



## CURRICULUM VITAE

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## BACKGROUND

### OVERVIEW

**David A. Harrison** is the Charles & Elizabeth Prothro Regents Chair of Business Administration at the University of Texas, Austin. He earned a doctorate in social and organizational psychology, along with masters' degrees in psychology and applied statistics, from the University of Illinois at Urbana-Champaign. Dr. Harrison has written over 120 articles, chapters, editorial reviews, papers, and monographs, with over 13,000 Web of Science and 35,000 Google Scholar citations, addressing a) diversity in organizations, b) work role adjustment, c) time, and d) executive decision making. In addition to being a sought-after speaker around the world, an Academy of Management Fellow, and having been a National Science Foundation Fellow, 13 of his papers have been honored with 16 international awards. Some of those include the Walter de Gruyter / Sage Best Paper awards in 1991, 1992, 1995, and 2002 from the Research Methods (RM) Division of the Academy of Management (AOM), the inaugural Carolyn Dexter International Best Paper award (in 1995) from the AOM, and the inaugural Saroj Parasuraman Award (in 2008) for Outstanding Publication in Gender and Diversity in Organizations (GDO) from the AOM. Further honors include the 2007 Scholarly Achievement Award from the Human Resources Division of the Academy, the 2008 and 2009 Owens Scholarly Achievement Awards from the Society of Industrial-Organizational Psychology (SIOP), the 2011 Sage Career Scholarly Contributions Award from the GDO Division of the Academy, the 2012 Sage Publications Advancement of Organizational Research Methodology Award, the 2013 McCombs School of Business Research Excellence Award, and the 2016 Outstanding Career Contributions Award from McCombs. He has been Editor-in-Chief and Associate Editor of *Organizational Behavior and Human Decision Processes*. Other editorial board memberships include *Academy of Management Journal*, *Academy of Management Review*, *Personnel Psychology*, *Journal of Applied Psychology*, *Journal of Management*, and *Organizational Research Methods*. Dr. Harrison has been an active member of SIOP, where he was also elected a Fellow, along with being a Fellow of the American Psychological Association and the Association for Psychological Science. In addition, he has supported the AOM in various roles, in the Research Methods Division as Professional Development Chair (1996-97), Program Chair (1997-98), and Division Chair (1999-2000). From 2008-2011 he served on the Academy's Board of Governors.

### EDUCATION

1988                      Ph.D., University of Illinois at Urbana-Champaign, Social/Organizational/Individual Differences Psychology.

- 1986 M.A., University of Illinois at Urbana-Champaign, Social/Organizational/Individual Differences Psychology.
- 1985 M.S., University of Illinois at Urbana-Champaign, Applied Statistics & Psychometrics.
- 1983 B.S., Psychology, Bowling Green State University, Bowling Green, Ohio (Summa Cum Laude).

## PROFESSIONAL EXPERIENCE

- 2010 - present Charles & Elizabeth Prothro Regents Chair of Business Administration at the University of Texas, Austin (UT).
- 2017 Visiting Distinguished Professor of Management, Fuqua School, Duke University.
- 2007 - 2010 Mary J. & Frank P. Smeal Professor of Organizational Behavior and Human Resources Management, The Pennsylvania State University (PSU).
- 2007 - 2008 Visiting Distinguished Professor of Management, The Wharton School, University of Pennsylvania.
- 2006 - 2007 University Distinguished Professor of Management & Organization (PSU).
- 2006 Visiting Research Scholar, University of Melbourne
- 2004 Visiting Distinguished Scholar, Department of Management, Hong Kong UST.
- 2001 - 2005 Professor, Department of Management & Organization (PSU).
- 1998 - 2001 Professor, Department of Management, University of Texas at Arlington (UTA).
- 1994 - 1998 Associate Professor, Department of Management (UTA).
- 1989 - 1994 Assistant Professor, Department of Management (UTA).
- 1988 - 1989 Lecturer, Department of Psychology, San Diego State University.
- 1985 - present Consultant to many international firms on a variety of research projects. Companies include American Airlines, Anheuser-Busch, BBVA Compass Bank, Bell Helicopter Textron, Baker-Hughes, Brinks Home Security, BP, Caltex Petroleum, Chevron, Coca-Cola, Dell, Deloitte, Ernst & Young, Exxon-Mobil, Federal Express, Filene Research Institute, Ford Motor Company, GE, GTE (now Verizon), Kraft Foods, Levi-Strauss, Maxus Energy, Mercer, Mobil Chemical, Northrup-Grumman, PepsiCo, Phillips Petroleum, Rockwell International, State Farm Insurance, VISA, and others.
- 1983 Research Associate, Institute for Organizational Research and Development, Bowling Green, Ohio.

## PROFESSIONAL AFFILIATIONS

Academy of Management (Fellow)  
 American Psychological Society (Fellow)  
 Society for Industrial and Organizational Psychology (Fellow)  
 Society for Organizational Behavior (honorary)

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## RESEARCH ACTIVITIES

### AWARDS AND HONORS

- 2020           Invited Nominator for the Nobel Prize in Economics.
- 2019           Finalist, Academy of Management, Saroj Parasuraman Outstanding Publication in Gender & Diversity Award for “Intersectionality: New understandings of the simultaneous experience of gender and race at work,” with Ashleigh Rosette, de Leon, & Christy Khoval, published in *Research in Organizational Behavior*.
- 2018           Named as faculty in top 1% in impact from highly cited papers; ranked 34th of all business and economics scientists worldwide in Essential Science Indicators (detailed in 2018 *Sociometrics* article); one UT faculty member chosen.
- 2017           Clarivate Analytics Highly Cited Researcher Award (see 2012 entry below). Sixteen faculty chosen from UT; one from McCombs. Listed in “World’s Most Influential Scientific Minds.”
- 2017           Academy of Management, International HR Scholarly Research Award, for “Ups and Downs of the Expatriate Experience: Understanding Work Adjustment Trajectories and Career Outcomes,” published in 2016 *Journal of Applied Psychology*, with Jing Zhu, Connie R. Wanberg, and Erica Diehn.
- 2016           Clarivate Analytics Highly Cited Researcher Award (see 2012 entry below). Seven faculty chosen from UT; one from McCombs. Listed in “World’s Most Influential Scientific Minds.”
- 2016           Nominated and inducted as Fellow of the Academy of Management.
- 2016           Ivey School of Business, Outstanding Leadership Contribution Award, for “Voice Flows To and Around Leaders: Understanding When Units Are Helped or Hurt by Employee Voice,” published in 2013 *Administrative Science Quarterly*, with James R. Detert, Ethan A. Burris, and Sean Martin.
- 2016           UT McCombs School of Business, Outstanding Career Research Contributions Award (one awarded annually), for programs of scholarly papers on work role adjustment, executive decision-making, and on understanding diversity in organizations.
- 2015           Thompson-Reuters Highly Cited Researcher Award (see 2012 entry below). Eight faculty chosen from UT; one from McCombs. Listed in “World’s Most Influential Scientific Minds.”
- 2015           Finalist, Academy of Management, HR Division International Human Resource Management Scholarly Research Award, for “Reactive Adjustment or Proactive Embedding? Multistudy, Multiwave Evidence for Dual Pathways to Expatriate Retention,” with Hong Ren, Margaret A. Shaffer, Carmen Fu, and Katherine Fodchuck, published in *Personnel Psychology*.
- 2014           Thompson-Reuters Highly Cited Researcher Award (see 2012 entry below). Eight faculty chosen from UT; one from McCombs. Listed in “World’s Most Influential Scientific Minds.”

- 2013 UT McCombs School of Business, Research Excellence Award (one awarded annually), for 10-year program of scholarly contributions focused on understanding diversity in organizations.
- 2013 Thompson-Reuters Highly Cited Researcher Award (see 2012 entry below). Nine faculty chosen from UT; one from McCombs. Listed in "World's Most Influential Scientific Minds."
- 2012 Academy of Management, Research Methods Division, Advancement of Organizational Research Methodology Award, for "What's the Difference? Diversity as Separation, Variety, and Disparity in Organizations," with Katherine J. Klein, published in *Academy of Management Review*.
- 2012 Thompson-Reuters Highly Cited Researcher Award. Selected for being in the top 1 percent of scholars for the previous eleven years of impact in the fields of "economics and business;" eleven faculty were chosen from across disciplines on the UT Austin campus (1 from McCombs), and roughly 2500 in all scientific fields around the world. Listed in "World's Most Influential Scientific Minds."
- 2011 Academy of Management, Gender and Diversity in Organizations Division Sage Career Scholarly Contributions to Management Award.
- 2009 \*Society for Industrial-Organizational Psychology, William A. Owens Scholarly Achievement Award,\* for "What's the Difference? Diversity as Separation, Variety, and Disparity in Organizations," with Katherine J. Klein, published in *Academy of Management Review*; \*only back-to-back recipient in history of award.
- 2008 Academy of Management, Saroj Parasuraman Outstanding Publication in Gender & Diversity Award, for "What's the Difference? Diversity as Separation, Variety, and Disparity in Organizations," with Katherine J. Klein, published in *Academy of Management Review*.
- 2008 Nominated and inducted into the (honorary) Society for Organizational Behavior.
- 2008 Society for Industrial-Organizational Psychology, William A. Owens Scholarly Achievement Award, for "How Important are Job Attitudes? Meta-Analytic Comparisons of Integrative Behavioral Outcomes and Time Sequences," with Daniel Newman and Philip Roth, published in *Academy of Management Journal*.
- 2007 Academy of Management, HR Division Scholarly Achievement Award, for "How Important are Job Attitudes? Meta-Analytic Comparisons of Integrative Behavioral Outcomes and Time Sequences," with Daniel Newman and Philip Roth, published in *Academy of Management Journal*.
- ibid., runner-up for "Outstanding Publication in Organizational Behavior" Award, OB Division of the Academy of Management.
- 2006 Nominated and awarded Distinguished University Professorship at PSU.
- 2005 *Decision Sciences* Best Paper Award, for "Integrating Intellectual Property Concepts into MIS Education: An Empirical Assessment," with Peter and Kathleen Mykytyn.
- 2003 Nominated and elected as a Fellow, Association for Psychological Science (APS), American Psychological Association (APA), and the Society for Industrial-Organizational Psychology (SIOP).

- 2002 Finalist, 2002 Rosabeth Moss Kanter Award for Excellence in Work-Family Research, for "Forgotten Partners of International Assignments: Development and Test of a Model of Spouse Adjustment," with Margaret A. Shaffer, published in *Journal of Applied Psychology*.
- 2002 2002 Sage Publications Best Paper Award, Research Methods Division, Academy of Management, for "Top Manager Responses to Organizational Surveys: When Questioning Executives, are Networks the Answer?" with Cynthia S. Cycyota.
- 2002 Finalist, 2002 William A. Owens Scholarly Achievement Award, Society for Industrial-Organizational Psychology (SIOP), for "Forming, Changing, and Acting on Attitudes Toward Affirmative Action Programs: A Theory-Based Approach," with Myrtle P. Bell and Mary E. McLaughlin, published in *Journal of Applied Psychology*.
- 2001 - 2007 Invited nominator for the Nobel Prize in Economic Sciences.
- 2001 2000 Distinguished Research Publication Award, UTA College of Business (one recipient, college-wide), for "Forming, Changing, and Acting on Attitudes Toward Affirmative Action Programs: A Theory-Based Approach," with Myrtle P. Bell and Mary E. McLaughlin, published in *Journal of Applied Psychology*.
- 2000 Finalist, 2000 Dorothy Harlow Award, Gender and Diversity in Organizations Division of the Academy of Management, for "Time, Teams, and Task Performance: A Longitudinal Study of the Changing Effects of Diversity on Group Functioning," with Ken Price, Joanne Gavin, and Anna Florey.
- 1999 Outstanding Research Achievement Award, UTA (one recipient, university-wide), for 1996-1998 work on temporal issues in organizations.
- 1998 Citation of Excellence for "Beyond Relational Demography: Time and the Effect of Surface- versus Deep-Level Diversity on Group Cohesiveness" by Emerald Management Reviews (formally ANBAR; independent review board selected this paper from more than 15,000 articles published in over 250 management journals in the year 1998, as one of the top 50 papers); with Ken Price and Myrtle Bell.
- 1996 1996 Distinguished Research Publication Award, UTA College of Business (one recipient, college-wide), for "Volunteer Motivation and Attendance Decisions: Competitive Theory Testing in Multiple Samples from a Homeless Shelter," published in *Journal of Applied Psychology*.
- 1995 1995 (Academy-wide, inaugural year) Carolyn Dexter Best International Paper Award, Academy of Management, for "Forgotten Partners: Development and Testing of a Model of Expatriate Spouse Adjustment to International Assignments," with Margaret A. Shaffer.
- 1995 1995 Sage Publications Best Paper Award, Research Methods Division, Academy of Management, for "Do Context Effects Really Matter? Psychometric and Cognitive Evidence in Organizational Justice Perceptions," with Mary E. McLaughlin and Terry M. Coalter.
- 1992 1992 Walter de Gruyter Best Paper Award, Research Methods Division, Academy of Management, for "Linking Cognitive Hypotheses and Psychometric Properties: Effects of Item Context, Grouping Cues, and Scale Range on Responses to Self-Report Instruments," with Mary E. McLaughlin.

- 1991            1991 Walter de Gruyter Best Paper Award, Research Methods Division, Academy of Management, for "Exploring the Cognitive Processes Underlying Responses to Self-Report Instruments: Effects of Item Context on Work Attitude Measures," with Mary E. McLaughlin.
- 1984 - 1987    National Science Foundation Graduate Fellow
- 1983 - 1984    University of Illinois Graduate Fellow

## PUBLICATIONS IN REFEREED JOURNALS and RESEARCH ANNUALS

- Harrison, T.L., Harrison, D.A., & Shaffer, M.A. (2021, in press). Human resource challenges for immigrant employees: Transitions across cultures and adaptation within workplaces. In M. Ronald Buckley, A.R. Wheeler, J.E. Bauer, & J.R.B. Halbesleben (Eds.), *Research in Personnel and Human Resources Management*, 39. London: Elsevier.
- Harrison, D.A., Harrison, T.L. & Shaffer, M.A. 2019. Strangers in strained lands: Learning from the workplace experiences of immigrant employees. *Journal of Management*, 45: 600-619.
- Rosette, A. S., Ponce de Leon, R., Koval, C. Z., & Harrison, D. A. 2019. Intersectionality: Connecting experiences of gender with race at work. In A. P. Brief & B. Staw (Eds.), *Research in Organizational Behavior*, 38: 1-22. London: Elsevier.
- Longmire, N. H., & Harrison, D. A. 2018. Seeing their side versus feeling their pain: Differential consequences of perspective-taking and empathy at work. *Journal of Applied Psychology*, 103: 894-915.
- Roundy, P. T., Harrison, D.A., Perez-Nordtvedt, L., Khavul, S., & McGee, J.R. 2018. Entrepreneurial alertness as a pathway to strategic decisions and performance. *Strategic Organization*, 16: 192-226.
- Jeong, S-H. & Harrison, D.A. 2017. Glass breaking, strategy making, and value creating: Meta-analytic outcomes of women as CEOs and TMT members. *Academy of Management Journal*, 60: 1219-1252.
- Newman, D.A., Harrison, D.A., Carpenter, N.C. & Rariden, S.M. 2016. Construct mixology: Forming new management constructs by combining old ones. *Academy of Management Annals*, 16: 943-995.
- Zhou, J., Wanberg, C.R., Harrison, D.A., & Diehn, E. W. 2016. Ups and downs of the expatriate experience? Understanding work adjustment trajectories and career outcomes. *Journal of Applied Psychology*, 101: 549-568.
- Ren, H., Harrison, D. A., Shaffer, M.A., & Bhaskar-Shrinivas, P. 2016. Beyond adjustment: Complex roles of personality and health-related strains in expatriate performance. *Journal of International Management*, 10: 54-77.
- Howell, T.M., Harrison, D. A., Burris, E.R., & Detert, J.R. 2015. Who gets credit for input? Demographic and structural status cues in voice recognition. *Journal of Applied Psychology*, 100: 1765-1784.
- Ren, H., Gray, B., & Harrison, D. A. 2015. Triggering faultline effects in teams: The importance of bridging friendship ties and breaching animosity ties. *Organization Science*. 26: 390-404.

- Gajendran, R.S., Harrison, D.A., & Delaney-Klinger, K.A. 2014. Are telecommuters remotely good citizens? Unpacking telecommuting's effects on performance via i-deals and job resources. *Personnel Psychology*, 68: 353-393.
- Perez-Nordtvedt, L., Khavul, S., Harrison, D. A., & McGee, J. E. 2014. Adaptation to temporal shocks: Influences of strategic interpretation and spatial distance. *Journal of Managerial Studies*, 51(6): 869-897.
- Ren, H., Shaffer, M. A., Harrison, D. A., Fu, C., & Fodchuk, K.M. 2014. Reactive adjustment or proactive embedding? Multi-study, multi-wave evidence for dual pathways to expatriate retention. *Personnel Psychology*, 67:203-239.
- Detert, J. R., Burris, E. R., Harrison, D. A., & Martin, S. A. 2013. Voice flows to and around leaders: Understanding when units are helped or hurt by employee voice. *Administrative Science Quarterly*, 58: 624-668.
- Mohammed, S. & Harrison, D.A. 2013. The clocks that time us are not the same: A theory of temporal diversity, task characteristics, and performance in teams. *Organizational Behavior and Human Decision Processes*, 122: 244-256.
- Kraimer, M. L., Shaffer, M. A., Harrison, D. A., & Ren, H. 2012. No place like home? An identity distress perspective on repatriate turnover. *Academy of Management Journal*, 55: 399-420.
- Balkundi, P., Kilduff, M., & Harrison, D. A. 2011. Centrality and charisma: Comparing how leader networks and attributions affect team performance. *Journal of Applied Psychology*, 96: 1209-1222.
- Kish-Gephart, J. J., Harrison, D. A., & Treviño, L. K. 2010. Bad apples, bad cases, and bad barrels: Meta-analytic evidence about sources of unethical decisions at work. *Journal of Applied Psychology*, 95: 1-31.  
(lead article in issue and volume)
- Harrison, D. A., & Humphrey, S. E. 2010. Designing for diversity or diversity for design? Tasks, interdependence, and within-unit differences at work. *Journal of Organizational Behavior*, 31: 328-337.
- Chiaburu, D. S., & Harrison, D. A. 2008. Do coworkers make the place? Conceptual synthesis and meta-analysis of lateral social influences in organizations. *Journal of Applied Psychology*, 93: 1082-1103.
- Newman, D. A. & Harrison, D. A. 2008. Been there, bottled that: Are state and behavioral work engagement new and useful construct 'wines?' *Industrial and Organizational Psychology*, 1: 31-35.
- Klein, K. J. & Harrison, D. A. 2007. On the diversity of diversity: Tidy logic, messier realities. *Academic of Management Perspectives*, 21: 26-33.
- Gajendran, R. S. & Harrison, D. A. 2007. The good, the bad, and the unknown about telecommuting: Meta-analysis of psychological mediators and individual consequences. *Journal of Applied Psychology*, 92: 1524-1541.
- Harrison, D. A. & Klein, K. J. 2007. What's the difference? Diversity constructs as separation, variety, or disparity in organizations. *Academy of Management Review*, 32: 1199-1228.
- Price, K. H., Harrison, D. A., & Gavin, J. H. 2006. Withholding inputs in team contexts: Member composition, interaction processes, evaluation structure, and social loafing. *Journal of Applied Psychology*, 91: 1375-1384.

- Harrison, D. A., Kravitz, D. A., Mayer, D., Leslie, L. & Lev-Arey, D. 2006. Understanding attitudes toward affirmative action programs in employment: Summary and meta-analysis of 35 years of research. *Journal of Applied Psychology*, 91: 1013-1036.
- Balkundi, P. & Harrison, D. A. 2006. Ties, leaders, and time in teams: Strong inference about network structure's effects on team viability and performance. *Academy of Management Journal*, 49: 49-68.
- Cycyota, C. S. & Harrison, D. A. 2006. What (not) to expect when surveying executives: A meta-analysis of top manager response rates and techniques over time. *Organizational Research Methods*, 9: 133-160.
- Harrison, D. A., Newman, D. A., & Roth, P. L. 2006. How important are job attitudes? Meta-analytic comparisons of integrative behavioral outcomes and time sequences. *Academy of Management Journal*, 49: 305-325.
- Shaffer, M. A., Harrison, D. A., Gregersen, H., Black, J. S., & Ferzandi, L. A. 2006. You can take it with you: Individual differences and expatriate effectiveness. *Journal of Applied Psychology*, 91: 109-125.
- Bhaskar-Shrinivas, P., Harrison, D. A., Shaffer, M. A., & Luk, D. M. 2005. Input-based and time-based models of international adjustment: Meta-analytic evidence and theoretical extensions. *Academy of Management Journal*, 48: 259-281.
- Brown, M. E., Treviño, L. K., & Harrison, D. A. 2005. Ethical leadership: A social learning theory perspective for construct development. *Organizational Behavior and Human Decision Processes*, 97: 117-134.
- Harrison, D. A., & Shaffer, M. A. 2005. Mapping the criterion space for expatriate success: Task-based and relationship-based performance, effort and adaptation. *International Journal of Human Resources Management*, 16: 1454-1474.
- Mykytyn, P. P. Jr., Mykytyn, K., & Harrison, D. A. 2005. Integrating intellectual property concepts into IS training: An empirical assessment. *Decision Sciences: Journal of Innovative Education*, 3: 1-27.
- Stevens, J. M., Steensma, H. K., Harrison, D. A., & Cochran, P. L. 2005. Symbolic or substantive document?: The influence of ethics codes on financial executives' decisions. *Strategic Management Journal*, 26: 181-195.
- Reprinted as "Does it take an economic village to raise an ethical company?" Research brief in *Academy of Management Executive*, 2005, summarized by James Weber. 19: 158-159.
- Harrison, D. A., Shaffer, M. A., & Bhaskar, P. 2004. Going places: Roads more and less traveled in research on expatriate experiences. In J. J. Martocchio (Ed.), *Research in Personnel and Human Resources Management*, 22: 203-252. JAI Press: Greenwich, CT.
- Harrison, D. A., & Price, K. H. 2003. Context and consistency in absenteeism: Studying dispositional and social influences across multiple settings. *Human Resources Management Review*, 13: 203-225.
- Harrison, D. A., Mohammed, S., McGrath, J. E., Florey, A. T., & Vanderstoep, S. 2003. Time matters in team performance: Effects of member familiarity, entrainment, and task discontinuity on speed and quality. *Personnel Psychology*, 56: 633-669.
- Cycyota, C. S., Harrison, D. A., & Stahl, A. S. 2002. Enhancing response rates at the executive level: Are employee- or consumer-level techniques effective? *Journal of Management*, 28: 163-189.



- Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. 2002. Time, teams, and task performance: Changing effects of surface- and deep-level diversity on group functioning. *Academy of Management Journal*, 45: 1029-1045.
- Riemenschneider, C.K., Harrison, D.A., & Mykytyn P.P. 2002. Understanding IT adoption decisions in small business: Integrating current theories. *Information and Management*, 40: 269-285.
- Ryan, S. D., Harrison, D. A., & Schkade, L. R. 2002. Information-technology investment decisions: When do costs and benefits in the social subsystem matter? *Journal of Management Information Systems*, 19: 85-127.
- Shaffer, M. A., & Harrison, D. A. 2001. Forgotten partners: Developing and testing a model of spouse adjustment to international assignments. *Journal of Applied Psychology*, 86: 238-254.
- Reprinted as "When managing expatriate adjustment, don't forget the spouse." Research brief in *Academy of Management Executive*, summarized by Talya N. Bauer & Sully Taylor. 15: 135-136.
- Shaffer, M. A., Harrison, D. A., Gilley, M. K., & Luk, D. 2001. Struggling for balance amid turbulence: Work-family conflict on international assignments. *Journal of Management*, 27: 99-121.
- Harrison, D. A., Johns, G., & Martocchio, J. J. 2000. Changes in technology, teamwork, and diversity: New directions for a new century of absenteeism research. In G. Ferris (Ed.), *Research in Personnel and Human Resources Management*, 18, 43-91. JAI Press: Greenwich, CT.
- Bell, M. P., Harrison, D. A., & McLaughlin, M. E. 2000. Forming, changing, and acting on attitudes toward affirmative action programs: A theory-based approach. *Journal of Applied Psychology*, 85: 784-798.
- Florey, A. T., & Harrison, D. A. 2000. Responses to informal accommodation requests from employees with disabilities: Theory and evidence on the willingness to comply. *Academy of Management Journal*, 43: 224-233.
- Martocchio, J. J., Harrison, D. A., & Berkson, H. 2000. Connections between lower back pain, interventions, and absence from work: A time-based meta-analysis. *Personnel Psychology*, 53: 595-624.
- Ryan, S. D., Bordoloi, B., & Harrison, D. A. 2000. Acquiring conceptual data modeling skills: The effect of cooperative structure and self-efficacy on learning outcomes. *DATABASE for Advances in Information Systems*, 31(4), 9-26.
- Ryan, S. D., & Harrison, D. A. 2000. Considering the social subsystem in IT investment decisions: A view from the field on anticipated costs and payoffs. *Journal of Management Information Systems*, 17: 11-40.
- Ostroff, C., & Harrison, D. A. 1999. Meta-analysis, level of analysis, and best estimates of population correlations: Cautions for interpreting meta-analytic results in organizational behavior. *Journal of Applied Psychology*, 84: 260-270.
- Shaffer, M. A., Harrison, D. A., & Gilley, M. K. 1999. Dimensions, determinants, and differences in expatriate adjustment. *Journal of International Business Studies*, 30: 557-581.
- Harrison, D. A. & Martocchio, J. J. 1998. Time for absenteeism: A 20-year review of origins, offshoots, and outcomes. *Journal of Management*, 24: 305-350.
- Harrison, D. A., Price, K. H., & Bell, M. P. 1998. Beyond relational demography: Time and the effect of surface- versus deep-level diversity on group cohesiveness. *Academy of Management Journal*, 41: 96-107.

- Shaffer, M. A., & Harrison, D. A. 1998. Expatriates' psychological withdrawal from international assignments: Work, non-work, and family influences. *Personnel Psychology*, 51: 87-118.
- Bell, M. P., Harrison, D. A., & McLaughlin, M. E. 1997. Asian-American attitudes toward affirmative action in employment: Implications for the model minority myth. *Journal of Applied Behavioral Science*, 33: 356-377.
- Harrison, D. A., Mykytyn, P. P., & Riemenschneider, C. K. 1997. Executive decisions about adoption of information technology in small business: Theory and empirical tests. *Information Systems Research*, 8: 171-195.
- Lovett, S., Harrison, D. A., & Virick, M. 1997. Managing boundary spanner turnover for customer retention. *Human Resources Management Review*, 7: 405-424.
- Riemenschneider, C. K., Mykytyn, P. P., & Harrison, D. A. 1997. How universities can help small businesses manage IT. *Journal of Computer Information Systems*, 37: 79-84.
- Bell, M. P., & Harrison, D. A. 1996. Using intra-national diversity for inter-national assignments: A model of bicultural life experiences and expatriate adjustment. *Human Resources Management Review*, 6: 47-74.
- reprinted in Redding, G., & Stening, B. W. 2002. *Cross-Cultural Management*. Edward Elgar: Cheltenham: UK.
- Dickter, D., Roznowski, M., & Harrison, D. A. 1996. Temporal tempering: An event history analysis of the process of voluntary turnover. *Journal of Applied Psychology*, 81: 705-716.
- Harrison, D. A., & McLaughlin, M. E. 1996. Structural properties and psychometric qualities of self-reports: Field tests of connections derived from cognitive theory. *Journal of Management*, 22: 313-338.
- Harrison, D. A., McLaughlin, M. E., & Coalter, T. M. 1996. Context, cognition, and common method variance: Psychometric and verbal protocol evidence. *Organizational Behavior and Human Decision Processes*, 68: 246-261.
- Harrison, D. A., Virick, M., & William, S. 1996. "Working without a net:" Time, performance, and turnover under maximally contingent rewards. *Journal of Applied Psychology*, 81: 331-345.
- Harrison, D. A. 1995. Volunteer motivation and attendance decisions: Competitive theory testing in multiple samples from a homeless shelter. *Journal of Applied Psychology*, 80: 371-385.
- Priem, R. L., Harrison, D. A. & Muir, N. K. 1995. Structured conflict and consensus outcomes in decision making groups. *Journal of Management*, 21: 691-710.
- Harrison, D. A., & Liska, L. Z. 1994. Promoting regular exercise in an organizational fitness program: Health-related differences in motivational building blocks. *Personnel Psychology*, 47: 47-71.
- Harrison, D. A., & Shaffer, M. A. 1994. Comparative examinations of self reports and perceived absenteeism norms: Wading through Lake Wobegon. *Journal of Applied Psychology*, 79: 240-251.
- Priem, R. L., & Harrison, D. A. 1994. Exploring strategic judgments: Methods for testing the assumptions of prescriptive contingency theories. *Strategic Management Journal*, 15: 311-324.
- Harrison, D. A., & McLaughlin, M. E. 1993. Cognitive processes in self-report responses: Tests of item context effects in work attitude measures. *Journal of Applied Psychology*, 78: 129-140.

- Martocchio, J. J. & Harrison, D. A. 1993. To be there or not to be there? Questions, theories and methods in absenteeism research. In K. Rowland and G. Ferris (Eds.), *Research in Personnel and Human Resources Management*, 11, 259-329. JAI Press: Greenwich, CT.
- Mykytyn, P. P., & Harrison, D. A. 1993. The application of the theory of reasoned action to senior management and strategic information systems. *Information Resources Management Journal*, 6: 15-25.
- Harrison, D. A., & Hulin, C. L. 1989. Investigations of absenteeism: Using event history models to study the absence-taking process. *Journal of Applied Psychology*, 74: 300-316.
- Harrison, D. A. 1986. Robustness of IRT parameter estimation to violations of the unidimensionality assumption. *Journal of Educational Statistics*, 11: 91-115.

## PUBLICATIONS IN BOOKS, CHAPTERS, and MONOGRAPHS

- Harrison, D. A., & Newman, D. A. 2013. Absence, lateness, turnover and retirement: Narrow and broad understandings of withdrawal and behavioral engagement. In N. Schmitt & S. Highhouse (Eds.), *Handbook of Psychology, Volume 12, Industrial and Organizational Psychology*. New York, NY: Wiley.
- Burris, E.R., Detert, J.R., & Harrison, D. (2010). *Employee voice and (missed) opportunities for learning in credit unions*. Filene Research Institute (Madison, WI), White Paper no. 209(3/10): i-78 (95 pages).
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## PUBLISHED REVIEWS, EDITORIALS, AND PROFESSIONAL ARTICLES

- Detert, J. R., Burris, E. R., & Harrison, D. A. 2010, June. Debunking four myths about employee silence. *Harvard Business Review*. Boston, MA: Harvard Business School Press.
- Harrison, D. A. 2002. Obligations and obfuscations in the review process. *Academy of Management Journal*, 45: 1079-1084.
- Harrison, D. A. 2000. From the Editors: Methods matter. *Academy of Management Journal*, 43: 1023-1024.
- Shaffer, M. A., Harrison, D. A., Luk, M. D., & Gilley, M. 2000. Spouse adjustment to international assignments: Direct determinants and the moderating effects of coping strategies. *Management Research News*, 23, 29-32.
- Harrison, D. A. 1999. Eclecticism in methods. *Research Methods Forum*, 4: 1-2.
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- Mykytyn, P. P., & Harrison, D. A. 1993. Strategic information systems -- and changing management's behavior toward them. *Strategic Systems*, 6: 17-19.
- Harrison, D. A. 1993. "Why can't you use just one textbook for this class?" Part I: Objectives to operationalizing. *Research Methods Division Newsletter*, 8(1): 9-12.
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## PUBLICATIONS IN REFEREED ("BEST PAPER") PROCEEDINGS

- Longmire, N. H. & Harrison, D. A. 2016. Seeing their side, feeling their pain: Complex consequences of perspective-taking and empathic concern at work. *Academy of Management Best Paper Proceedings 2016*.
- Gephart, J., Harrison, D. A., & Treviño, L. K. 2007. The who, when, and where of (un)ethical choices: A meta-analysis. *Academy of Management Best Paper Proceedings 2007*.
- Gajendran, R. S., & Harrison, D. A. 2006. The good, the bad, and the unknown about telecommuting. *Academy of Management Best Paper Proceedings 2006*.  
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- Shaffer, M. A., Fu, C., & Harrison, D. A. 2005. Proactive socialization, adjustment and turnover: A study of self-initiated foreign employees. *Academy of Management Best Paper Proceedings 2005*.
- Balkunki, P., & Harrison, D. A. 2004. Networks, leaders, teams and time: Connections to viability and performance. *Academy of Management Best Paper Proceedings 2004*.
- Bhaskar-Shrinivas, P., Harrison, D. A., Shaffer, M. A., & Luk, D. 2004. What have we learned about expatriate adjustment?: Answers accumulated from 23 years of research. *Academy of Management Best Papers Proceedings 2004*.

- Cycyota, C. S. & Harrison, D. A. 2002. Top manager responses to organizational surveys: When questioning executives, are networks the answer? *Academy of Management Best Papers Proceedings 2002*.
- Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. 2000. Time, teams, and task performance: A longitudinal study of the changing effects of diversity on group functioning. *Academy of Management Best Paper Proceedings 2000*.
- Shaffer, M. A., Harrison, D. A., Gilley, K. M., & Luk, D. 1998. Struggling with what matters most: Conflicts between work and family on international assignments. *Academy of Management Best Paper Proceedings 1998*.
- Florey, A. T., & Harrison, D. A. 1997. Reactions to requests for accommodations from the disabled: Theory and evidence in two populations. *Academy of Management Best Paper Proceedings 1997*, 139-143.
- Harrison, D. A., McLaughlin, M. E., & Coalter, T. R. 1995. Do context effects really matter? Psychometric and cognitive evidence in procedural justice perceptions. *Academy of Management Best Paper Proceedings 1995*, 375-379.
- Harrison, D. A., & McLaughlin, M. E. 1992. Linking cognitive hypotheses and psychometric properties: Effects of item context, grouping cues and scale range on responses to self-report instruments. *Academy of Management Best Papers Proceedings 1992*, 322-326.
- Harrison, D. A., & McLaughlin, M. E. 1991. Exploring the cognitive processes underlying responses to self-report instruments: Effects of item context on work attitude measures. *Academy of Management Best Paper Proceedings 1991*, 310-314.

#### OTHER PUBLICATIONS IN CONFERENCE PROCEEDINGS

- McGee, J.R., Khavul, S., Harrison, D.A., & Perez-Nordtvedt, L. 2012. When the going gets tough, the tough get going entrepreneurially: The relationship between environmental hostility, entrepreneurial orientation, entrepreneurial self-efficacy and firm performance. *Frontiers of Entrepreneurship Research*, 32(5), 16.
- Riemenschneider, C. K., Mykytyn, P. P., & Harrison, D. A. 1996. How universities can help small businesses manage IT. *1996 Proceedings of the Southwest Decision Sciences Institute*, 4-6.
- Lovett, S., & Harrison, D. A. 1995. Boundary spanner and customer turnover. *Proceedings of the 1995 Texas Conference on Organizations*, 45-54.
- Riemenschneider, C. K., Mykytyn, P. P., & Harrison, D. A. 1995. The development of instrumentation for assessment of IS competitive advantage in small business. *1995 Proceedings of the Decision Sciences Institute*.
- Shaffer, M. A., Harrison, D. A., & Gilley, K. M. 1995. International assignments: An investigation of the dimensions and determinants of adjustment. *Proceedings of the International Conference: Global Business in Transition, Prospects for the Twenty-First Century*.

#### PAPERS UNDER REVIEW

- Dow, B. & Harrison, D. A. (under review). Title withheld to maintain anonymity in the review process. Submitted to *Journal of Applied Psychology*.

Harrison, D. A., Post, C., & Byron, K. (under second review). Title withheld to maintain anonymity in the review process. Submitted to *Journal of Applied Psychology*.

Jo, J. & Harrison, D. A. (under review). Title withheld to maintain anonymity in the review process. Submitted to *Journal of Applied Psychology*.

Longmire, N. H., & Harrison, D. A. (under second review). Title withheld to maintain anonymity in the review process. Submitted to *Organization Science*.

Perez-Nordtvedt, L., Harrison, D.A., Khavul, S., & McGee, J. (under review). Title withheld to maintain anonymity in the review process. Submitted to *Journal of Management*.

## PAPERS PRESENTED AT (INTER)NATIONAL CONFERENCES

Klein, K.J., Harrison, D.A., Keller, J.R., Vittengl, J., Schwartz, S., & Cohen, N.A. 2020. When does changing the leader lead to change? Succession, engagement, and organizational performance. Paper presented at the annual meetings of the Academy of Management, Vancouver, BC.

Quay, J., Rothman, N.B., Harrison, D.A., & Bartel, C.A. 2020. Stuck in between or rising above? Cumulative evidence about attitudinal and emotional ambivalence at work. Paper presented at the annual meetings of the Academy of Management, Vancouver, BC.

Harrison, D.A., Post, C.A., & Byron, K. 2019, August. Moral dividends from member differences? Diversity can foster ethical decision-making in teams. Paper presented at the annual meetings of the Academy of Management, Boston, MA.

Jo, J.K. & Harrison, D.A. 2019, August. Getting connected: Identity group membership and portfolios of social capital. Paper presented at the annual meetings of the Academy of Management, Boston, MA.

Ponce de Leon, R., Rosette, A.S., Koval, C. Z., & Harrison, D.A. 2019, August. Intersectionality: A review connecting experiences of gender with race at work. Paper presented at the annual meetings of the Academy of Management, Boston, MA.

Bermis, Y.S., Burris, E.R., & Harrison, D.A. 2019, March. Gender, voice, and perceived effectiveness in Boards of Directors. Paper presented at the Strategic Management Society, Las Vegas, Nevada.

Longmire, N. H., & Harrison, D. 2018, August. Peer evaluations as variable returns to team members' interpersonal awareness. Paper presented at the annual meetings of the Academy of Management, Chicago, Illinois.

Longmire, N. H., & Harrison, D. 2018, July. Effects of team-member personal awareness on peer evaluations of task contributions. Paper presented at the annual meetings of INGroup, Washington, DC.

Campbell, J., Crossland, C., & Harrison, D.A. 2018, July. Pathways to the top: A configurational understanding of female under-representation in the upper echelons. Paper presented at the annual EGOS Conference, Tallinn, Estonia.

Balkundi, P., Xu, N., & Harrison, D.A. 2018, January. Brokering or bridging? A meta-analytic review of two network structures. Paper presented at the International Organizational Behavior Conference (IOBC), Tel Aviv, Israel.

Jo, J.K. & Harrison, D.A. 2017, August. Separate, sequential, or synergistic? Job attitude and

network positions as pathways to performance. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.

Longmire, N.H. & Harrison, D.A. 2017, August. Evaluating performance in STEM teams: Gendered assessments of behavioral support and bridging ties. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.

Longmire, N. H. & Harrison, D.A. 2017, June. The role of interpersonal learning for social inclusion and marginalization in teams. Paper presented at the meetings of Interdisciplinary Network for Group Research (INGroup), St. Louis, MO.

Kim, Y., Harrison, D. A., & Martins, L. 2016, August. Diversity experienced as psychological distance from the team: Insights via Construal Level Theory. Paper presented at the meetings of the Academy of Management, Anaheim, CA.

Longmire, N. & Harrison, D. A. 2016, August. Seeing their side, feeling their pain: Complex consequences of perspective-taking and empathic concern at work. Paper presented at the meetings of the Academy of Management, Anaheim, CA.

Harrison, D.A., Vogel, R.M., Harrison, T.L, & Brown, M.E. 2015, August. Leveling the biased playing field? Military training, NCAA participation, and hiring decisions. Paper presented at the meetings of the Academy of Management, Vancouver, BC.

Perez-Nordvedt, L., Harrison, D.A., McGee, J. E., & Khavul, S. 2015, August. Riding with the Cowboys: Do entrainment and entrainment quotient matter to firm performance?. Paper presented at the meetings of the Academy of Management, Vancouver, BC.

Srinivas, S., & Harrison, D.A. 2015, August. A multi-dimensional perspective of network ties in organizations. Paper presented at the meetings of the Academy of Management, Vancouver, BC.

Roundy, P.T., Harrison, D.A., Khavul, S., Perez-Nordtvedt, L., & McGee, J.R. 2015, January. Seeing opportunity amidst chaos: Entrepreneurial alertness and disruptive environmental change. Paper presented at the meetings of the United States Association for Small Business and Entrepreneurship, Tampa, FL.

Harrison, D.A. & Bartel, C. A. 2014, August. Centripetal and centrifugal social forces in teams: A theory of relational structure and identification. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.

Harrison, D.A., Martins, L.L., & Kim, Y. 2014, August. Does difference = distance? Experiencing diversity as psychological construal of teams in time. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.

Jeong, S.H. & Harrison, D.A. 2014, August. Breaking glass: Meta-analytic resolution of the performance effects of women in strategic leadership. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.

Harrison, D.A., & Bartel, C. A. 2014, June. Structure and conflict in leading teams: (Re-)Alignments of faultlines with positive and negative network ties. Paper presented at the New Directions in Leadership Research Conference, Rotterdam, NL.

Roundy, P., Harrison, D.A., Khavul, S., Perez-Nordtvedt, L., & McGee, J.R. 2013, September. Beyond deliberate cognition: Automatic responses to environmental disruption and strategic change. Paper presented at the meetings of the Strategic Management Society, Atlanta, GA.

- Gajendran, R.S., Ren, H., & Harrison, D.A. 2013, August. Outcome interdependence, interpersonal knowledge, and team performance: A TMS perspective. Paper presented at the meetings of the Academy of Management, Orlando, FL.
- Howell, T., Harrison, D.A., Burris, E.R., & Detert, J.R. 2012, August. Can you hear me now? Demographic and structural status signals in voice reception. Paper presented at the meetings of the Academy of Management, Boston, MA.
- Roundy, P., Harrison, D.A., Khavul, S., Perez-Nordtvedt, L., & McGee, J.R. 2012, August. Entrepreneurial savants or purposive thinkers? Alertness and deliberate cognition as paths to action. Paper presented at the meetings of the Academy of Management, Boston, MA.
- Zhu, J., Wanberg, C. R., Harrison, D.A., & Diehn, E.W. 2012, August. Ups and downs of the expatriate transition: An examination of adjustment and learning trajectories. Paper presented at the meetings of the Academy of Management, Boston, MA.
- Gajendran, R.S., & Harrison, D.A. 2012, July. Knowledge variety, knowledge sharing, and team conflict: Implications for team transactive memory systems and performance. Paper presented at the annual meetings of INGroup, Chicago, IL.
- McGee, J.R., Khavul, S., Harrison, D.A., & Perez-Nordtvedt, L. 2012, June. When the going gets tough, the tough get going entrepreneurially: The relationship between environmental hostility, entrepreneurial orientation, entrepreneurial self-efficacy and firm performance. Paper presented at the Babson Entrepreneurship Research Conference, Fort Worth, TX.
- Harrison, D.A., Bartel, C.A., & Lo, E. 2012, April. A structural theory of conflict in teams: Alignments of faultlines with positive and negative network ties. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, San Diego, CA.
- Gajendran, R.S., & Harrison, D.A. 2011, August. Diversity and virtuality in teams: Effects of status differences and communication configuration. Paper presented at the meetings of the Academy of Management, San Antonio, TX.
- Lo, E., & Harrison, D.A. 2011, August. Faultlines, networks, and conflict. Paper presented at the meetings of the Academy of Management, San Antonio, TX.
- Lo, E., Harrison, D.A., & Bartel, C. A. 2011, July. The structure and character(s) of relationship conflict: Network tie configurations matter in teams. Paper presented at the annual meetings of INGroup, Minneapolis, MN.
- Burris, E.R., Detert, J.R., Harrison, D.A., & Martin, S. 2010, August. Voice networks: Structures and implications of the flow of ideas to and around leaders. Paper presented at the meetings of the Academy of Management, Montreal, CA.
- Perez-Nordtvedt, L., Harrison, D. A., Khavul, S., & McGee, J. R. 2010, August. Keeping up with the Jones: Effects of pace and phase entrainment on firm performance. Paper presented at the meetings of the Academy of Management, Montreal, CA.
- Balkundi, P., Kilduff, M., & Harrison, D.A. 2010, July. Constructing charisma: A social network approach to team leadership and performance. Paper presented at the annual meetings of INGroup, Washington, DC.
- Detert, J.R., Burris, E.R., Harrison, D.A., & Martin, S. 2010, May. Voice networks: Structures and implications of the flow of ideas to and around leaders. Paper presented at the New Directions in Leadership Conference (jointly sponsored by Duke, Erasmus, Insead, and Wharton), Rotterdam, Netherlands.



- Gajendran, R. S., & Harrison, D. A. 2010, April. Leveraging technology and diversity for team performance: The role of variety, disparity, virtuality, and knowledge sharing. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, Atlanta, GA.
- Wang, L., Balkundi, P., & Harrison, D.A. 2009, August. Bridging the gap: Consequences of structural hole spanning at multiple levels. Paper presented at the meetings of the Academy of Management, Chicago, IL.
- Perez-Nordtvedt, L., Khavul, S., Harrison, D. A., & McGee, J. R. 2009, August. Riding with the Cowboys? Temporal realignment in response to changes in competitive geography. Paper presented at the meetings of the Academy of Management, Chicago, IL.
- Ren, H., Gray, B., & Harrison, D. A. 2009, August. Triggering faultline effects in teams: The role of bonding, breaching, and bridging social ties. Paper presented at the meetings of the Academy of Management, Chicago, IL.
- Foo, S. C., Grandey, A., & Harrison, D. A. 2009, April. Walking mood inductors: Group influences on affective linkages within teams. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Harrison, D. A. 2009, April (invited plenary speaker). From different individuals to diverse teams: Complexities in harnessing and studying group cognitive resources. Presented at the Texas Conference on Organizations, Austin, TX.
- Chiaburu, D. S., Harrison, D. A., & Ren, H. 2008, August. Do in- and out-group boundaries determine social support in teams? Potential, active, attenuated, and accentuated distinctions. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
- Gajendran, R. S., Delaney-Klinger, K., & Harrison, D. A. 2008, August. Fickle effects of flexibility? Employee reference frames and the psychological yield from telecommuting. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
- Harrison, D. A., & Delaney-Klinger, K. 2008, August. Overcoming the reluctance to ask: Effects of disability, support, and stigma in requesting accommodations at work. Paper presented at the meetings of the Academy of Management, Anaheim, CA.
- Mohammed, S. & Harrison, D. A. 2007, August. Diversity in temporal portfolios: How time-based individual differences can affect team performance. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.
- Chiaburu, D. S., & Harrison, D. A. 2007, August. Coworker provision and individual work outcomes: A theoretical framework and meta-analysis. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.
- Gephart, J., Harrison, D. A., & Treviño, L. K. 2007, August. The who, when, and where of (un)ethical choices: A meta-analysis. Paper presented at the meetings of the Academy of Management, Philadelphia, PA.
- Singh, R., Shaffer, M. A., Harrison, D. A., & Joplin, J. R. W. 2007, June. Antecedents of work-family conflict, marital commitment, and life satisfaction among expatriates and their spouses. Paper presented at the meetings of the Academy of International Business, Indianapolis, IN.
- Mohammed, S. & Harrison, D. A. 2007, April. Diversity in time-based individual differences, task characteristics, and team performance. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, New York, NY.

- Balkundi, P., Harrison, D. A., & Weinberg, F. 2007, April. Multiple diversity threads in the texture of team functioning: Material roles of knowledge and network structures. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, New York, NY.
- Gajendran, R. S., & Harrison, D. A. 2006, August. The good, the bad, and the unknown about telecommuting: A meta-analysis. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- Kraimer, M. L., Shaffer, M. A., Harrison, D. A., & Ren, H. 2006, August. A role identity perspective on repatriate withdrawal tendencies. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- Ren, H., Harrison, D. A., Bhaskar-Shrinivas, P., & Shaffer, M. A. 2006, August. Beyond adjustment: Complex roles of personality and health-related strains in expatriate experiences. Paper presented at the meetings of the Academy of Management, Atlanta, GA.
- Kraimer, M. L., Shaffer, M. A., Harrison, D. A., & Ren, H. 2006, May. A role identity perspective for repatriate effectiveness. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, Dallas, TX.
- Balkundi, P., Kilduff, M., & Harrison, D. A. 2005, August. Combine and conquer: Testing integrated models of how leader charisma and network centrality affect team performance. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- Klein, K. J., Harrison, D. A., & Knight, A. P. 2005, August. Time and ties in teams: Development and determinants of intra-group network structures. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- Shaffer, M. A., Fu, C., & Harrison, D. A. 2005, August. Proactive socialization, adjustment and turnover: A study of self-initiated foreign employees. Paper presented at the meetings of the Academy of Management, Honolulu, HI.
- Fu, C. K., Shaffer, M. A., & Harrison, D. A. 2004, December. Adaptation of self-initiated foreign employees: The influence of organizational and proactive socialization tactics. Paper presented at the Asia Academy of Management, Shanghai, PRC.
- Balkundi, P., & Harrison, D. A. 2004, August. Networks, leaders, teams and time: Connections to viability and performance. Paper presented at the meetings of the Academy of Management, New Orleans, LA.
- Sin, H-P, Harrison, D. A., Shaffer, M. A., & Lau, V. P. 2004, August. Breaking ties: Relationship disruptive behaviors at work. Paper presented at the meetings of the Academy of Management, New Orleans, LA.
- Bhaskar-Shrinivas, P., Harrison, D. A., Shaffer, M. A., & Luk, D. 2004, August. What have we learned about expatriate adjustment?: Answers accumulated from 23 years of research. Paper presented at the meetings of the Academy of Management, New Orleans, LA.
- Harrison, D. A. & Jansen, K. J. 2004, April. Support and stigma in requesting accommodations for disabilities: Suspending the normal rules of exchange. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Sin, H-P. & Harrison, D. A. 2004, April. Assessing fit in covariance structure analysis when data are non-normal. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, Chicago, IL.

- Shaffer, M. A., Harrison, D. A., & Joplin, J. 2004, April. Work-family conflict for expatriates: Domain-specific and domain-spanning stressors and outcomes. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Shaffer, M. A., Ferzandi, L. A., Harrison, D. A., Gregersen, H., & Black, J. S. 2003, August. You can take it with you: Individual differences and expatriate effectiveness. Paper presented at the meetings of the Academy of Management, Seattle, WA.
- Newman, D. A., Harrison, D. A., & Roth, P. L. 2003, August. Utility of overall job attitude for predicting individual effectiveness: Meta-analytic tests. Paper presented at the meetings of the Academy of Management, Seattle, WA.
- Harrison, D. A., Shaffer, M. A., & Bhaskar, P. 2002, August. Moving outward from organizations: Person-culture fit in the experiences of expatriates. Paper presented at the meetings of the Academy of Management, Denver, CO.
- Cycyota, C. S. & Harrison, D. A. 2002. Top manager responses to organizational surveys: When questioning executives, are networks the answer? Paper presented at the meetings of the Academy of Management, Denver, CO.
- Harrison, D. A., & Price, K. H. 2002, April. Context and consistency in absenteeism: Studying social and dispositional influences across multiple settings. Paper presented at the meetings of the Society for Industrial-Organizational Psychology, Toronto, CA.
- Ryan, S. D., & Harrison, D. A. 2001, August. Motivation, retraining, and adjustment among software developers. Paper presented at the Americas Conference on Information Systems (annual meetings of the AIS), Boston, MA.
- Harrison, D. A., Kravitz, D. A., & Lev-Arey, D. 2001, August. Attitudes toward affirmative action programs: A meta-analysis of 25 years of research on government mandated approaches to reducing employment discrimination. Paper presented at the meetings of the Academy of Management, Washington, DC.
- Harrison, D. A., & Shaffer, M. A. 2001, August. Mapping the criterion space for expatriate success: Task- and relationship-based performance, effort and adaptation. Paper presented at the meetings of the Academy of Management, Washington, DC.
- Stringer, D. Y., & Harrison, D. A. 2001, August. Whose time is it, anyway? The value of control over paid time off. Paper accepted for presentation in the HR Division program at the meetings of the Academy of Management, Washington, DC.
- Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. 2000, August. Time, teams, and task performance: A longitudinal study of the changing effects of diversity on group functioning. Presented at the meetings of the Academy of Management, Toronto, Canada.
- Cycyota, C. S., & Harrison, D. A. 2000, August. Strategic theories of entrepreneurs: Comparisons, consequences, covariates, and contingencies of executives' theories of firm performance. Presented at the meetings of the Academy of Management, Toronto, Canada.
- Cycyota, C. S., Harrison, D. A., & Stahl, A. S. 2000, August. Improving firm-level response rates: Do individual-level findings generalize to surveys of executives? Presented at the meetings of the Academy of Management, Toronto, Canada.
- Harrison, D. A., Kravitz, D. A., & Stahl, A. 2000, April. Individual differences in reactions to affirmative action programs: A theory-driven meta-analysis. Presented at the meetings of the Society of Industrial-Organizational Psychology, New Orleans, Louisiana.

- Cheney, M. S., & Harrison, D. A. 1999, August. Uncertainty revisited: Nonlinear, chaotic changes on the journey toward decision resolution. Presented at the meetings of the Academy of Management, Chicago, Illinois.
- Price, K. H., Harrison, D. A., Florey, A. F., Gavin, J. H., & Rowe, N. 1999, August. Pluralistic perspectives within teams: Relational dissimilarity, perceptions of group processes, and affective outcomes for group members. Presented at the meetings of the Academy of Management, Chicago, Illinois.
- Shaffer, M. A., Harrison, D. A., Luk, D., & Gilley, K. M.. 1999, September. Spouse adjustment to international assignments: Direct determinants and the moderating effects of coping strategies. Presented at the 14th Annual Employment Research Conference, Cardiff, Wales.
- Amadi, A., Mykytyn, P.P., & Harrison, D. A. 1998, November. Business process analysis and redesign (BPAR): A method for selecting optimal IT investments. Presented at the meetings of the Decision Sciences Institute, Las Vegas, Nevada.
- Florey, A. T., & Harrison, D.A. 1998, August. The managerial perspective: Supervisor reactions to formal and informal accommodation requests. Presented at the meetings of the Academy of Management, San Diego, California.
- Harrison, D. A., Florey, A. T., McGrath, J. E., & Vanderstoep, S. 1998, August. Time matters in group task performance: A longitudinal comparison of natural, concocted, and quasi-groups. Presented at the meetings of the Academy of Management, San Diego, California.
- Martocchio, J. J., Harrison, D. A., & Berkson, H. 1998, August. Causal connections between lower back pain and absence: A time-based review. Presented at the meetings of the Academy of Management, San Diego, California.
- Shaffer, M. A., Harrison, D. A., Gilley, K. M., & Luk, D. 1998, August. Struggling with what matters most: Conflicts between work and family on international assignments. Presented at the meetings of the Academy of Management, San Diego, California.
- Riemenschneider, C. K., Mykytyn, P. P., & Harrison, D.A. 1997, August. Applying the theory of planned behavior to small businesses and the Internet. Presented at the meetings of the Association for Information Systems, Indianapolis, Indiana.
- Bell, M. P., McLaughlin, M. E., & Harrison, D.A. 1996, August. The belief structure of attitudes toward affirmative action: Sex, race, and population differences. Presented at the meetings of the Academy of Management, Cincinnati, Ohio.
- Cheney, M. S., & Harrison, D. A. 1996, November. Uncertainty, doubt, and conviction: Perceptions and responses to complex and chaotic environments. Presented at the meetings of the INFORMS College on Organizational Science, Special Conference on Applications of Complexity Theory, Atlanta, Georgia.
- Lovett, S., Harrison, D. A., & Virick, M. 1996, August. Managing boundary spanner turnover for customer retention: Theory and paradox about the (non-)imitability of human resources. Presented at the meetings of the Academy of Management, Cincinnati, Ohio.
- Shaffer, M. A., & Harrison, D. A. 1996, August. Considering the context of quitting: Non-work factors in the turnover decisions of expatriates. Presented at the meetings of the Academy of Management, Cincinnati, Ohio.
- Harrison, D. A., & Bell, M. P. 1995, August. Social expectations and attendance decisions: Implications for absence control programs. Presented at the meetings of the Academy of Management, Vancouver, British Columbia.

- Shaffer, M. A., & Harrison, D. A. 1995, August. Forgotten partners: Developing and testing a model of spouse adjustment to international assignments. Presented at the meetings of the Academy of Management, Vancouver, British Columbia.
- Dickter, D., Roznowski, M., & Harrison, D. A. 1994, April. An event history analysis of voluntary turnover. Presented at the meetings of the Society of Industrial-Organizational Psychology, Nashville, Tennessee.
- Harrison, D. A., & Price, K. H. 1993, August. Consistency of absenteeism and lateness over diverse behavior settings: Evidence and substrates for "proneness." Presented at the meetings of the Academy of Management, Atlanta, Georgia.
- Harrison, D. A., & Shaffer, M. A. 1993, August. The Lake Wobegon effect in self and peer reports of absenteeism: A seven-study investigation. Presented at the meetings of the Academy of Management, Atlanta, Georgia.
- Price, K. H., & Harrison, D. A. 1993, August. Variables related to social loafing in organizational work groups. Presented at the meetings of the Academy of Management, Atlanta, Georgia.
- Priem, R. L., & Harrison, D. A. 1992, August. Exploring strategic judgments: Methods for testing the assumptions of prescriptive contingency theories. Presented at the meetings of the Academy of Management, Las Vegas, Nevada.
- Harrison, D. A. 1991, November. Exploring the utility of time. Presented at the meetings of the Judgment /Decision Making Society, San Francisco, California.
- Harrison, D. A., & Liska, L. Z. 1991, August. Toward a contingency approach to managing participation in employee fitness programs. Presented at the meetings of the Academy of Management, Miami, Florida.
- Switzer, F. S., & Harrison, D. A. 1991, November. Heuristics, biases, and motivation. Presented at the meetings of the Judgment/Decision Making Society, San Francisco, California.
- Goodwin, V., Wofford, J., & Harrison, D. A. 1990, August. Measuring cognitive complexity in the organizational domain. Presented at the meetings of the Academy of Management, San Francisco, California.
- Harrison, D. A. 1990, June. Social entrainment of behavior setting features modifies organizational activity cycles and performance. Presented at the meetings of the American Psychological Society, Dallas, Texas.
- Harrison, D. A., Holtgrave, D. R., & Rivero, J. C. 1990, November. Evidence for a "risky drift" in individual choice under uncertainty. Presented at the meetings of the Judgment/Decision Making Society, New Orleans, Louisiana.
- Holtgrave, D. R., Rivero, J. C., Harrison, D. A., & Birch, D. 1990, June. Deliberation time and riskiness of choice. Presented at the 1990 Third International Conference on Judgment and Decision Making, Nags Head, North Carolina.
- Liska, L. Z. & Harrison, D. A. 1990, November. Utility and risk over time: Individual differences and outcome categories. Presented at the meetings of the Judgment/Decision Making Society, New Orleans, Louisiana.
- McLaughlin, M. E. & Harrison, D. A. 1990, June. Item arrangement influences measurement properties of attitude scales: Support for cognitive hypotheses. Presented at the meetings of the American Psychological Society, Dallas, Texas.

- McLaughlin, M. E. & Harrison, D. A. 1990, November. Structure of time judgments at the level of behavioral choices. Presented at the meetings of the Judgment/Decision Making Society, New Orleans, Louisiana.
- Harrison, D. A., & Austin, J. T. 1989, June. A unified theory of goal commitment, goal choice, and goal attainment. Presented at the meetings of the American Psychological Society, Alexandria, Virginia.
- Harrison, D. A., & Hulin, C. L. 1987, August. Alternative methods for analyzing absence data: Application of a proportional hazard rate model. Presented at the meetings of the Academy of Management, New Orleans, Louisiana.

## FUNDED, COMPETITIVE GRANTS

- 2008 - 2010 "Crossing Cultures: Unpacking the Expatriate Learning and Adjustment Process Over Time," Society for Human Resources Management Foundation (with Connie Wanberg).
- 2008 - 2010 "Employee Voice and (Missed) Opportunities for Learning," Filene Research Institute (with James Detert and Ethan Burris).
- 2004 - 2006 "Examining International Assignment Success From a Psychological Contracts and Careers Perspective," Society for Human Resources Management Foundation (with Maria L. Kraimer and Margaret A. Shaffer).
- 2004 "Understanding Cross-Cultural Work Experiences: Trajectory and Etiology of Expatriate Adjustment over Time," Smeal College of Business and eBRC, Pennsylvania State University.
- 2003 "The Ties That Build: Relationship Development and Maintenance Behaviors in Organizations," Smeal College of Business, Pennsylvania State University.
- 1994 "Context, Cognition, and Self-Reports in Organizations," University of Texas--Arlington College of Business.
- 1991 "Testing Decision-Making Theories of Job Withdrawal," University of Texas--Arlington Research Enhancement Program.
- 1986 "Mathematical Models of the Structure of Withdrawal Behaviors," (with Charles L. Hulin) University of Illinois at Urbana-Champaign.
- 1985 "Estimating Event History Parameters in Absenteeism Data," (with Stanley S. Wasserman and David Holtgrave) University of Illinois at Urbana-Champaign.

## INVITED PRESENTATIONS

- 1989-present Bowling Green State Univ.; Carnegie Mellon Univ.; Chinese Univ. of Hong Kong; City Univ. of Hong Kong; Concordia Univ.; Cornell Univ.; Drexel Univ.; Duke Univ.; Erasmus Univ.; George Mason Univ.; George Washington Univ.; Georgia State Univ.; Hong Kong Baptist Univ.; Hong Kong Polytechnic Univ.; Hong Kong Univ. of Science & Technology; IESE (Barcelona), INSEAD (Paris); Juan Carlos III Univ. (Madrid), Michigan State Univ.; Notre Dame Univ.; Ohio State Univ.; Purdue Univ.; Rice Univ.; Texas A&M Univ.; Univ. of Amsterdam; Univ. of Arizona; Univ. of Arkansas; Univ. at Buffalo, State Univ. of New York; Univ. of California, Los

Angeles; Univ. of Illinois, Chicago; Univ. of Illinois, Urbana-Champaign; Univ. of Iowa; Univ. of Maryland; Univ. of Melbourne; Univ. of Michigan; Univ. of Minnesota; Univ. of Nebraska Univ. of North Carolina; Univ. of Oklahoma; Univ. of Oregon; Univ. of Pennsylvania (Wharton School); Univ. of Southern California; Univ. of Wisconsin, Milwaukee; Univ. of Tennessee; Univ. of Texas, Arlington; Univ. of Texas, Austin (LBJ School); Virginia Commonwealth Univ..

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## TEACHING ACTIVITIES

### AWARDS AND HONORS

- 2020 Nominated for Jim Nolen Award for Excellence in Graduate Teaching (UT).
- 2020 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2020 Inclusive Environment distinction from UT SSD Office (nominated by students)
- 2019 Faculty Mentoring Award, from Texas McCombs (Diversity) Consortium MBA Alumni for “... tremendous commitment to the mission, goals, and values of Consortium community” (UT).
- 2019 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2018 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2018 Poets & Quants, “Favorite Professors” for 2018 (~25 professors chosen each year; UT).
- 2018 Nominated and received Joe D. Beasley Award for Excellence in MBA Teaching (UT).
- 2017 Nominated for Joe D. Beasley Award for Excellence in MBA Teaching (UT).
- 2017 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2016 Nominated for Joe D. Beasley Award for Excellence in MBA Teaching (UT).
- 2016 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2016 Voted Outstanding Professor (one recipient per graduating class), for teaching excellence in DFW MBA Working Professionals program (UT).
- 2015 Nominated for Joe D. Beasley Award for Excellence in MBA Teaching (UT).
- 2015 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2015 MBA Applause Award for MBA Core Teaching: “Leading People” (UT).
- 2014 MBA Applause Award for MBA Core Teaching: “Leading People” (UT).

- 2013 MBA Applause Award for MBA Core Teaching: “Leading People” (UT).
- 2013 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2012 Faculty Honor Roll for Excellence in DFW MBA Working Professional Teaching: “Leading People” (UT).
- 2004 Nominated for Fred Brand Award for Excellence in Undergraduate Teaching (PSU).
- 2002-04 Highest student teaching evaluations across all sections of the Smeal College junior core for business majors (PSU).
- 1998 Invited to present “Developing a Big Picture View of Methods: Choices, Compromises, and Constraints in the Research Process,” at a national doctoral workshop on research methods sponsored by the Center for the Advancement of Research Methods and Analysis (CARMA), Richmond, Virginia.
- 1997 Invited to the national Academy of Management Meetings, Boston, Massachusetts (as nominated panelist) to take part in a symposium entitled: "Sharing Best Practices in the Methodological Teaching of Ph.D. Students."
- 1997 Inductee to the Academy of Distinguished Teachers, University of Texas--Arlington ([UTA]; two-three inductees per year, begun in 1997).
- 1997 Nominated for Piper Professor Award for Excellence in Teaching (UTA).
- 1997 Nominated for Academy of Distinguished Teachers (UTA; one nominee per college).
- 1996 Nominated for Piper Professor Award for Excellence in Teaching (UTA).
- 1995 Recipient of Chancellor's Council Award for Excellence in Teaching, UTA (UTA-wide; one recipient per year; two nominees per college, previous recipients not eligible).
- 1995 Nominated for Chancellor's Council Award for Excellence in Teaching (UTA).
- 1993 Nominated for Chancellor's Council Award for Excellence in Teaching (UTA).
- 1992 Nominated for Chancellor's Council Award for Excellence in Teaching (UTA).
- 1991 Recipient of the 1990-91 Outstanding Undergraduate Teacher Award, College of Business Administration, UTA (1990-91 enrollment > 5000 business majors).
- 1991 Nominated for Chancellor's Council Award for Excellence in Teaching (UTA).
- 1991 Nominated for Piper Professor Award for Excellence in Teaching (UTA).
- 1990 Nominated for Chancellor's Council Award for Excellence in Teaching (UTA).

## COURSES TAUGHT

MAN 283.16: Leading People and Organizations (MBA, UT)

MAN 383.16: Leading People and Organizations (exec MBA, UT)

MAN 390.1: Multivariate Analysis (doctoral, UT)



MAN 390.3: Research Methods in Management (doctoral, UT)

B A 304: Management and Organization (undergraduate, PSU)

MGMT 395: Internship in Human Resources Management (undergraduate, PSU)

MGMT 443: Compensation and Performance Management (undergraduate, PSU)

MGMT 591: Organizational Research Design (doctoral, PSU)

MGMT 597A: Advanced Analytical Skills (doctoral, PSU)

BUSA 2301: Human Behavior in Business Organizations (undergraduate, UTA)

MANA 3319: Foundations of Management (undergraduate, UTA)

MANA 4391: Perspectives on Disabilities and Accommodation (undergraduate, UTA)

MANA 5311: Behavioral Science Principles in Management (masters, UTA)

MANA 5320: Organizational Behavior (masters, UTA)

MANA 5329: Research Methods in Human Resources Management (masters, UTA)

MANA 5340: Principles of Human Resources Management (masters, UTA)

MANA 5390: Applied Organizational Research (masters and doctoral, UTA)

MANA 5392: Measurement and Testing of Complex Hypotheses in Field Data (doctoral, UTA)

MANA 6329: Advanced Research Methods (doctoral, UTA)

MANA 6338: Seminar in Organizational Behavior (doctoral, UTA)

## STUDENT DEVELOPMENT

- 2010 - present Member or chair of the following dissertation committees while at UT: Natalie Longmire (management-OB, chair), Ben Dow (management-OB, chair), Jake Jo (management-OB, chair), Jennifer Lake (public policy), Ben Van Landuyt (accounting), Shannon Garavaglio (accounting), Daniel Rimkus (accounting), Shannon Rariden (management-OB, chair), Taeya Howell (management-OB), Christina Kyprianou (management-entrepreneurship), Seung Jeong (management-strategy), Mark Bayer (management-OB), Jeffrey Wehrung (management-OB, co-chair), N. Andrew Cohen (Wharton, OB).
- 2001 - 2010 Member or chair of the following dissertation committees while at PSU: Prasad Balkundi (management-OB), Dan Chiaburu (management-OB, chair), Ravi Gajendran (management-OB, chair), Jennifer Kish-Gephardt (management-OB), Roderick Lee (informational sciences & technology), Daniel Newman (industrial-organizational psychology, co-chair), Hong Ren (management-OB), Alexander Schwall (industrial-organizational psychology), Hock-Peng Sin (industrial-organizational psychology).
- 2004 - 2005 Chair, Shreyer undergraduate honors thesis, for Sandra Yang, PSU.

- 2002 - 2004 Chair, dissertation committee for Benjamin Shaffer, University of Southern Australia (management-OB).
- 2003 External examiner for doctoral theses of Liang Xiangfen, City University of Hong Kong; Carmen Fu\*, Hong Kong Polytechnic University (\*winner of 2004 Asian Academy of Management Best Student Paper Award).
- 2000 - 2003 External panel member for doctoral theses of Christine Lau, James Leung, Edwin Cheung, Danny Lee, Salina Kwong, Edward Chan, P. K. Lau, Samson Tung, William So, Stephen Le, Andrew Le, and William Leung, Hong Kong Polytechnic University.
- 1990 - 2001 Member of 80% or more of all UTA Management Ph.D. student supervisory committees (35+ students), as well as students from marketing and accounting.
- 1989 - 2001 Member or chair of 25+ dissertation committees at UTA, including: Atieno Amadi (information systems), Myrtle Bell\* (chair, management-HR; \*winner of 1997 award for Best Dissertation in the WIM division of the Academy of Management), Daniel Benco (accounting), Terry Coalter (management-OB), Cynthia Cycyota (management-BPS), Tony Daboub (management-BPS), Paula Daly (management-HR), Anna Florey (chair, management-OB-HR), Vinay Garg (management-BPS), K. Matthew Gilley (management-BPS), Terry Glandon (accounting), Vickie Goodwin (management-OB), Ruth Haynes (accounting), Rusty Juban (chair, management-HR), Laurie Liska (management-HR), Leonard Love (management-BPS), Thomas Lumpkin (management-BPS & E-ship), Notis Pagliavlas (marketing), Hector Quintanilla (accounting), Richard Priem (management-BPS), Cynthia Riemenschneider (information systems), Sherry Ryan (information systems), Margaret Shaffer\* (chair, management-HR; \*winner of 1995 Best International Paper award at the national Academy of Management meetings), Bruce Walters (management-BPS), Meghna Virick (co-chair, management-HR), and J. Lee Whittington (management-OB).

## OTHER TEACHING ACTIVITIES

- 2004 - 2007 Member of the Smeal (PSU) Teaching Innovation and Excellence Committee.
- 1997 - 2001 Member of the UTA Academy of Distinguished Teachers; help sponsor and staff University-wide teaching effectiveness workshops, as well as a junior faculty mentoring program.
- 1995 - 2001 Member, Information and Instructional Resources Committee, UTA College of Business; committee's purpose is to develop and carry out strategic plans to advance and maintain the currency of computer hardware and software for student and faculty use in teaching and research, including complete changeover of all backbone and computer equipment in the College during FY's 96-97, 97-98.
- 1994 - 2001 Member, Committee on Teaching Excellence, UTA College of Business; committee's purpose is to find creative new ways and improve existing ways to enhance teaching quality through evaluation, development, and rewards.

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## SERVICE ACTIVITIES

## AWARDS AND HONORS

- 2018 Distinguished Reviewer of the Year Award, *Academy of Management Review* (from nominations of multiple AEs)
- 2010 Outstanding Reviewer Award, *Academy of Management Journal* (highest cumulative quality rating)
- 2005 Best Reviewer Award, Gender and Diversity in Organizations (GDO) Division of the Academy of Management
- 2002 Outstanding Reviewer Award, *Academy of Management Journal*
- 2001 Best Reviewer Award, GDO Division of the Academy of Management
- 2001 Perfect Reviewer Award, *Academy of Management Journal*
- 2000 Distinguished Service Award, Academy of Management, for work as Research Methods Division (RMD) Executive Officer and Chair
- 2000 Highest Quality Reviewer Award, *Academy of Management Journal*
- 1998 Distinguished Service Award, Academy of Management, for work as RMD Professional Development Workshop and Program Chair
- 1996 Outstanding Referee Award, *Journal of Organizational Behavior*

## JOURNAL EDITORIAL BOARDS

*Academy of Management Journal* (1998-2010, 2016-present; also Guest Editor, "Managing in the New Millennium" Year 2000 issue)  
 Chair, Advisory Board (2001-2005)  
*Academy of Management Review* (2011-present)  
*Journal of Applied Psychology* (2008-present)  
*Journal of Management* (Research Methods and Analysis section: 1995-1997)  
*Organizational Behavior and Human Decision Processes*  
 Editor (2004-2007)  
 Associate Editor (2001-2004)  
 Board Member (1999-2001; 2007-2010)  
*Organizational Psychology Review* (2010-present)  
*Organizational Research Methods* (1997-2005)  
*Personnel Psychology* (1997-2003)

## CONSULTING REVIEWER TO JOURNALS (last 5 years)

*Academy of Management Review*  
*Administrative Science Quarterly*  
*Journal of Applied Psychology*  
*Journal of International Business Studies*  
*Journal of Management*  
*Management Science*  
*Organizational Research Methods*  
*Organization Science*  
*Personnel Psychology*  
*Strategic Management Journal*

## REVIEWER TO PROGRAMS

- 1990 – 2016 Academy of Management Meetings (RMD, HR, OB and/or GDO divisions)  
1996 National Science Foundation: Measurement, Methodology, and Statistics program

## OTHER SERVICE TO PROFESSIONAL ORGANIZATIONS

- 2013 Career Distinguished Scholarly Achievement Award Committee, GDO Division, Academy of Management  
2009 Saroj Parasuraman, Scholarly Achievement Award Committee, GDO Division, Academy of Management  
2008 - 2011 Academy of Management Board of Governors  
2007 Scholarly Achievement Award Committee, HR Division, Academy of Management (Chair)  
2002 Dissertation Award Committee, HR Division, Academy of Management  
2002 - 2004 *Academy of Management Journal*, 2001-2003 Best Paper Award Committee (Chair)  
2002 Dissertation Award Committee, HR Division, Academy of Management  
2001 *Academy of Management Journal*, 2000 Best Paper Award Committee  
2000 - 2001 Election and Membership Coordinator (Past Chair), Research Methods Division (RMD), Academy of Management  
1999 - 2001 Web Developer \*, RMD, Academy of Management (\*RMD Website won the Academy of Management Creativity and Innovation Award in 2000)  
1999 - 2000 Chair, RMD, Academy of Management  
1998 - 1999 Chair-Elect and *RM Forum* Editor for RMD, Academy of Management  
1997 - 1998 Program Chair for RMD, Academy of Management  
1997 Dissertation Award Committee, HR Division, Academy of Management  
1996 - 1997 Professional Development (Pre-Conference) Chair for RMD  
1992 - 1997 Member of SIOP Scientific Affairs Committee  
1989 - 2006 Discussant or chair at dozens of (inter)national conference sessions

## SERVICE TO THE UNIVERSITY

- 2016 - present Faculty Fellow, Division of Diversity & Community Engagement (UT)

2016 - 2019 Committee for Diversity & Inclusion (UT)

2014 - 2017 Graduate Assembly (UT)

2014 - 2017 Graduate Admissions & Enrollment Committee (UT)

2009 - 2010 Academic Standards Committee (PSU)

2009 - 2010 Graduate Curriculum Committee (PSU)

1999 - 2001 University Teaching and New Faculty / GTA Orientation Committee (UTA)

1997 - 2001 University Teaching Awards Committee (UTA)

1997 - 1998 College of Business Administration (COBA) Dean Search Committee (UTA)

1996 - 1997 Faculty Director of joint annual Arlington Chamber of Commerce/University of Texas at Arlington "Business Outlook" survey (UTA)

1995 - 2000 Undergraduate Assembly (UTA)

1992 - 1996 Nursing School Graduate Education Advisory Council (UTA)

1990 - 1992 Faculty Senate; member of Research subcommittee (UTA)

#### SERVICE TO THE COLLEGE OF BUSINESS

2019 - present Instructional Innovation Strategic Plan (UT)

2019 - present Instructional Innovation: MBA Sub-Committee (Chair)

2019 - present Instructional Innovation: Teaching Observation Re-design & Standardization

2016 - present Faculty Endowments Committee (UT)

2019 - 2020 Research Awards Committee (UT)

2018 - 2019 NTT and Workload Committee (UT)

2017 - 2019 Ph.D. Program Committee (UT)

2016 - 2019 Diversity & Inclusion Committee (co-chair, UT; MBA sub-committee, chair)

2014 - 2016 Healthcare Cluster Hiring Committee (UT)

2011 - 2014 Dean's Advisory Committee (UT)

2011 - 2014 McCombs Research Awards Committee (UT)

2008 - 2010 Smeal Graduate Policy Committees (PSU)

2008 - 2010 Smeal Promotion and Tenure Committee (PSU)

2006 - 2007 Smeal Faculty Advisory Committee (PSU)

2004 - 2007 eBRC Advisory Board (PSU)

2004 - 2007 Smeal Teaching Innovation and Excellence Committee (PSU)

2004 - 2007 Smeal Graduate Policy Committee (PSU)

2001 - 2002 Smeal Ph.D. Renewal Committee (PSU)

2001 - 2002 Smeal Web Redesign Committee (PSU)

1998 - 2000 Ph.D. Program (Graduate Studies) Committee (UTA)

1998 - 2000 COBA Curriculum Committee (UTA)

1995 - 2001 Instructional and Information Resources (Computing Technology) Committee (UTA)

1993 - 2001 Committee on Teaching Effectiveness (UTA)

1994 - 2001 AACSB Intellectual Contributions Committee (recent charge to identify external research funding sources and benchmark UTA COBA against other business schools)

#### SERVICE TO THE DEPARTMENT OF MANAGEMENT

2019 - present Executive Committee (UT)

2019 - present Teaching Observation Committee (Chair / Coordinator, UT)

2014 - present Departmental IRB Coordinator (UT)

2017 - present Departmental P&T Review (Chair, UT)

2018- 2020 Workload / Teaching Policy Committee (UT)

2018- 2019 MAN 101 Course Design, Planning Committee (UT)

2017- 2019 Ph.D. Advisor (UT)

2010 - 2016 Ph.D. Research Funds Committee (UT)

2010 - 2013 Ph.D. Program Revision Committee (UT)

2010 - 2015 Ph.D. Admissions Committee (UT)

2010 - 2011 Publications Committee (UT)

2008 - 2009 Doctoral Program Co-coordinator (PSU)

2006 - 2007 OB & OT Search Committees, Chair (PSU)

2001 - 2006 Promotion & Tenure Committee (2003-2004, Chair) (PSU)

2003 - 2007 Graduate Admissions (informal) (PSU)

2003 - 2004 HR/OB Search Committee, Chair (PSU)

2001-2002 M&O Department, Faculty Advisory Committee (PSU)

- 1998 - 2001 Ph.D. Program Coordinator and Doctoral Student Advisor (UTA)
- 1997 - 1998 BPS Faculty Search Committee (UTA)
- 1994 - 2001 Graduate Studies Committee (UTA)
- 1993 - 2001 Behavioral Science Curriculum Committee (UTA)
- 1992 - 1993 P/HR Faculty Search Committee (UTA)
- 1992 - 2001 Ph.D. Admissions Committee (UTA)