensation satisfaction. *Personnel Psychology, 41*, (2), 237-254.

CHAPTERS, PROCEEDINGS, AND OTHER PUBLISHED RESEARCH

- Barber, A. E., and Bretz, R. D. Compensation, Attraction, and Retention. (2000). In S. Rynes, and B. Gerhart (Eds.), *Compensation in Organizations: Progress and Prospects*, Frontiers of Industrial and Organizational Science Series, Society for Industrial and Organizational Psychology, p. 32-60, San Francisco: New Lexington Press.
- Bretz, R. D. (1998). Strategic recruiting. In C. L. Cooper and C. Argyris (Eds.), *The Concise Blackwell Encyclopedia of Management*, p. 638. Oxford, UK: Blackwell.

Bretz, R. D. (1998). Job search. In C. L. Cooper and C. Argyris (Eds.), *The Concise Blackwell Encyclopedia of Management*, p. 343-344. Oxford, UK: Blackwell.

Bretz, R. D. (1997). Strategic recruiting. In L. Peters, S. Youngblood, and B. Greer (Eds.), *A Dictionary of Human Resource Management*, p. 336. Oxford, UK: Blackwell.

Bretz, R. D. (1997). Job search. In L. Peters, S. Youngblood, and B. Greer (Eds.), *A Dictionary of Human Resource Management*, p. 191-192. Oxford, UK: Blackwell.

Rynes, S. L., Orlitzky, M., and Bretz, R. D. (1996). Experienced hiring versus college recruiting: Issues and trends. *Journal of Career Planning and Employment*, (summer), 21-27, 63-64.

Thomas, S. L., and Bretz, R. D. (1994). Research and practice in performance appraisal: Evaluating employee performance in America's largest companies. *SAM Advanced Management Journal*, 59 (2), 28-34.

Thomas, S. L., and Bretz, R. D. (1994). Arbitration. In V. S. Ramachandran (Ed.) *Encyclopedia of Human Behavior, Volume 1*, 223-232. Orlando, FL: Academic Press.

Gerhart, B., and Bretz, R. D. (1994). Employee compensation. In W. Karwowski, and G. Salvendy (Eds.), *Organization and Management of Advanced Manufacturing*, 81-101. New York: John Wiley & Sons, Inc.

Judge, T. A., and Bretz, R. D. (1992). Political influence behavior and career success. *Proceedings of the Academy of Management*, Las Vegas, Nevada. August 9-12, 1992.

This paper was the recipient of the Addison-Wesley Careers Division Best Paper Award.

Johnson, R., and Bretz, R. D. (1991). *Research and Applications of the Process of Performance Appraisal: An Annotated Bibliography of Recent Literature, 1981-1989*. Public Administration Series, P3021. Monticello, Illinois: Vance Bibliographies.

Bretz, R. D., and Dreher, G. F. (1990). Individual, group and organizationally-oriented personnel systems: Implications for staffing the high-technology firm. In L. R. Gomez-Mejia and M. W. Lawless (Eds.), *Organizational Issues in High Technology Management, Volume 11, Monographs in Organizational Behavior and Industrial Relations*, 215-225. Greenwich, Connecticut: JAI Press, Inc.

Bretz, R. D., and Dreher, G. F. (1988). Sponsored versus contest mobility: The role of mentoring in managerial careers. In R. S. Schuler, S. A. Youngblood, and V. Huber (Eds.), *Readings in Personnel and Human Resource Management*, Third Edition. St. Paul, Minnesota: West Publishing Company.

Bretz, R. D., and Dreher, G. F. (1988). Individual, group, and organizationally-oriented systems: Implications for staffing the high-technology firm. *Proceedings of the High Technology Management Conference*, Boulder, Colorado. January 14 -15, 1988.

Lorenzi, P., and Bretz, R. D. (1986). Effects of promised and unpromised reinforcers on task performance and intrinsic motivation. *Proceedings of the Seventeenth Annual Meeting of the Midwest Decision Sciences Institute*. Lincoln, Nebraska. April 23-25, 1986.

This paper was the recipient of the *Best Contributed Paper Award*.

PRESENTATIONS

Bretz, R.D. *Leadership and Motivation*. Office of Student Activities, Sophomore Leadership Series. University of Notre Dame. February 4, 2013.

Bretz, R.D. *B3: How Belief Formation Affects Perceptions of Busy Versus Balanced*. MBA Spiritual Retreat. University of Notre Dame. February 15, 2013.

Ramaswami, A., Dreher, G. Bretz, R.D., Wiethoff, C. *Gender, Mentoring and Career Success: The Importance of Organizational Context*. Annual Meeting of the National Academy of Management, Anaheim, CA, August 2008

Ramaswami, A., Dreher, G. Bretz, R.D., Wiethoff, C. *Interactive Effects of Gender and Mentoring on Career Attainment: Do Female Lawyers Need Good Counsel*. Annual Meeting of the National Academy of Management, Anaheim, CA, August 2008

Bretz, R. D. Teaching HRM in Business Schools. In the pre-conference session *Future Directions for Teaching HR*. Annual Meeting of the National Academy of Management, Boston, MA, August 1997.

Bretz, R. D. Discussant comments for the symposium: *Job Search and Choice: Research and Practice for the 21st Century*. Annual Meeting of the National Academy of Management, Boston, MA, August 1997.

- Bretz, R. D. Discussant comments for the symposium: *Relating Personality to Job Attitudes and Performance*. Annual Meeting of the National Academy of Management, Boston, MA, August 1997.
- Judge, T. A., Bretz, R. D., Kennedy, D. J., and Bloom, M. C. *People as sculptors vs. sculpture: Test of a dispositional model of career success*. Annual Meeting of the National Academy of Management, Cincinnati, Ohio, August 1996.
- Carlson, K. D., Bretz, R. D., and Barrick, M. R. *Assessing multiple learning outcomes: Are they independent constructs?* Annual Meeting of the National Academy of Management, Cincinnati, Ohio, August 1996.
- Judge, T. A., and Bretz, R. D. Job attribute preferences and person-organization fit among central European and U.S. job seekers. In the symposium *Frontiers of PE fit theory spanning work, family, and culture*. Eleventh annual conference of the Society for Industrial and Organizational Psychology, San Diego, California, April 26-28, 1996.
- Barrick, M. R., and Bretz, R. D. Assessing “fit” from a team perspective: A policy-capturing approach. In the symposium: *Attraction-selection-attrition at the job, team and organizational level*. Eleventh annual conference of the Society for Industrial and Organizational Psychology, San Diego, California, April 26-28, 1996.
- Carlson, K., Bretz, R. D., and Barrick, M. R. The effects of work environment on job related learning. In the symposium: *How can organizations facilitate transfer of learning* Eleventh annual conference of the Society for Industrial and Organizational Psychology, San Diego, California, April 26-28, 1996.
- Carter, S. D., and Bretz, R. D. *Influences of training methods and factors of cognitive ability on training outcomes*. Annual Meeting of the National Academy of Management, Vancouver, British Columbia, Canada, August 6-9, 1995.
- Judge, T. A., Cable, D. M., Boudreau, J. W., and Bretz, R. D. *An empirical investigation of the determinants of executive career success*. Annual Meeting of the National Academy of Management, Dallas, Texas, August 17-20, 1994.
- Bretz, R. D., Rynes, S. L., and Gerhart, B. Pre-Hire Perceptions of Applicant Fit: The Recruiter's Perspective. In the symposium *Perspectives on fit: The relationship of person-environment fit to selection, task performance, and organizational stress*. National Academy of Management meetings, Atlanta, Georgia, August 8-11, 1993.

Bretz, R. D., and Thompsett, R. E. *Comparing the Effects of Different Training Methods*. Annual Meeting of the National Academy of Management, Las Vegas, Nevada, August 9-12, 1992.

This paper was the recipient of the *Personnel/Human Resources Division Outstanding Paper Award*.

Bretz, R. D., and Judge, T. A. The Role of Person-Organization Fit in Applicants' Job Choice Decisions. In the symposium *Job search and choice: New directions in theory and research*. Annual Meeting of the National Academy of Management, Las Vegas, Nevada, August 9-12, 1992.

Judge, T. A., and Bretz, R. D. *Political Influence Behavior and Career Success*. Annual Meeting of the National Academy of Management, Las Vegas, Nevada, August 9-12, 1992.

This paper was the recipient of the *Addison-Wesley Careers Division Best Paper Award*.

Judge, T. A., and Bretz, R. D. *The Effects of Work Values on Job Choice Decisions*. Annual convention of the Industrial and Labor Relations Association, New Orleans, Louisiana, January 3, 1992.

This paper was selected for inclusion in the *IRRA Working Paper Series*.

Bretz, R. D. *Performance Appraisal Research and Practice: Identifying the Gap*. Pre-Conference Workshop at the Fifth Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Miami Beach, Florida, April 20, 1990.

Ash, R. A., Bretz, R. D., and Dreher, G. F. *The Measurement and Dimensionality of Compensation Satisfaction in Law Enforcement*. Fifth Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Miami Beach, Florida, April 20-22, 1990.

Bretz, R. D., and Dreher, G. F. *Motivational States of Research Scientists: A Literature Review*. High Technology Management Conference, Boulder, Colorado, January 10-12, 1990.

Ash, R. A., and Bretz, R. D. A Multi-Focus Equity Theory Model of Compensation Satisfaction. In the symposium *The measurement of compensation satisfaction: Are we there yet?* Third Annual Conference of the Society of Industrial and Organizational Psychology Inc., Dallas, Texas, April 22-23, 1988.

Dreher, G. F., and Bretz, R. D. *Individual, Group, and Organizationally-Oriented Systems: Implications for Staffing the High Technology Firm*. High Technology Management Conference, Boulder, Colorado, January 14-15, 1988.

Ash, R. A., Dreher, G. F., and Bretz, R. D. *Dimensionality and Stability of the Pay Satisfaction Questionnaire (PSQ)*. Second Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Atlanta, Georgia, April 3-4, 1987.

Lorenzi, P., and Bretz, R. D. *Effects of Promised and Unpromised Reinforcers on Task Performance and Intrinsic Motivation*. Seventeenth Annual Meeting of the Midwest Decision Sciences Institute. Lincoln, Nebraska, April 23-25, 1986.

This paper was the recipient of the *Best Contributed Paper Award*.

UNPUBLISHED MANUSCRIPTS, WORKING PAPERS and RESEARCH IN PROGRESS

In Progress:

The role of business schools in delivering a modern liberal education. With Tim Judge.

In Progress:

Viewing the legitimacy of student course evaluations as performance assessment. (With Luis Gomez-Mejia)

In Progress:

The effects of core self-evaluations, sustained contemplative practices, and self-determination on physical health. With Tim Judge.

In Progress:

Language style matching in the application and employee selection process. With Tim Judge.

Progress Unknown:

The well-lived pastoral life. With Matt Bloom, Tim Judge, and Ken Kelley.

Progress Unknown:

The religious lives of American workers. With Matt Bloom and Ken Kelly.

Barrick, M. R., and Bretz, R. D. (1997). Effects of relational demography and relational psychology on team composition and member attitudes. *Unpublished manuscript*.

Judge, T. A., Bretz, R. D., Boudreau, J. W., and Welbourne, T. (1996). Job attribute preferences of American and central European job seekers. *Unpublished manuscript*.

Judge, T. A., Bretz, R. D., Kennedy, D. J., and Bloom, M. C. (1996). People as sculptors vs. sculpture: Test of a dispositional model of career success. Unpublished manuscript.

Carlson, K. D., Bretz, R. D., and Barrick, M. R. (1996). Assessing multiple learning outcomes: A Field Test. *Unpublished manuscript*.

Bretz, R. D., and Judge, T. A. (1996). Relations between affective disposition and training success. *Unpublished manuscript*.

Boudreau, J. W., Bretz, R. D., and Judge, T. A. (1993). *Future staffing, training, and development: From upward mobility to continuous learning*. Center for Advanced Human Resource Studies Working Paper. School of Industrial and Labor Relations, Cornell University, Ithaca, New York.

Bretz, R. D., and Dreher, G. F. (1990). *Reframing Turnover / Personality Research in the Context of the Attraction-Selection-Attrition Hypothesis*. Center for Advanced Human Resource Studies Working Paper #90-13. School of Industrial and Labor Relations, Cornell University, Ithaca, New York.

Ash, R. A., Bretz, R. D., and Dreher, G. F., (1990). *The Measurement and Dimensionality of Compensation Satisfaction in Law Enforcement*. Center for Advanced Human Resource Studies Working Paper #90-11. School of Industrial and Labor Relations, Cornell University, Ithaca, New York.

Bretz, R. D., Dreher, G. F., and Ash, R. A. (1990). *Organizational Search and Choice Revisited: The Role of Human Resource Systems in the Applicant's Decision Making Process*. Center for Advanced Human Resource Studies Working Paper #90-07. School of Industrial and Labor Relations, Cornell University, Ithaca, New York.

TEACHING ACTIVITIES

Courses developed and taught at University of Notre Dame:

- ◆ MGT 231 Introduction to Management (Undergraduate Required)
- ◆ MGT 475 Developing the High Performance Workforce (Undergraduate Required)
- ◆ MGT 476 Improving Human Performance (Undergraduate Elective)
- ◆ MGT 476 Techniques of Human Resource Management (Undergraduate Elective)
- ◆ MGT 604 Improving Human Performance (MBA Elective)
- ◆ MGT 604 Techniques of Human Resource Management (MBA Elective)
- ◆ MGT 604 HR Practices in High Performing Organizations (MBA Elective)
- ◆ MGT 605 Developing the High Performance Workforce (MBA Elective)
- ◆ MSA 505 Human Resources (MSA Required Course)
- ◆ MNA 60210 Human Resources (MNA Required Course)
- ◆ MGT 70450 Acquiring and Assessing Human Resources (MBA Elective)
- ◆ MGT 70455 Developing and Rewarding Human Resources (MBA Elective)
- ◆ MGT 70480 HR Practices in High Performing Organizations (MBA Elective)
- ◆ MGT 70480 Managing Talent (MBA Elective)
- ◆ MGTC 40410 Leadership and Motivation (Undergraduate Mgt Major Required)
- ◆ MGTC 40410 Values Based Leadership

Courses developed and taught at the University of Iowa:

- ◆ 6N: 227 Administrative Sciences II -- Human Resources Management (MBA Core)
- ◆ 6J: 205 Performance Measurement and Management (MBA Elective)
- ◆ 6J: 245 Training and Development (MBA Elective)
- ◆ 6J: 151 Human Resource Management I (Undergraduate Required)

Courses developed and taught at Cornell University:

- ◆ ILRPR 260 Personnel Management (Undergraduate survey course)
- ◆ ILRPR 461 Human Resource Management in Organizations (Non-Majors)
- ◆ ILRPR 560 Personnel Management (Graduate survey course)
- ◆ ILRPR 663 Organizational Effectiveness and Performance Appraisal (Elective)
- ◆ ILRPR 693 Training in Organizations (Elective)
- ◆ ILRPR 960 Graduate Seminar in Personnel and Human Resource Management

EXECUTIVE EDUCATION

Issues in Adult Learning. University of Notre Dame, Bayer Diagnostics Program. 1999-2000.

Performance Management. University of Notre Dame, Bayer Diagnostics Program. 1999-2000.

Key Issues in Effective Management of Human Resources. University of Iowa - St. Petersburg Medical Academy of Post-Graduate Studies Partnership Program. June 19 - 26 1996.

Human Resource Management: Strategies for Competitive Advantage. Singapore Institute of Management, Singapore, May 16-20, 1994.

Asia Pacific Human Resource Executive Development Program, Avon-Cornell. Hong Kong, August 15-20, 1993.

Performance Management Systems: Linking Employees to Business Goals. Core Human Resource Management Program, Cornell University School of Industrial and Labor Relations Extension. May, 1991, 1992, 1993.

The Current State of Performance Appraisal Research and Practice: Identifying the Gap. Maravan Institute, Cornell University School of Industrial and Labor Relations Extension. April 15-16, 1991.

Performance Evaluation Research and Practice. Executive Briefing for the Center for Advanced Human Resource Studies, New York, September 29, 1989.

PROFESSIONAL SERVICE

- ◆ Editorial Board, *Strategic HRM Journal*, 2010 -
- ◆ Editorial Board, *Personnel Psychology*, 1996 - 2002
- ◆ Editorial Board, *Journal of Management*, 1993 - 1999
- ◆ Academy of Management, HR Division, Scholarly Achievement Award Com Chair, 1996 – 1997
- ◆ Academy of Management, HR Division, Scholarly Achievement Award Com 1992 -1995
- ◆ American Psychological Association (APA), Division 14 Program Committee, 1999
- ◆ American Psychological Association (APA), Division 14 Program Committee, 1997
- ◆ Society for Industrial and Organizational Psychology (SIOP), Program Committee, 2000
- ◆ Society for Industrial and Organizational Psychology (SIOP), Program Committee, 1998

- ◆ University of Notre Dame, Faculty Appeals Committee, 2009 - present
 - ◆ University of Notre Dame, Kaneb Center Faculty Fellow, 2009 - 2010
 - ◆ University of Notre Dame, Associate Provost's Committee on FYS Orientation, 2007 - 2008
 - ◆ University of Notre Dame, Vice President's Committee on Student Discipline, 2007 - 2008
 - ◆ University of Notre Dame, Academic Council Executive Committee, 2003 -2004
 - ◆ University of Notre Dame, Academic Council, 2001 – 2004
 - ◆ University of Notre Dame, Academic Council Subcom on Undergraduate Affairs, 2001-2002
 - ◆ University of Notre Dame, Academic Council Subcommittee on Faculty Affairs, 2001-2002
 - ◆ University of Notre Dame, PAC Subcommittee Collegiate Appointments, Chair, 2001- 2002
 - ◆ University of Notre Dame, Steering Committee for Strategic Planning process, 2001- 2002
 - ◆ University of Notre Dame, PAC Subcommittee on TCEs, 2000 – 2001
 - ◆ University of Notre Dame, PAC Subcommittee on Enrollment Caps and Dept. Gates, 2000
 - ◆ University of Notre Dame, PAC Subcommittee on Non-Dept. Faculty Appointments, 2000
 - ◆ University of Notre Dame, Provost's Advisory Committee (PAC), 2000 – 2008
 - ◆ University of Notre Dame, Strategic Planning Steering Committee, 2001-2002
-
- ◆ UND, Mendoza College of Business, Undergraduate Curriculum Committee, 2012
 - ◆ UND, Mendoza College of Business, Schurz Professor Search Committee Chair, 2009 - 2010
 - ◆ UND, Mendoza College of Business, MNA Admission Committee, 2004 - 2008
 - ◆ UND, Mendoza College of Business, Exec Education Advisory Board, 2002 - 2009
 - ◆ UND, Mendoza College of Business, EMBA Curriculum Committee, 2002
 - ◆ UND, Mendoza College of Business, College Council Subcom on Research Support, 01–02
 - ◆ UND, Mendoza College of Business, MS Accountancy Review Committee, 1999 - 2000
 - ◆ UND, Mendoza College of Business, MS in Administration Review Committee, 1999 - 2000
 - ◆ UND, Mendoza College of Business, College Council Subcom on DFAs, 1999 - 2000
 - ◆ UND, Mendoza College of Business, College Council, 1998 - 2009
 - ◆ UND, Mendoza College of Business, College Council Teaching Loads Com, 1998 - 1999
 - ◆ UND, Mendoza College of Business, Kaneb Teaching Award Com., 1998 - 1999
 - ◆ UND, Mendoza College of Business Curriculum Committee, 1998 – 1999

- ◆ UND, Department of Management, Primary Author, Dept Self Study Report, 2009-2101
- ◆ UND, Department of Management, CAP, 2009 - 2012
- ◆ UND, Department of Management, Chair, 1998 - 2009
- ◆ UND, Department of Management, CAP, Chair, 1998 - 2009
- ◆ UND, Department of Management, Honesty Committee, Notre Dame, 1997-1998

- ◆ University of Iowa, Computing Services Committee, 1996-1997
- ◆ University of Iowa, MBA Core Committee, 1995-1996
- ◆ University of Iowa, Undergraduate Programs Committee, University of Iowa, 1994-1995
- ◆ University of Iowa, Department of Mgt and Orgs, Recruiting Committee, 1994-1995
- ◆ University of Iowa, Department of Mgt and Orgs, MBA Committee, 1994-1997
- ◆ University of Iowa, Department of Mgt and Orgs, Ph.D. Committee, 1994-1997

- ◆ NYSSILR Cornell University, Undergraduate Program Committee, 1992
- ◆ NYSSILR Cornell University, Nominations, Elections and Personnel Policies Com. 1991
- ◆ NYSSILR Cornell University, Ad Hoc Com. for Evaluating Teaching Effectiveness, 1991
- ◆ NYSSILR Cornell University, Department of HR Studies, Recruiting Com. 1989-1990

- ◆ President, University of Kansas, Association of Business Doctoral Students, 1985-1986
- ◆ University of Kansas, School of Business Doctoral Program Review Committee, 1985

- ◆ Ad Hoc Reviewer: *Academy of Management Journal, Academy of Management Review, Industrial and Labor Relations Review, Journal of Applied Psychology, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Vocational Behavior, Organizational Behavior and Human Decision Processes*

GRADUATE STUDENT COMMITTEES

- ◆ Shani Carter, Ph.D. NYSSILR, Cornell University, (Chair), 1991-1994.
- ◆ John Campling, Ph.D. NYSSILR, Cornell University, 1989-
- ◆ Jeffrey Tuttle, Ph.D. A&LS, Cornell University / Education, 1991-1999.
- ◆ Kevin Carlson, Ph.D. University of Iowa, 1996-1997
- ◆ Kuh Yoon, Ph.D. University of Iowa, 1996-1997

PROFESSIONAL ORGANIZATION MEMBERSHIPS

- ◆ Beta Gamma Sigma Business Honor Society: Member since 1987
- ◆ Academy of Management: Member since 1987
- ◆ Association for Psychological Science (APS): Member since 1993; Fellow since 2005
- ◆ American Psychological Association (APA): Member since 1997; Fellow since 1998
- ◆ Industrial Relations Research Association (IRRA): Member 1987 – 1994
- ◆ Society for Industrial and Organizational Psychology (SIOP), APA Division 14, Member since 1993; Fellow since 1997

HONORS and AWARDS

- ◆ University of Notre Dame, MSA Program, *Outstanding Teacher Award*, 2009 – 2010
- ◆ University of Notre Dame, Kaneb Center *Faculty Fellow*, 2009 – 2010
- ◆ University of Notre Dame, MBA Program, *Outstanding Professor Award*, 2005
- ◆ Elected *Fellow* of the Association for Psychological Science (APS), 2005
- ◆ University of Notre Dame, *Presidential Award*, 2004
- ◆ University of Notre Dame, MSA Program, *Outstanding Teacher Award*, 2004
- ◆ Elected *Fellow* of the American Psychological Association (APA), 1998
- ◆ Elected *Fellow* of the Society for Industrial and Organizational Psychology (SIOP), 1997
- ◆ Cornell University, NYSSILR, *Outstanding Educator Award*, 1995.
- ◆ Human Resources Division, Academy of Management, *Scholarly Achievement Award*, 1994. For the article: *Job search behaviors of employed managers*.
- ◆ Human Resources Division, National Academy of Management Conference, *Best Paper Award*, 1992. For the manuscript: *Comparing the Effects of Different Training Methods*.
- ◆ Careers Division, National Academy of Management Conference, *Best Paper Award*, 1992. For the manuscript: *Political influence behavior and career success*.

- ◆ University of Kansas, Doctoral Dissertation Defense, *Honors*, 1988. Dissertation Title: *Exploring the Role of Human Resource Systems in the Organizational Choice Process: A Person-Organization Interactionist Perspective*.
- ◆ University of Kansas, Comprehensive Doctoral Oral Examination, *Honors*, 1987.
- ◆ University of Kansas, School of Business Ph.D. *Dissertation Fellowship*, 1987-1988.
- ◆ University of Kansas, School of Business, Graduate Business Council *Outstanding Educator Award*, 1987.
- ◆ Midwest Decision Sciences Inst. 17th Annual Meeting, 1986. *Best Contributed Paper Award*. For the manuscript: *Effects of promised and unpromised reinforcers on task performance and intrinsic motivation*.

FUNDED RESEARCH

- ◆ Beacon Health Systems. \$75,000. Spirituality Effects on Holistic Health
- ◆ Lilly Endowment, Indianapolis, IN. \$529,317. Flourishing in Ministry: Investigating Pastoral Well-Being and the Well-Lived Pastoral Life. 2009, (With Matt Bloom and Amy Colbert).
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$9,350. *Executive Job Change: An Examination of Age and Gender Bias in Post-Layoff Employment Outcomes*, 1993.
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$28,800. *Further Examination of the Effects of Training Methods on Participant Learning, Behavioral Changes, and Organizational Transformation*, 1993.
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$14,932. *Assessing the Behavioral Effects and Compensatory Nature of Integrative Learning Training Interventions*, 1992.
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$8,412. *Influence Behavior, Fit, and Career Progression*, 1991, (With Tim Judge).
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$14,275. *Examining the Effects of Integrative Learning Philosophy in Corporate Training Programs*, 1990.
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$20,820. *The Impact of Reward Distribution Systems on Applicant Decisions to Join Organizations and Employee Decisions to Stay or Leave*, 1989.
- ◆ The Center for Advanced Human Resource Studies, NYSSILR, Cornell University. \$8,000. *The Current State of Performance Appraisal in Fortune 100 Firms*, 1988.