

BENJAMIN B. DUNFORD

Associate Professor of Management

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EDUCATION

Ph.D. (May, 2004). *Cornell University*, Industrial and Labor Relations, with emphasis on Human Resource Studies and Organizational Behavior, Minor in Statistics.

M.S. (August, 1998). *Indiana University-Purdue University Indianapolis*, Industrial and Organizational Psychology

B.S. (May, 1996). *Brigham Young University*, Psychology

ACADEMIC APPOINTMENTS

April 2015- Present. Visiting faculty for MBA programs. *Seoul National University*. Seoul, Korea.

March 2015-Present. Faculty Scholar. Regenstrief Center for Healthcare Engineering, *Purdue University*.

June 2014-Present. Courtesy appointment as Associate Professor in the Department of Psychological Sciences, College of Health and Human Sciences, *Purdue University*

January 2011-Present. Affiliated Faculty, Regenstrief Center for Healthcare Engineering, *Purdue University*.

August 2011-Present. Associate Professor with tenure, Krannert School of Management, *Purdue University*

August 2004-July 2011. Assistant Professor, Krannert School of Management, *Purdue University*

January 2004- May 2004. Instructor, School of Industrial and Labor Relations, *Cornell University*.

RESEARCH AWARDS AND HONORS

Research Fellowship Grant, Regenstrief Center for Healthcare Engineering, Purdue University. \$177,000 for health care research. Course Buy Out Fall 2016.

Research Fellowship Grant, Regenstrief Center for Healthcare Engineering, Purdue University. \$35,560 for health care research. Graduate Assistant Funding, Summer – Fall 2015.

Labor and Employee Relations Association Competitive Papers Award Winner. Labor and Employee Relations Association, Annual Conference, May 2015. Pittsburgh, PA:

Dunford, B. B., Boss, R. W., & Kim, E. I. Maintaining employee engagement following a firm-wide pay freeze: A fairness perspective.

Academy of Management Best Papers Award Winner. Organization and Management Theory Division. Academy of Management, Annual Conference, August 2015. Vancouver, British Columbia, CA:

Dunford, B. B., & Perrigino, M. The Organization Made Us Do it: Demanding Formalization and Workaround Attributions.

AILR/LERA Best Papers Award Winner. Labor and Employee Relations Association, Annual Conference May 2015. Pittsburgh, PA:

Dunford, B. B., & Perrigino, M. The social construction of workarounds in organizational hierarchies.

All Conference Top Rated Posters Award Winner, Society for Industrial and Organizational Psychology, Annual Conference April 2015, Philadelphia, PA:

Dunford, B. B., Wilson, K. S., Tay, L., & Boss, R. W. The impact of department burnout on individual job performance: A multilevel burnout withdrawal crossover model.

Research Fellowship Grant, Regenstrief Center for Healthcare Engineering, Purdue University. \$260,830 for health care research. Course buyout, 2014-2015 academic year.

Winner of the 2012 Academy of Management Healthcare Management Division Best Theory to Practice award:

Dunford, B. B., Boss, R. W., Boss, A. D., Zara, G., & Grooms, R. Can Entire Departments be Burned Out? A Conservation of Resources Perspective on Burnout Contagion. Paper presented at the Academy of Management Meetings, Boston, MA. August, 2012.

Winner of the 2011 Douglas McGregor Award for the best paper published in the *Journal of Applied Behavioral Science* in 2010:

Boss, R. W., Dunford, B. B., Boss, A. B., & McConkie, M. (2010). Sustainable change in the public sector: The longitudinal benefits of organization development. *Journal of Applied Behavioral Science*, 46(4), 436-472.

2010 Summer faculty grant from the Purdue Research Foundation for: “The impact of burnout contagion on employee and team performance.”

Winner of the 2010 Edgar C. Hayhow Award by the American College of Healthcare Executives, for the article of the year in the *Journal of Healthcare Management*:

Angermeier, I., Dunford, B. D., Boss, A. D., Boss, R. W. (2009). Improving healthcare effectiveness: The impact of participative management perceptions on customer service, medical errors, burnout, and turnover intentions. *Journal of Healthcare Management*, 52(2): 127-141.

Best Papers Competition Award Winner, Labor and Employee Relations Association Annual Conference, January 2007, Chicago:

“Consequences of employee investments in company stock: More harm than good or just unnecessary?” With Deidra Schleicher and Liang Zhu.

John and Mary Willis Young Faculty Scholar Award for Excellence in Research, 2004-2005 Academic year. Krannert School of Management, Purdue University.

HR Doctoral Consortium participant, 2002 Academy of Management Meetings, Denver, CO.

Best Student Paper, HR Division: 2001 Academy of Management, Washington, D.C.: “The dark side of stock options: Downside risk and employee separation.” With John Boudreau and Wendy Boswell.

PUBLICATIONS

Hansen, S. D., Dunford, B. B., Alge, B. J., & Jackson, C. J. Corporate Social Responsibility, Ethical Leadership and Trust Propensity: A Multi-Experience Model of Perceived Ethical Climate. In press at *Journal of Business Ethics*. Published 'Online First' on SpringerLink: <http://link.springer.com/article/10.1007/s10551-015-2745-7>

Dunford, B. B., Jackson, C. L., Boss, A. D., Tay, L., & Boss, R. W. (2015). Be Fair, Your Employees Are Watching: A Relational Response Model of External Third-Party Justice. *Personnel Psychology*, 68(2), 319-352.

Dunford, B., B., Boss, A. D., & Boss, R. W. (2014). Can Entire Departments be Burned Out? A Conservation of Resources Perspective on Burnout Contagion. *Journal of Healthcare Management* 59(4), 305-306.

Hansen, S. D., Alge, B. J., Brown, M. E., Jackson, C. L., & Dunford, B. B. (2013). Ethical leadership: Assessing the value of a multifoci social exchange perspective. *Journal of Business Ethics*, 115 (3), 435-449.

Dunford, B. B., Shipp, A., Boss, R. W., Angermeier, I., & Boss, A. D. (2012). Is burnout static or dynamic? A career transitions perspective of employee burnout trajectories. *Journal of Applied Psychology*, 97 (3), 637-650.

Zimmerman, R. D., Boswell, W. R., Shipp, A., Dunford, B. B., & Boudreau, J. W. Explaining the pathways between personality and employees' job search behavior. (2012) *Journal of Management*, 38 (5), 1450-1475.

Hansen, S. D., Dunford, B. B., Boss, A. D., Boss, R. W., & Angermeier, I. (2011) Corporate social responsibility and the benefits of employee trust: A cross disciplinary perspective. *Journal of Business Ethics*, 102: 29-45.

Boss, R. W., Dunford, B. B., Boss, A. B., & McConkie, M. (2010). Sustainable change in the public sector: The longitudinal benefits of organization development. *Journal of Applied Behavioral Science*, 46(4), 436-472.

Chullen, C. L., Dunford, B. B., Boss, R. W., Angermeier, I., & Boss, A. D. (2010). Minimizing deviant behavior in healthcare organizations: The effects of supportive leadership and job design. *Journal of Healthcare Management*, 55(6), 381-399.

Dunford, B. B., Boswell, W. R., & Boudreau, J. W. (2010). When do high level managers believe they can influence the stock price? Antecedents of stock price expectancy cognitions. *Human Resource Management*, 49(1), 23-34.

Angermeier, I., Dunford, B. B., Boss, A. D., & Boss, R. W. (2009). Improving healthcare effectiveness: The impact of participative management perceptions on customer service, medical errors, burnout, and turnover intentions. *Journal of Healthcare Management*, 52(2), 127-141.

Dunford, B. B., Schleicher, D. J., & Zhu, L. (2009). The relative importance of voluntary stock investment: Is stock ownership unnecessary for establishing an ownership culture? *Advances in Industrial and Labor Relations*, 16, 1-28.

Dunford, B. B., Oler, D. K., & Boudreau, J. W. (2008). Underwater stock options and voluntary executive turnover: A multi-disciplinary perspective integrating behavioral and economic theories. *Personnel Psychology*, 61, 687-726.

Dunford, B. B., Boudreau, J. W., & Boswell, W. R. (2005). Out-of-the-money: The impact of underwater stock options on executive job search. *Personnel Psychology*, 58, 67-101.

Boswell, W. R., Boudreau, J. W., & Dunford, B. B. (2004). The outcomes and correlates of job search objectives: Searching to leave or searching for leverage? *Journal of Applied Psychology*, 89, 1083-1091.

Wright, P., Dunford, B. B., & Snell, S. (2001). Human resources and the resource based view of the firm. *Journal of Management*, 27(6), 701-721.

Article reprinted in Randall S. Schuler and Susan E. Jackson (Eds.). *Strategic Human Resource Management*, 2nd Edition (2006). Malden, MA: Blackwell Publishing, Ltd.

Devine, D. J., Clayton, L. D., Dunford, B. B., Seying, R. P., & Pryce, J. (2001). Jury decision making: 45 years of empirical research on deliberating groups. *Psychology, Public Policy, and Law*, 7(3), 622-727.

Devine, D. J., Clayton, L. D., Phillips, J. L., Dunford, B. B., & Melner, S. B. (1999). Teams in organizations: Prevalence, characteristics and effectiveness. *Small Group Research*, 30, 678-711.

Dunford, B. B., & Devine, D. J. (1998). Employment at-will and employee discharge: A justice perspective on legal action following termination. *Personnel Psychology*, 51, 903-934.

REFEREED CONFERENCE PROCEEDINGS PUBLICATIONS

Dunford, B. B., & Perrigino, M. The Organization Made Us Do it: Demanding Formalization and Workaround Attributions. Best Paper Proceedings. Academy of Management Conference, Vancouver, British Columbia, CA (August, 2015).

Dunford, B. B., Schleicher, D., Zhu, L., & Kang, S. Unintended Consequences of Voluntary Company Stock Investment Paper accepted for presentation at the Academy of Management Annual Conference. Vancouver, British Columbia, CA. (2015, August).

Perrigino, M., & Dunford, B. B. Deontic Technology Perceptions: A Complimentary View to Perspectives on Technology Acceptance Paper accepted for presentation at the Academy of Management Annual Conference. Vancouver, British Columbia, CA. (2015, August).

Zimmerman, R. D., Shipp, A. J., Dunford, B. B., & Boudreau, J. W. An approach-avoidance approach to employees' job search behavior. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX (2011, August).

Boss, R. W., Dunford, B. B., Boss, A. D., & McConkie, M. L. Preserving the peace through organization development: 30 years of successful organizational change. Best paper proceedings, Academy of Management Conference, Chicago, IL (August, 2009).

OTHER PUBLICATIONS AND BOOK CHAPTERS

Perrigino, M., Dunford, B. B., Gaston, C., & Berndt, D. Taking another view: How nurses perceive infusion pumps as demanding for both themselves and their patients. In press at *Journal of Infusion Nursing*.

Perrigino, M., & Dunford, B. B. The Unique Effects of General and Specific Support in Healthcare Technology: An Empirical Examination of the Principle of Compatibility. In press at *Healthcare Management Review*.

Dunford, B. B., Perrigino, M. Tucker, S., Gaston, C., Young, J., Vermace, B. Walroth, T., Buening, N., Skillman, N., & Berndt, D. Organizational, cultural and psychological determinants of smart infusion pump workarounds. A study of 3 US health systems. In press at *Journal of Patient Safety*.

Boudreau, J. W., Dunford, B. B., & Ramstad, P. (2001). The human capital “impact” on e-business: The case of encyclopedia Britannica. In N. Pal and J. M. Ray (Eds.), *Pushing the digital frontier: Insights into the changing landscape of e-business*. E-Business Research Center: Pennsylvania State University.

Boudreau, J. W., Boswell, W. R., Dunford, B. B., & Ray, P. (2002). Why top talent looks elsewhere. In *Competing through talent: An anthology for the talent-focused enterprise*, 258-263. Waltham, MA: BrassRing.

PAPERS CURRENTLY UNDER REVIEW

Perrigino, M., Dunford, B. B. & Wilson, K. Work-family backlash: A multi-level framework. Revise and Resubmit at *Academy of Management Review*.

Dunford, B. B., Wilson, K. S, Tay, L, & Boss, R. W. Progressive withdrawal in burned out departments: A multi-level burnout withdrawal model. Under Review at *Organizational Behavior and Human Decision Processes*.

Tofighi, D., Dunford, B. B. & Williams, E., & Accuracy and Power of Tests in Complex Mediation Models. Under review at *Structural Equation Modeling: A Multidisciplinary Journal*.

Dunford, B. B., & Perrigino, M. B. The Social Construction of Workarounds in Organizational Hierarchies. Under review at *Advances in Industrial and Labor Relations*.

Pratt, B., Dunford, B. B., & Perrigino, M. B. An ownership model of healthcare delivery: Insights from human resource management. Under review at *Labor and Employee Relations Research Volume*, 2016.

WORKING PAPERS (AVAILABLE ON REQUEST)

Perrigino, M., & Dunford, B. B., Vermace, B. J., Tucker, S. J., & Remphur, K. The Role of Social Context on the Relationship between Generational Differences and Healthcare Technology Satisfaction.

Dunford, B. B., & Perrigino, M. B. The Organization Made Us Do it: Demanding Formalization and Workaround Attributions.

Dunford, B. B., & Schleicher, D. S., Zhu, L. & Kang, S. C. Unintended consequences of voluntary company stock investment. Perceptions of doing more, expecting more and taking more.

Dunford, B. B., Boss, R. W., & Kim, E. I. Maintaining employee engagement following a firm-wide pay freeze: A fairness perspective.

Dunford, B. B., Sathyamurthy, K., Kim, E & Boss, R. W. Generational differences in voluntary nursing turnover: One retention strategy doesn't fit all.

Perrigino, M., & Dunford, B. B. Deontic Technology Perceptions: A Complimentary View to Perspectives on Technology Acceptance.

Perrigino, M., Dunford, B. B., & Boss, R. W. Exploring the black box between pay dispersion and work group outcomes.

REFEREED CONFERENCE PRESENTATIONS

Perrigino, M. B., Dunford, B. B., Vermace, B. J., & Tucker, S. Generational differences and Healthcare Technology Satisfaction. *Nursing Odyssey Conference, Sigma Theta Tau International Nursing Honor Society*. Ontario, CA. (2015, October).

Dunford, B. B., & Perrigino, M. The Organization Made Us Do it: Demanding Formalization and Workaround Attributions. Paper accepted for presentation at the Academy of Management Annual Conference. Vancouver, British Columbia, CA. (2015, August).

Dunford, B. B., Schleicher, D., Zhu, L., & Kang, S. Unintended Consequences of Voluntary Company Stock Investment Paper accepted for presentation at the Academy of Management Annual Conference. Vancouver, British Columbia, CA. (2015, August).

Perrigino, M., & Dunford, B. B. Deontic Technology Perceptions: A Complimentary View to Perspectives on Technology Acceptance Paper accepted for presentation at the Academy of Management Annual Conference. Vancouver, British Columbia, CA. (2015, August).

Dunford, B. B., Boss, R. W., & Kim, E. I. Maintaining employee engagement following a firm-wide pay freeze: A fairness perspective. Paper presented at the 2015 *Labor and Employee Relations Association*. Pittsburgh, PA. (2015, May).

Dunford, B. B., & Perrigino, M. The social construction of workarounds in organizational hierarchies. Paper accepted for presentation at the Labor and Employee Relations Association. Pittsburgh, PA (2015, May).

Dunford, B. B. & Avgar, A. A. Linking work practices and organizational outcomes in the healthcare industry. Symposium Co-Organizer. Labor and Employee Relations Association. Pittsburgh, PA (2015, May).

Perrigino, M. B., Dunford, B. B., Berndt, D., & Gaston, C. L. Taking another view: How nurses perceive infusion technology are demanding for both themselves and their patients. Paper presented at the *Infusion Nurses Society Annual Conference*. Louisville, KY. (2015, May).

Eun, S. W., Dunford, B. B., Hom, P. W., Lee, T. W., Maertz, C. P., & Zimmerman, R. Two major challenges in turnover research: Theory Proliferation and Time. Panel discussion presented at the 30th Annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA (2015, April).

Dunford, B. B., Wilson, K. S., Tay, L., & Boss, R. W. The impact of department burnout on individual job performance: A multilevel burnout withdrawal crossover model. Paper presented at the 30th Annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA (2015, April).

Perrigino, M., & Dunford, B. B. The Unique Effects of General and Specific Support in Healthcare Technology: An Empirical Examination of the Principle of Compatibility Paper presented at the Academy Health Conference. Bethesda MD (2014, May).

Dunford, B. B. Workarounds and cross disciplinary teams: Evidence based insights. Paper presented at the Infusion Pump Informatics Conference, Regenstrief Center for Healthcare Engineering. Indianapolis, IN (2014, May).

Dunford, B. B., & Perrigino, M. Organizational, Cultural and Psychological Determinants of Smart Pump Workarounds. A Study of Three US Health Systems. Paper presented at the Infusion Pump Informatics Conference, Regenstrief Center for Healthcare Engineering. Hosted by Purdue University (2013, February).

Dunford, B. B., Boss, R. W., Boss, A. D., Zara, G., & Grooms, R. Can entire departments be burned out? A conservation of resources perspective on burnout contagion. Paper presented at the 72nd Annual meeting of the Academy of Management, Boston, MA (2012, August).

Hansen, S.D., Alge, B. J., Dunford, B. B., Jackson, C. L., & Brown, M. E. CSR and ethical leadership: An inferential impression model of ethical behavior. Paper presented at the 72nd Annual meeting of the Academy of Management, Boston, MA (2012, August).

Dunford, B. B., Williams, T. A., Boss, A. D., Boss, R. W., Angermeier, I. Strategic pay fairness and employee engagement in the healthcare sector. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX (2011, August).

Zimmerman, R. D., Shipp, A. J., Dunford, B. B., & Boudreau, J. W. An approach-avoidance approach to employees' job search behavior. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX (2011, August).

Hansen, S. D., Alge, B. J., Brown, M. E., Jackson, C. L., & Dunford, B. B. Ethical leadership and employee commitment: A multifoci social exchange perspective. Paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, TX (2011, August).

Dunford, B. B., Sathyamurthy, K., Angermeier, I., Boss, R. W., Sinclair, K., Duggar, S., & Nyp, R. Generational differences in healthcare employee voluntary turnover: One retention strategy doesn't fit all. Presented at the annual Southwestern Academy of Management Conference, Houston, TX (March 2011).

Dunford, B. B., Jackson, C. L., Boss, A. D., Boss, R. W., & Angermeier, I. External third party justice: A social exchange and social identity approach. Presented at the annual Academy of Management Conference, Montreal, Canada (August, 2010).

Chullen, C., Dunford, B. B., Boss, R. W., Angermeier, I., & Boss, A. D. Minimizing deviant behavior in healthcare organizations: The effects of leadership and job design. Presented at the annual Academy of Management Conference, Montreal, Canada (August, 2010).

Boss, R. W., Dunford, B. D., Boss, A. D., & McConkie, M. L. Preserving the peace through organization development: 30 years of successful organizational change. Presented at the annual Academy of Management Conference, Chicago, Illinois (August, 2009).

Zimmerman, R. D., Boswell, W. R., Shipp, A., Dunford, B. B., & Boudreau, J. W. Understanding the relationships between affect-laden dispositions and job search behaviors. Presented at the annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA (April, 2009).

Chullen, C., Dunford, B. B., & Devine, D. J. You picked the wrong person to mess with: Situational and dispositional determinants of employee commitment to legal claiming. Presented at the annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA (April, 2009).

Dunford, B. B., Boss, A. D., & Boss, R. W., & Angermeier, I. It pays to treat customers fairly: A field test of third-party organizational justice effects. Presented at the annual Academy of Management Conference, Anaheim, CA (August, 2008).

Boss, A. D., Dunford, B. B., Boss, R. W., & Angermeier, I. Reaping the benefits of employee trust: Social responsibility outcomes in the healthcare industry. Presented at the annual Academy of Management Conference, Anaheim, CA (August, 2008).

Dunford, B. B., Boss, A. D., & Boss, R. W. Doing well by doing good: A trust perspective on corporate social responsibility. Presented at the annual Academy of Management Conference, Philadelphia, PA (August, 2007).

Zhu, L., Dunford, B. B., & Schleicher, D. J. Antecedents of voluntary company stock investment: Who invests and why? Presented at the annual Society for Industrial and Organizational Psychology Conference, New York, NY (April, 2007).

Dunford, B. B., Schleicher, D. J., & Zhu, L. The relative importance of voluntary stock investment on ownership outcomes. Presented at the annual Society for Industrial and Organizational Psychology Conference, New York, NY (April, 2007).

Dunford, B. B., Schleicher, D. J., & Zhu, L. Consequences of employee investments in company stock: More harm than good or just necessary? Presented at the annual Labor and Employee Relations Association Conference, Chicago, IL (January, 2007).

Dunford, B. B., & Boudreau, J. W. A behavioral economics perspective on stock option value and voluntary executive turnover. Presented at the annual Academy of Management Conference, New Orleans, LA (August, 2004).

Dunford, B. B., & Boudreau, J. W. Beyond Black-Scholes: Understanding executives' reactions to underwater options. Presented at the annual Academy of Management Conference, Seattle, WA (August, 2003).

Dunford, B. B., Boudreau, J. W., & Boswell, W. R. (2002). When stock options fail to motivate: Attribution and context effects on stock price expectancy. Presented at the annual Academy of Management Conference, Denver, CO (August, 2002).

Boswell, W. R., Boudreau, J. W., & Dunford, B. B. (2002). You're nobody 'til somebody loves you: The use of job search for bargaining leverage. Presented at the annual Academy of Management Conference, Denver, CO (August, 2002).

Boswell, W. R., Boudreau, J. W., & Dunford, B. B. (2002). The relationship between job search objectives and job search behavior. Presented at the annual Society for Industrial and Organizational Psychology Conference, Toronto, ON (April, 2002).

Dunford, B. B., Boudreau, J. W., & Boswell, W. R. (2001). The dark side of stock options: Downside risk and employee separation. Presented at the annual Academy of Management Conference, Washington, D.C. (August, 2001).

Dunford, B. B., & Williams, J. W. (1999). Feedback seeking and the relationship between self and supervisory performance ratings: In support of self-regulation theory.

Presented at the annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA (April, 1999).

Symposium Co-Chair (With M. V. Roehling). Legal studies in I/O Psychology: Multiple linkages between law and science. Society for Industrial and Organizational Psychology Conference, Atlanta, GA (April, 1999).

INVITED RESEARCH PRESENTATIONS AND TECHNICAL REPORTS

Organizational and workaround culture assessment. Cameron Memorial Hospital, Angola, IN. 7/10/15.

How to create and sustain organizational change. Purdue Human Resource Executive Conference. Purdue University, West Lafayette, IN, 11/17/14.

Insights on smart pump workarounds from the organizational sciences. University of Iowa Hospitals and Clinics, Iowa City, IA, 5/6/14.

Leadership, engagement and employee effectiveness. Neeley School of Business, Texas Christian University. 11/13/13. Fort Worth, TX.

Workaround contagion in healthcare: A pilot study of three US health systems. School of Business. Colorado State University. 11/8/13. Fort Collins, CO.

Be Fair, Your Employees are Watching: An External Third Party Perspective on Organizational Justice. Darden School of Management, University of Virginia. 10/30/13. Charlottesville, VA.

Demanding formalization: A Janus-faced view of workaround contagion. Marriott School of Management, Brigham Young University. 10/14/13. Provo, UT.

Demanding formalization and workarounds in US Health Systems. Infusion Pump Informatics Group meetings. Regenstrief Center for Healthcare Engineering, Purdue University, 9/18/13.

Organizational causes of Workarounds in Healthcare Organizations. Wishard Hospital Practice and Quality Council. Indianapolis, IN. 2/25/13.

Disruptive formalization in healthcare. Infusion Pump Informatics Conference. Purdue University, West Lafayette, IN. 2/13/13.

Evidence based insights on improving reward systems for employee engagement. Krannert HR conference for HR executives. Purdue University, West Lafayette, IN. 9/21/12.

Sharp end user perceptions and smart pump technology: A management perspective on patient safety. Regenstrief Center for Healthcare Engineering, Infusion Pump Informatics Group Spring Meeting, Chicago IL, 2/3/12.

Creating ownership in your organization: Research for executives. The Krannert Executive Education Programs Connection. 1/12.

Be fair, your employees are watching: A test of external third party justice. OBHR area research brown bag. Purdue University, West Lafayette, IN. 12/9/11.

How does team burnout impact team and individual performance? Technical report given to Spartanburg Regional Healthcare System, Spartanburg, SC. 9/9/11.

Generational differences in turnover. Technical report given to Spartanburg Regional Healthcare System. Spartanburg, SC. 3/9/11.

Responses to pay over time” Technical report given to Spartanburg Regional Healthcare System. Spartanburg, SC. 8/19/10.

Be fair to patients...your employees are watching: A third party justice study. Technical report given to Spartanburg Regional Healthcare System. Spartanburg, SC. 8/8/10.

It Pays to Treat Customers Fairly: A Field Test of 3rd Party Justice Effects. Research Colloquia, Department of Psychological Sciences, Purdue University. West Lafayette, IN. 3/5/09.

Out of the money: The impact of stock option value on voluntary executive turnover. Research colloquia, Department of Psychological Sciences, Purdue University, West Lafayette, IN. 1/28/05.

Out of the money: The impact of stock option value on voluntary executive turnover. I/O Psychology Department brown bag series, Indiana University Purdue University Indianapolis, In. 2/22/05.

Employees as financial investors: Implications for developing an ownership culture. Technical report given to Duke Realty Corporation, Indianapolis, IN. 9/22/05.

RESEARCH INTERESTS

Organizational learning and technology implementation, sustained organizational change, employee engagement/disengagement, contagion processes in organizations, leadership, compensation, strategic human resource management.

MEDIA COVERAGE

When Employee Stock Purchases Aren't a Benefit -- Market Talk. Dow Jones Newswires. August 24, 2015.

A small warning about employee stock ownership. Diane Stafford, *Kansas City Star*, August 28, 2015.

This syndicated column also appeared in the *Miami Herald*, *Charlotte Observer*, *Lexington Herald Leader*, *Macon Telegraph*, *Modesto Bee*, *Fort Worth Star Telegram*, *Bradenton Herald*, *Idaho Statesman*, and many other newspapers and media outlets.

When workers are owners. *The Economist*, Schumpeter Column, pg. 26, August 22, 2015.

Cost of living chasm buoying tech firms. *Indianapolis Business Journal*, March 31, 2014.

Analysis: Despite crunch, BNY Mellon is a stock-option contrarian. *Reuters*, March 2, 2012.

Small firms get creative to avoid layoffs. *Indianapolis Business Journal*, January 26, 2009.

Underwater stock options drive top executives turnover. *Eureka Alert*, November 20, 2008.

ADMINISTRATIVE EXPERIENCE

Director, Masters of Science in Human Resource Management. Krannert School of Management, Purdue University 2012-2013

Advisory Board Member, Regenstrief Center for Healthcare Engineering. Purdue University. 2013-Present.

TEACHING EXPERIENCE

Visiting Scholar, Seoul National University (April-May, 2015)

- MBA program
 - 2 week intensive elective course on Employee Engagement and Compensation for General Managers.

Associate Professor, Krannert School of Management, Purdue University (2011-Present).

- Krannert Executive Education- Degree Programs
Courses Taught (Program):
 - Negotiations (Executive MBA Core)
 - Employee Engagement and Motivation (Executive MBA Elective)
 - International Negotiations (Global Entrepreneurship Program Core)
- Krannert Executive Education- Non Degree Certificate Programs
Courses Taught (Program):
 - Leadership (Advanced Management Principles, Council for Management Development, Technical Management Institute, Back to School Alumni Day)

- Negotiations (Advanced Management Principles, and Council for Management Development)
- Human Capital Management (Technical Management Institute, Business Management Principles)
- Experiential Learning Initiative (Leading teams of masters students on consulting projects I develop with companies)
Courses Taught (Program):
 - Compensation Consulting (MBA, MSHR, MSIA)
- Krannert Full Time Masters Programs
Courses Taught (Program):
 - Compensation, Employee Relations, Labor Relations (MBA, MSHR, MSIA)
- Krannert Undergraduate Programs
Courses Taught (Program):
 - Industrial Relations (Undergraduate)

Assistant Professor, Krannert School of Management, Purdue University (2004-2011).

- Krannert Full Time Masters Programs
Courses Taught (Program):
 - Compensation and Rewards (MBA, MSHR, MSIA)
 - Labor and Employee Relations (MBA, MSHR, MSIA)
 - Industrial Relations (Undergraduate)
- Krannert Executive Education- Non Degree Certificate Programs
Courses Taught (Program):
 - Managing Human Capital and Organizational Behavior (International Masters in Management)
 - Managing Human Capital and Negotiation (Engineering Management Program).

Instructor: ILR School, Cornell University (Spring 2002 and 2004).

- Courses Taught (Program):
- Managing Compensation (MILR)
 - Employee Training and Development (Undergraduate)

Teaching Assistant for M. V. Roehling: ILR School, Cornell University (Fall, 1998).

- Introductory Human Resource Management. Responsibility for three sections, including the planning and delivery of lectures, grading of all exams, projects and papers.

Instructor: Department of Psychology, Indiana University-Purdue University Indianapolis (1996-1998). Responsibility for all but the delivery of videotaped lectures of three introductory distance learning psychology courses.

- Stress Management
- Interpersonal Relationships

- Sports Psychology

Teaching Assistant: Department of Psychology, Brigham Young University (Spring, 1995).
Responsibility for one section, including the planning and delivery of lectures, grading of all exams, projects and papers.

- Introductory Psychology

TEACHING AWARDS

Distinguished Professor Recognition for outstanding teaching evaluations: 2004-2015.
Professional Masters Programs and Global Entrepreneurship Program, Krannert School of Management, Purdue University.

TEACHING INTERESTS

Negotiations, Leadership, Change Management, Employee Engagement, Compensation and Reward Systems, Employee Relations, Labor Relations, Conflict management, Strategic Human Resource Management.

PH.D. COMMITTEES

Doctoral Students in OBHR area Krannert School of Management Purdue University

Current

- Matthew Perrigino (committee chair)
- Ahmad Ashkanani (committee chair)
- Benjamin Pratt (committee member)

Graduated

- Patrick F. Bruning (committee member)
- Heidi Bauman (committee member)
- Cody L. Chullen (committee chair)
- D. Shaun Hansen (committee member)
- Won Jun Kwak (committee member)

SERVICE

Krannert School of Management Service:

- Krannert Healthcare Research Group- Organizer
- OBHR Area Job Search Selection Committee Co-Chair 2015
- Krannert Continuous Term Lecturer Policy Committee 2013-present

- Advisor of Student Chapter of the Society for Human Resource Management 2012-2013
- Krannert Teaching Evaluations Review Committee Member 2012
- Launching Global Leaders Committee Member 2012
- OBHR Faculty Job Search Selection Committee Member 2012
- OBHR PhD Selection Committee Member 2010-2012, 2014-present
- MSHRM Curriculum Review Committee, 2008-2009
- Graduate Management Admissions Committee, 2006-Present
- Guest lecturer, Management 100, 2005-2008
- School Grievance Committee, 2004-2006
- OBHR Guest Speaker Committee, 2005-2006

Professional Service:

Discussant, Academy of Management annual meetings. August, 2006, Atlanta, Georgia.
Invited panelist, Academy of Management annual meetings. August 2013, Orlando Florida.

Editorial Board Member:

Personnel Psychology 2015 – Present

Ad Hoc Reviewer:

Journals

Harvard Business School Press, 2012-Present
Journal of Applied Behavioral Science, 2012-Present
Journal of Management, 2009-Present
Journal of Applied Psychology, 2008-Present
Academy of Management Journal, 2007-Present
Personnel Review, 2007
Personnel Psychology, 2006-Present
Human Resource Management, 2004-Present
Industrial and Labor Relations Review, 2001-2006
Human Resource Management Journal, 2014-Present

Conferences

Academy of Management Annual Meetings, Healthcare Management Division, 2011-Present
Academy of Management Annual Meetings, HR Division, 2002-Present
Academy of Management Annual Meetings, OB Division, 2003-2010

Global Human Resource Management Conference, Barcelona, Spain, August, 2001
Society for Industrial and Organizational Psychology, 2008-Present

CONSULTING

Cameron Memorial Hospital
Bandido's Restaurant Chain
Spartanburg Regional Healthcare System
Providence Hospital
Nortel Networks
BestLock Corporation
Deseret News
Nanshan America, LLC.
Purdue University

PROFESSIONAL AFFILIATIONS

Academy of Management
Labor and Employee Relations Association
Society for Industrial and Organizational Psychology

GRANTS

Doctoral Fellowship Grant Summer 2015, Regenstrief Center for Healthcare Engineering, Purdue University.

Faculty Fellowship Grant 2014-2015, Regenstrief Center for Healthcare Engineering, Purdue University.

Krannert Summer Research Grants 2007-2013, Krannert School of Management, Purdue University

John and Mary Willis Young Faculty Scholar Award for Excellence in Research (2005), Krannert School of Management, Purdue University

Center for Advanced Human Resource Studies (CAHRS) Research Grant (Fall 2003-Spring 2004). "Executives out of the money: The effects of underwater stock options on turnover and organizational attitudes," with John Boudreau. Cornell University.

CAHRS Research Grant (Summer 2002-Spring 2003). "*How* you pay matters as much as *how much* you pay: Insights on incentive pay from behavioral economics," with John Boudreau. Cornell University.

CAHRS Research Grant (Fall 2001-Spring 2002). “Job search in a dynamic economy,” with John Boudreau and Wendy Boswell. Cornell University.

CAHRS Summer Research Grant (Summer 2000). “Job search and the new economy,” with John Boudreau and Wendy Boswell. Cornell University.

ILR Graduate Summer Fellowship (Summer 1999).