

GREGORY STEPHEN HUNDLEY

PERSONAL DATA

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EDUCATION

University of Minnesota, Ph.D., 1981

University of Minnesota, MA, 1976

University of Western Australia, B Com, 1972

ACADEMIC EMPLOYMENT HISTORY

Purdue University, Center for International Business Education and Research, Krannert Graduate School of Management	Director	2001-15
Purdue University, Krannert School	Associate Dean of Global Programs and Initiatives	2011-15
Tianjin University School of Management	Visiting professor	2014-15
Guanxi University Science & Technology	Visiting Professor	2008
Purdue University Krannert Graduate School of Management	Professor & Associate Professor	1998-
Xavier University College of Business Administration	Associate Professor	1995-1997
University of Western Australia Graduate School of Management	Associate Professor	1994-5
University of Western Australia Department of Management	Visiting Professor	1992-93

University of Oregon Department of Management	Chair	1989-91
University of Minnesota Carlson School of Management	Visiting Assistant Professor	1987-88
University of Oregon College of Business Administration	Assistant Professor of Management Associate Professor of Management	1983-94
University of Minnesota Industrial Relations Department	Instructor	Fall 1976 - Fall 1980
University of Western Australia Department of Commerce	Senior Tutor	1975

AWARDS AND GRANTS

University of Oregon, Office of Research and Sponsored Programs, and Center for the Study of Women in Society: Planning grant. "Workplace Jurisprudence and Sex Differences in Dispute Resolution." Total \$16,800 (co-investigators: Donald Brodie and Patricia Gwartney-Gibbs).

College of Business Administration, University of Oregon. Summer Professional Development Awards, 1988, 1989, 1990 Total: \$18,000.

Charles H. Lundquist Foundation. "Entry, Success and Survival in Owner-Operated Firms." 1991. Total: \$25,000.

Center for International Business Education and Research Summer Research Award, "The Effects of Individual Values and National Culture on the Determination of Pay Fairness: A Study of Ten Countries". 2000. Total: \$20,850.

John and Mary Willis Outstanding Faculty Scholar Award for Research Excellence in Krannert Graduate School of Management. 2001. \$10,000.

U.S. Department of Education, Centers for International Business Education (CIBE), Title VI, of the Higher Education Act of 1965 as amended by the 1988 Omnibus Trade and Competitiveness Act, 2002-2006. \$1.45 million (Sole Principal Investigator and Project leader).

U.S. Department of Education, Centers for International Business Education (CIBE), Title VI, of the Higher Education Act of 1965 as amended by the 1988 Omnibus Trade and Competitiveness Act, 2006-2010. (Sole Principal Investigator and Project leader). Total \$1.65 million.

U.S. Department of Education, Centers for International Business Education (CIBE), Title VI, of the Higher Education Act of 1965 as amended by the 1988 Omnibus Trade and Competitiveness Act, 2010-14. (Sole PI and Project leader). Total \$1.60 million.

Purdue University, Office of International Programs. Office of International Programs, Study Abroad and International Learning Grants: \$24,500

Purdue University. Acorn Award for interdisciplinary research grants totalling more than \$1 million (twice).

Best paper Award (\$3,000). Australia New Zealand Academy of Management. Best paper in conference and best paper in strategic management, Conference, Adelaide December 2010.

TEACHING EXPERIENCE

Undergraduate

Compensation and reward systems

Human Resource Management

Management of Technology and Entrepreneurship

Masters

Organizational Analysis

Strategic Management

Compensation and Reward Systems

Executive Masters

Global Business Environment

Organizational Analysis

Strategic HR Management

PhD (Management)

Strategic Human Resources Management

BOOK

Greg Hundley and John J. Lawler (editors). 2008 The Global Diffusion of Human resource Practices: Institutional and Cultural Limits Oxford, Elsevier.

JOURNAL ARTICLES

M. Goudsmit · G. A. Shinkle · A. P. Kriauciunas · G. S. Hundley. 2015. Environmental Turbulence and the Efficacy of Knowledge Sources: Investigating Transition · Academy of Management Annual Meeting Proceedings.

G. A. Shinkle · M. Goudsmit · A. P. Kriauciunas · G. S. Hundley 2014 Strategy in Turbulent Environments: Investigating Transition Economy Contexts. Academy of Management Annual Meeting Proceedings, Philadelphia PA.

George A. Shinkle · Aldas P. Kriauciunas · Greg Hundley 2013. Why pure strategies may be wrong for transition economy firms. Strategic Management Journal, October

Greg Hundley & Shaun Hansen 2012.: Economic Performance and the Enterprise Culture. Journal of the Enterprising Culture

Greg Hundley. 2008. Assessing the Horatio Alger Myth: Is Self-Employment Especially Beneficial for those from Less-Advantaged Family Backgrounds? Research in Social Stratification and Mobility 26 (4), 307-322.

Greg Hundley and Carlos Sanchez-Runde. 2008. In Greg Hundley and John J. Lawler (editors). 2008 The Global Diffusion of Human resource Practices: Institutional and Cultural Limits Oxford Elsevier.

Greg Hundley. 2006 Family Background and the Propensity for Self-Employment among Males: The Effects of Entrepreneurial, Economic, and Vocational Inheritances Industrial Relations 3: 377-392

Hundley, Greg. 2001. Why women earn less than men in self-employment. Journal of Labor Research 22,4; 817-829

Hundley, Greg. 2001. The domestic division of labor and the effects of self-employment on job/home spillover, earnings, and work attitudes. Journal of Family and Economic Issues 22,2; 121-139.

Hundley, Greg. 2001. Why and when are the self-employed more satisfied with their work? Industrial Relations 40, 2; 293-316.

Hundley, Greg., and Jacobson, Carol K. 2001. The effects of the *keiretsu* on the export performance and competitiveness of Japanese companies. Global Focus 13, 1; 95-103.

Hundley, Greg. 2000. Male/female earnings differences in self-employment: The effects of marriage, children, and the household division of labor. Industrial and Labor Relations Review 54, 1: 95-114.

Hundley, Greg, and Jacobson, Carol K. 1998. The effects of the keiretsu on the export performance of Japanese companies: Help or hindrance? Strategic Management Journal, 19: 927-937.

Hundley, Greg, and Kim, Jooyup. 1997. National culture and the factors affecting perceptions of pay fairness in Korea and the United States. International Journal of Organizational Analysis, 5: 325-341.

Koch, Marianne J, and Hundley, Greg. 1997. The effects of unions on recruitment and selection practices. Industrial Relations 36, 3: 349-370.

- Hundley, Greg, Jacobson, Carol K., and Park, Seung Ho. 1996. The effects of profitability and liquidity on R&D intensity: Japanese and U.S. companies compared. Academy of Management Journal 39, 6: 1659-1674.
- Hundley, Greg. 1993. The effects of comparable worth in the public sector on public/private occupational relative wages. Journal of Human Resources 28 (Summer): 318-342.
- Hundley, Greg. 1993. Collective bargaining coverage of union members and nonmembers in the public sector. Industrial Relations 32 (Winter): 72-93.
- Hundley, Greg. 1991 Public-and private-sector occupational pay structures". Industrial Relations 30 (Fall): 417-34.
- Hundley, Greg, and Conant, Eaton. 1990. The status of U.S. public sector collective bargaining law." pp. 37-71 in Lewin, David, David E. Lipsky, and Donna Sockell. eds., Advances in Industrial and Labor Relations Greenwich, CT.; JAI Press.
- Hundley, Greg. 1989. Things unions do, job attributes and union membership". Industrial Relations, 28 (Fall): 335-355.
- Hundley, Greg. 1988. The law and union membership in U.S. state and local government. Journal of Industrial Relations, 29 (June): 249-58.
- Hundley, Greg. 1988. Who joins unions in the public sector? The effects of personal characteristics and the law. Journal of Labor Research, 9 (Fall): 301-23.
- Hundley, Greg. 1988. Education and union membership. British Journal of Industrial Relations 26 (July): 295-301.
- Hundley, Greg. 1988. Taxation and strikes: the post-war experience from three countries. British Journal of Industrial Relations 26 (March): 57-61.
- Hundley, Greg. 1987. The threat of unionism and wage coverage effects." Journal of Labor Research, 8 (Summer): 236-51.
- Hundley, Greg, and Koreisha, Sergio. 1987. The specification of econometric strike models: A VARMA analysis. Applied Economics 19 (April): 511-30.
- Lawler, John J. and Hundley, Greg. 1983. Determinants of Certification and Decertification Activity." Industrial Relations 22; 335-48.

PROCEEDINGS

- Hundley, Greg. 1998. East Asia: New Directions in Human Resource Management. Proceedings of Fifty-First Annual Meeting of the IRRA, Chicago, IL. : 215-217.
- Hundley, Greg. 1998. HRM in a Global Economy: Discussion. Proceedings of Fifty-First Annual Meeting of the IRRA, Chicago, IL. : 157-159.

BOOK CHAPTERS

Hundley, Greg and John J. Lawler. 2008 "Introduction" In Greg Hundley and John J. Lawler (editors). 2008 The Global Diffusion of Human resource Practices: Institutional and Cultural Limits Oxford Elsevier, pages 1-8.

Hundley, Greg. 2008 Teaching International Human Resources Management: Strategy and Tactics. In Vida Gulbinas Scarpello (editor) The Handbook of Human Resource Management Education: Promoting an Effective and Efficient Curriculum Sage Publications.: 127-141

Hundley, Greg and Pamela Marett. 2008. International labor relations. In Harris, Michael (Ed.). Handbook of Research in International Human Resource Management LEA Organization and Management Series. NY.: Taylor and Francis.: 163-182.

WORKING PAPERS & MANUSCRIPTS

Greg Hundley & Xaomei Li. 2015

Shinkle, G. A., Kriauciunas, A. P., and Hundley, G. Why Pure Strategies May Be Wrong for Transition Economy Firms. (Revise and resubmit requested by Strategic Management Journal).

Hundley, Greg and S. Duane Hansen. Enterprise Culture and Economic Performance Purdue CIBER Working Paper 2009-4. (submitted to Journal of International Business Studies)

Hundley, Greg, and Liang Zhu. Exploring the Relationships Between Self-Employment and the Domestic Division of Labor.

Hundley, Greg, G.A. Shinkle, and Elizabeth Maitland. Exit/Voice and Bribery in Transition Economies: Roles of Firm, Market, and Institutions.

RECENT PRESENTATIONS

Greg Hundley & Xiaomei Li. 2015 Social Trust Environment and the Effects of Foreign Ownership and Firm Size on Innovation by Firms in Developing Nations. Annual conference, Academy of International Business, Bangalore India

Greg Hundley & Xiaomei Li. 2014 Social Trust and the Effects of Foreign Ownership and Firm Size on Innovation by Firms in Developing Nations. Presented at Australian School of Business, Sydney Australia.

Greg Hundley. 2013. How innovation, human resource management, and leadership work together to assure sustainable family businesses. Mahota Foundation Family Business Conference, Shangahi, China

Greg Hundley. 2012. What Should We do about National Culture? International Conferenve on Human Resources Development, National Taiwan Normal University Taipei Taiwan, November

1-3. (Also presented to Antai School of Management Shanghai Jiao Tong University, School of Management, Tianjin University)

Grag Hundley, Xiaomei Li. Human Capital, Social Capital and global Mobility of Chinese Scientists and Engineers. Center for Advanced Studies in International Competitiveness, Hong Kong

Are Pure Strategies Better in Transition Economy Environments? (with G. Shinkle, & A. Kriauciunas). Annual Conference Australia New Zealand Academy of Management, Adelaide December 2010)

Shinkle, G. A., Kriauciunas, A. P., Hundley, G. 2010, April. Are pure or hybrid strategies better in transition economy environments? ANZIBA - Australia and New Zealand International Business Academy; Sydney, Australia.

Exit/Voice and Bribery in Transition Economies: Roles of Firm, Market, and Institutions (with G.A. Shinkle and E. Maitland). Presented at Australian School of Business, October 20, 2010)

Enterprise Culture and Economic Performance. Presentation to Annual Conference of Academy of International Business (with S. Duane Hansen), San Diego, CA. June 2009.

Family Lives, Work Lives, and Well-being of Self-employed women Annual conference of Academy of management (with Liang Zhu) Anaheim CA, August 8. 2008

"National Cultures and the Determination of Pay Fairness Judgments." (with John J. Lawler and Carlos Sanchez-Runde). 2007 Meetings of Academy of International Business, Indianapolis, Indiana, June 27, 2007.

"Re-examining the Relationship between self-employment and job satisfaction" (with Liang Zhu). 2006 Annual Meeting of the Academy of Management, August 15 2006, Atlanta.

"HR Education: It's Present and Future: The Value Systems of Contributing Disciplines". Symposium on HR Education, 2006 Annual Meeting of the Academy of Management, August 14, 2006, Atlanta.

"Cross National Differences in the Determination of Pay Fairness Judgments: Do Cultural Differences Play a Role." (with John J. Lawler). National Research Conference on International Human resource Management, Chicago, Illinois, April 15-17, 2006.

"Self Employment and Entrepreneurship. Conference in Entrepreneurship and Human Resources, Zhejiang University, Hangzhou, China. May 8, 2005.

"The effects of voluntary and involuntary participation on the psychological outcomes of alternative work arrangements" (with Julia Levashina, Presented at Midwest Academy of Management Annual Meetings, Minneapolis, MN. May 29, 2004).

"Self-Employment and Entrepreneurship". Presented to Annual Meetings of the Academy of Management, Seattle, WA., August 6, 2003.

“Transferring Management Practices across Cultures” Invited Presentation, Anderson School of Management Research Seminar, University of New Mexico, May 5, 2003.

CURRENT RESEARCH

1. Entrepreneurial culture and economic performance. Whereas economic development specialists have been interested in the effects of national culture on economic performance of national and businesses, this study is concerned with the effect of economic performance on the learning of cultural attributes consistent with entrepreneurship. Panel data from more than thirty countries confirms that greater economic success enhance entrepreneurial values. Thus, policy prescriptions to enhance ‘enterprise’ culture are best fulfilled by policies enhancing economic growth, thus create a virtuous circle where entrepreneurial values feed back to economic performance.
2. The effects of national culture and individual values on perceptions of pay fairness and the design of compensation and reward systems. Empirical work involves comparisons of models of pay fairness for twelve countries (Peru, Argentina, Spain, Philippines, Thailand, Nigeria, Uruguay, United States, India, Taiwan, Kenya, and Australia) and estimation of the extent to which cross-national differences in underlying models of the determinants of pay fairness can be explained by differences in individualistic/collectivistic value orientations.
3. Causes and consequences of self-employment. Purpose is to explain the propensities of individuals and groups to be self-employed, the effects of self-employment on economic and psychic outcomes, and the factors affecting success in self-employed business. Work in progress builds on the foundation provided by forthcoming publications reporting differences in the employment mode selection processes of men and women and the domestic division of labor on male/female self-employed earnings differences. Causality issues are addressed within an analytical framework in which self-employment selection is embedded in economic and sociological processes involving family background, investments in human and social capital, occupational choice, family formation and the domestic division of labor.
4. Business strategies and the rise of global corporations in newly developing economies.

PROFESSIONAL ASSOCIATIONS

Academy of Management (Human Resources, Business Policy and Strategy, and Entrepreneurship Divisions)

SERVICE

University of Oregon: Committee for Review of Human Subjects Research Guidelines, 1989/90.

University of Oregon: Selection Committee for Vice President of Research, 1989/90.

University of Oregon: Social Sciences Computing and Data Library Committee, 1990/91.

University of Oregon: Review Panel and Selection for Scholarly and Creative Development Awards, 1990/91.

Department of Management: Area Committees on Human Resource Management, and Business Policy and Strategy.

Department of Management: Recruiting Committee for Assistant Professor of Management, 1989/90.

College of Business Administration: Selection Committee for Director of Career Services, 1992.

University of Oregon: College of Business Administration: Research Committee, 1991/92 (Chair).

University of Oregon: College of Business Administration. Selection Committee for Director of Career Planning and Placement.

Academy of Management: Entrepreneurship Division. Innovations Committee 1996.

Graduate Opportunities in Advanced Level Studies (GOALS) Consortium National Board of Directors. 1988-92, 1996.

Xavier University: Employee Benefits Committee 1996.

Xavier University: Advisor. Cooperative Education Programs Committee 1996.

Purdue University: Search Committee for Dean of International Programs 2001-2.

Purdue University: Search Committee for Vice Provost 2008-9.

Purdue University: Chair. Review Committee for MSHRM Program. 2003-4.

Purdue University, Search Committee for Dean, Krannert School of Management

Purdue University: Chair: Krannert International Advisory Committee.

Purdue University: Director Center for International Business Education and Research. 2001-

Executive Board: Confucius Institute of Purdue. 2007-

Executive Board: Academy of International Business Education and Research. 2007-

President: Academy of International Business Education and Research. 2009 - .

Executive Board: Coalition of International Education, 2009-

President, Academy of International Business Education and Research, 2009-

Co PI: Committee on Institutional Cooperation (CIC) Advanced Studies in International Competitiveness, Chicago Illinois

Editorial Board Membership:

Management and Organization Review (Senior Editor)

Academy of Management Journal 2001 – 04.

Asia-Pacific Journal of Human Resources 1997-2006

Editorial Reviewer:

Academy of Management Journal

Academy of Management Review,

International Journal of Forecasting

Bulletin of Economic Research

Applied Economics

International Journal of Conflict Management

Industrial and Labor Relations Review

Industrial Relations

Journal of Family and Economic Issues

Journal of International Business Studies

Journal of Labor Research

Social Forces

Asia-Pacific Journal of Human Resources

Sloan Management Review

Contemporary Economic Policy

PH D STUDENT DISSERTATIONS COMPLETED

Donna Crawford (Sociology)

Melissa Barker (Sociology)

Sarah Tinkler (Economics)

Gary Yoshimoto (Decision Sciences)

James Thornton (Economics)

Jooyup Kim (Management)

Marianne Miller (Management)

Gregory Jelf (Organizational behavior and Human Resources)

Richard A. Posthuma (Organizational Behavior and Human Resources)

Sheryl Shivers (Organizational Behavior and Human Resources)

Holly Brower (Organizational Behavior and Human Resources)

Shoshanna Magazine (Organizational Behavior and Human Resources)

Alison Cook (Organizational Behavior and Human Resources)

Julia Levashina (OBHR)

Tan Wufeng (Organizational Communications)

Suchitra Shenot (Organizational Communication)

Bart Sharp (Strategic Management)

George Shinkle (Strategic Management)

Liang Zhu (Organizational Behavior and Human Resources)