

January, 2018

DAVID B. GREENBERGER

Department of Management and Human Resources
Max M. Fisher College of Business
The Ohio State University
2100 Neil Avenue
Columbus, Ohio 43210

(614) 292-5291

Greenberger.1@osu.edu

EDUCATION

- Post Ph.D. University of Wisconsin-Madison, 1980-1982
Research Associate in Organizational Behavior
with Dr. Larry Cummings and Dr. Randy Dunham
(Post Doctoral Training in Organizational Behavior)
- Ph.D. University of Wisconsin-Madison, 1981
(Social Psychology)
Dissertation: Environmental change and personal control
- M.S. University of Wisconsin-Madison, 1976
(Social Psychology)
Thesis: Destruction and stimulus complexity: An application of
aesthetic theory
- B.A. Johns Hopkins University, 1972
(Social and Behavioral Science)

EMPLOYMENT

- 2014-2017 Associate Dean for Staff, Human Resources & Administration
Max M. Fisher College of Business
The Ohio State University
- 2014-2017 Academic Director of CIBER (Center for International Business
Education and Research)
Co-principal Investigator
Ohio State University

1996- 2015	Chair, Department of Management and Human Resources Max M. Fisher College of Business The Ohio State University
1992 – 2009 2014-2017	Academic Director of Computing Max M. Fisher College of Business The Ohio State University
2013-present	Professor Department of Management and Human Resources Max M. Fisher College of Business The Ohio State University
1988 - 2013	Associate Professor Department of Management and Human Resources, Max M. Fisher College of Business The Ohio State University
2006-present	Co-Director Institute of Professional Services College of Business Zhejiang University Hangzhou, PRC
2000-2011	Visiting Professor Center for Human Resources and Strategic Development Zhejiang University Hangzhou, PRC
1982-1988	Assistant Professor Faculty of Management and Human Resources, The Ohio State University (also: Assistant Professor, Division of Hospital and Health Services Administration, The Ohio State University--0%)
1980-1982	Post-Doctoral Research Associate For Dr. Larry Cummings and Dr. Randy Dunham, University of Wisconsin-Madison
1979-1980	Research Assistant For Dr. Elaine Hatfield (Walster), Department of Sociology, University of Wisconsin-Madison
1979	Lecturer Department of Psychology, University of Wisconsin-Madison

1972-1973 Personnel Research Psychologist
 Naval Personnel Research and Development Laboratory,
 Washington, D.C.

PUBLICATIONS

Books

Heneman, R. L. and Greenberger, D.B. (2002) Human Resource Management in Virtual Organizations. Greenwich, CN: Information Age Publishing

Articles and Chapters

Wang, S., Greenberger, D.B., Noe, R.A. & Fan, J. (2017). The development of mentoring relationships: An attachment theory perspective. In M.R. Buckley, A. R. Wheeler, J.R. Halbesleben (Eds.). *Research in Personnel and Human Resource Management*, Vol. 35. 53-102. Emerald Publishing.

Wang, S, Noe, R.A., Wang, Z.M., & Greenberger, D.B. (2009). What affects willingness to mentor in the future? An investigation of attachment styles and mentoring experiences.” Journal of Vocational Behavior, 74, 245-256

Lewicki, R. J., Greenberger, D.B., & Coyne, E.. (2007). “Dysfunction” subcultures in organizations: Threat or a key to enhancing change? Langen-Fox, J.D., Klimoski, R (Eds.) *Research companion to the dysfunctional workplace: Management challenges and symptoms*: London: Edward Elgar.

von Hippel, C., Bendapudi, V. Greenberger, D.B., Tansky, J. , Mangum, S.L., & Heneman, R.L. (2006). Operationalizing the shadow workforce: Toward an understanding of the participants in nonstandard employment relationships. In S. Gleason (Ed.). The Shadow Workforce. East Lansing: Michigan State University.

Noe, R., Wang, S., & Greenberger, D.B. (2002). Mentoring : What do we know and where do we go from here? In G. Ferris (Ed.) Research in personnel and human resources. New York: JAI Press.

Greenberger, D. B. & Wang, S. (2002). The virtual organization: Definition, description, and identification. In R. L. Heneman and D. B. Greenberger (Eds). Human resource management in the virtual organization. Greenwich, CN: Information Age Publishing.

- Heneman, R.L., Greenberger, D.B., Fox, M.L. (2002). Pay increase satisfaction: A reconceptualization of pay raise satisfaction based on changes in work and pay practices. Human Resources Management Review, *12*, 63-74.
- von Hippel, C. , Greenberger, D. B., Heneman, R.L., & Mangum, S.L. (2000). Temporary employees. In R. Hodson (Ed.). Research in the Sociology of Work. Vol. 8. (291-309) Greenwich, CT: JAI Press.
- Thoms, M.A. & Greenberger, D. B. (1998). Training business leaders to create positive organizational visions of the future: Is it successful. Human Resource Development Quarterly.
- Heneman, R.L., von Hippel, C. Eskew, D. & Greenberger, D.B. (1997). Alternative rewards in unionized environments. American Compensation Association Journal, Summer, 42-55.
- von Hippel, C., Mangum, S. L., Greenberger, D. B., & Heneman, R. L. (1997). Temporary employment: Factors that influence organizational use and benefits and employee satisfaction. Academy of Management Executive, *11(1)*, 92-103.
- Heneman, R.L., Porter, G., Greenberger, D.B., & Strasser, S. (1997). Modeling the relationship between pay level and pay satisfaction. Journal of Business and Psychology, *12*, 147-158.
- Thoms, M. A. & Greenberger, D. B. (1995). The relationship between leadership and time orientation. Journal of Management Inquiry, *4*, 272-292.
- Strasser, S., Aharony, L. & Greenberger, D. B. (1993). The Patient Satisfaction Process: Moving Toward a Comprehensive Model. Medical Care Review, *50* (2), 219-248.
- Miceli, M. P., Jung, I., Near, J. P., & Greenberger, D. B. (1991). Predictors and outcomes of reactions to pay-for- performance plans. Journal of Applied Psychology, *76*, 508-521.
- Greenberger, D. B., Porter, G., Miceli, M. P., & Strasser, S. (1991). Disposition factors and responses to inadequate personal control in organizations. Journal of Social Issues, *47*, 111-128.
- Greenberger, D. B. & Strasser, S. (1991). The role of situational and dispositional factors in the enhancement of personal control in organizations. In L. L. Cummings and B. M. Staw (Eds.). Research in Organizational Behavior, Vol. 13. Greenwich, CN: JAI Press.

- Greenberger, D. B. (1990). Control in organizations. In J. W. Newstrom and J. L. Pierce (Eds.) Windows into Management: The Role of Managerial Grids. New York: AMACOM.
- Heneman, R. L., Greenberger, D. B. & Anunyu, C. (1989). Attributions and exchanges: The effects of interpersonal factors on the diagnosis and evaluation of employee performance. Academy of Management Journal, 32, 466-475.
- Hatfield, E., Sprecher, S., Pillemer, J. T., Greenberger, D. B., & Wexler, P. (1989). Gender differences in what is desired in the sexual relationship. Journal of Psychology and Human Sexuality, 1, 39-52.
- Greenberger, D.B., Strasser, S., Cummings, L.L. & Dunham, R. B. (1989). The impact of personal control on performance and satisfaction. Organizational Behavior and Human Decision Processes, 43, 29-51.
- Heneman, R.L., Greenberger, D. B., & Strasser, S. (1988). The relationship between pay for performance perceptions and pay satisfaction. Personnel Psychology, 41, 745-759.
- Greenberger, D. B. Strasser, S. & Lee, S. M. (1988). An analysis of the relation among personal control, leader contingent and noncontingent behaviors, and helplessness. Academy of Management Journal, 31, 405-416.
- Greenberger, D. B., & Sexton, D. (1988). New leadership research methods for the understanding of entrepreneurs. Journal of Small Business Management, 26, 1-7.
- Greenberger, D. B. (1988). Odyssey: Pepsi to Apple. In Jon. L. Pierce & John Newstrom (Eds.) The Manager's Bookshelf. New York: Harper & Row.
- Also: Greenberger, D. B. (1990). Odyssey: Pepsi to Apple . In Jon. L. Pierce & John Newstrom (Eds.) The Manager's Bookshelf.(2nd Ed). New York: Harper & Row.
- Greenberger, D. B., Strasser, S., Lewicki, R. & Bateman, T. (1987). Perception and motivation. In Shortell, S. M. & Kaluzny, A.D., (Eds.). Health care management. (2nd. Ed.). New York: Wiley.
- Greenberger, D. B. & Sexton, D. L. (1987). Personal control, locus of control and new venture initiation: An empirical test. Frontiers in Entrepreneurship Research, 7, 239-253.
- Greenberger, D. B., Miceli, M.P. & Cohen, D. (1987). Oppositionists as group members: The potential impact of social influence variables on whistle-blowing decisions. Journal of Business Ethics, 6, 527-542.

- Greenberger, D.B. & Strasser, S. (1986). The development and application of a model of personal control in organizations. Academy of Management Review, 11, 164-177.
- Utne, M.K., Hatfield, E. E., Traupman, J. & Greenberger, D.B. (1984). Equity, marital satisfaction and stability. Journal of Social and Personal Relationships, 1, 323-332.
- Hatfield, E., Greenberger, D. B., Traupmann, J.H., & Lambert, P. (1982). Equity and sexual satisfaction in recently married couples. Journal of Sex Research, 18, 18-32.
- Allen, V. L. & Greenberger, D. B. (1982). The effects of destruction on perceived control. In H. Hiebsch (Ed.), Current social psychology. Berlin: VEB Deutscher Verlag der Wissenschaften.
- Greenberger, D. B. & Allen, V. L. (1980). Destruction and complexity: An application of aesthetic theory. Personality and Social Psychology Bulletin, 6, 479-483.
- Allen, V.L. & Greenberger, D. B. (1980). Destruction and perceived control. In A. Baum and J. Singer (Eds.), Advances in environmental psychology (Vol.II). Hillsdale,NJ: Erlbaum.
- Allen, V. L. & Greenberger, D. B. (1980). Affect, aesthetics and social identity: A psychological theory of vandalism. In K. Baker & R.J. Rubel (Eds.) Violence and crime in the schools. Lexington, MA: Lexington Books.
- Allen, V. L. & Greenberger, D. B. (1979). Enjoyment of destruction: The role of uncertainty. Journal of Nonverbal Behavior, 4, 87-96.
- Allen, V. L. & Greenberger, D. B. (1978). An aesthetic theory of vandalism. Crime and Delinquency, 24, 309-321.
- Also: Allen, V. L. & Greenberger, D. B. (1978). An aesthetic theory of school vandalism. In E. Wenk & N. Harlow (Eds.), School crime and disruption: Prevention models. Davis, CA: Dialogue Research Press.

Proceedings and other publications

- Thoms, M.A. & Greenberger, D.B. (1995). A study of vision training. In Academy of Management Best Paper Proceedings.
- Porter, G., Greenberger, D. B., & Heneman, R. L. (1990). Pay and pay satisfaction: A comparison of economic, political, psychological, and psychophysical predictions. In L. R. Jauch & J. L. Wall (Eds.), Academy of Management Best Paper Proceedings, 289-293.

- Greenberger, D. B. & Sexton, D. L. (1987). Leadership and entrepreneurship: New directions for venture initiation and success. Proceedings of United States Association for Small Business and Entrepreneurship.
- Greenberger, D. B., Miceli, M.P. & Cohen, D. (1986). Oppositionists as group members: The potential impact of social influence variables on whistle-blowing decisions. Proceedings of the Midwest Academy of Management.
- Greenberger, D. B., Heneman, R. L., & Porter, G. (1990). Pay and pay satisfaction: A comparison of economic, political, psychological, and psychophysical predictions. (College of Business WPS 90-24). The Ohio State University.
- Greenberger, D. B. & Strasser, S. (1990). The role of situational and dispositional factors in the enhancement of personal control in organizations. (College of Business WPS 90-17). The Ohio State University.
- Heneman, R. L., Greenberger, D. B., & Strasser, S. (1989). The relationship between pay for performance perceptions and pay satisfaction. (College of Business WPS 87-108). The Ohio State University.
- Heneman, R. L., Greenberger, D. B., and Anonyuo, C. (1987). Attributions and exchanges: The effects of interpersonal factors on the diagnosis and evaluation of employee performance. (College of Business WPS 87-46). The Ohio State University.
- Greenberger, D.B., Strasser, S., Cummings, L.L., & Dunham, R. B. (1986) The impact of personal control on performance and satisfaction. (College of Business WPS 86-107). The Ohio State University.
- Greenberger, D.B., Strasser, S. Podsakoff, P.M. & Lee, S.M. (1985). Antecedents and consequences of personal control: Test of the Greenberger and Strasser model. (College of Administrative Science WPS 85-88). The Ohio State University.
- Greenberger, D.B. & Strasser, S. (1985). The development and application of a model of personal control in organizations. (College of Administrative Science WPS 85-23). The Ohio State University.
- Greenberger, D.B. Miceli, M.P., & Cohen, D. (1985). Oppositionists as group members: The potential impact of social influence variables on whistle-blowing decisions. (College of Administrative Science WPS 85-2). The Ohio State University.
- Strasser, S., Greenberger, D.B., & El-Kazaz, H. (1984). Personal control in organizations: Test of a model. (College of Administrative Science WPS 84-23). The Ohio State University.

Greenberger, D.B. (1981). Personal control at work: Its conceptualization and measurement. (University of Wisconsin-Madison ONR Tech. Rep. 1-1-4, 1981). The University of Wisconsin-Madison.

Allen, V.L. & Greenberger, D.B. (1977). An aesthetic theory of school vandalism. (Institute for Research on Poverty. Discussion paper #419-77). University of Wisconsin-Madison.

Professional presentations

Makarias, E., Dachner, A., Heneman, R.L., (2016). Misery loves company: Diversity of work-life balance perceptions and employee engagement and performance. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Coyne, E., Heneman, R.L., Greenberger, D. B. (2010). Work-life and performance: Resource investment through employee engagement. Paper presented at the annual meeting of the Academy of Management, Montreal, CA.

Wang, S., Noe, R, and Greenberger, D.B. (2008). What affects willingness to mentor? An investigation of attachment styles and experience in mentoring relationships. Paper presented to the annual meeting of the Academy of International Business, Milan, Italy.

Wang, S., & Greenberger, D.B. (2008). Mentoring: Thoughts on the use of mentoring in an international context. Zhejiang University International Conference.

Wang, S., Greenberger, D.B., and Noe, R. (2003). Mentoring and attachment theory. Paper presented to the annual meeting of the Academy of Management, Seattle.

Wang, S., Noe, R., and Greenberger, D. B. (2002). Cross-business unit mentoring. Paper presented to the annual meeting of the Society of Industrial and Organizational Psychologists, Toronto.

Greenberger, D. B. & Wang, M. (2001). Mentoring: An international approach. Paper presented to the annual meeting of the China Society of Industrial and Organizational Psychologists, Hangzhou, China.

Von Hippel, C., Greenberger, D. B., Heneman, R. L., (2001). Temporary employees. Paper presented at the Industrial Relations Research Association meeting, New Orleans.

- Greenberger, D.B. (2000). Managing the virtual organization. Paper presented at the annual meeting of the China Society of Industrial and Organizational Psychologists. Hangzhou, China.
- Thoms, M.A. & Greenberger, D.B. (1995) Training business leaders to create positive organizational visions of the future: Is it successful? Paper presented at the annual meeting of the Academy of Management, Vancouver.
- Greenberger, D.G., Von Hippel, C.D., Mangum, S.L., & Heneman, R.L. (1995). Temporary employment and skill enhancement. Paper presented at the annual meeting of the Academy of Management, Vancouver.
- Thoms, M. A. & Greenberger, D. B. (1993). Time and Leadership: Development of a Model. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Strasser, S., Aharoni, L., & Greenberger, D. B. (1992). Toward a Cognitive Rational Theory of Patient Satisfaction. Paper presented at the annual meeting of the Academy of Management, Las Vegas, NV.
- Greenberger, D. B. (1991). Perceived control at work: Where are we going? Roundtable discussion presented at the annual meeting of the Society of Industrial/Organizational Psychologists, St. Louis.
- Porter, G., Greenberger, D. B., & Heneman, R. L. (1990). Pay and pay satisfaction: A comparison of economic, political, psychological, and psychophysical predictions. Paper presented at the annual meeting of the Academy of Management, San Francisco, CA.
- Dansky, K., Greenberger, D. B., Strasser, S., & Dansky, L. (1990). Analysis of physicians' attitudes towards persons with AIDS. Paper presented at the annual meeting of the Academy of Management, San Francisco, CA.
- Dansky, K., Greenberger, D. B., & Strasser, S. (1989). Burnout and personal control in health care organizations. Paper presented at the annual meeting of the Academy of Management, Washington, D.C.
- Greenberger, D. B. (1989). New directions in entrepreneurship research: The increasing role of personality. Paper presented at the annual meeting of the Midwest Academy of Management, Columbus, OH.
- Greenberger, D. B. & Sexton, D. L. (1987). Leadership and entrepreneurship: New directions for venture initiation and success. Paper presented at the annual meeting of the United States Association for Small Business and Entrepreneurship, Milwaukee.

- Greenberger, D.B. Leadership and entrepreneurship. (1987). Paper presented at the annual meeting of the Midwest Academy of Management, Bloomington, IN.
- Greenberger, D.B. & Sexton, D. L. Personal control and entrepreneurship. (1987). Paper presented at the 1987 Babson Entrepreneurship Research Conference, Malibu, CA.
- Greenberger, D.B., McCarty, C.L. & Thompson, P. (1987). Biases in the use of groups. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Heneman, R. L., Greenberger, D.B. & Anunyu, C. (1987). Attributions and exchanges: The effects of interpersonal factors on the diagnosis and evaluation of employee performance. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Greenberger, D.B., Strasser, S. & Dunham, R. B. (1986). The impact of personal control on performance and satisfaction. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Greenberger, D.B., Miceli, M.P. & Cohen, D. (1986). Oppositionists as group members: The potential impact of social influence variables on whistle-blowing decisions. Paper presented at the annual meeting of the Midwest Academy of Management, St. Louis.
- Strasser, S., Greenberger, D.B., Podsakoff, P.M., Todor, W.D., & El-Kazaz, H. (1985). A causal analysis of the relationship between personal control and leader contingent and noncontingent reward and punishment behaviors. Paper presented at the annual meeting of the Academy of Management, San Diego.
- Greenberger, D.B. & Strasser, S. (1985). The role of personal control in nursing turnover. Paper presented at the annual meeting of the Academy of Management, San Diego.
- Strasser, S. & Greenberger, D.B. (1984). Using a model of personal control to describe, explain and predict the impact of prospective case-mix reimbursement on the behavior, cognitions and attitudes of hospital managers. Invited paper presented at the annual meeting of the Academy of Management, Boston.
- Greenberger, D.B. & Strasser, S. (1984). Social psychological perspectives on future health care research. Paper presented at the annual meeting of the Academy of Management, Boston.
- Strasser, S., Greenberger, D.B., & El-Kazaz, H. (1984). Personal control in organizations: Test of a model. Paper presented at the 92nd annual meeting of the American Psychological Convention, Toronto.

Allen, V.L. & Greenberger, D.B. (1980). The impact of destruction on subjective competence and control. Paper presented at the XXII International Congress of Psychology, Leipzig, DDR.

Greenberger, D.B. & Allen, V.L. (1979). Mood, perceived control, and destruction. Paper presented at the meeting of the Midwestern Psychological Association, Chicago.

Greenberger, D.B. & Allen, V.L. (1978). Destruction and stimulus complexity: An application of aesthetic theory. Paper presented at the meeting of the Midwestern Psychological Association, Chicago.

GRANTS

CIBER—Center for International Business, Education, and Research (2014-2018)—United States Department of Education, \$240,000 per year for four years (\$960,000).—Co-principal investigator.

AT&T Foundation (2003). Strategic and Implementation issues surrounding the growth of professional services, \$50,000

AT&T Foundation (2002). Growing Professional Services \$75,000.

AT&T Foundation. (2001). Managing the virtual organization. \$75,000.

AT&T Foundation (1999). Managing the virtual organization. \$250,000 (with Joseph Alutto).

NIH Hospital—Magnussen Clinic. 1991. The relationship between patient satisfaction and employee satisfaction. \$450,000 (with Stephen Strasser).

Children's Hospital of Columbus. 1991. Development and administration of a patient satisfaction measurement system. \$100,000 (with Stephen Strasser).

The Ohio State University Hospitals 1991. Administration of an outcome measurement system. \$193,920 (with Stephen Strasser).

College of Administrative Sciences Seed Money Grant, 1984. Affective and behavioral responses to the loss of personal control among nursing services employees, \$4500.

The Ohio State University Seed Grant. 1984. Affective and behavioral responses to the loss of control. \$13,200 (with Stephen Strasser).

The Ohio State University Seed Grant, 1987. The relationship between CEO and Board of Directors. \$1000. (with Jeffrey Ford).

RESEARCH INTERESTS

Technological innovation and management
 Temporary employees
 Mentoring
 Personal control in organizations
 Industrial sabotage and vandalism
 Compensation
 Group behavior
 Social entrepreneurship

SERVICE ACTIVITIES WITHIN COLLEGE AND PROFESSION

College of Business Service

Chair, Fisher Undergraduate Freshman Honors Experience Coordinator Search Committee, 2011

Chair, Space Utilization and Mason Renovation Committee, 2009-2012

Chair, Director of Undergraduate Search Committee, 2009

Chair, Fisher CIO Search Committee, 2008

Chair, Director of International Program Office Search Committee, 2007

Chair, College of Business Information System Study 1991.

Member, College Executive Committee, 1996-2017

Member, College of Business New Facilities Committee, 1993-1998

Coordinator, Ph. D. Program in Organizational Behavior, 1988-1989; 1989-1990; 1994-1997

Member, LHR/HRM Graduate Studies Committee, 1987-present
 Co-Director

Member, Faculty Career Services Advisory Board 1992-1994

Member, College of Business Personnel Committee 1989-1995

(Chairperson, 1991-1992; Vice-chairperson 1989-1990; 1993-1994)

Chair, College of Business Computer Equipment Utilization Committee, 1989-1990;
1990-1991

Chair, Fisher College of Business Computer Committee, 1992- 2008

MHR Representative, College of Business Professional Practice Faculty Advisory
Board, 1988-1992

Member, College of Business BSBA Committee 1983-1985

Faculty advisor: Pi Sigma Epsilon (Selling and Marketing Fraternity) 1986-1988.

University Service

Opioid Steering Committee, 2017-present

O-CIO Unified Messaging Committee, 2009-present

CIO Search Committee, 2007-2008

Student Affairs Information Technology Internal Program Review Committee, 2007

OIT Stakeholder—2004-2009

IT Oversight Committee, 2006- 2009

OIT-Wireless Steering Committee, 2005-2006

OSU—Prime Contract Steering Committee, 2005-2006

OSU-IBM Prime Contract Committee, 2004-2005

Arts and Science Federation Technology Committee, 2003-2004.

CIO Strategic Planning Advisory Committee, 2002

Search committee for university Chief Information Officer, 1999-2001

Search committee for Associate Provost and Director, University Technology Services,
Chair, 1996-1997.

I.C.A.C. (Instructional Computing Advisory Committee), 1991-1994. Chair-1993-1994.

ARMS Steering Committee, 1993-1995.

University Computer Guidelines Committee 1994-1995, Chair

Joint ICAC/RCAC Committee on the Plan for Academic Computing 1993-1994.

Technical Advisory Board for the University Attitude/Climate survey (Faculty board advising Offices of Human Resources and of Academic Affairs), 1994-1995

University SPOT Committee --overseeing the reorganization of computing at OSU, 1995

BPAC, (Business Partners Advisory Committee), 1995-2002

Ohio State University Survey Research Advisory and Oversight Committee, 1996-present

Doctoral Dissertation and Masters Thesis Committees

Ph.D. Erin Coyne 2010 (Department of Management and Human Resources)
 MLHR Cristiano Gurana 2010
 Ph.D. Yuanyuan Zhou, 2008.(Dept. of Management and Human Resources)
 Ph.D. Anne Massaro, 2007 (Dept. of Education Policy and Leadership)
 M.L.H.R. William Yarbrough , 2007
 Ph.D. David Zoogah, 2006, (Dept. of Management and Human Resources)
 Ph.D. Kyra Sutton, 2006, (Dept. of Management and Human Resources)
 Ph.D. Chongwei Wang, (did not finish), (Dept. of Management and Human Resources)
 Ph.D. Hyondong Kim, 2006, (Dept. of Management and Human Resources)
 Ph.D. Sheng (Monica) Wang, 2005, (Dept. of Management and Human Resources)
 Ph.D. R. Andrew Shaffer, 2000 (Dept of Management and Human Resources, chair)
 Ph.D. Maria Gresham, 1999 (Dept. of Management and Human Resources, chair)
 Ph.D. Courtney von Hippel, 1999 (Dept. of Management and Human Resources, chair)
 Ph. D. M. A. Thoms, 1996 (Dept. of Management and Human Resources; chair)
 Ph. D. Gita DeSouza, 1994 (Dept. of Management and Human Resources; co-chair)
 Ph.D. Keirsten Moore, 1995 (Dept. of Management & Human Resources; co-chair)
 Ph. D. Meir Russ, 1993, (Dept. of Management and Human Resources)
 Ph. D. Lee Holmer, 1993 (School of Public Policy and Management)
 Ph. D. Jeffrey Miles, 1993. (Dept. of Management and Human Resources)
 Ph. D. Sherry Whaley, 1993 (Dept. of Ag. Education)
 Ph. D. Gayle Porter, 1992. (Dept of Management and Human Resources; chair)

- Ph. D. Kathryn Dansky, 1992. (Dept of Management and Human Resources; chair)
- Ph. D. Claire McCarty, 1993. (Dept of Management and Human Resources)
- Ph. D. Stephen Schappe, 1993. (Dept of Management and Human Resources)
- Ph. D. Jane Redmond-Smith, 1991. (Dept. of Education Policy)
- Ph.D. Christine Cooper, 1990. (Dept. of Management and Human Resources)
- Ph.D. Iljae Jung, 1990 (Dept. of Management and Human Resources): co-chair
- Ph.D. Marjorie Stassen, 1989. (Dept. of Management and Human Resources)
- Ph.D. Hussein El-Kazaz, 1988 (Dept. of Management and Human Resources)
- Ph.D. Sandya Sridhar, 1988 (Dept. of Management and Human Resources)
- Ph.D. Kye-Sung, 1985 (Dept. of Management and Human Resources)
- Ph.D. Suzyn Ornstein, 1984 (Dept. of Management and Human Resources)
- M. L. H. R. Barbara Rottman, present (Dept. of Management and Human Resources)
- M.S. Richard Johnson, 1986 (Dept. of Hospital and Health Services Admin.)
- M.S. Elaine Ruhlman, 1985 (Dept. of Pharmacy)
- M.S. Linda Cortese, 1984 (Dept of Pharmacy)
- M.S. Robert Faubert, 1984 (Dept. of Hospital and Health Services Admin.)

Reviewing

Journal editorial board

Journal of Management (1990-1995)
Journal of Small Business Management (1987-1990)

Ad hoc reviewer

Psychological Bulletin
Basic and Applied Social Psychology
Journal of Social and Personal Relationships
Academy of Management Review
Organizational Behavior and Human Decision Processes
Journal of Organizational Behavior
Academy of Management Journal

Other reviewing

Veterans Administration (Grant Proposals)
 Reviewer for Organizational Behavior Division for annual meeting of the Academy of Management, 1985, 1991, 1992
 Reviewer for Health Care Division for annual meeting of the Academy of Management, 1986
 Reviewer for annual meeting of the Midwest Academy of Management, 1988, 1991
 Reviewer for annual meeting of the Midwest Decision Sciences Institute, 1989

Professional reviewing for:

Richard D. Irwin Inc.
 West Publishing Co.
 Little Brown
 Scott Foresman
 McGraw-Hill
 Dorsey
 Harper-Collins

HONORS**Research**

Walter Ulmer, Jr. Award, Center for Creative Leadership, 1995.

Best Paper Award--Organizational Development Division, Academy of Management meetings, 1995.

"Dean's Research Professorship." College of Business, The Ohio State University, 1987
 (One quarter release time and \$2,000).

Teaching

Mortar Board Honoree, 2002

MHR Best Doctoral Professor, 1995; 1996.

Advisor of Best Dissertation Award given to Kathryn Dansky. Health Care Division of the Academy of Management, Atlanta, 1993.

Service

Fisher College of Business, Bostic-Georges Faculty Pace Setters Service Award, Spring, 2005

College of Business, Pace Setters Service Award, Spring, 1993.

PROFESSIONAL ASSOCIATION MEMBERSHIPS**Professional Affiliations**

Academy of Management
 American Psychological Society
 American Psychological Association
 Society for Industrial and Organizational Psychologists

Honorary Professional Associations

Beta Sigma Pi

Other activities

Participant in Graduate Student/Junior Faculty Consortium at the Midwest Academy of Management, Cincinnati, 1991

Discussant at paper session at the annual meeting of the Academy of Management, 1985, 1986

Chairperson of Division 14 paper session at the annual meeting of the American Psychological Association, 1981

Discussant at paper session at the annual meeting of the Midwest Academy of Management, 1989

CONSULTINGS AND EXECUTIVE EDUCATION

Areas

Growing and Managing Professional Service Businesses

Group behavior and dynamics

Autonomous work groups/teams

Employee motivation and morale

Pay Satisfaction

Technology and Management

Organizations

American Family Insurance

Honda of America

Sears

Spectraphysics

Goal Systems, Inc. (Legent)

Elyria Hospital

Ohio State University Hospitals

Mt. Carmel East Hospital

St. Vincent Medical Center, Inc.

Ohio Presbyterian Retirement Services

Episcopal Homes

Lutheran Senior City

Southeast Alaska Regional Health Corp.

Warren General Hospital

Mary Rutan Hospital

McCullough-Hyde Hospital

Memorial Health Systems

North Georgia Medical Center
Wilhelmina Medical Center
First Community Village
Heinzerling Memorial Foundation
OCLC
Cardinal Health
Ohio State University Medical Center