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EDUCATION

Ph.D., M.S., Organizational Behavior
Graduate School of Industrial Administration, Carnegie Mellon University

Bachelor of Arts, Psychology, Bucknell University

ACADEMIC EXPERIENCE

August 1990-present Associate Professor of Organizational
Behavior and Management
Darla Moore School of Business
University of South Carolina

September 1984-August 1990 Assistant Professor of Organizational
Behavior and Management
Darla Moore School of Business
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AREAS OF INTEREST

Research - Interpersonal Processes, Cross-Cultural Relationships, Work Values
Teaching - Organizational Behavior, Teams and Teamwork, Human Resources

REFEREED JOURNAL ARTICLES

Ward, A.K., & Ravlin, E.C. (2017). Building influence as an outsider: A theoretical approach to cross-cultural impression management. *Human Resource Management Review*, 57, 491-506.

Thompson, B.S., & Ravlin, E.C. (2017). Protective factors and risk factors: Shaping the emergence of dyadic resilience at work. *Organizational Psychology Review*, 7(2), 143-170.

Ward, A.K., Ravlin, E.C., Klaas, B.S., Ployhart, R.E., & Buchan, N.R. (2016). When do indirect communicators speak up? Exploring communication style and employee voice. *Journal of Applied Psychology*, 101(10), 1498-1511.

- Shabana, K., & Ravlin, E.C. (2016). Corporate social reporting as substantive and symbolic behavior: A multilevel theoretical analysis. *Business and Society Review*, *121*, 297-327.
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- Ravlin, E.C., Ward, A.K., & Thomas, D.C. (2014). Exchanging social information across cultures. *Journal of Management*, *40*, 1437-1465.
- Morrell, D.L., Ravlin, E.C., Ramsey, J.R., & Ward, A.K. (2013). Past experience, cultural intelligence, and satisfaction with international business studies. *Journal of Teaching in International Business*, *24*, 31-43.
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- Thomas, D.C., Fitzsimmons, S. R., Ravlin, E.C., Au, K., Ekelund, B.Z., & Barzantny, C. (2010). Psychological Contracts across Cultures: Perceptions and Responses to Violations. *Organizational Studies*, *31*, 1437-1458.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. (2008). Cultural Intelligence: Domain and Assessment. *International Journal of Cross-Cultural Management*, *8*, 123-143.
- Joardar, A., Kostova, T., & Ravlin, E.C. (2007). An experimental study of the acceptance of a foreign newcomer into a workgroup. *Journal of International Management*, *13*, 513-537.
- MacNab, B. Brislin, R., Worthley, R., Galperin, B., Jenner, S., Lituchy, T., MacLeand, J. Munoz-Aguilera, G., Ravlin, E.C., Tiessen, J., & Turcotte, M.F. (2007). Effective ethics management and culture: Examination of internal reporting and whistle blowing within a NAFTA context. *International Journal of Cross-Cultural Management*, *7*, 5-28.
- Ravlin, E.C., & Ritchie, C.M. (2006). Perceived and actual organizational fit: Multiple influences on attitudes. *Journal of Managerial Issues*, *18*, 175-192.
- Ravlin, E.C., & Thomas, D.C. (2005). Status and stratification processes in organizational life. *Journal of Management*, *31*, 966-987.

- Fitch, J.L. & Ravlin, E.C. (2005). Willpower and perceived behavioral control: Influences on the intention-behavior relationship and post-behavior attributions. *Social Behavior and Personality*, 33, 105-124.
- Thomas, D.C., Au, K., & Ravlin, E.C. (2003). Cultural variation and the psychological contract. *Journal of Organizational Behavior*, 24, 451-471.
- Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (2000). A meta-analytic examination of realistic job preview effectiveness: A test of three counterintuitive propositions. *Human Resource Management Review*, 10, 407-434.
- Thomas, D.C., Ravlin, E.C., & Barry, D. (2000). Creating effective multicultural teams. *University of Auckland Business Review*, 2, 10-24.
- Meglino, B.M., & Ravlin, E.C. (1998). Individual values in organizations: Concepts, controversies, and research. *Journal of Management*, 24, 251-289.
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- Reprinted in (1997) P. Stone & M. Cannon (eds.), *Organizational Psychology*, 2, Part 4 – *Interdependence and Collective Minds at Work* (Chapter 60), 533-554. Aldershot, UK: Ashgate Publishing.
- Thomas, D.C., & Ravlin, E.C. (1995). Responses of employees to cultural adaptation by a foreign manager. *Journal of Applied Psychology*, 80, 133-146.
- Meglino, B.M., DeNisi, A.S., & Ravlin, E.C. (1993). The effects of previous job exposure and subsequent job status on the functioning of a realistic job preview. *Personnel Psychology*, 46, 803-822.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1992). The measurement of work value congruence: A field study comparison. *Journal of Management*, 18, 33-43.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1991). Value congruence and satisfaction with a leader: An examination of the role of interaction. *Human Relations*, 44, 481-495.
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Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1989). A work values approach to corporate culture: A field test of the value congruence process and its relationship to individual outcomes. *Journal of Applied Psychology*, *74*, 424-432.

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CHAPTERS IN RESEARCH VOLUMES

Ravlin, E.C., & Flynn, P.J. (2017). Cultural values and relationship development in organizations. In Roccas, S., & Sagiv, L. (Eds.), *Values and behavior: Taking a cross-cultural perspective* (pp. 143-172). Cham, Switzerland: Springer.

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Ravlin, E.C. (2010). Status and influence processes in virtual teams and mobile collaborations. In Long, S.D. (Ed.), *Communication, Relationships and Practices in Virtual Work* (pp. 146-160). Hersey, PA: IGI Global.

Ravlin, E.C., Thomas, D.C., & Ilsev, A. (2000). Beliefs about values, status, and legitimacy in multicultural groups: Influences on intragroup conflict. In C. Earley & H. Singh (Eds.), *Innovations in International Cross-cultural Management* (pp. 17-51). Newberry Park: Sage.

Thomas, D.C., Ravlin, E.C., & Wallace, A.W. (1996). Effect of cultural diversity in work groups. In Bamberger, P. (ed.), *Research in the Sociology of Organizations*, *14*, 1-33.

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Betton, J., & Ravlin, E.C. (1985). Technology and evolution of organizational forms. *Proceedings, Southern Management Association.*

TECHNICAL REPORTS

Ravlin, E. C. (1992). Assessment Report, South Carolina Division of Information Resource Management.

Ravlin, E.C., & Meglino, B. M. (1992). Survey Report, International Business Machines. Riegel and Emory Human Resource Research Center.

Meglino, B.M., Ravlin, E.C., DeNisi, A.S., & Tomes, W.C. (1991). Report on the Use of a Realistic Job Preview for the Retention of Correctional Officers. Riegel and Emory Human Resource Research Center.

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OTHER PUBLICATIONS

Ravlin, E.C. (2016). Work Values (revised). In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd Edition). Thousand Oaks, CA: Sage.

Ravlin, E.C. (2014). Values (revised). In C. Cooper, (Ed.), *Encyclopedia of Management* (3rd ed.; vol. 11), Wiley.

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Ravlin, E.C. (2014). Employee Attitudes and Attitude Surveys. In C. Cooper, (Ed.), *Encyclopedia of Management* (3rd ed.; vol. 5), Wiley.

Ravlin, E.C. (2010). The next evolution: Knowledge sharing and influence in team mobile collaboration. In Tuten, T., (Ed.), *Enterprise 2.0: How Technology, E-Commerce, and Web 2.0 are Transforming Business Virtually* (v. 2): The Behavioral Enterprise (pp. 7-23). Santa Barbara, CA: Praeger Perspectives.

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- Ravlin, E. C. (2004). Values (revised). In N. Nicholson (Ed.), *Encyclopedic Dictionary of Organizational Behavior* (2nd ed.). Oxford: Blackwell.
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- Ravlin, E.C., Meglino, B.M., & Adkins, C.L. (1989). Stability of work values: Individual differences and relationship with decision making. *Resources in Education*, ED303751.
- Ravlin, E.C., & Goodman, P.S. (1984). Book review, *Assessing Organizational Effectiveness*, by Raymond F. Zammuto. *Administrative Science Quarterly*, 29, 127-130.

PRESENTATIONS

- Ward, A.K., Ravlin, E.C., & Park, J. (2019). When is a pro-diversity climate actually pro-diversity? A theory of (potentially specious) etiology. To be presented at the Southern Management Associate, November.
- Ravlin, E.C., Liu, X., & Thomas, D.C. (2019). Effects of individualism and collectivism in work identity transitions. Academy of International Business, June.
- Ravlin, E., Hymer, C., & Thatcher, S. (2019). Student identity work and behavior after study abroad. Academy of International Business, June.
- Teegen, H., Buchan, N., Grudzinski-Hall, M., Leri, A., Ozturk, O., Ravlin, E., & Thatcher, S. (2019). A model for evaluating global competency development in a university setting: Institutional imperatives and assessment scope. Academy of International Business, June.
- Leri, A., Buchan, N., Grudzinski-Hall, M., Ozturk, O., Ravlin, E., Teegen, H., and Thatcher, S. (2019). Assessing cultural competence and diversity and inclusion programming. National Association of Diversity Officers in Higher Education, March.
- Hymer, C., & Ravlin, E. (2018). Identity transitions following an international experience. Academy of Management, Identity Transitions Symposium, August.

- Ward, A.K., Ravlin, E.C., & Park, J. (2017). The role of unit composition and leader inclusion mentality in diversity climate development. Equality, Diversity, and Inclusion Conference, London, UK. June.
- Shabana, K.M., & Ravlin, E.C. (2016). Pyrrhic victories of myopic legitimization strategies. Academy of Management, August.
- Ravlin, E.C., Thomas, D.C., Flynn, P.J., & Ward, A.K. (2015). Status inconsistency and cross-cultural relationships at work. Academy of Management, August.
- Ravlin, E.C., Adkins, C.L., Kim, Y., & Ward, A.K. (2015). An alternative look at personal values and citizenship behavior: The role of achievement values and extrinsic rewards. Academy of Management, August.
- Ward, A.K., Ravlin, E.C., Klaas, B.S., Ployhart, R.E., & Buchan, N.R. (2014). If I speak, will you listen? The effect of culture on the influence of voice. Southern Management Association, November.
- Thomas, D.C., Liao, Y., Aycan, Z., Cerdin, J-L., Pekerti, A.A., Ravlin, E.C., Stahl, G.K., Lazarova, M.B., Fock, H., Arli, D., Moeller, M., Okimoto, T., & Van der Vijver, F. (2014). Measuring cultural intelligence: Validation of a new scale. Academy of International Business, July.
- Ravlin, E.C., Ward, A.K., & Thomas, D.C. (2014). Cross-cultural social information exchange. International Organizations Network, March.
- Morrell, D.L., Ravlin, E.C., Ramsey, J.R., & Ward, A.K. (2013). Past experience, cultural intelligence, and satisfaction with international business studies. Academy of Management, August.
- Ward, A.K., Ravlin, E.C., Klaas, B., & Buchan, N. (2013). Voicing across cultures: The role of communication style and relationships in employee voice. Academy of International Business, July.
- Thomas, D.C., Ravlin, E.C., Liao, Y., Morrell, D.L., & Au, K. (2012). Collectivist values, exchange ideology, and psychological contract preference. Swedish Research Council—Leveraging Values in Global Organizations, November.
- Thomas, D.C., Ravlin, E.C., Liao, Y., Morrell, D.L., & Au, K. (2012). The psychological contract in a collectivist context: A three study test of mediation of exchange ideology. Second Psychological Contact Group Meeting, Australian National University, September.
- Ward, A.K., Ravlin, E.C., Klaas, B., & Buchan, N. (2012) Cross-Cultural Voice: Effects of Manager/Subordinate Communication Styles. Academy of International Business, June.

- Rutti, R., Ravlin, E.C., & Ramsey, J. (2011). Followers Who Lead: Modelling Leader Emergence through Self-Monitoring and Social Identity Theories. Southern Management Association, November.
- Ward, A.K., & Ravlin, E.C. (2011). Influence in a Foreign Environment: The Effects of Cultural Distance on Perceptions of Status. Southern Management Association, November.
- Liao, Y., Thomas, D.C., Ravlin, E.C., Morrell, D.L., & Au, K. (2011). Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology. Academy of Management, August.
- Ravlin, E.C., & Ward, A.K. (2010). Leader Emergence in Multicultural Teams: The Role of Cultural Intelligence. Academy of Management, August.
- Thompson, B., & Ravlin, E.C. (2010). Interpersonal Forgiveness and Relational Exchange: Forging a Framework of Dyadic Resilience. Academy of Management, August.
- Ward, A. K., & Ravlin, E.C. (2010). Building Status as an Outsider: A Model of Cross-Cultural Impression Management. Academy of International Business, June.
- Kim, S.D., & Ravlin, E.C. (2009). The Role of Working Memory Capacity in Cross-Cultural Interactions. Academy of Management, August.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. (2008). Development of the Cultural Intelligence Assessment. Academy of International Business, July.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. (2008). Development of the Cultural Intelligence On-Line Assessment Centre. European Group for Organization Studies Colloquium, Amsterdam, July.
- Liao, Y., Thomas, D. C., Ravlin, R. C., Au, K., & Morrell D. L. (2008). The mediating effect of exchange ideology on culture and psychological contract. Oral presentation at the 19th International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany, July.
- Ritchie, C.M., Ravlin, E.C., & Hanks, G. (2006). The Roles of Race and Gender in Ethical Decision Making. Academy of Management, August.
- Shabana, K.M., & Ravlin, E.C. (2006). Antecedents of Corporate Social Responsiveness. Academy of Management, August.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Pekerti, A., Maznevski, M., Lazarova, M.B., Jackson, D., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. (2006).

- Cultural intelligence: Domain and Assessment. Presented at the International Association of Cross Cultural Psychology, Spetzes, Greece, July.
- Ravlin, E.C., Morrell, D., & Fitch, J.L. (2005). Peer-Based Discipline in Team Contexts. Southern Management Association, November.
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- MacNab, B. Brislin, R., Worthley, R., Galperin, B., Jenner, S., Lituchy, T., MacLeand, J. Munoz-Aguilera, G., Ravlin, E.C., Tiessen, J., & Turcotte, M.F. (2004). Effective Ethics Management and Culture: Examination of Internal Reporting and Whistle Blowing Within a NAFTA Context. International Society for the Study of Work and Organizational Values, August.
- Ravlin, E.C., & Ritchie, C.M. (2003). Sharing in-use and espoused values: Attitudinal and behavioral outcomes. Southern Management Association, November.
- Fitch, J.L., & Ravlin, E.C. (2003). Team-based discipline: A theoretical framework. Institute of Behavioral and Applied Management, October.
- Ravlin, E.C., Ilsev, A., & Meglino, B.M. (2002). Person-organization Fit and Adaptability and Change. Society for Industrial and Organizational Psychology, April.
- Fitch, J.L., & Ravlin, E.C. (2002). Individual Differences and the Intention-Behavior Relationship. Southeastern Psychological Association, March.
- Ravlin, E.C., Thomas, D.C., & Ilsev, A. (2001). Causes and consequences of status congruence in teams. Academy of Management, August.
- Thomas, D.C., & Ravlin, E.C. (2000). What Have We Learned about Multicultural Composition of Groups? Carnegie Bosch Institute, Grant Recipient Workshop, October.
- Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (1999). When are realistic job previews most effective? Academy of Management, August.
- Ravlin, E.C., Schweiger, D.M., Calori, R., & Atamer, T. (1997). Multicultural Networks in Product Development and Commercialization. Academy of Management, August.
- Ravlin, E.C. (1997). Panel Discussion: Integrity: What is it Really, and Why Do We Care? Society for Industrial and Organizational Psychology, April.

- Schweiger, D., Atamer, T., Calori, R., & Ravlin, E.C. (1996). The Effective Use of Cross-national Teams and Networks in New Product Development and Commercialization. Strategic Management Association, November.
- Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (1996). The Effects of Realistic Job Previews on Job Acceptance: A Meta-Analytic Reconciliation. Academy of Management, August.
- Ravlin, E.C., & Thomas, D.C. (1995). Multicultural Work Group Process and Function. Academy of International Business, November.
- Meglino, B.M., & Ravlin, E.C. (1995). Work Values and Teams Roundtable. Academy of Management, August.
- Thomas, D.C., & Ravlin, E.C. (1994). Cultural Diversity in International Teams: Implications for Organizational Fit, Job Attitudes, and Performance. Carnegie Bosch Institute International Research Conference, November.
- Ravlin, E.C., Adkins, C.L., & Meglino, B.M. (1994). Organizational Definition of Performance and Individual Value Orientation: Interactive Effects on Performance and Absence. Academy of Management, August.
- Thomas, D.C., Ravlin, E.C., & Wallace, A.W. (1994). Effect of Cultural Diversity in Management Training Groups. Academy of Management, August.
- Bumpus, M., & Ravlin, E.C. (1994). Differential Bases of Interpersonal Attraction for High and Low Self-Monitors as Determinants of Leader-Member Exchange Relationships. Academy of Management, August.
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- Ritchie, C. M., Meglino, B.M., & Ravlin, E.C. (1991). Assessing Values and Organizational Culture Using Computer Aided Text Analysis. Academy of Management, August.
- Ravlin, E.C., & Meglino, B.M. (1991). Assessing Group and Organizational Fit A Values-Based Approach. Academy of Management, August.

- Meglino, B.M., DeNisi, A.S., Ravlin, E.C., Tomes, W.E., & Lee, J. (1990). The Effects of a Realistic Job Preview and Prior Job Experience on the Retention of Correctional Officers. Academy of Management, August.
- Ravlin, E.C. (1990). Ethical Decision Making: Group and Individual Influences. Society for Industrial and Organizational Psychology, April.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1989). A Field Examination of Alternative Measures of Work Value Congruence. Southern Management Association, November.
- Ravlin, E.C., Adkins, C.L., & Meglino, B.M. (1989). A Field Test of the Relationship between the Achievement Value, Goals, and Job Performance. Academy of Management, August.
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- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1988). A Field Test of the Value Congruence Process and its Effect on Individual and Organizational Outcomes. Academy of Management, August
- DeNisi, A.S., Ullman, J.C., Ravlin, E.C., Meglino, B.M., & Cornelius, E.T. (1988). Individual Values and Behavior: Are They Related? XXIV International Congress of Psychology, Sydney, Australia, August.
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- Ravlin, E.C., Cornelius, E., T., & DeNisi, A.S. (1986). The identification and measurement of values at work. Academy of Management, August.

Ravlin, E.C. & Meglino, B.M. (1986). Work Values: A Comparison of Four Methods of Measurement. Academy of Management, August.

Betton, J., & Ravlin, E.C. (1985). Technology and Evolution of Organizational Forms. Southern Management Association, November.

Goodman, P.S., Edwards, J.R., Seabright, M., Argote, L.A., & Ravlin, E.C. (1985). The Implementation of Robotics. Academy of Management, August.

Ravlin, E.C., & Wheeler, H.N. (1985). Some Thoughts on Worker Participation. Riegel and Emory Human Resources Research Center Conference, University of South Carolina, April.

Goodman, P.S., Atkin, R., & Ravlin, E.C. (1982). Some Observations on Specifying Models of Group Performance. American Psychological Association, August.

WORK IN PROGRESS

Ravlin, E.C, Liu, X., and Thomas, D.C. Cultural Effects on Work Identity Transitions

Ward, A.K., Ravlin, E.C., & Park, J. Unit Composition and Leader Inclusion in Diversity Climate Development.

Ravlin, E.C., & Liu, X. Core Values. Chapter for The SAGE Encyclopedia of Business and Professional Ethics (Poff, D.C., & Michalos, A.C. (Eds.), Springer.

Ravlin, E.C., Adkins, C.L., Kim, Y., & Ward, A.K. OCB, performance, and intrinsic and extrinsic motivation.

Ravlin, E.C. & Hymer, C. Development of relationships in a B2B setting.

Hymer, C., Thatcher, S., Ravlin, E.C. Study abroad coping behavior on return.

GRANTS

Teegen, H. (PI), Buchan, N., Grudzinski-Hall, M., Leri, A., Ozturk, O., Ravlin, E., & Thatcher, S. (2018). USC Initiative for Global Competence and Diversity & Inclusiveness Impact (\$250,000 over 5 years). Grant proposal submitted to the USC Excellence Initiative (not funded)

DMSB Research Grant \$7500, with Christina Hymer, 2018-2019

DMSB Research Grant, \$5000, with Christina Hymer, 2017-2018

Riegel & Emory Research Grant, \$4000, 2016-2017

DMSB Research Grant, \$4000, 2016-2017

Riegel & Emory Research Grant, \$5000 2014-2015

Riegel & Emory Research Grant, \$3000 2013-2014

DMSB Curriculum Innovation Grant, IBUS 717 \$6500, 2012-2014

DMSB Curriculum Innovation Grant, MGMT 770 \$7500, 2012-2014

Riegel & Emory Research Grant, \$3000 2012-2013

Riegel & Emory Research Grant, \$2700, 2011-2012
CIBER, "Psychological Contract," \$1,700, 2005-2006.
Carnegie Bosch Institute, with D.C. Thomas, "Cultural Diversity in International Teams:
Implications for Organizational Fit, Job Attitudes, and Performance," \$16,000, 1994.
CIBER, with D.C. Thomas, "A Study of Multicultural Work Groups: Group Process and
Effectiveness," \$4,000, 1992-93.

SERVICE (University)

Faculty Senate, 2018-present; 2007-2010; 1994 -1995
Discovery Day—undergraduate research judge, 2012
General Education Review panel, 2006-2007
Graduate Council, 2001-2004
 Vice-chair, 2002-2003
 Chair, 2003-2004
Policies and Practices Subcommittee, 2003-present
 Chair, 2004-2005
Petitions and Appeals Subcommittee, 1994-2003
 Chair, 2001-2003
Graduate School Doctoral/Masters Fellowships Committee, 2003-2007
Graduate Student Day Committee 2004-2007
Graduate Incentive Fellowships Committee, 2003-2007
Graduate School Doctoral Dissertation Award Committee, 2003
Graduate School Travel Grants Awards Committee, 2003-2007
Accreditation Review, Professional Education Unit, 2003
Accreditation Review, Philosophy, 2004
AACSB Accreditation Committee, 1998-2000

SERVICE (Darla Moore School of Business)

Faculty Director, Professional MBA Program, 2014-2018
Member, PMBA Faculty Committee, 2018-present
Member, Undergraduate HR Major Committee, 2019-present
Academic Director, Masters of Human Resources Program, 2008-2014
Chair, MHR Faculty Committee, 2008-2014
Search Committee, IMBA/AMBA Program Director, 2012
Search Committee, Corporate Solutions, 2011
Search Committees, IB and MGMT Department Chairs, 2011
University Review, Dean Hildy Teegen, 2010-2011
Graduate Programs Faculty Committee, 2008-2018
Strategic Planning Integration, 2010
Faculty Advisory Council, 1996-97; 1998-2001; 2007-2010; Chair, 2000-01
Strategic Directions Stakeholder Committee, Faculty Representative, January 2008
Director of Research, Riegel and Emory Human Resource Research Center, 1987-1992--
 coordination of research resources, review of research proposals, collection and
 dissemination of research results, solicitation of corporate funding.

Coordinator, Ph.D. Program in Organizational Behavior, 1986-1993-- recruitment of new students, advisement of continuing students, coordination of Qualifying and Comprehensive Examinations.

Ph.D. Oversight Committee, 1988-1989 (Chair); 1989-1993 (member)

William H. Close Fellowship Committee, 1989-92

Amoco Fellowship Committee, 1997-8

Graduate Policy and Curriculum Committee, 1987-88

IMBA Faculty Executive Committee, 2004-2007

MHR Program

Faculty Executive Committee, 1985-2008

Admissions Committee, 1990-2008

Appeals Committee, 1994-2008

MBA Program

Faculty Executive Committee, 1996-2000

Appeals Committee, 1997-2000

Undergraduate Policy and Curriculum Committee, 1986-87

IBM Computer Laboratory Advisory Committee, 1988-91

Ethics Committee for the Protection of Human Subjects, 1986-87; 1988-89; 2003-2005

SERVICE (Management Department)

Management Department Faculty Hiring, 2008-present

Management Department Peer Review, Assistant Professors, 1991-present

Management Department Faculty Recruiting Committee (AA Representative), 2008

Management Department Ph.D. Committees, 1993-2014

Director, Management Department Computer Laboratory, 1985-1992

TEACHING

Undergraduate Organizational Behavior

Undergraduate Managing Teams in the Workplace

Undergraduate Principles of Management

Masters Level Organizational Behavior

Masters Distance Education Program Organizational Behavior

Masters On-Line Organizational Behavior

Masters Level Teams and Teamwork in Organizations

Masters Level Managing Cross-Border Teams

Masters Level Human Resources/Human Capital

Doctoral Seminar topics including Methods, Social Cognition, Attitudes and Values,
Decision Making, Leadership, Conflict, and Team Behavior

Doctoral Seminar on Foundations of Management Theory

Dissertation Committees

Student	Role	Student	Role
Christina Hymer	Member	Mourad Dahkli	Member
Joseph Kasko	Member (MassCom)	John Urbanski	Co-chair
AK Ward	Co-chair	Doug Rymph	Member
Bryant Thompson	Member	Judy Beal Fitch	Chair
Jeanne Holmes	Chair	Scott Lester	Member
Raina Rutti	Chair	Diane Ricciardi (Ed)	Member
Gundula Lucke	Member	Holly Tompson	Member
Ana Bolino	Chair	Mike Ritchie	Chair
Nelson Alino	Member	David Thomas	Chair
Dan Morrell	Member	Bonnie McNeely	Member
Jase Ramsey	Member	Minnette Bumpus	Chair
Adrian Pitariu	Member	Saundra Glover	Co-chair
Jing Jiang	Member (MassCom)	Tina Robbins	Co-chair
Arpita Joardar	Member	Cheryl Adkins	Chair
Sigrid Khorram	Co-chair	Joseph Czajka	Member
Jim Nebus	Member	Peter K'Obonyo	Member
Arzu Ilsev	Chair	Danny Butler	Member
Davina Vora	Member		

Honors thesis committee, Masters theses outside reader, independent studies

Recent Undergraduate Research Supervision:

Alayna Wells, undergraduate Honors IB major, Honors Thesis Advisor 2018-present

Carly Strobach, undergraduate psychology major on Explorer Grant, independent study, presentation at Discovery Day, and submission of paper to undergraduate journal (2012-2014)

PROFESSIONAL ACTIVITIES

PROFESSIONAL ORGANIZATIONS

Associate Editor, Human Resources Management Review, 2015-present

Editorial Board, incoming, *Academy of Management Journal*, 2019

Editorial Board, *Academy of Management Review*, 1996-2002; 2010-present

Editorial Board, *Journal of Management*, 2003-present

Consulting Editorial Board, *Journal of International Business Studies*, 2012-2016

Editorial Board, *Journal of International Business Studies*, 2010-2016

Editorial Board, *Human Resources Management Review*, 1996-2015

Editorial Board, *Journal of World Business*, 2010-2014

Editorial Board, *Academy of Management Journal*, 1994-1996

Ad hoc reviewer for many journals and foundations, including the National Science

Foundation, Canadian Science Foundation, *Academy of Management Journal*,
Psychological Bulletin, *Journal of Applied Psychology*.

Academy of Management OB Division, Best Paper with International Implications 2018

Chair, HRMR 5-Year Scholarly Impact Award Committee, 2018-2019

Journal of International Business Studies Paper Development Workshop, Academy of International Business, Guest Editor, 2012-2013
 Academy of Management PDW Discussant, session on “Current and Future Issues in Masters’ of HR/LR/IR Programs, August, 2013
 Academy of Management Organizational Behavior Division, Best International Paper Committee, 2010
 Academy of Management Organizational Behavior Division, Best Paper from a Dissertation Committee, 2008
Journal of Management Paper Development Workshop, Southern Management Association, Panelist, 2003
Academy of Management Review Best Paper Committee, 1997, 1998 Chair, 1999
 Academy of Management Organizational Behavior Division, Best Paper Committee, 1997
Academy of Management Review Theory Development Workshop, Panelist, 1998-2000
 Program Committee, Academy of Management, HR Division, 1989-1997, 1999-2012
 Program Committee, Academy of Management, OB Division, 1991-present
 Program Committee, Academy of Management, IM Division, 2003, 2007-present
 Program Committee, Academy of International Business, 2008-present
 Program Committee, Society for Organizational and Industrial Psychology, 1993-present
 Program Committee, American Psychological Association, 1990, 1992
 Program Committee, American Psychological Society, 1991-1993
 Program Committee, Southern Management Association, 1985, 1986, 1988, 1992-94, 1996, 2004, 2005.
 Chair, Academy of International Business Session, Different Lenses on Cultural Values, 2019
 Chair, Academy of Management Symposium on Effectiveness of Multicultural Work Teams: Perspectives from International Management, Organizational Behavior, and Organization Theory, 1997
 Chair, Society for Industrial and Organizational Psychology Symposium on Ethical Issues in Industrial/Organizational Psychology, 1990
 Chair, Academy of International Business Session, Gender and Family in International Assignments, 2010
 Discussant, Society for Industrial and Organizational Psychology Symposium on Predicting Virtual Team Effectiveness: Focusing on the Micro Level, 2010
 Chair, Academy of Management OB Division Session, 1998, 2000
 Chair, Academy of Management HR Division Session, 1990, 2000
 Discussant, Academy of Management, Human Resources Division, 1989, 1997, 1999
 Discussant, Academy of Management, OB Division, 1993, 1997, 2005
 Discussant, Southern Management Association Meetings, 1985, 1986
 Facilitator, Academy of Management Round Table, 2005
 Reviewer, Tenure and Promotion file, Wayne State University, 1997;
 Adrian Pitariu, University of Regina, 2013 (January)
 Member - Academy of Management, Society for Industrial and Organizational Psychology, Academy of International Business

CONSULTING AND EXECUTIVE EDUCATION

Daniel-Mickel Center, Moore School of Business, HR Leadership Program, October 2018
Daniel-Mickel Center, Moore School of Business, Supervisory Development Programs 2009-present
Department of Public Safety, Change Management Workshop, February 2011
Diversity Workshop, Multicultural Symposium, Black Psychology Graduate Student Association, April 2008
Upward Workshop on Teams and Team Building, December, 2007
Executive International MBA Workshop on Teams and Team Building, August, 2006
Management Development Program for the Governor's Office, April, 1991
Course development with University of International Business and Economics, Beijing, China, February-July 1990
Participation in management training program, Universidad Catolica Madre y Maestra, Santo Domingo, Dominican Republic, May 1990
Daniel Management Center (College of Business Administration Management training unit); programs on Group Effectiveness and Counseling, 1987-1990.

OTHER

Reviewer for Harvard Business School Press, Grants Council of Hong Kong.

FELLOWSHIPS AND HONORS

Editorial Board Outstanding Reviewer Award, *Academy of Management Review*, 2012, 2013, 2016.
Editorial Board Outstanding Reviewer Award, *Human Resource Management Review*, 2014.
Best Reviewer, Academy of International Business, 2012.
Nomination, Best MHR Faculty Member, 2012
Best Reviewer Award, *Journal of International Business Studies*, 2011.
Nomination, International Division, Emerald Best International Symposium Award, Academy of Management, 2010
Superior Merit Award, SHRM Student Chapter 2009-2010 (Faculty Advisor)
Academy of Management OB Division Top Reviewers Award, 2007.
ANBAR Citation of Excellence, for B.M. Meglino and E.C. Ravlin (1998), Individual values in organizations: Concepts, Controversies, and Research. *Journal of Management*, 24, 251-289.
Distinguished Paper Award, Southern Management Association Meetings, 1987
Research Scholar Award, College of Business Administration, 1987
Selected for Academy of Management Doctoral Student and Junior Faculty Consortium, Human Resources Division, August 1985
Selected for Academy of Management Doctoral Student Consortium, Organizational Behavior Division, August, 1983
Graduate Fellowships, Continental Group, Corning Foundation, William Larrimer Mellon, 1980-1983