

CURRICULUM VITAE (February 13, 2019)

STEPHEN W. GILLILAND

Peter and Nancy Salter Chair in Healthcare Management
Executive Director, Center for Management Innovations in Healthcare
Department of Management and Organizations
Eller College of Management
University of Arizona
Tucson, AZ 85721
Office (520) 621-9324, cell (520) 404-7081, fax (520) 621-4171, sgill@eller.arizona.edu

CHRONOLOGY OF EDUCATION

Ph.D. Michigan State University, Industrial/Organizational Psychology, 1992.
M.A. Michigan State University, Industrial/Organizational Psychology, 1990.
B.Sc. First Class Honors, University of Alberta, Psychology, 1987.

CHRONOLOGY OF EMPLOYMENT

2016 – present Peter and Nancy Salter Chair in Healthcare Management, Department of Management and Organizations, Eller College of Management, University of Arizona.

2016 – present Executive Director, Center for Management Innovations in Healthcare, Eller College of Management, University of Arizona.

1995 - present Professor, Department of Management and Organizations, Eller College of Management, University of Arizona. (Associate Professor 1997-2000, Assistant Professor 1995-1997)

2012 – 2016 Associate Dean for Executive Education, Eller College of Management, University of Arizona and President of Eller Executive Education.

2011 - 2016 Executive Director, Center for Leadership Ethics, Department of Management and Organizations, Eller College of Management, University of Arizona.

2005 - 2015 Arnold Lesk Distinguished Chair in Leadership, Department of Management and Organizations, Eller College of Management, University of Arizona.

2004 - 2014 Department Head, Department of Management and Organizations, Eller College of Management, University of Arizona.

2001 - 2004 Vice Dean, Eller College of Management, University of Arizona.

2001 - 2004 Executive Director of the Rodel Social Entrepreneurship Initiative: A partnership between the Rodel Foundation and the Eller College of Management.

1993-1994 Director of Industrial/Organizational Psychology Program, Department of Psychology, Louisiana State University.

1992-1995 Assistant Professor, Department of Psychology, Louisiana State University.

HONORS AND AWARDS

- Eller College of Management Dean's Award for Service (2018).
- Peter and Nancy Salter Chair in Healthcare Management (2016).
- Recipient of the outstanding module of the Executive MBA program (2010).
- Recipient of the Academy of Management Perspectives Best Paper Award (2008).
- Recipient of the Jim and Rosemary Haleem Distinguished Teaching Award from the Department of Management and Organizations (2007).
- Recipient of CM Division Best Paper Award - Conflict in Context for 2007 Academy of Management Conference.
- Elected Fellow, Society for Industrial and Organizational Psychology (2006)
- Faculty Initiate to Beta Gamma Sigma (2001)
- Recipient of the Ernest J. McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology (1997).
- University of Arizona Department of Management and Policy Outstanding Undergraduate Teacher Award (1996 & 1998).

ADMINISTRATIVE ASSIGNMENTS

- Executive Director, Center for Management Innovations in Healthcare (2016-present)
 - Developed, gained approval, marketed, and launched a new online Master of Healthcare Management degree with 30 students the first year
 - Hosted community "future of healthcare" events and developed more than 200 contacts with healthcare community leaders
 - Recruited a tenured healthcare management professor
 - Stewarded \$2.5M endowment gift for the center
- Associate Dean, Eller Executive Education (2012-2016)
 - Developed stand-alone 501(c)(3) corporation with separate board of directors, financing, and insurance, and secured affiliation agreement with University of Arizona
 - Grew annual revenue from less than \$200K to \$1.2M in 4 years
 - Delivered more than 50 customized executive education programs and 20 open enrollment programs in 4 years
- Executive Director, Center for Leadership Ethics (2011-2016)
 - Obtained formal recognition of center status through university
 - Secured and stewarded approximately \$100K in annual gifts from individual and corporate donors
 - Launched internal small grant program to support ethics research and increased number of faculty conducting ethics related research
- Department Head, Management and Organizations (2004-2014)
 - Recruited 8 tenure track faculty and successfully promoted all faculty up for promotion
 - Launched undergraduate minor and certificate in sports management and grew it to one of the largest minors on campus
 - Brought business communication program into department as a separate financial unit, more than doubled faculty, and increased impact on all Eller programs
 - Increased quality of PhD program and successful placement of graduates in peer and aspirational peer schools
- Vice Dean, Eller College of Management (2001-2004)

- Oversaw programs, faculty, administration, and facility including \$55M budget and 18 direct reports
- Drafted report, management process, and secured AACSB reaccreditation
- Facilitated and drafted first strategic plan for the Eller College
- Executive Director, Rodel Social Entrepreneurship Initiative (2001-2004)
 - Stewarded annual gift of \$250K to support development of courses, programs, and scholarships
 - Created and taught first social entrepreneurship course for Eller College

PUBLICATIONS – Scholarly Books

Gilliland, S. W., Steiner, D. D., & Skarlicki, D. P. (2015). *The Social Dynamics of Organizational Justice: Volume 8 in Research in Social Issues in Management*. Charlotte, NC: Information Age Publishing.

Gilliland, S. W., Steiner, D. D., & Skarlicki, D. P. (2011). *Emerging Perspectives on Organizational Justice and Ethics: Volume 7 in Research in Social Issues in Management*. Charlotte, NC: Information Age Publishing.

Gilliland, S.W., Steiner, D.D., & Skarlicki, D.P. (2008). *Justice, Morality, and Social Responsibility: Volume 6 in Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.

Gilliland, S.W., Steiner, D.D., & Skarlicki, D.P. (2007). *Managing Social and Ethical Issues in Organizations: Volume 5 in Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.

Gilliland, S.W., Steiner, D.D., & Skarlicki, D.P. (2005). *What Motivates Fairness in Organizations? Volume 4 in Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.

Gilliland, S.W., Steiner, D.D., & Skarlicki, D.P. (2003). *Emerging Perspectives on Values in Organizations: Volume 3 in Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.

Gilliland, S.W., Steiner, D.D., & Skarlicki, D.P. (2002). *Emerging Perspectives on Managing Organizational Justice: Volume 2 in Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.

Gilliland, S.W., Steiner, D.D., & Skarlicki, D.P. (2001). *Theoretical and Cultural Perspectives on Organizational Justice: Volume 1 in Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.

PUBLICATIONS - Chapters in Scholarly Books (doctoral student co-authors in bold)

Gilliland, S. W. (2018). Organizational Justice. In D. S. Ones, N. Anderson, H. K. Sinangil, & C. Viswesvaran (Eds.), *The SAGE Handbook of Industrial, Work & Organizational Psychology*, 2nd ed, Vol. 2.

Bowen, D.E. Gilliland, S.W. & Folger, R. (2015). The psychology of fairness at work. In K. Elsbach, C. Kayes, & A. Kayes (Eds.), *Contemporary Organizational Behavior: From Ideas to Action*. Pearson-Prentice Hall.

Gilliland S. W. & **Anderson, J.** (2015). Justice, relative deprivation, and blame: Disentangling constructs to understand cognitive and emotional reactions to greed. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *The Social Dynamics of Organizational Justice*. Charlotte, NC: Information Age Publishing.

Gilliland S. W. & **Anderson, J.** (2014). On the psychology of greed. In J. K. Ford, J. R. Hollenbeck, & A. M. Ryan (Eds.), *The nature of work: Advances in psychological theory, methods, and practices* (pp. 99-116). Washington, DC: American Psychological Association.

Gilliland, S. W. & Steiner, D. D. (2012). Applicant reactions to testing and selection. In N. Schmitt (Ed.) *The Oxford Handbook of Personnel Assessment and Selection* (pp. 629-666). Oxford University Press.

Gilliland, S. W. & **Anderson, J. S.** (2011). Perceptions of greed: A distributive injustice model. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.) *Emerging Perspectives on Organizational Justice and Ethics* (pp. 137-166). Charlotte, NC: Information Age Publishing.

Gilliland, S. W. (2008). Peeling the justice onion: Ten interesting questions. In S.W. Gilliland, D.D. Steiner, & D.P. Skarlicki, (Eds.), *Justice, Morality, and Social Responsibility: Volume 6 in Research in Social Issues in Management* (pp. 291-311.). Greenwich, CT: Information Age Publishing.

Gilliland, S.W. & **Paddock, L.** (2005). Images of Justice: Development of Justice Integration Theory. In S.W. Gilliland, D.D. Steiner, & D.P. Skarlicki, (Eds.), *What Motivates Fairness in Organizations?* (pp. 49-78). Greenwich, CT: Information Age Publishing.

Gilliland, S.W. & **Paddock, L.** (2005). Organizational Justice across human resource management decisions. In G.P. Hodgkinson & J.K. Ford (Eds.) *International Review of Industrial and Organizational Psychology* (Vol. 20, pp. 149-175). Chichester, England: Wiley & Sons.

Gilliland, S.W. & **Hale, J.** (2005). How do theories of organizational justice inform fair employee selection practices? In J. Greenberg, & J.A. Colquitt (Eds.) *Handbook of organizational justice: Fundamental questions about fairness in the workplace* (pp. 411-438). Mahwah, NJ: Erlbaum.

Gilliland, S.W. & Chan, D. (2001). Justice in organizations: Theory, methods, and applications. In N. Anderson, D.S. Ones, H.K. Sinangil, & C. Viswesvaran (Eds.) *Handbook of Industrial, Work, and Organizational Psychology: Volume 2 Organizational Psychology* (pp. 143-165). Thousand Oaks, CA: Sage.

Gilliland, S.W. & Steiner, D.D. (2001). Causes and consequences of applicant fairness. In R. Cropanzano (Ed.) *Justice in the workplace* (Vol. 2), pp. 175-195. Mahwah, NJ: Lawrence Erlbaum Associates.

Gilliland, S.W. & Gilliland, C.M.K. (2001). Justice of Diversity Training. In S.W. Gilliland, D.D. Steiner, & D.P. Skarlicki (Eds.) *Theoretical and Cultural Perspectives on Organizational Justice* (pp. 139-160). Greenwich, CT: Information Age Publishing.

Gilliland, S.W. & **Cherry, B.** (1999). "Customers" of selection processes. In J.F. Kehoe (Ed.) *Managing selection in today's organizations* (pp. 158-196). San Francisco: Jossey-Bass.

Werbel, J. & Gilliland, S.W. (1999). Person-environment fit in the selection process. In G.R. Ferris (Ed.) *Research in Personnel and Human Resources Management*, 17, 209-243.

Gilliland, S.W. & Day, D.V. (1999). Business management. In F.T. Durso (Ed.) *Handbook of applied cognition* (pp. 315-342). Chichester, UK: Wiley.

Gilliland, S.W. & Steiner, D.D. (1999). Applicant reactions to interviews: Procedural and interactional justice of recent interview technology. In R.W. Eder & M.M. Harris (Eds.) *The employment interview: Theory, research, and practice*. (pp. 69-82). Sage.

Gilliland, S.W. & **Langdon, J.C.** (1998). Creating performance management systems that promote perceptions of fairness. In J. Smither (Ed.) *Performance appraisal: State of the art in practice* (pp. 209-243). San Francisco: Jossey-Bass.

Gilliland, S.W. & Benson, L. III. (1998). Differentiating between judgment and choice using image theory's compatibility test. In L.R. Beach (Ed.) *Image theory: Theoretical and empirical foundations* (pp. 241-248). Mahwah, NJ: Lawrence Erlbaum Associates.

Schmitt, N. & Gilliland, S.W. (1992). Beyond differential prediction: Fairness in selection. In D. Saunders (Ed.), *New approaches to employee management: Fairness in employee selection* (Vol. 1, pp. 21-46). Greenwich, CT: JAI.

PUBLICATIONS – Refereed Journal Articles

Evans, J.M., Anderson, J.S., & Gilliland, S. W. (2018). Misleading by example: The effects of a manager's unfair customer treatment on service employee performance and trust. *Social Justice Research, 31*, 260-289.

Gilliland, S. W., Gross, M. A., & Hogler, R. L. (2014). Is organizational justice the new industrial relations? A debate on individual versus collective underpinnings of justice. *Negotiation and Conflict Management Research, 7*, 155-172.

Li, A., Evans, J. M., Christian, M. S., Gilliland, S. W., Kausel, E. E., & Stein, J. H. (2011). The effects of managerial regulatory fit priming on reactions to explanations. *Organizational Behavior and Human Decision Processes, 115*, 268-282.

Gilliland, S. W. (2009). More application than acknowledged. Refereed commentary in *Industrial and Organizational Psychology: Perspectives on Science and Practice, 2*, 199-200.

Gilliland, S. W. (2008). The tails of justice: A critical examination of the dimensionality of organizational justice constructs. *Human Resource Management Review, 18*, 271-281.

Cropanzano, R., Bowen, D. E., & Gilliland, S. W. (2007). The management of organizational justice. *Academy of Management Perspectives, 21* (4), 34-48.

Groth, M. & Gilliland, S.W. (2006). Having to wait for service: Customer reactions to delay in service delivery. *Applied Psychology: An International Review, 55*(1), 107-129.

Truxillo, D.M., Steiner, D.D., & Gilliland, S.W. (2004). The Importance of Organizational Justice in Personnel Selection: Defining When Selection Fairness Really Matters. *International Journal of Selection and*

Assessment, 12, 39-53.

Cherry, B., Ordóñez, L., & Gilliland, S.W. (2003). Grade expectations: The effect of expectations on fairness and satisfaction perceptions. *Journal of Behavioral Decision Making*, 16, 375-395.

Seijts, G.H., Skarlicki, D.P., Gilliland, S.W. (2003). Canadian and American Reactions to Drug and Alcohol Testing Programs in the Workplace. *Employee Responsibilities and Rights Journal*, 15, 191-208.

Gilliland, S.W. & **Schepers, D.H.** (2003). Why we do the things we do: A discussion and analysis of determinants of just treatment in layoff implementation decisions. *Human Resource Management Review*, 13, 59-83.

Groth, M., Goldman, B., Gilliland, S.W., & Bies, R.J. (2002). Employee litigation: The influence of attributions and social support in legal-claiming intentions. *Journal of Applied Psychology*, 87, 781-788.

Seijts, G.H., Skarlicki, D.P., Gilliland, S.W. (2002). Reactions to managing counterproductive behavior through the implementation of a drug and alcohol testing program: Americans and Canadians are more different than you might expect. *International Journal of Selection and Assessment*, 10, 135-142.

Connerley, M. L., Arvey, R. D., Gilliland, S. W., Mael, F. A., Paetzold, R.L., & Sackett, P. R. (2001). Selection in the Workplace: Whose Rights Prevail? *Employee Responsibilities and Rights Journal*, 13, 1-13.

Groth, M. & Gilliland, S.W. (2001). The role of procedural justice in the delivery of services: A study of customers' reactions to waiting. *Journal of Quality Management*, 6, 77-97.

Gilliland, S.W., **Groth, M.**, **Baker, B.**, **Dew, A.F.**, **Polly, L.**, & **Langdon, J.** (2001). Improving applicants' reactions to rejection letters: An application of fairness theory. *Personnel Psychology*, 54, 669-703.

Steiner, D.D. & Gilliland, S.W. (2001). Procedural justice in personnel selection: International and cross-cultural perspectives. *International Journal of Selection and Assessment*, 9, 124-137.

Cortina, J.M., Goldstein, N.B., Payne, S.C., Davison, H.K., & Gilliland, S.W. (2000). The incremental validity of interview scores over and above cognitive ability and conscientiousness scores. *Personnel Psychology*, 53, 325-351.

Bowen, D.E. Gilliland, S.W. & Folger, R. (1999). HRM and service fairness: How being fair with employees spills over to customers. *Organizational Dynamics*, 27(3), 7-23. (Reprinted in R.S. Schuler & S.E. Jackson (1999) *Strategic Human Resource Management*. Malden, MA: Blackwell and in P. Frost, W. Nord, & L. Krefting (Eds.), (2002), *HRM Reality* (2nd ed., pp. 280-296). Lutterworth, England: Pearson Books).

Gilliland, S.W., Benson, L. III., & **Schepers, D.H.** (1998). A rejection threshold in justice evaluations: Effects on judgment and decision making. *Organizational Behavior and Human Decision Processes*, 76, 113-131.

Gilliland, S.W. & Cortina, J.M. (1997). Reviewer and editor decision making in the journal review process. *Personnel Psychology*, 50, 427-452.

Gilliland, S.W. & **Beckstein, B.A.** (1996). Procedural and distributive justice in the editorial review

process. *Personnel Psychology*, 49, 669-691.

Steiner, D.D. & Gilliland, S.W. (1996). Fairness reactions to personnel selection techniques in France and the U.S. *Journal of Applied Psychology*, 81, 134-141.

Russell, C.J. & Gilliland, S.W. (1995). Why meta-analysis doesn't tell us what the data really mean: Distinguishing between moderator effects and moderator processes. *Journal of Management*, 21, 813-831.

Gilliland, S.W. (1995). Fairness from the applicants' perspective: Reactions to employee selection procedures. *International Journal of Selection and Assessment*, 3, 11-19.

Gilliland, S.W. (1994). Effects of procedural and distributive justice on reactions to a selection system. *Journal of Applied Psychology*, 79, 691-701.

Gilliland, S.W., Wood, L., & Schmitt, N. (1994). The effects of alternative labels on decision behavior: The case of corporate site selection decisions. *Organizational Behavior and Human Decision Processes*, 58, 406-427.

Gilliland, S.W. (1993). The perceived fairness of selection systems: An organizational justice perspective. *Academy of Management Review*, 18, 694-734.

Gilliland, S.W. & Schmitt, N. (1993). Information redundancy and decision behavior: A process tracing investigation. *Organizational Behavior and Human Decision Processes*, 54, 157-180.

Gilliland, S.W., Schmitt, N., & Wood, L. (1993). Cost-benefit determinants of decision process and accuracy. *Organizational Behavior and Human Decision Processes*, 56, 308-330.

Schmitt, N., Gilliland, S.W., Landis, R.S., & Devine, D. (1993). Computer-based testing applied to selection of secretarial applicants. *Personnel Psychology*, 46, 149-165.

Gilliland, S.W. & Landis, R.S. (1992). Quality and quantity goals in a complex decision task: Strategies and outcomes. *Journal of Applied Psychology*, 77, 672-681.

PAPERS IN PROGRESS

Evans, J. M., Anderson, J. S., & Gilliland, S. W. *Customer Identification as a Moderator of Service Worker Reactions to Unfair Customer Treatment*. Revise and resubmit at *Academy of Management Journal*.

Cooper, D., Gilliland, S. W., & Slaughter, J. S. *Why do I care what you have to say? A goal-activation model of the antecedents of advice taking*. Revise and Resubmit at *Academy of Management Review*.

Evans, J. M., Anderson, J. S., & Gilliland, S. W. *When Rules are Broken: A Motive Intentionality Model of Pro-Customer Rule Breaking*. Paper under review.

Cooper, D., Gilliland, S. W., & Slaughter, J. S. *Increasing Safety and Reducing Injuries, Malingering, and Workers' Compensation Costs Through Overt Integrity Testing*. Paper under review.

Rees, M., Gilliland, S. W., Block, E., Broschak, J. *Simply A Window Dressing? Understanding How*

Organizations Respond to Ethical Misconduct. Paper rejected OBHP, under revision for submission.

GRANTS AND CONTRACTS

- NSF “Behavioral ethics: Multi-method examinations of contextual influences on ethical awareness and decision making in organizations.” With L. Ordonez. (\$120,000). 2012-2014.
- Society for Human Resource Management Foundation grant. “Outsourcing HR in Small and Mid-Sized Businesses: Value Creation through Strategic Win-Win-Wins.” With J. Slaughter (\$36,060). 2007-2009.
- Arizona Department of Public Safety contract. “Strategic Standard Performance Feedback System.” With B. Bissell (\$70,000). 1998-2000.
- Eller College Summer Faculty Development grant. (\$11,000). 1999, 2000.
- University of Arizona, Foreign Travel Grant. (\$500). 1999.
- Society for Human Resource Management Foundation grant. “Decision making during the implementation of layoffs.” (\$8,550). 1996-1997.
- Office of Mental Health, State of Louisiana contract. Background development for a consumer-centered outcome monitoring system. With J. Midgley, S. Rose (\$30,621). 1994.
- Louisiana State University, Council on Research. Summer Stipend Program. (\$4,000). 1994.

SERVICE - Outreach

- Chair, Board of Directors for St. Joseph’s Hospital, Tucson. 2015-present.
- Member, Board of Directors for Agape Hospice, Tucson. 2016-present.
- Member, Board of Directors for Merchants Information Solutions. 2014-present.
- Industrial/Organizational Psychology technical expert, Merchants Information Solutions. 2012-present.
- Facilitated strategic planning retreats for Farmers Investment Co. 1998-present.
- Delivered talks on “*Culture of Candor*” to Town of Marana (2017); Arizona Medical Group Management Association (2017); International Cemetery, Cremation, and Funeral Association (2016); Tucson Airport Authority (2016); Financial Executives and Affiliates of Tucson (2013), SHRM-GT (2013), AACSB (2013), Pima Community College (2014), Well Fargo (2014); “*Organizational Justice*” to Tucson Pima Collaboration to end Homelessness (2018); “*Leadership for Development Professionals*” to UA Foundation (2018); “*Integrative Leadership*” to Watermark Group (2016) and UA College of Medicine MD Business Forum (2016); “*HR Research at the UA*” to AZ HR Executive Forum (2016), and “*Ethics in Business*” to Integrity Summit (2012 & 2013), Tucson City Council retreat (2012), PRSA of South Arizona (2013)
- Member, Integrative Touch for Kids Advisory Council. 2017-present.
- Member, Banner Southern Arizona Advisory Council. 2017-present.
- Facilitated Strategic Planning process for inaugural meeting of the American Pecan Council. 2017.
- Academic Advisor for the Arizona HR Executive Forum, Phoenix, AZ. 2014-2017.
- Facilitated Strategic Planning process for Arizona Center for Integrative Medicine. 2015-2016.
- Member, Board of Directors for Greater Tucson Leadership. 2014-2016.
- Facilitated leadership planning for Arizona Center for Integrative Medicine. 2014
- Facilitated development of a strategic plan for Arizona Center for Integrative Medicine. 2010-2011.
- Facilitated Board retreats and planning sessions for Carondelet Health Network. 2009-2010.
- Taught in Arizona Healthcare Leadership Academy. 2004-2013.
- Facilitated development of a strategic plan for the University of Arizona Foundation. 2008.
- Chair of the Michigan State University I/O Psychology Alumni Board. 2005-2010.
- Member of the Staff Parish Relations Committee for St. Francis in the Foothills, United Methodist Church. 2008-2010.

- Expert witness on a case involving negligent hiring, retention, and supervision for Elliot Glicksman, P.L.L.C. 2007.
- Delivered talk on “*Motivating Excellence*” for the International Executive Housekeepers Association Convention. 2007
- Served as Judge for Better Business Bureau’s annual Business Ethics Award. 2007.
- Expert witness on a case involving discrimination and accommodation of disability for Jardine, Baker, Hickman & Houston, P.L.L.C. 2006-2007.
- Chair of the Administrative Board for St. Francis in the Foothills, United Methodist Church. 2003-2007.
- Member of the Board of Advisors for St. Luke’s in the Desert, a Tucson based non-profit home for low-income elderly people. 2003-2006.
- Facilitated succession planning session for Greene and Assoc. 2005.
- Facilitated strategic planning session for Arizona Coalition for Fairness. 2005.
- Consultant and senior management advisor for Simmons Contract Furnishing. 2002-2003.
- Consultant and Technical Mentor for ePredix, Inc., an internet-based personnel selection and screening firm, San Francisco, CA. 2000-2001.
- Member of Advisory Board for eHR Newsourcing, an HR outsourcing firm. 2000-2001
- Member of St. Luke’s Home Board - Operations Committee, a Tucson based non-profit home for low-income seniors. 2000-2002.
- Conducted an organizational analysis for the Arizona Power Authority. 1999.
- Developed a performance feedback system for all personnel in the Arizona Department of Public Safety, Phoenix, AZ. 1998-2000.
- Facilitated strategic planning session for St. Lukes on the Desert. 1999.
- Facilitated team building and vision development sessions for Airline Training Center of Arizona, Inc. 1998-1999.
- Member of the Diversity Committee of the Greater Tucson chapter of the Society for Human Resource Management. 1997-1998.
- Facilitated problem identification and solution generation sessions for Tucson Newspapers, Inc. 1998.
- Expert witness work on case involving alleged discrimination in promotion decisions. For O’Melveny & Myers LLP. 1998.
- Communication and customer service training for Tucson Unified School District. 1998.
- Expert witness work on case involving wrongful termination/violation of employment contract. For Corey, Farrell, Kime, & Bromiel PC. 1997-1998.
- Supervised development of performance appraisal instruments for all staff within the University of Arizona Department of Intercollegiate Athletics. 1996.

SERVICE – Intramural Citizenship

- Member, Eller College Faculty Status Committee (2017-present)
- Chair, Department of Management and Organizations Annual Review Committee (2016-2018)
- Member, Executive Administrator to Dean Search Committee (2017)
- Member, Online Programs Task Force (2016-2018)
- Member, Eller College Advisor Committee (2016-2017)
- Chair, McGuire Center for Entrepreneurship Director Search Committee (2016-2017)
- Member/Chair of Center for Management Innovations in Health Care Faculty Committee (2014-present)
- Chair of Endowed Chair selection committee, Management and Organizations Department (2015).
- Chair, P&T committee, Management and Organizations Department (2014).
- Chair, taskforce on executive education, Eller College of Management (2011-2012).

- Member, University President's Diversity Action and Resource Taskforce (DART). (2011-2013).
- Member, Eller dean search committee. (2010).
- Member of Eller dean 5 year review committee (2009-2010).
- Co-chair, Eller Strategic Planning Committee (2009).
- Member, selection committee for the University Distinguished Professors (2007-2009).
- Chair, Eller Leadership Program Task Force. (2007).
- Chair, Muzzy Endowed Chair search committee (2006-2007).
- Member, MBA Strategic Review committee (2006-2007).
- Member, search committee for Muzzy Chair in Entrepreneurship (2005-2006).
- Coordinator, Eller College, Canyon Ranch Executive Education partnership (2004-2005).
- Chair of Search Committee for Eller College Associate Dean of MBA Programs, which resulted in the hire of Brent Chrite (2002-2003).
- Chair, Eller College Millennium Committee for College diversity (2002-2004).
- Member, UA North Mission Development Task Force (2001-2003).
- Member, UA Supplemental Compensation policy review committee (2001).
- Chair, Eller College Committee on AACSB Reaccreditation (2000-2003).
- Member, Task Force on Marketing the Eller College of Business and Public Administration (2000-2002).
- Chair, MBA Outcome Evaluation Development Committee (2000).
- Member, College Advisory Committee (1998-2000).
- Co-Chair, Search Committee for Eller College Director of Development, which resulted in hire of Jim Moore (2000).
- Faculty Chair, College of Business and Public Administration (1998-2000).
- Faculty Chair, Department of Management and Policy (1998-2000).
- Charter Member, Eller Graduate School MBA Advisory Council (1999-2004).
- Faculty Advisor, Eller Graduate School MBA HR Working Group (1998-2000).
- Member, College of Business and Public Administration, Staff Award Selection Committee (1996-1999).
- Co-Chair, Search Committee for Eller College Director of Executive Education, which resulted in hire of Kris Weatherly (1999).
- Member, "Out of Box Thinkers" committee for development of University Department Heads Annual Retreat (1999).
- Chair, Department of Management and Policy Annual Performance Review Committee (1999, 2000).
- Advisor, Supervisory Development Needs Assessment Project, Human Resources, University of Arizona (1999).
- Judge, 1999 SkiView Business Plans Competition, Berger Entrepreneurship program.
- Faculty advisor, University of Arizona Student Chapter of the Society for Human Resource Management (1995-1999).
- Chair, Karl Eller Graduate School Placement Director Search Committee, which resulted in hire of Trina Callie (1998).
- Member, Dean's Undergraduate Task Force, College of Business and Public Administration, University of Arizona (1998).
- Member, Department of Management and Policy Promotion and Tenure Committee, University of Arizona (1997 & 1998).
- Chair, Department of Management and Policy Faculty Recruiting Committee, University of Arizona (1996/97 & 1997/98).
- Member, MBA Admissions Committee, College of Business and Public Administration, University of Arizona (1997).

SERVICE – Extramural Citizenship

Editorial Activities

Editorial Board Member	<i>Journal of Applied Psychology</i> (1995 to 2001; 2008 to present) <i>Academy of Management Journal</i> (1997 to 1999) <i>Personnel Psychology</i> (1996 to 2003)
Ad hoc reviewer	<i>Academy of Management Review</i> <i>Basic and Applied Social Psychology</i> <i>Human Resources Management Review</i> <i>International Journal of Selection and Assessment</i> <i>Journal of Applied Social Psychology</i> <i>Journal of Organizational Behavior</i> <i>Motivation and Emotion</i> <i>Organizational Behavior and Human Decision Processes</i> <i>Psychological Bulletin</i> <i>Technology Studies</i> <i>National Science Foundation</i>

Service to Academic Community

- Member, Academy of Management OB Division Cummins Award Committee (2018).
- Discussant for symposium on “Application Reactions and Organizational Justice” at the International Congress of Applied Psychology, Paris, France, July 2014.
- External reviewer for academic program review of Management Department at San Diego State University, November 2013.
- Discussant for symposium on “The Positive Side of Fairness” at the Annual Meeting of the Academy of Management, Orlando, FL, August 2013.
- Panelist for debate on “Is Organizational Justice the New Industrial Relations? A debate on Individual vs Collective Underpinnings of Justice?” at the Annual Meeting of the Academy of Management, Orlando, FL, August 2013.
- Co-organized “*International Round Table on Innovations in Organizational Justice*” in Nice France 2012.
- Discussant for symposium on *Organizational Justice and Decision Making* at the Annual Meeting of the Academy of Management, Chicago, IL, August 2009.
- External reviewer for academic program review of MBA program at San Diego State University, November 2008.
- Discussant for symposium entitled *The Fairness of Human Resource Practices* at the Annual Meeting of the Academy of Management, Anaheim, CA, August 2008.
- Panel discussion on *Conducting high impact research; Building and managing a research program* for the Junior Faculty Doctoral Consortium at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA, April 2008.
- Organized and hosted the “4th *International Round Table on Innovations in Organizational Justice: Justice, Ethics, and Social Responsibility*” a biannual international conference of organizational justice researchers. Held in Tucson, Arizona, November 2-4, 2006.
- Discussion Leader for Academy of Management Pre-conference workshop on *Conducting Research in Organizational Justice: Visions for the future*, 2004.
- Member of Academy of Management Human Resources Division's Scholarly Achievement Awards Committee, 2002.

- Member of the Society for Industrial and Organizational Psychology Awards Committee, 2000, 2001.
- Discussant for symposium entitled “*New Directions for Applicant Reactions Research*” at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 2000.
- Panelist for panel discussion entitled “*Realistic Career Previews in I-O: Academics, Business, Consulting, and Government*” at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 2000.
- Co-organizer of the “*International Round Table: Innovations in Organizational Justice*,” a 1st biannual international conference of organizational justice researchers. Held in Nice, France from June 3-5, 1999.
- Member of Academy of Management Organizational Behavior Division's Scholarly Achievement Awards Committee (1998-1999).
- Member of Division 14 of the American Psychological Association Program Committee (1997).
- Member of Society for Industrial and Organizational Psychology Program Planning Subcommittee (1997).
- Presented discussion of justice research at the Doctoral Consortium sponsored by the Human Resources Division of the Academy of Management, Boston, MA (1997).
- Chair of symposium *What is fair? Expanding current views of organizational justice*. Conducted at the 11th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA (1996).

COURSES TAUGHT (University of Arizona)

- Managing Ethics in Organizations (Exec MBA, Evening MBA)
- Topics in Organizational Behavior (PhD)
- Leadership in a Complex World (Undergraduate)
- Integrative Leadership (Online MBA)
- Healthcare Entrepreneurship (MBA and Undergraduate)
- Human Resources Management (MBA and Undergraduate)
- Organizational Behavior (MBA, Evening MBA)
- Social Entrepreneurship (MBA and Undergraduate)
- Organizational Justice (PhD)
- Human Resource Policy (Undergraduate)
- Integrating Business Strategies (MBA)

DISSERTATIONS SUPERVISED (current affiliation)

- Drew Brock (1993), Louisiana State University. (Dash Consulting)
- Mark Nagy (1995), Louisiana State University. (Xavier University)
- Matthew Liao-Troth (1999), University of Arizona. (Provost at Hawaii Pacific University)
- Bennett Cherry (2000), University of Arizona. (California State University San Marcos)
- Markus Groth (2001), University of Arizona. (Australian Graduate School of Management)
- Daniel Mertens (2003), University of Arizona. (Jacksonville State University)
- E. Layne Paddock (2005), University of Arizona. (Singapore Management University)
- Joel M Evans (2009), University of Arizona. (Mohammed Bin Salman College of Business and Entrepreneurship, Kingdom of Saudi Arabia)
- Jennifer Anderson (2014), University of Arizona (Weber State University)
- Sam Birk (2014), University of Arizona (VP Engineering, Full Measure Education)