

September 06

Denise Marie-Thérèse Rousseau  
H.J. Heinz II 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: [rousseau@andrew.cmu.edu](mailto:rousseau@andrew.cmu.edu)  
[denise@cmu.edu](mailto:denise@cmu.edu)  
Heinz School Office: 2101D Hamburg Hall  
GSIA/Tepper Office: 381A Posner Hall

*PERSONAL*

111 Timberwood Drive  
Glenshaw, PA 15116 USA  
1 (412) 487-6639 (voice)  
1 (412) 487-9097 (fax)

1362 Harpswell Island Road  
Orr's Island, ME 04066 USA  
1(207) 833-7838 (voice/fax)

Date of Birth: October 20, 1951, Santa Rosa, California USA  
Married: Paul S. Goodman, August 6, 1994, Eagle Island, Maine USA  
Children: Heather Cooke, Jessica Cooke, Cathleen Cooke, Jonathon Goodman, Jennifer Goodman, Daniel Goodman

*EDUCATION*

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

*EMPLOYMENT*

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

**Assistant Professor of Organizational Science**

- 1977-1981**            **The University of Michigan, Ann Arbor**  
**Assistant Professor of Psychology and Study Director/Assistant Research**  
**Scientist; Organizational Behavior Program/Department of Psychology and**  
**Institute for Social Research**
- 1976-1977**            **Management Technology, Inc., Berkeley, California**  
**Consultant**
- 1975**                    **Pacific Gas and Electric Co., San Francisco, California.**  
**Personnel Research Assistant**
- 1973-1977**            **University of California at Berkeley**  
**Teaching Assistant, Research Assistant, Teaching Associate, Instructor**

***HONORS***

- Frank P. Doyle Scholarship, Santa Rosa Junior College (1969-1971)**  
**President's Scholar, University of California at Berkeley (1971-1973)**  
**Phi Beta Kappa, University of California at Berkeley (1973)**  
**Society of Organization Behavior (Elected 1979)**  
**William J. Davis Memorial Award, Educational Administration Quarterly Award for Best Article (1982)**  
**Buchanan Research Chair, Northwestern University (1984)**  
**Paget Research Chair, Northwestern University (1985)**  
**Borg-Warner Research Chair, Northwestern University (1986)**  
**Program Chair, Organizational Behavior Division, Academy of Management (1989-1990)**  
**Chair, Organizational Behavior Division, Academy of Management (1991-1992)**  
**Fellow, American Psychological Association (Elected 1991)**  
**Fellow, Society for Industrial/Organizational Psychology (Elected 1991)**  
**Elected, Representative, Board of Governors, Academy of Management (1994-1997)**  
**Winner, National Institute for Health Care Management Research Award (1994)**  
**Visiting Scholar, Notre Dame University, School of Business (1996)**  
**Winner, George R. Terry Award, Best Book in Management, Academy of Management (1996)**  
**Fellow, Academy of Management (Elected 1997)**  
**Finalist, George Terry Book Award, Academy of Management (1997)**  
**H. J. Heinz II Endowed Professorship (1998-present)**  
**Shaw Chair, Nanyang Technical University, Singapore (2000)**  
**Best Paper Award, Organizational Behavior Division, Academy of Management (2004)**  
**Visiting Scholar, Singapore Management University (2005)**  
**President, Academy of Management (2004-2005)**  
**Fellow, British Academy of Management (Elected 2005)**  
**Visiting Professor, Leeds University (2005-2007)**  
**International Visiting Fellow, Advanced Institute of Management, UK (2006-2007)**  
**Benedictine College, Recognition for Contribution to OD, April 2006**  
**Winner, George R. Terry Award for Best Book in Management, Academy of Management (2006)**  
**Best Paper Award, Organizational Psychology Track, British Academy of Management (2006)**

***GRANTS***

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

**"Changing and Renegotiating the Psychological Contract," International Consortium on Executive**

Development Research, 1993-1994, \$15,000.

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

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

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

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

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

### BOOKS

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

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

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

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

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

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

Institute of Medicine (2004) *Keeping patients safe: Transforming the work environment of nurses*. Washington, DC: National Academy Press. (Member, Institute of Medicine report committee.)

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)

## 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. and 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. and 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. and 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. and 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. and Rousseau, D. M. The relationship of life events and personal orientations to symptoms of strain. *Journal of Applied Psychology*, 1983, 68, 446-458.

Cooke, R. A. and Rousseau, D. M. Stress and strain from family roles and work role expectations. *Journal of Applied Psychology*, 1984, 69, 252-260.

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

Rousseau, D. M. Issues of level in organizational research: Multi-level and cross-level

perspectives. In L. L. Cummings and B. Staw (Eds.), *Research in Organizational Behavior*, 1985, 7, 1-37.

Rousseau, D. M. and Cooke, R. A. Measuring the effectiveness of quality of work life programs. In K. Buback and K. Grant (Eds.), *Quality of Work Life in Health Care Facilities*. St. Louis, MO: Catholic Health Association, 1985.

Rousseau, D. M. Publishing from a reviewer's perspective. In P. Frost and L. Cummings (Eds.), *Publishing in the Organizational Sciences*. Homewood, IL: Irwin, 1985, 1995.

Cooke, R. A., Rousseau, D. M. and 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.

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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.

Cooke, R. A., Rousseau, D. M. and Lafferty, J. C. Personal orientations and their relations to psychological and physiological symptoms of strain. *Psychological Reports*, 1988, 62, 223-238.

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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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Roberts, K. H. and Rousseau, D. M. Research in nearly failure free high reliability systems: Having the bubble. *IEEE Transactions on Engineering Management*, 1989, 36, 132-139.

Rousseau, D. M. Psychological and implied contracts in organizations. *The Employee Rights and*

*Responsibilities Journal*, 1989, 2, 121-139.

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Shortell, S. M., Rousseau, D. M. and Gillies, R. R. APACHE III study design: Analysis of process. *Critical Care Medicine*, 1989, 17, S213-S216.

Rousseau, D. M. New hire perceptions of their own and their employer's obligations: A study of psychological contracts. *Journal of Organizational Behavior*, 1990, 11, 389-400.

Rousseau, D. M. Assessing organizational culture: The case for multiple methods. In B. Schneider (Ed.), *Frontiers of Industrial and Organizational Psychology*, (Volume 3). San Francisco: Jossey-Bass, 1990, pp. 153-192.

Rousseau, D. M. Normative beliefs in high and low fund raising organizations. *Group and Organization Studies*, 1990, 15, 448-460.

Rousseau, D. M. and Anton, R. J. Fairness and obligations in termination decisions: The role of contributions, promises, and performance, *Journal of Organizational Behavior*, 1991, 12, 287-299.

Shortell, S. M. Rousseau, D. M., Gillies, R. R., Devers, K. and Simons, T. L. Organizational assessment in intensive care units: Construct development, reliability, and validity of the ICU nurse-physician questionnaire. *Medical Care*, 1991, 29, 709-727.

Shortell, S. M., Zimmerman, J. E., Gillies, R. R., Duffy, J., Devers, K. J., Rousseau, D. M. and 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. and Parks, J. M. The contracts of individuals and organizations. In L. L. Cummings and B. M. Staw (Eds.), *Research in Organizational Behavior*, 1993, Volume 15, pp. 1-43. Greenwich, CT: JAI Press.

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Zimmerman, J. E., Shortell, S. M., Rousseau, D. M., Duffy, J., et al. Improving intensive care: Observations based on organizational case studies from a prospective, multicenter study. *Critical Care Medicine*, 1993, 21, 1443-1451, 1993.

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

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- Rousseau, D. M. and 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. and 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. and 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. and Rousseau, D. M. Changing obligations and the psychological contract: A longitudinal study. *Academy of Management Journal*, 1994, 37, 137-152.
- Gundry, L. R. and Rousseau, D. M. Communicating culture to newcomers. *Human Relations*, 1994, 47, 1065-1088.
- Rousseau, D. M. and Greller, M. (Eds.). Psychological contracts and human resource practices. Special issue of *Human Resource Management*, 1994, 33, (3).
- Rousseau, D. M. and 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. and 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. and 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. and 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. and 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; to be reprinted in *Work: Contexts and Consequences*, vol. 1, eds., C.L. Cooper & W.H. Starbuck. London: Sage, November 2005.
- Arthur, M. B. and 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.

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

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

Rousseau, D. M., Sitkin, S. B., Burt, R., and 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.

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

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

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

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

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

Rousseau, D.M. & Schalk, R. Lessons from cross-national perspectives. In D. M. Rousseau and R. Schalk (eds.), *Psychological contracts in employment: Cross-national perspectives*, 2000. Newbury

Park, CA: Sage, (pp. 283-304).

Littleton, S.M., Arthur, M.B., & Rousseau, D.M. The future of boundaryless careers. In A. Collins and R. Young (eds.) *The Future of Careers*, 2000. Cambridge: Cambridge University Press (pp. 101-114).

Inkson, K., Heising, A., and Rousseau, D. M. The interim manager: Prototype of the 21<sup>st</sup> century worker. *Human Relations*, 2001, 54, 259-284.

Shperling, Z. & Rousseau, D.M. Why workers want to be owners. In C. L. Cooper and D.M. Rousseau (eds.), *Employee versus owner issues*, Trends in Organizational Behavior series, volume 8, Chichester: Wiley, 2001.

Ferrante, C.J. & Rousseau, D.M. Bringing open book management into the academic line of sight. In C. L. Cooper and D.M. Rousseau (eds.), *Employee versus owner issues*, Trends in Organizational Behavior series, volume 8, Chichester: Wiley, 2001.

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.

Rousseau, D. M. New meaning for old concepts in human resource management and industrial relations. In T. Kochan and D. Lipsky (eds.) *Negotiations and Change: From the Workplace to Society*, 2003, ILR/Cornell University Press.

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Rousseau, D. M. and 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.

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

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Rousseau, D.M. & Shperling, Z. Ownership and the changing employment relationship: Why stylized notions of labor no longer generally apply. Reply to Zarkhoodi and Paetzgold, *Academy of Management Review*, 2004, 29, 562-569.

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

Shore, L.M., Tetrick, L.E., Taylor, S., Coyle Shapiro, J.A-M., Liden, R., McLean Parks, J., Wolfe Morrison, E., Porter, L., W., Robinson, S.L., Roehling, M., Rousseau, D.M., Schalk, R. Tsui, A., Van Dyne, L. The Employee-Organization Relationship: A Timely Concept in a Period of Transition. J. Martocchio (ed.), *Research in Personnel and Human Resource Management*, Volume 23. Elsevier, 2004.

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Hinsdale & J. Keenan (ed.), *Church Ethics and its Organizational Context: Learning from the Sex Abuse Scandal in the Catholic Church*. Sheed and Ward, 2005.

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Rousseau, D.M. The shift in risk from employers to workers in the new employment relationship. *The New Work in America (Work in America Revisited)*, E.E. Lawler III & J. O'Toole (eds.), in press.

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

Rousseau, D.M. & Ling, K. Following the resources in Positive Organizational Relationships, in J. E. Dutton and B. R. Ragins (eds.), *Positive Organizational Relationships*, New York: Oxford, in press.

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

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

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

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

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

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

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

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

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

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

Rousseau, D.M. Preface, *Positive Organizational Behavior*, D. Nelson and C.L. Cooper, editors, in press.

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

### **UNDER REVIEW**

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

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

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

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

Hui, C., Lee, C., Rousseau, D.M. & Wang, H. Antecedents and consequences of psychological contracts: Organizational culture, ownership, and employee fit as predictors of reciprocity.

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

Hornung, S., Rousseau, D.M. & Kim, T.G. Active on the Job and Proactive in Change: Autonomy as Precursor of Employee Support for Organizational Change

Hornung, S, Rousseau, D.M. & Glaser, J. Flexibility in work arrangements: structural and idiosyncratic.

### **SELECTED REVIEWS**

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

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

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

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

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

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

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

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

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

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

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

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

#### TEACHING MATERIALS

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

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).

#### MEASURES/INVENTORIES

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

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

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

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

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

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

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

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

#### SELECTED ACADEMIC CONFERENCE PAPERS AND INVITED COLLOQUIA

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

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

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

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

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

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

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

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

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

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

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

**"The role of individual and organizational characteristics in the effectiveness of automobile dealerships" (with Robert A. Cooke). Midwestern Academy of Management, Notre Dame, 1984.**

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

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

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

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

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

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

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

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

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

**"A behavioral model of intensive care unit effectiveness" (with Steve Shortell, Robin Gillies, E. F. X.**

Hughes, W. Knaus, E. Draper and D. Wagner). Academy of Management Meeting, San Francisco, 1990.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Keynote Address: "Managing change in health care: Healthcare professionals as designers of the 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 University- Montreal, March 2004.**

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

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

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

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

**"The 'Organization' in Positive Organizational Scholarship." ICOS, University of Michigan, October 2004.**

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

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

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

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

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

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

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

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

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

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

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

**“Trends in psychological contract research,” Research colloquium, Universidad de Valencia, Spain, October 2005.**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Rousseau, D.M. 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.**

#### ***RESEARCH INTERESTS***

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

#### ***TEACHING INTERESTS***

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

#### ***EXECUTIVE DEVELOPMENT***

**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)**

**Heinz:**

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

**Additional Programs:**

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

***OTHER TEACHING***

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

**CHERP Research Methods course (UPITT/VA) 2004-present**

***PUBLIC SERVICE***

**Management Development Programs for:**

**Senior Citizen Cooperative Services, Detroit, MI (1978)  
Triton College, River Grove, Illinois (1984)  
Morton College, Cicero, Illinois (1984)  
Methodist Youth Services (1985-1986)  
WTTW Chicago (1987)  
Norris Center, Northwestern University (1987-1988)  
Northwestern University Department Chairs (1989-1994)  
United Way of Chicago (1993)  
Department of Human Services, Allegheny County, Pittsburgh (1998)  
Facilitator, Heinz Endowments Retreat (2000)  
Presenter, Social Entrepreneurship Conference, Pittsburgh (2003)  
OPERA, Managing the New Worker, Pittsburgh (2004)  
Childcare Centers, U Pittsburgh (2005)**

## **PROFESSIONAL SERVICE**

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

### **Participation in Academy of Management Consortia:**

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

### **Participation in ANZAM Doctoral Program Consortia:**

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

## **DOCTORAL DISSERTATIONS**

### **CHAIR**

*(Northwestern)*

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

***(Carnegie Mellon University)***

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

**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  
Laura Dabbish Carnegie Mellon University

***(Rutgers)***

Barbel Koch                    -Kaiser Permanente  
Dorothy Kirkman

*(U. Pittsburgh)*

Harry Van Buren            -University of New Mexico  
Adele Quiroz

*(U. North Carolina)*

Lisa Shurer Lambert        -George State University

*(Claremont)*

Pat Bacilli                    -Seattle University

**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  
Bavarian State, Tax Authority  
Blackman, Kallik, Bartlestein  
Bechtel Corporation  
Booz, Allen, and Hamilton  
Columbia Broadcasting System  
Federal Aviation Administration  
Food Marketing Institute  
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  
Procter and Gamble  
Raychem Corporation  
Ruckers Corporation  
Seagate Inc.  
Sisters of the Sacred Heart  
Sonoma State College  
Spectra Physics  
Suburban General Hospital  
UBS  
United Way  
U.S. Steel Corporation  
USS Carl Vinson (CVN70)  
USS Enterprise (CVN65)  
WTTW Chicago

Zurich-American Insurance

**PROFESSIONAL ORGANIZATIONS**

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

**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)

**OCCASIONAL REVIEW BOARD MEMBER**

Journals:

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

Publishers:

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

**Research Proposals:**

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

**Boards:**

**Social Innovation Accelerator**