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**Denise Marie-Thérèse Rousseau**  
**H.J. Heinz II University Professor of Organizational Behavior and Public Policy**

Carnegie Mellon University  
5000 Forbes Avenue  
Pittsburgh, PA 15213-3890 USA  
1 (412) 268-8470 (office)  
1 (412) 268-5338 (fax)  
Email Addresses: [denise@cmu.edu](mailto:denise@cmu.edu)  
Web site: <http://www.andrew.cmu.edu/user/rousseau>  
Heinz School Office: 2223 Hamburg Hall  
Tepper Office: 381A Posner Hall

Home Address: 5747 Howe St.  
Pittsburgh PA 15232  
1 (412) 855-5036 (cell)

**EDUCATION**

A.A., Santa Rosa Junior College, 1971 (Dean's List)  
A.B. Psychology and Anthropology, University of California at Berkeley, 1973 (High Honors)  
M.A. Psychology, University of California at Berkeley, 1975 (Specialty: Industrial/Organizational Psychology)  
Ph.D. Psychology, University of California at Berkeley, 1977 (Specialty: Industrial/Organizational Psychology)

**EMPLOYMENT**

1994 – Present	Carnegie Mellon University, Pittsburgh, Pennsylvania Heinz School of Public Policy and Management/Heinz College; jointly Graduate School of Industrial Administration/Tepper School of Business University Professor, 2009-Present Professor, 1994-2009
2017-2019	Visiting Kovner Chair Faculty, Wagner School of Public Affairs, New York University
2017	<a href="#">UNSW Distinguished Scholar Professor, Australian Graduate School of Management, Sydney</a>
2009-2010	International Visiting Fellow, Dublin City University, School of Business
2005-2007	Visiting Professor, Leeds University, Leeds, UK.
2000	Shaw Professor, Nanyang Technological University, Singapore
1981-1994	Northwestern University, Evanston, Illinois, J L. Kellogg Graduate School of Management

Professor of Organization Behavior, 1988-1994  
 Associate Professor of Organization Behavior, 1981-1988

1985, 1987 Chulalongkorn University, Bangkok, Thailand, SASIN School of Business  
 Visiting Associate Professor of Management

1979-1980 U.S. Naval Postgraduate School, Monterey, California  
 Assistant Professor of Organizational Science

1977-1981 The University of Michigan, Ann Arbor  
 Assistant Professor of Psychology and Study Director/Assistant Research  
 Scientist; Organizational Behavior Program/Department of Psychology and  
 Institute for Social Research

1976-1977 Management Technology, Inc., Berkeley, California  
 Consultant

1975 Pacific Gas and Electric Co., San Francisco, California.  
 Personnel Research Assistant

1973-1977 University of California at Berkeley  
 Teaching Assistant, Research Assistant, Teaching Associate,  
 Instructor

#### HONORS

Frank P. Doyle Scholarship, Santa Rosa Junior College (1969-1971)  
 President's Scholar, University of California at Berkeley (1971-1973)  
 Phi Beta Kappa, University of California at Berkeley (1973)  
 Society of Organization Behavior (Elected 1979)  
 William J. Davis Memorial Award, Best Article, Educational Administration Quarterly (1982)  
 Buchanan Research Chair, Northwestern University (1984)  
 Paget Research Chair, Northwestern University (1985)  
 Borg-Warner Research Chair, Northwestern University (1986)  
 Program Chair, Organizational Behavior Division, Academy of Management (1989-1990)  
 Chair, Organizational Behavior Division, Academy of Management (1991-1992)  
 Fellow, American Psychological Association (Elected 1991)  
 Fellow, Society for Industrial/Organizational Psychology (Elected 1991)  
 Elected, Representative, Board of Governors, Academy of Management (1994-1997)  
 National Institute for Health Care Management Research Award (1994)  
 Visiting Scholar, Notre Dame University, School of Business (1996)  
 George R. Terry Award, Best Book in Management, Academy of Management (1996)  
 Fellow, Academy of Management (Elected 1997)  
 Finalist, George Terry Book Award, Academy of Management (1997)  
 H. J. Heinz II Endowed Professorship (1998-present)  
 Shaw Chair, Nanyang Technical University, Singapore (2000)  
 Best Paper Award, Organizational Behavior Division, Academy of Management (2004)  
 Visiting Scholar, Singapore Management University (2005)

President, Academy of Management (2004-2005)  
 Fellow, British Academy of Management (Elected 2005)  
 Visiting Professor, Leeds University (2005-2007)  
 International Visiting Fellow, Advanced Institute of Management, UK (2006-2008)  
 Benedictine College, Recognition for Contribution to Organizational Development (2006)  
 Mentored Case Award, CASE Association Conference (with L. Levesque and V. Ho, 2006)  
 George R. Terry Award, Best Book in Management, Academy of Management (2006)  
 Best Paper Award, Organizational Psychology Track, British Academy of Management (2006)  
 JMI Scholar, Western Academy of Management (2007)  
 Distinguished Scholar, Managerial and Organizational Cognition Division, Academy of Management (2006)  
 Douglas McGregor Memorial Award from NTL for Best Paper in Journal of Applied Behavior Science (2006)  
 Finalist, Best Scholarly Article, Human Resource Division, Academy of Management (2007)  
 Douglas McGregor Award, Honorable Mention (2007)  
 Honorary Fellowship, Department of Management Science and Technology, Athens University of Economics and Business (2008)  
 Best Paper Award in Academy of Management Learning and Education (2008)  
 Elected, Board Member, Society for Human Resource Management Foundation (2008-2009).  
 Career Award for Lifetime Achievement, Academy of Management's Organizational Behavior Division (2009)  
 Elected, University Professor at Carnegie Mellon (2009)  
 Visiting International Fellow, Dublin City University School of Business (2009-2010)  
 Elected, Chair, Carnegie Mellon University Faculty Senate (2010-2011)  
 Distinguished Service Career Award, Academy of Management (2010)  
 Honorary Doctorate, Athens University of Economics and Business (2013)  
 Lifetime Achievement Award, Israel Organizational Behavior Conference (2014)  
 Elected, Academician, Academy of Social Sciences (UK - National Academy of Academics, Learned Societies and Practitioners in the Social Sciences (2014)  
 Honorary Doctorate, Tallinn University of Technology (2014)  
 Practice Impact Award, AOM Practice Theme Committee (2014)  
 Elected, Dean of Fellows Group, Academy of Management (2014-2017)  
 Mahoney AOM HR Division Mentoring Award (2015)  
 Best Professional Development Workshop Award. MED Division, AOM (2015)  
 Secondary appointment, Clinical and Translational Science Institute (CTSI) University of Pittsburgh (2016- )  
 Hughes Award for Career Scholarship, Academy of Management Careers Division (2016)  
 Career Award for Lifetime Achievement Academy of Management Distinguished Scholarly Contributions to Management (2016)  
 Residency, Rockefeller Bellagio Center (2017)

#### BOOKS

Roberts, K. H., Hulin, C. L. & Rousseau, D. M. *Developing an Interdisciplinary Science of Organizations*. San Francisco: Jossey-Bass, 1978.

Cooper, C. & Rousseau, D. M. (Eds.) (1994-2000). *Trends in Organizational Behavior Series*,

Volumes 1-5, Chichester: Wiley.

Rousseau, D. M. *Psychological Contract in Organizations: Understanding Written and Unwritten Agreements* (1995). Newbury Park, CA: Sage. (Winner, 1996 George R. Terry Book Award from Academy of Management for Best Management Book)

Arthur, M. B. & Rousseau, D. M. (1996). *Boundaryless Careers: A New Employment Principle for the New Organizational Era*. New York: Oxford University Press. (Finalist, George R. Terry Book Award, Academy of Management)

Cooper, C. & Rousseau, D. M. (Eds.) (1999). *The Virtual Organization*. Trends in Organizational Behavior Series, Volume 6, Chichester: Wiley.

Leana, C. & Rousseau, D. M. (2000). *Relational Wealth: Advantages of Stability in a Changing Economy*. New York: Oxford University Press.

Rousseau, D. M. & Schalk, R. (2000) *Psychological Contract in Employment: Cross-national Perspectives*. Newbury Park: Sage.

Cooper, C. L. & Rousseau, D. M. (Eds.) (2000). *Time in Organizations*. Trends in Organizational Behavior Series, Volume 7. Chichester: Wiley.

Cooper, C. L. & Rousseau, D. M. (Eds.) (2001). *Employee versus Owner Issues*. Trends in Organizational Behavior Series, Volume 8. Chichester: Wiley.

Rousseau, D.M. (2005) *I-deals: Idiosyncratic Deals Employees Bargain for Themselves*. Armonk, NY: M. E. Sharpe. (Winner, 2006 George R. Terry Book Award from Academy of Management for Best Management Book)

Institute of Medicine. *Keeping Patients Safe*. Washington, DC. 2005.

Institute of Medicine, *Residents Duty Hours: Enhancing Sleep, Supervision and Safety*. Washington, D.C. 2008.

Rousseau, D.M. *Oxford Handbook of Evidence-based Management*. New York: Oxford, 2012.

Rousseau, D.M. DeRozario, P., Jardat, R. & Pesquex, Y. *Contracts psychologiques et organisations: Comprendre les accords écrit et non-écrit*. Paris: Pearson, 2014.

Bal, M.P., Kooji, D.T.A.M. & Rousseau, D.M. *Aging workers and the employee-employer relationship*, London: Springer, 2014.

Bal, M.P. & Rousseau, D.M. *Idiosyncratic deals between employees and organizations: Conceptual issues, applications, and the role of coworkers*, London: Routledge, 2015.

Baremds. E. & Rousseau, D.M. *Evidence-Based Management*, London: Kogan Page, in press.

#### ARTICLES AND MONOGRAPHS

- Rousseau, D. M. Technological differences in job characteristics, employee satisfaction, and motivation: A synthesis of job design research and sociotechnical systems theory. *Organizational Behavior and Human Performance*, 1977, 19, 18-42.
- Rousseau, D. M. Measures of technology as predictors of employee attitudes. *Journal of Applied Psychology*, 1978, 63, 213-218.
- Rousseau, D. M. Relationship of work to nonwork. *Journal of Applied Psychology*, 1978, 63, 513-517.
- Rousseau, D. M. Characteristics of departments, positions, and individuals: Contexts for attitudes and behavior. *Administrative Science Quarterly*, 1978, 23, 521-540. Reprinted in C.L. Cooper (ed.), 2003, *Fundamentals of Organizational Behavior*. Newbury Park, CA: Sage.
- Rousseau, D. M. Assessment of technology in organizations: Closed versus open system approaches. *Academy of Management Review*, 1979, 4, 531-542.
- Sutton, R. I. & Rousseau, D. M. Structure, technology, and dependence on a parent organization: Organizational and environmental correlates of individual responses. *Journal of Applied Psychology*, 1979, 64, 675-687.
- Hulin, C. L. & Rousseau, D. M. Analyzing infrequently occurring events: Once you find them your troubles begin. In K. H. Roberts and L. Burstein (Eds.), *Issues in Aggregation*. New Directions for Methodology of Social and Behavioral Science, (Vol. 6). San Francisco: Jossey-Bass, 1980.
- Cooke, R. A. & Rousseau, D. M. Problems of complex systems: A model of system problem-solving applied to schools. *Educational Administration Quarterly*, 1981, 17, 15-41. (Winner of the William J. Davis Memorial Award for the outstanding scholarly article published in *EAQ* in 1981. Award given by the University Council for Educational Administration.)
- Rousseau, D. M. Working with data, people, and things: Relations between job perceptions and occupational skill codes. *Journal of Occupational Psychology*, 1982, 55, 43-52.
- Cooke, R. A. & Rousseau, D. M. The factor structure of the Level 1: Life Styles Inventory. *Educational and Psychological Measurement*, 1983, 43, 449-457.
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- Cooke, R. A. & Rousseau, D. M. The relationship of life events and personal orientations to symptoms of strain. *Journal of Applied Psychology*, 1983, 68, 446-458.
- Cooke, R. A. & Rousseau, D. M. Stress and strain from family roles and work role expectations.

*Journal of Applied Psychology*, 1984, 69, 252-260.

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Rousseau, D. M. The construction of climate in organizational research. In C. L. Cooper and T. Robertson, *International Review of Industrial and Organizational Psychology*, Volume 3, 1988. New York: Wiley. Reprinted in *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergistics, 1987.

Cooke, R. A. & Rousseau, D. M. Organizational culture: Not just another name for climate. *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergistics, 1987.

Cooke, R. A. & Rousseau, D. M. Behavioral norms and expectations: A quantitative approach to the assessment of culture. *Group and Organizational Studies*, 1988, 13, 245-273. Reprinted in *Organizational Culture Inventory Leaders' Manual*. Plymouth, MI: Human Synergistics, 1988.

Rousseau, D. M. Managing the change to the automated office: Lessons from five case studies. *Office: Technology and People*, 1988, 4, 31-52.

Cooke, R. A., Rousseau, D. M. & Lafferty, J. C. Personal orientations and their relations to psychological and physiological symptoms of strain. *Psychological Reports*, 1988, 62, 223-238.

Rousseau, D. M. Human resource management for the future. In J. Hage, *Managing in the Future*. Lexington, MA: Lexington Books, 1988.

Rousseau, D. M. The implied or psychological contract in employee-employer relationships. In *GIBA Commemorative Publication*, Chulalongkorn University, Bangkok, Thailand, 1988.

Rousseau, D. M. Why can't I fire anybody anymore? *Crain's Chicago Business*, July, 1988. Reprinted in *Kellogg World*, Summer, 1990.

Rousseau, D. M. & Anton, R. J. Fairness and implied contract obligations in terminations: A policy-capturing study. *Human Performance*, 1988, 1, 273-289.

Roberts, K. H. & Rousseau, D. M. Research in nearly failure free high reliability systems: Having the bubble. *IEEE Transactions on Engineering Management*, 1989, 36, 132-139.

Rousseau, D. M. Psychological and implied contracts in organizations. *The Employee Rights and Responsibilities Journal*, 1989, 2, 121-139.

Rousseau, D. M. The price of success? Security-oriented cultures and high reliability organizations. *Industrial Crisis Quarterly*, 1989, 3, 285-302.

Draper, E., Wagner, D., Russo, M., Bergner, M., Shortell, S., Rousseau, D., Gillies, R. & Knaus, W. APACHE III study design: Analytic plan for evaluation of severity and outcome in intensive care unit patients--Data collection. *Critical Care Medicine*, 1989, 17, S186-S193.

Shortell, S. M., Rousseau, D. M. & Gillies, R. R. APACHE III study design: Analysis of process. *Critical Care Medicine*, 1989, 17, S213-S216.

Rousseau, D. M. New hire perceptions of their own and their employer's obligations: A study of psychological contracts. *Journal of Organizational Behavior*, 1990, 11, 389-400.

Rousseau, D. M. Assessing organizational culture: The case for multiple methods. In B. Schneider (Ed.), *Organizational Culture*. Frontiers of Industrial and Organizational Psychology, (Volume 3). San Francisco: Jossey-Bass, 1990, pp. 153-192.

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Rousseau, D. M. & Parks, J. M. The contracts of individuals and organizations. In L. L. Cummings and B. M. Staw (Eds.), *Research in Organizational Behavior*, 1993, Volume 15, pp. 1-43.

Greenwich, CT: JAI Press.

Rousseau, D. M. & Aquino, K. Fairness and implied contract obligations in job termination: The role of remedies, social accounts, and procedural justice. *Human Performance*, 1993, 6, 135-149.

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Zimmerman, J. E., Shortell, S. M., Rousseau, D. M., Duffy, J., et al. Improving intensive care: Observations based on organizational case studies from a prospective, multicenter study. *Critical Care Medicine*, 1993, 21, 1443-1451.

Rousseau, D. M. *Teamwork inside and out*. Business Week/Advance Publications, 1993.

Roberts, K. H., Rousseau, D. M. & LaPorte, T. The cultures of high reliability: Quantitative and qualitative assessment aboard nuclear powered aircraft carriers. *Journal of High Technology Management*, 1994, 5, 141-161.

Rousseau, D. M. & Wade-Benzoni, K. A. Linking strategy and human resource practices: How employee and customer contracts are created. *Human Resources Management*, 1994, 33, 463-489.

Rousseau, D. M. & House, R. MESO organization behavior: Avoiding three fundamental errors. In C. Cooper and D. M. Rousseau (Eds.), *Trends in Organizational Behavior*, 1994, Volume 1. New York: Wiley and Sons.

Robinson, S. L. & Rousseau, D. M. Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*, 1994, 15, 245-259.

Robinson, S. L., Kraatz, M. S. & Rousseau, D. M. Changing obligations and the psychological contract: A longitudinal study. *Academy of Management Journal*, 1994, 37, 137-152.

Gundry, L. R. & Rousseau, D. M. Communicating culture to newcomers. *Human Relations*, 1994, 47, 1065-1088.

Rousseau, D. M. & Greller, M. (Eds.). Psychological contracts and human resource practices. Special issue of *Human Resource Management*, 1994, 33, (3).

Rousseau, D. M. & Greller, M. Human resource practices: Administrative contract makers. *Human Resource Management*, 1994, 33, 385-401.

Shortell, S. M., Zimmerman, J. E., Rousseau, D. M., Gillies, R. R., Wagner, D. P., Draper, E. A., Knaus, W. A. & Duffy, J. The performance of intensive care units: Does good management make a difference? *Medical Care*, 1994, 32, 508-585.

Zimmerman, J. E., Rousseau, D. M., Duffy, J., Devers, K., Gillies, R. R., Wagner, D. P., Draper,



- E. A., Shortell, S. M. & Knaus, W. A. Intensive care at two teaching hospitals: An organizational case study, *American Journal of Critical Care*, March 1994, 3 (2), 129-138.
- House, R., Rousseau, D. M. & Thomas, M. MESO: An integration of macro and micro OB. In L. L. Cummings and B. M. Staw (Eds.), *Research in Organizational Behavior*, 1995, 17, 71-114. Greenwich, CT: JAI Press.
- Rousseau, D. M. & Wade-Benzoni, K. A. Changing models of attachment. In A. Howard (Ed.), *The Changing Nature of Work*, Volume 5, Foundation of Industrial/Organizational Psychology series, San Francisco: Jossey-Bass, 1995, pp. 290-322.
- Rousseau, D. M. *Managing diversity for high performance*. New York: Business Week/Advance, 1995.
- Rousseau, D. M. Corporate culture is not so easy to change, *Wall Street Journal*, August 12, 1996, A12.
- Rousseau, D. M. Changing the deal while keeping the people. *Academy of Management Executive*, 1996, 10, 1, 50-61. Reprinted in T. Jick and M. Peiperl (2004) *Managing Organizational Change*, 2<sup>nd</sup> edition, New York: McGraw-Hill; Reprinted in *Work: Contexts and Consequences*, vol. 1, C.L. Cooper & W.H. Starbuck (Eds.). London: Sage, 2006.
- Arthur, M. B. & Rousseau, D. M. A career lexicon for the 21st century. *Academy of Management Executive*, 1996, 10, 28-39.
- Rousseau, D. M. Macro-organization: Organizational climate and culture. *ILO Encyclopedia of Occupational Health and Safety*, 1997, 4<sup>th</sup> edition (J. M. Stellman, Ed.).
- Rousseau, D. M. Organizational Behavior in the new organizational era. *Annual Review of Psychology*, 1997, 48, 515-546. Reprinted in J. Silvester (ed.) *Organisational Psychology: Critical Concepts in Psychology*. London: Rutledge, 2007.
- Rousseau, D. M. & Tinsley, C. Human resources are local: Society and social contracts. In N. Anderson and P. Herriot (Eds.), *Handbook of recruitment and performance appraisal*, 1997, London: Wiley, 35-62.
- Rousseau, D. M. LMX meets the psychological contract: Looking inside the black box of leader-member exchange. In F. Dansereau and F. Yammarino (Eds.), *Leadership: The multilevel approaches*, Greenwich, CT: JAI Press, 2000.
- Rousseau, D. M. & Libuser, C. Contingent workers in high risk organizations. *California Management Review*, 1997, 39 (Winter), 103-123.
- Sitkin, S., Rousseau, D. M., Burt, R., & Camerer, C. Trust in and between organizations. Special Issue, *Academy of Management Review*, 1998, 23 (3).

Rousseau, D. M., Sitkin, S. B., Burt, R., & Camerer, C. Not so different after all: A cross-disciplinary view of trust. *Academy of Management Review*, 1998, 23, 1-12. Reprinted in A.E. Singer (ed.), *Business Ethics and Strategy*, vol. 2, Hampshire, UK: Ashgate, 2007. Reprinted in R. Bachmann & A. Zaheer (eds.), *Landmark Papers on Trust*, Edward Elgar, 2008.

Rousseau, D. M. Why workers still identify with their organization. *Journal of Organizational Behavior*, 1998, 19, 217-233.

Rousseau, D. M. & Tijoriwala, S. Assessing the psychological contract. *Journal of Organizational Behavior*, 1998, 19, 679-698.

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Rousseau, D. M. & Arthur, M. B. Building agency and community in the new economic era. *Organizational Dynamics*, 1999, 27, Spring, 7-18.

Rousseau, D.M. & Fried, Y. Location, location, location: Contextualizing Organizational Behavior. *Journal of Organizational Behavior*, 2000, 22, 1-15.

Rousseau, D. M. & Ho, V. Psychological contract issues in compensation. In S. Rynes and B. Gephart (eds.) *Compensation*. Frontiers of Industrial/Organizational Psychology Series, 2000. San Francisco: Jossey-Bass.

Rousseau, D.M. Psychological contracts in the United States: Diversity, individualism, and associability in the market place. In D. M. Rousseau and R. Schalk (eds.), *Psychological contracts in employment: Cross-national perspectives*, 2000. Newbury Park, CA: Sage, (pp. 250-282).

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Inkson, K., Heising, A., & Rousseau, D. M. The interim manager: Prototype of the 21<sup>st</sup> century worker. *Human Relations*, 2001, 54, 259-284.

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Ferrante, C.J. & Rousseau, D.M. Bringing open book management into the academic line of sight.

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Rousseau, D. M. New meaning for old concepts in human resource management and industrial relations. In T. Kochan and D. Lipsky (eds.) *Negotiations and Change: From the Workplace to Society*, 2003, ILR/Cornell University Press.

Rousseau, D.M. Extending the psychology of the psychological contract, *Journal of Management Inquiry*, 2003, 12, 229-238.

Rousseau, D. M. & Shperling, Z. Pieces of the action: Ownership and the changing employment relationship, *Academy of Management Review*, 2003, 28, 115-134.

Bartunek, J. M., Cummings, T. G., Pearce, J. L., Rousseau, D M., Tung, R. L., Van de Ven, A. H., Urbanowicz, N., Leading what seems (to its leaders at least) to be an incentiveless, learningless organization that sometimes appears (to its leaders, at least) to work, *Journal of Management Inquiry*, 2003, 12, 105-114.

Rousseau, D.M. & Rivero, A., Democracy, a way of organizing in the knowledge economy, *Journal of Management Inquiry*, 2003, 12, 115-134.

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Dabos, G., & Rousseau, D. M. Mutuality and reciprocity in the psychological contracts of employee and employer, *Journal of Applied Psychology*, 2004, 89, 52-72.

Hui, C., Lee, C., & Rousseau, D. M. Psychological contracts in China: Investigating instrumentality and generalizability, *Journal of Applied Psychology*, 2004, 89, 311-321.

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Ho, V. T. Weingart, L., & Rousseau, D. M. Responses to broken promises: Does personality matter? *Journal of Vocational Behavior*, 2004, 65, 276-293.

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Stouten, J., Rousseau, D.M. & De Cremers, R. Successful organizational change: Integrating management practice and research literatures. *Annals of the Academy of Management*, in press.

#### BULLPEN/UNDER REVIEW

Kim, B.J. & Rousseau, D.M. Internalizing capitalist norms: A grounded theory study of how North Korean escapees adapt to work.

Fu, N. Flood, P., Rousseau, D.M. & Morris, T. Realized HRM: A paradox perspective of line manager implementation of HRM.

Anand, S., Vidyarthi, P., Liden, R.C. & Rousseau, D.M. Do we agree the boss is fair? Individual and work group effects on I-deals and group performance.

Rousseau, D., Hansen S. & Tomprou, M. A dynamic model of psychological contract phases.

Tomprou, M., Rousseau, D.M. & Griep, Y. The victim's experience: The aftermath of psychological contract violation.

Fu, N., Flood, P., Rousseau, D.M., Morris, T. Reflexivity and evidence-based management.

Heliot, Y., Coyne, A., Gleib, I., Rousseau, D.M. & Rojon, C. Conflict and complementarity between religious and occupational identities in the workplace.

#### SELECTED REVIEWS

Job Satisfaction and Productivity, by Suresh Srivastva, Paul F. Salipante, William W. Notz, John D. Bigelow, and James A. Waters in *Contemporary Sociology*, 1979, 8, 230-231.

Implementation in a Bureaucracy, by Andrew Dunsire in *Administrative Science Quarterly*, 1980, 25, 531-533.

Meta-motivation Survey in the *Mental Measurement Yearbook* (ninth edition). Lincoln, NE: Buros Mental Measurement Institute, 1985.

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"How do I know it's the right bubble?" The Workplace Within: Psychodynamics of Organizational Life, by Larry Hirschhorn in *Contemporary Psychology*, 1989, 34, 631-633.

"A fresh start for organizational culture research," Reframing Organizational Culture. Edited by P. J. Frost, L. F. Moore, M. R. Louis, C. C. Lundberg, J. Martin. (1991) Newbury Park: Sage. In *Contemporary Psychology*, 1994.

"I/O Psychology: Continuity or hardening of the categories?" Handbook of Industrial Organizational Psychology, Volume 3. M. Dunnette and L. Hough (Eds.). In *Contemporary Psychology*, 1995, 40, 1148-1149.

"The limits of safety: Organizational accidents and nuclear weapons." Scott Sagan. In *Administrative Science Quarterly*, 1996, 41, 200-203.

"A retrospective review: James D. Thompson's Organizations in Action. *Personnel Psychology*, 1996, 48, 776-778.

"Trust in organizations," by R. Kramer and T. Tyler (ed.). In *Administrative Science Quarterly*, 1998, 43, 186-188.

“Persuasive Advertising: Evidence-Based Principles,” by J.S. Armstrong. In *Interfaces*, 2011, 41, 93-94.

#### TEACHING MATERIALS

Paul Goodman and Denise Rousseau, Changing Nature of Work video series and teaching notes: “Waitress,” “Nurse,” “Stone Carver,” “Lobsterman,” “University President,” “China: Transitions to a Market Economy,” “CERT Teams: The New Work Group,” and “Quarteto Latino Americano,” “Managing in Mexico,” “Rowing an Eight,” “Managing Change I and II,” and “The Dabbawallah.”

D. M. Rousseau, “Psychological contracts: Violations and Modifications” in J. Osland (ed.) *Organizational Behavior*, 8<sup>th</sup> edition (2000), 9<sup>th</sup> edition (2005).

L.L. Levesque, D.M. Rousseau & V.T. Ho, “Creative collaboration at Lintell Scientific.” Case/Teaching Notes.

E. Barends, D.M. Rousseau & R. Briner, “What’s Evidence-Based Management” (Open Source Pamphlet, CEBMa)

E. Barends & D.M. Rousseau, “Evidence-Based Management” on-line learning modules: 1) Introduction to Evidence-Based Management; 2) Appraising Scientific Evidence; 3) Asking Questions of Organizational Data (latter is in preparation). Carnegie Mellon Open Learning Initiative.

#### MEASURES/INVENTORIES

Denise M. Rousseau (1990) Careerism scale.

Steve M. Shortell and Denise M. Rousseau (1991). Conflict Management Scales.

Steve Shortell and Denise M. Rousseau (1991). ICU Communication Measures

Denise M. Rousseau (1997). Psychological Contract Inventory.

Denise M. Rousseau (2000). Psychological Contract Inventory, Revised Version: Technical Report.

Chun Hui, Cynthia Lee, and Denise Rousseau, (2001). Psychological Contract Inventory –Chinese Version.

Guillermo Dabos and Denise M. Rousseau (2003). Psychological Contract Inventory – Spanish Version.

Jurgen Deller and Denise M. Rousseau (2005) Psychological Contract Inventory –German Version.

Denise M. Rousseau and Severin Hornung (2011) Idiosyncratic Deal Measures.

## SELECTED ACADEMIC CONFERENCE PAPERS AND INVITED COLLOQUIA

"Aggregation and low base rate phenomena." American Psychological Association Convention, Montreal, 1978.

"Managing in the future." Academy of Management, Atlanta, 1979.

"Technology and effectiveness in hospitals." Invited colloquia, U Illinois, Urbana-Champaign, Department of Psychology, 1979.

"A model of technology and structure." Invited colloquium, U California at Berkeley, 1980 (with Robert A. Cooke).

"System effectiveness: An alternative to organizational effectiveness." U Illinois Urbana-Champaign, Department of Psychology, 1980.

"A theory of effectiveness." Invited colloquium, Michigan State U, Department of Psychology, 1981.

"The role of levels in the study by organizations." Invited colloquium, Pennsylvania State U, Department of Psychology, 1983.

"Technology, structure, and technological change." TIMS/ORSA Convention, Chicago, 1983 (with Robert A. Cooke).

"Implementation of innovations by municipalities." Conference on Industrial Science and Technological Innovation, Skokie, Illinois, 1983 (with Robert A. Cooke).

"Mixed-level models of behavior in organizations." American Psychological Association Convention, Anaheim, 1983.

"All stressors are not environmental: The relationship of individual differences to strain" (with Robert A. Cooke). Midwestern Academy of Management, Notre Dame, 1984.

"The role of individual and organizational characteristics in the effectiveness of automobile dealerships" (with Robert A. Cooke). Midwestern Academy of Management, Notre Dame, 1984.

"Stress and strain." Invited colloquium, Department of Psychology, Michigan State U, 1984.

"Stress in work and family roles." Invited colloquium, Department of Management, U Tennessee, 1984.

"Psychological and implied contracts in organizational behavior." Proceedings of the Association of Human Resource Management and Organizational Behavior, New Orleans, 1986.

"The implied contract in employment: Implications from the law and behavioral research."

Academy of Management, New Orleans, 1987.

"Fairness and implied contract obligation in layoffs: A policy-capturing study" (with Ronald J. Anton). Academy of Management, New Orleans, 1987.

"The cultures of high reliability" (with R. Cooke). Academy of Management, Anaheim, 1988.

"Psychological contracts in recruitment." Society of Industrial/Organizational Psychology, Boston, 1989.

"Psychological contracts in the workplace." Invited colloquium, Colgate Darden Graduate School of Business Administration, November, 1989.

"Culture in intensive care units: Behavioral norms of nurses and physicians and their links to unit performance and staff turnover" (with Steve Shortell, Robin Gillies, R. Knaus, E. Draper and D. Wagner). Academy of Management Meeting, San Francisco, 1990.

"A behavioral model of intensive care unit effectiveness" (with Steve Shortell, Robin Gillies, E. F. X. Hughes, W. Knaus, E. Draper and D. Wagner). Academy of Management Meeting, San Francisco, 1990.

"Changing the psychological contract" (with Matt Kraatz and Sandra Robinson). Academy of Management Meeting, Miami, 1991.

"Trust and implied contracts." Invited colloquium, U Minnesota and U Iowa, 1991.

"Psychological and implied contract." Invited colloquium, Cornell U, 1992.

"Determinants of workgroup performance." Invited colloquia, Carnegie Mellon U, 1992.

"Renegotiating the psychological contract" (with Matt Kraatz and Sandra Robinson). Society for Industrial/Organizational Psychology Meetings, Montreal, 1992.

"The changing psychological contract." Invited colloquia, U Alberta, 1993; Michigan State, 1994; Wharton, U of Pennsylvania, 1994.

"Psychological contracts," Graduate Students in Organizational Behavior Conference, Seattle, 1994.

"Three concepts in MESO organizational behavior." Invited colloquium, Department of Management and Organization, U Washington, 1994.

"Two ways to change a contract." Invited colloquia, School of Business, Tulane U; Psychology Department, Rice U, 1995.

"Teaching and storytelling in organizational behavior." Texas Conference on Organizations, Lake Arthur, 1995.

"Contingent workers in high risk organizations" (with C. Libuser). Academy of Management meetings, Vancouver, B.C., 1995.

"The intersection of two organizational relationships: Organizations and their customers and employees." (with Paul Goodman). Sixth Asia-Pacific Researchers in Organizational Studies Colloquium, Cuernavaca, Mexico, 1995.

"It takes a good reason to change a psychological contract." Invited colloquium, Concordia U, Notre Dame U, U Delaware (Social Psychology) 1995-1997.

"Trust and management credibility" (with Snehal Tijoriwala). Society for Industrial and Organizational Psychology, San Diego, 1996

"Unilateral change in the psychological contract" (with Snehal Tijoriwala). Society for Industrial and Organizational Psychology, San Diego, 1996

"It takes a good reason to change a psychological contract" (with Snehal Tijoriwala), Academy of Management, 1996.

"What makes a good reason to change?" Invited colloquium, Olin School of Business, Washington U at St. Louis, and School of Business, U Southern California, Los Angeles, 1997.

"Human Side of Human Resources: Agency and Community." Paper presented at Academy of Management Meetings, Boston, 1997.

"New forms of employment relations: Empirical evidence using a new inventory." Invited colloquium. U Delaware (Business School), U Pittsburgh (Social Psychology), Harvard Business School, 1997.

"Relational wealth and social capital." Invited colloquium, ICOS, U Michigan, 1998.

"International perspectives on psychological contracts." Symposium co-chair with R. Schalk, San Diego, 1998.

"International views of psychological contracts." Invited colloquium, Wayne State U and Colorado State U, 1999.

"Pieces of the action: Ownership and the effect relationship." Academy of Management meetings, Toronto, August 2000; and A.R.G.H. meetings, Paris, November 2000.

"Idiosyncratic psychological contracts" Invited colloquia, U Pittsburgh and U Texas, 2000. U South Florida, and U Maryland, 2001.

"Idiosyncratic contracts: Flexibility versus Fairness" Keynote address presented at the British Psychological Society, Organizational and Occupational Psychology Division, Glasgow, March 2001.



“Idiosyncratic deals: When workers bargain for career advantage.” Paper presented at Career Evolutions Conference sponsored by Harvard Business School, London, June 14, 2002; at Insead, Fontainebleau, France, June 17, 2002; Academy of Management meetings, Denver, August, 2002.

Keynote Address: “Managing change in health care: Healthcare professionals as designers of the 21<sup>st</sup> century work systems.” European Network of Organizational Psychologists, Vienna, October 2003.

Keynote Address: British Psychological Society - Division of Occupational Psychology – “Surprises in Psychological Contract Research,” Stratford-upon-Avon, January, 2004.

“I-deals: When workers bargain for themselves,” Concordia U-Montreal, March 2004.

“When workers bargain for themselves,” Graduate School of Industrial Administration, Carnegie Mellon U, March, 2004.

“Surprises in Psychological Contract Research,” Fisher School of Business Administration, Ohio State U-Columbus, May 2004.

Keynote Address: Academia de Ciencias Administrativas (ACACIA) – “Evidence-based Management,” Acapulco, May 2004.

“Social interaction patterns shaping employee psychological contracts: Network-wide and local effects” (with G.E. Dabos) Winner Best Paper in Organizational Behavior Award, August, 2004 Annual meeting of Academy of Management, New Orleans.

“The ‘Organization’ in Positive Organizational Scholarship.” ICOS, U Michigan, October 2004.

“When workers bargain for idiosyncratic deals,” Goziet School of Business, Emory U. October, 2004.

“Surprises in Psychological Contract Research.” U Connecticut, November 2004.

Keynote Address: Australia-New Zealand Academy of Management (ANZAM) - “When workers bargain for themselves,” Dunedin, New Zealand, December, 2004.

“Evidence-based Management,” Queensland U Technology, December 2004.

“Idiosyncratic deals employees negotiate for themselves,” School of Business, Columbia U, April 2005.

“Leadership, culture and change,” Lubin School of Business, Pace U, April 2005.

“Cutting separate deals: The upside and downside of employee bargaining,” Public talk, Singapore Management U, May 2005.

“Idiosyncratic deals and changing employment relations,” Research colloquium, School of

Business, Singapore Management U, May 2005.

"Computer-mediated communication and knowledge networks: A relational view." (with K.T.T. Chang) Academy of Management meeting, August, 2005, Honolulu, Hawaii.

Presidential Address: Academy of Management meetings. "Is there such a thing as Evidence-Based Management?" August 2005, Honolulu, Hawaii

Plenary Speaker: "A scholar's journey," British Academy of Management, Doctoral Consortium, September 2005.

"Trends in psychological contract research," Research colloquium, U de Valencia, Spain, October 2005.

"Idiosyncratic deals and commitment: the triangles of justice" Invited presentation, Ohio State U Commitment Conference, Columbus, October, 2005.

Keynote Address: "Idiosyncratic deals: How employees shape innovations in Human Resource practices," Dutch Human Resource Management Network Conference, U Twente, Enschede, Netherlands, November 2005.

"Signs of idiosyncratic deals in organizational research," Invited colloquium, Catholic U Leuven, Belgium, November 2005.

"Idiosyncratic deals workers bargain for themselves." Invited colloquium, Kellogg School, Northwestern, February 2006; Wharton, U Pennsylvania, March 2006, University of Illinois at Chicago December 2006.

"Idiosyncratic deals" Benedictine U, Ph.D OD, MSOB, April 2006.

L.L.Levesque, D.M. Rousseau & V.Ho Creative Collaborating at Lintell Scientific. CASE Association Conference. Saratoga Springs, NY. May 2006.

Keynote Address: "Idiosyncratic Deals Workers Negotiate for Themselves" Vlerick Gent School of Business June 2006 3<sup>rd</sup> Annual Vlerick HR day, Ghent, Belgium.

"Career management" Invited colloquium. Advanced Institute for Management Research, London, June 2006.

"Surprises in the study of psychological contracts" Invited colloquium, London School of Business, June 2006.

Hornung, S., Rousseau, D. M., Glaser J. & Kim, T. G. Employee Proactivity: Autonomy at Work as an Antecedent and Beneficial Effects in an Organizational Transition. 26th International Congress of Applied Psychology, Athens, Greece, July, 2006.

Hornung, S., Rousseau, D. M., Glaser, J. & Kim, T. G. (2006). Proaktives Mitarbeiterverhalten: Autonomie und Auswirkungen auf die Unterstützung eines organisationalen Veränderungsprozesses [Employee Proactivity: Autonomy at Work as a Predictor and Implications for the Support of an Organizational Change Process.] 45th Congress of the German Society of Psychology in Nuremberg, Germany, September 2006.

“Promoting employee engagement.” Strategic Human Resource Management Opinion Leader’s Conference, Phoenix, October 2006.

Shperling, Z., Lubatkin, M. & Rousseau, D.M. Friendship Firms: A new governance logic in start-up firms. Strategic Management Society, Vienna, October 2006.

Rousseau, D.M. & Kim, T.G. Idiosyncratic deals and the employment relationship. British Academy of Management, Belfast, Northern Ireland, September 2006. (Best Paper Award Winner, Organizational Psychology Track)

“What the evidence says about managing change to promote evidence-based management and decision making.” Invited address, Canadian Healthcare Education and Research Foundation, Toronto, October 2006.

“Evidence-based management and practice.” Invited presentation. Asian Academy of Management, Tokyo, December 2006.

“Integrating research and teaching.” Invited colloquium, Singapore Management U, Centre for Teaching Excellence, January 2007.

“Evidence-based management: Who? What? How?” Invited colloquium. Smith School of Business, UMaryland, March 2007.

“Making managers and organizational decisions evidence-based.” Invited colloquium. Institute of Work Psychology, USheffield, England, May 2007.

“Idiosyncratic deals workers bargain for themselves. Invited colloquium. Institute of Work and Organizational Psychology, USheffield, England, May 2007.

Keynote Address: “How Work and Organizational Psychologists can help make managers and organizational decisions evidence-based.” European Work and Organizational Psychology meetings, Stockholm, May 2007.

“Evidence-based Management: Getting started.” The Conference Board, June 12/14, 2007, Columbus, Ohio.

“I-Deals: When workers bargain for themselves” Invited Keynote, Center for Human Resource Management, U Illinois, Chicago., September 2007.

“Three sides of idiosyncratic deals.” Olin School of Business, Washington U, September 2007.

“Synthetic reviews and evidence-based management.” Boston College, School of Business, October 2007.

“Idiosyncratic Deals: When special treatment can be good.” Invited colloquium. Indiana U-Purdue U-Indianapolis, March 2008. Cornell U, January 2009. Pennsylvania State U, January 2009. U Western Ontario, February 2009.

Keynote Address: “The end of management fads? Evidence-informed management.” 4<sup>th</sup> International Conference: Human Resource Management in Europe, Athens, May 30, 2008.

Master Lecture. “Idiosyncratic deals employees negotiate with their employers. Society for Human Resource Management, Chicago June 2008.

Hornung, S., Rousseau, D.M., Weigl, M., Glaser, J., & Angerer, P. “Effects of task individualization on worker well-being: The role of idiosyncratic deals.” Sheffield Conference on Work. Sheffield, UK June 2008

Anand, S. Vidyarthi, P., Liden, R.C. & Rousseau, D.M. “Idiosyncratic deals and organizational citizenship behavior: The moderating effect of exchange relationships.” Paper presented at Academy of Management meetings, Anaheim, August 2008.

Kim, T.G. & Rousseau, D.M. “Times change: Employee motivational shifts across phases of organizational change.” Paper presented at Academy of Management meetings, Anaheim, August, 2008.

Keynote Address: “Evidence-based Management.” Irish Academy of Management, Dublin, September 2008.

“Idiosyncratic Deals: When Special Treatment is Fair.” Invited Colloquia, Pennsylvania State U, January, 2009; Cornell University, January, 2009; University of Western Ontario, February, 2009.

“Managing Large Scale Change toward Evidence-Based Management.” Invited presentation, 13<sup>th</sup> Annual Kovner/Behrman Healthcare Forum. New York U Wagner Graduate School of Public Service, March 2009.

Bal, P.M., Jansen, P.G.W., van der Velde, M.E.G., de Lange, A.H., & Rousseau, D.M. “Reciprocity in the psychological contracts of older and younger workers.” European Association of Work and Organizational Psychology conference, Santiago de Compostello, Spain, May 2009.

Hornung, S., Rousseau, D.M., Weigl, M., Glaser, J., & Angerer, P. “Negotiating for development by hospital physicians.” European Association of Work and Organizational Psychology conference, Santiago de Compostello, Spain, May 2009.

Keynote Address: “Persuading with Evidence.” 40<sup>th</sup> Anniversary Celebration of Health Services Program, Johns Hopkins U, May 2010.

Olivas-Lujan, M. & Rousseau, D.M. "Evidence-based Management and e-HRM." Third European Academic Workshop on e-HRM, Bamberg, Germany, May 2010.

Hornung, S., Rousseau, D. M., Weigl, M., Glaser, J., & Angerer, P. "Antecedents and outcomes of idiosyncratic deals: Including deals that never happened." 27th ICAP, Melbourne, Australia, July 2010.

Hornung, S., Rousseau, D. M., & Glaser, J. "Idiosyncratic deals: Empirical results from the United States and Europe and implications for Chinese management research." IACMR Conference, Shanghai, China, June 2010.

"Practice-Based Evidence." Keynote Address, Practice Theme Committee, Academy of Management, Montreal, August 2010.

Keynote Address: "Evidence-Based Practice: Keeping health and performance in the line of sight." Dublin City U Conference on Healthcare Research, September 10, 2010.

"Evidence-Based Practice: Keeping health and performance in the line of sight." Presentation Health Intelligence, HSC, Dublin. September 14, 2010.

"Evidence-Based Management: An idea whose time has come." Lecture, Innovation Centre, Trinity College-Dublin, September 22, 2010.

Hornung S., Glaser J., Rousseau, D.M., Weigl, M. & Angerer P. "Health-oriented leadership for hospital physicians: Promoting well-being and work-life balance through personalized working conditions." 8th ICOH Conference Occupational Health for Health Care Workers, Casablanca, October 28-31, 2010.

Hornung S., Rousseau D.M., Weigl M., Angerer P. & Glaser J. "Leader consideration and employees' idiosyncratic deals: New pathways for managing work engagement and work-family conflict." 24th Annual ANZAM Conf, Adelaide, AU, Dec 6-10, 2010.

"Idiosyncratic deals workers bargain for themselves." Human Resources and Industrial Relations, Michigan State U; Hong Kong Poly U, Department of Management and Marketing; Erasmus Mundi Program, U Paris, Rene Descartes Campus, Industrial/Organizational Psychology, U Akron, 2011.

"Evidence-based Management for practitioners, educators and scholars." Hong Kong U Information, Science and Technology; European Network of Organizational Psychology, Paris; March 2011.

"Reinforcing the micro-macro bridge in employee well-being research." Presentation at EAWOP, Maastricht, May 2011.

Hornung, S. & Rousseau, D.M. "Measuring idiosyncratic deals: A review and primer." Presentation at EAWOP, Maastricht, May 2011.

“I-deals: When employees bargain for themselves.” Presentation at EAWOP, Maastricht, May 2011.

“Becoming an evidence-based manager.” Presentation at VU-Amsterdam, May 2011.

“Evidence-based Management: Reason, repair and reflections (a role for psychologists)”. Keynote address, Arbeit Organisation Wirtschaft, Deutschen Gesellschaft für Psychologie, Rostock, September 2011.

“Evidence-Based Management.” George Washington U; Mitre Corporation, 2012.

“Practice-oriented evidence.” U Rotterdam, September 2012.

Fu, N., Flood, P.C., Bosak, J., Rousseau, D., Morris, T., & O’Regan, P. (2012) ‘A Longitudinal Study of How HPWS Works in Professional Service Firms: Examining the Practices-Resources-Uses-Performance Linkages’, *Proceedings of The 11<sup>th</sup> World Congress of International Federation of Scholarly Associations of Management (IFSAM)*, p.19-20. Limerick, Ireland.

Rousseau, D.M., Barends, E. & Briner, R. “Evidence-Based Management implications for researchers”, British Academy of Management Workshop, London, December 13, 2012.

Rousseau, D.M., Barends, E. & Briner, R. “Teaching Evidence-Based HRM”, Workshop for HR Department, U Cardiff School of Business, Cardiff, December 14, 2012.

“Teaching Evidence-Based Management”. Department of Industrial/Organizational Psychology and Department of Management, School of Business, George Washington U, April 2013; Executive Doctoral Program, Case Western Reserve U, April 2013; Department of Management and Organization, Anderson School of Business, UCLA, May 2013.

Award Address: Evidence-Based Management in Teams. Presentation at Israel Organizational Behavior Conference, Tel Aviv, January 2014.

Psychological Contract Theory 2.0. Technion University, Haifa, Israel, January 2014.

Psychological Contract Theory and Self-Regulation, U Ghent, Belgium, January 2014.

Keynote Address: Idiosyncratic Deals for Career Development and Retention, Royal Library Brussels, Program Levensloopbaan, VOV lerend network, January 2014.

Does People Analytics really mean better decisions? Wharton People Analytics Conference, U Pennsylvania March 2014.

Keynote: Psychological Contract Research Opportunities. Psychological Contract Conference, UToronto, July 2014.

Keynote: Evidence-Based Management Insights. Engaged Management Scholarship Conference,

Tulsa, September 2014.

Practice Oriented Evidence that Matters, Panel on Closing the Research Practice Gap, Engaged Management Scholarship Conference, Tulsa, September 2014.

Evidence-based Management, Keynote, American Accounting Association, Managerial Accounting Division, Irvine, January, 2015.

Teaching Evidence-Based Management, chair. MED Professional Development Workshop, Academy of Management, Vancouver, August. Won Best PDW award from MED Division, 2015.

I-deals Research Colloquium, discussant. Academy of Management, Vancouver, August, 2015.

MSR Plenary Session on Sustainability, presenter. Academy of Management, Vancouver, August 2015.

Evidence-Based Management, Keynote, Administrative Science Association of Canada, Halifax, June 2015.

Evidence-Based Management and Decision Making Keynote, Evidence-based Policing Conference, Cambridge UK, July 2015.

Evidence-based Management, Invited Colloquium, Clarion University, September 2015.

Fu, N., Flood, P., Morris, T. & Rousseau, D.M. 'When Resources Leads to High Performance: Exploring the Role of Clients', The 19<sup>th</sup> Annual Irish Academy of Management Conference, 31 Aug - 2 Sep 2016 Dublin.

#### RESEARCH INTERESTS

Idiosyncratic deals, psychological contracts, performance management, organizational culture and change, innovations in employment relations, evidence-based management and evidence-based practice.

#### TEACHING INTERESTS

Evidence-based management, managing change, individual and group behavior in organizations, human resource management and employment relations, leadership, managing in a virtual environment, and organizational research methods and processes

## EXECUTIVE DEVELOPMENT

Evidence-based management, culture assessment and managing change, labor force trends and employment relations, performance management, group process and team building, human resource strategies.

International Advanced Management Institute, Switzerland (Burkenstock), 1986, 1987.

Senior Executive Program, Thailand, 1987.

Institute for Journalism Education, UC-Berkeley/Northwestern University, 1985-1994.

Newspaper Management Center, Northwestern University, 1989-1995.

Allen Center, Kellogg Programs. Northwestern University:

Executive Masters Program, 1984 to 1994.

Executive Development Program, 1987 to 1994.

Kellogg Executive Programs (1984 to present)

Advanced Executive Program

American Banking Association

American Meat Institute

American Supply Association

Becton, Dickinson

British Petroleum

Brunswick

Deloitte, Haskins and Sells

ERA

Ernst and Whinney/Ernst and Young

Federal Aviation Administration

General Dynamics

Johnson & Johnson

Manufacturing Strategies

People and Productivity

Polish Bankers

Rolm

Quality/Motorola University

Rohrer – Poulenc

Square D

Societe Generale

Steel Service Center Institute

Total Quality Schools

Transportation

United Way of Chicago

Uppsala University

US Gypsum

Zurich Insurance



Carnegie Mellon University Executive Programs (1993 to present):

GSIA/Tepper:

- Carnegie Bosch Institute Programs  
(Global Leadership, Leadership the Daily Challenge)
- Program for Executives
- Samsung
- Finnemeccanica
- Manufacturing Strategies (Pittsburgh, Cancun, Cuernavaca)
- Korea Electric
- Green Design
- Lockheed Martin
- Managing Technology in Organizations
- Developing Human Capital
- Medrad
- NOVA Chemicals
- Swiss Bankers
- UBS
- Giant Eagle
- Chinese Executive Education (SASAC)
- Cisco

Heinz:

- Senior Executive Program (Beijing)
- Senior Executive Program
- Solving the Health Care Puzzle
- Wright-Patterson Program
- American Council of Physician Executives
- VHA
- Chief Information Officers
- UPMC Business Intelligence and Data Analytics
- Masters of Medical Management

Additional Programs:

- The Executive Committee, Chicago, 1988
- Medical Group Management Association, 1991, 1992, 1993
- Young President's Organization, 1988
- Marshfield Clinic, 1992
- Illinois States Attorney, 1992-1993
- Museum of Science and Industry, Chicago, 1993
- American Pathologists Association, 1993
- Association of Hispanic Journalists, 1993
- Loyola Medical School, 1993
- NCR, Northwest Division, 1993
- American Association of Nurse Anesthetists, 1993
- CORE, Cornell University, 1994-present
- Human Resource Executive Program, Texas A&M University, 1995

Hewitt Associates, 1995; 1996  
LTV Steel, 1997  
International Banking School, 1998  
Federal Home Loan Bank, 2005  
UPP (Katz School, UPitt), 2007, 2008  
Kaløvig Center, Aarhus, Denmark 2011  
I4PC Evidence-Based Management Study Group, 2011  
PNC Bank, 2013

#### OTHER TEACHING (selected)

International Graduate Program in Science of Organization (AILUN- Sardinia), Nuoro, Italy, September, 2004.

CHERP Research Methods course (UPITT/VA) 2004-2006

George Washington U, Executive Doctoral Program, 2011-2013

Human Resource Management, Masters Program, Talinn Institute of Technology, Estonia, 2011.

Organizational Change, Masters Program, VU—Amsterdam, September 2012, 2015.

#### PUBLIC SERVICE

Management Development Programs for:

Senior Citizen Cooperative Services, Detroit, MI (1978)  
Triton College, River Grove, Illinois (1984)  
Morton College, Cicero, Illinois (1984)  
Methodist Youth Services (1985-1986)  
WTTW Chicago (1987)  
Norris Center, Northwestern University (1987-1988)  
Northwestern University Department Chairs (1989-1994)  
United Way of Chicago (1993)  
Department of Human Services, Allegheny County, Pittsburgh (1998)  
Facilitator, Heinz Endowments Retreat (2000)  
Presenter, Social Entrepreneurship Conference, Pittsburgh (2003)  
OPERA, Managing the New Worker, Pittsburgh (2004)  
Childcare Centers, U Pittsburgh (2005)

Institute of Medicine

Panel member, “Work Environment for Nurses and Patient Safety” 2002-2003.  
Panel member, “Medical Education Trainee Hours” 2007-2008.

## OTHER PROFESSIONAL SERVICE (selected)

Ph.D. Coordinator, Organization Behavior Department, Kellogg School, Northwestern University, 1988-1989  
MESO Studies Team Coordinator, April, 1991, Allen Center, Evanston, Illinois.  
Board Member, Foundations of I/O Psychology Book Series (SIOP) 1995-2000  
Executive Board Member, Society for Organizational Behavior, 1993-1997  
Participation in ANZAM Doctoral Program Consortia:  
    “Theory building in organizational research,” Dunedin, New Zealand, 2004.  
Faculty Director, Institute for Social Innovation, Heinz School of Public Policy, Carnegie Mellon University, 2005--  
Faculty Chair, Health Care Policy and Management Program, Heinz School of Public Policy, Carnegie Mellon University, 2006-present  
Faculty Chair, Masters of Medical Management Program, Heinz School of Public Policy, Carnegie Mellon University, 2006--  
Director, Project on Evidence-Based Organizational Practice, 2006--  
Visiting Faculty, Advanced institute of Management (UK) Faculty Development, 2006-2008  
Participation in Western Academy of Management, Doctoral and Junior Faculty Consortium, Missoula, Montana, 2007.  
Doctoral Workshop, Irish Academy of Management, Dublin, 2008.  
Chair, Academic Advisory Board, Center for Evidence-Based Management, 2010—

### **Service to Academy of Management:**

Participation in Academy of Management Consortia:  
    "Quantitative versus qualitative methods," OB/OD/OT, Detroit, 1980.  
    "Quantitative assessment of culture," OB/OD/OT, Chicago, 1986.  
    "Cultural assessment and survey techniques," Personal and Human Resources, New Orleans, 1987.  
    "That's interesting," OB/OD/OT, Washington, D.C., 1989.  
    "Research trends," OB/OD/OT, Atlanta, 1993.  
    Senior Faculty Consortium (co-facilitator), 1993, 1996.  
    "Futures of Management Education," Not-So-Junior Faculty Consortium, 1996.  
    "Integrating Research into Teaching," OB/OD/OT, San Diego, 1998.  
    “New Doctoral Students Consortium,” Denver, CO, 2002.  
Representative-at-large, Academy of Management, Organization Behavior Division, 1986-1988 (Coordinated Scholarly Contributions Award Committee).  
Program Chair, Academy of Management, Organization Behavior Division, 1990.  
Division Chair-elect (Doctoral Consortium Coordinator), Academy of Management, 1991.  
OB Division Chair, Academy of Management, 1991-1992.  
OB Executive Committee, Academy of Management, 1992-1993 (coordinating senior faculty consortium).  
Representative at Large, Board of Governors, Academy of Management, 1994-1997 (Chair, Long Range Planning Committee).

Member, Scholarly Contribution Award Committee, OB Division, 1997.  
 Vice President-Elect, Academy of Management, 2001-2002.  
 Vice President – Program Chair, Academy of Management, 2002-2003  
 President-Elect, Academy of Management, 2003-2004  
 President, Academy of Management, 2004-2005.  
 Past-President and Director of External Relations, Academy of Management, 2005-2006  
 Member, George Terry Book Award Committee, Academy of Management, 2007  
 Chair, George Terry Book Award Committee, Academy of Management, 2008  
 Member, AMLE Best Article Award Committee, Academy of Management, 2009  
 Chair, Ethics Committee, Academy of Management, 2014-  
 Dean, Fellow of the Academy of Management 2015-2017  
 Chair, Mahoney Award Committee, 2016

**Service to Society for Industrial/Organizational Psychology:**

Frontiers of I/O Psychology, Advisory Board 1996-2000  
 Psychological Contracts, Pre-Conference Workshop, Facilitator, Nashville, 1994  
 Evidence-Based Management, Conference-in-a-Conference, Organizer, New Orleans 2009

DOCTORAL DISSERTATIONS

CHAIR

(Northwestern)

Rekha Karambayya -York University  
 Ron Anton, S.J. -Loyola University of Baltimore  
 Joseph Daly -Appalachian State University  
 Karl Aquino -University of British Columbia  
 Sandra Robinson -University of British Columbia

(Carnegie Mellon University)

Gary Katzenstein -Hong Kong Institute of Science and Technology  
 Snehal Tijoriwala  
 Jeanne Wilson -William & Mary College  
 Laurie Levesque -Suffolk University  
 Violet T. Ho -Nanyang Technological University  
 Claudia Ferrante - U.S. Air Force Academy  
 Wenxuan Ding -University of Illinois at Chicago  
 Guillermo Dabos -Universidad San Andreas and UNICAM  
 Tai Gyu Kim -University of Delaware/Korea University  
 Ting Ting Chang -National University of Singapore  
 Irene Tinagli -Universidad Rey Juan Carlos  
 Gerard Beenen -California State University, Fullerton  
 Brian Knudsen -Poverty & Race Research Action Council  
 Benjamin Collier -Carnegie Mellon University-Qatar  
 Byeung Jo Kim

## COMMITTEE MEMBER

### (Michigan)

Nesrin Eser Uzun -University of Michigan/Flint  
Amos Bradford -Florida A&M University  
Lorraine Uhlaner -Eastern Michigan University

### (Northwestern)

Mary Ann McGrath -Loyola of Chicago  
Lisa Gundry -DePaul University  
Laura Peracchio -University of Minnesota  
Mary Lee Stanisfer -University of Denver  
Robert Weinberg -Hewitt Associates  
Shelly Robbins -University of Wisconsin, Milwaukee  
Linnea Berg -Northwestern University  
Avi Kay -Touro College - Israel  
Anne Reilly -Loyola of Chicago  
Brian Golden -University of Western Ontario  
Moshe Farjoun -Tel Aviv University  
Elizabeth Wolfe --New York University  
Anne Lytle -Hong Kong Institute of Science and Technology  
Kathy Tinsley -Georgetown University

### (Carnegie Mellon)

Davis Jenkins -University of Illinois  
Deborah Gibbons -Georgia State University  
Shawn Bushway -University of Maryland  
Vanessa Hill -University of Arizona  
Ranga Ramanujam -Purdue University  
Fernando Olivera -University of Western Ontario  
Wai Fong Boh -Nanyang Technical University  
Matthew Cronin -George Mason University  
Sabine Juninger -University of Lancaster  
Laura Dabbish -Carnegie Mellon University  
Lai Lei -Tulane University  
Julia Bear -Technion  
Keith Hunter -U San Francisco  
Ian Hargraves -Mayo Clinic  
Kenneth Goh -U Western Ontario  
Amanda Weirup --Babson College  
Yeonjeong Kim -MIT

### (Rutgers)

Barbel Koch -Kaiser Permanente  
Dorothy Kirkman -U Texas

### (U. Pittsburgh)

Harry Van Buren	-University of New Mexico
Adele Quiroz	-University of Northern Iowa
Iryna Shevchuk	
Jonathon Pinto	-Imperial College
Emily Stiehl	
(U. North Carolina)	
Lisa Shurer	
Lambert	-George State University
(Claremont)	
Pat Bacilli	-Seattle University
(U. Sussex)	
Alfred Crossman	-U. Sussex
(U. Tilburg)	
Charissa Frese	-U Tilburg
(Free U. Amsterdam)	
Matthijs Bal	-U. Utrecht
(LSE)	
Kyle Ingram	-U Brighton
(U. Limerick)	
Ultan Sherman	
(Free U Amsterdam)	
Eric Barends	-Center for Evidence-Based Management; VU-Amsterdam
(Rutgers U)	
Sargam Garg	-Sacramento State University

#### HABILITATION

(U Poitiers)	
Pascale de Rosario	-Conservatoire des Arts et Metiers

#### RESEARCH AND CONSULTING SETTINGS

(partial list)

Allegheny General Hospital  
 American College of Hospital Administrators  
 American Microsystems  
 Ameron Pipe Company  
 Ampex Corporation  
 Asbury Heights, Methodist Home for the Aged

Bank of America  
Bankers' Trust  
Blackman, Kallik, Bartlestein  
Bechtel Corporation  
Booz, Allen, and Hamilton  
Columbia Broadcasting System  
Federal Aviation Administration  
Food Marketing Institute  
Freemason Eldercare  
General Foods  
Human Synergistics  
Kaiser Permanente  
Methodist Youth Services  
Midway Airlines  
Mt. Diablo Community Hospital  
National Association of Professional Surplus Lines Offices  
Pacific Telephone Company  
Panasonic (China)  
PNC Bank  
Procter and Gamble  
Raychem Corporation  
Ruckers Corporation  
Seagate Inc.  
Sisters of the Sacred Heart  
Sonoma State College  
Spectra Physics  
State of Bavarian (Germany), Tax Authority  
Suburban General Hospital  
UBS  
UPMC  
United Way  
U.S. Steel Corporation  
USS Carl Vinson (CVN70)  
USS Enterprise (CVN65)  
WTTW Chicago  
Zurich-American Insurance

## PROFESSIONAL ORGANIZATIONS

Academy of Management (Elected Fellow, 1997; Dean of Fellows, 2015-17; President, 2004-2005)  
American Psychological Association (Elected Fellow, 1991)  
Society for Industrial/Organizational Psychology (Elected Fellow, 1991)  
Society for Organizational Behavior (Elected 1979; Executive Board 1993-1996)  
European Group and Organizational Studies (EGOS)  
Society of Human Resources Management  
European Association of Work and Organizational Psychology  
British Academy of Management (Elected Fellow, 2005)

#### EDITORSHIP

Editor-in-Chief, Journal of Organizational Behavior (1998 – 2007).

#### EDITORIAL REVIEW BOARD MEMBER

Academy of Management Journal (1981-1984)  
Administrative Science Quarterly (1979-1982)  
Journal of Organizational Behavior (1985-1992)/Associate Editor (1993-1998)  
Group and Organizational Studies (1986-1994)  
Journal of Applied Psychology (1994-1997)  
Journal of Management Inquiry (1998-present)  
Journal of Vocational Behavior (2003-present)  
Revue de Gestion Sciences (2004-present)  
M@n@gement (2006-present)  
Journal of Management and Organizations (2006-present)  
Career Development International (2006-present)  
Trust Journal (2008- present)  
Journal of Applied Behavioral Science (2008-present)  
Business, Society and Policy (2011-present)  
Evidence & Policy (2012-present)  
Academy of Management Discoveries (2013-present)  
Engaged Scholarship Review (2014-present)  
Project Management Journal (scientific committee-2015-present)

#### OCCASIONAL REVIEW BOARD MEMBER

##### *Journals:*

Academy of Management Journal  
Academy of Management Review  
Administrative Science Quarterly  
American Journal of Sociology  
Applied Psychology  
Human Relations  
Human Resources Research Review  
International Journal of Management Education  
Journal of Healthcare Management  
Journal of Leisure Research  
Journal of Occupational and Organizational Psychology  
Journal of Management



Journal of Management and Organization  
Journal of Management Inquiry  
Journal of Management Studies  
Journal of Personality and Social Psychology  
Management Science  
Organizational Behavior and Human Decision Processes  
Organizational Behavior and Human Performance  
Organizational Research Methods  
Organizational Science

*Publishers:*

Dryden Press  
Goodyear Publishing Company  
Prentice-Hall  
Morrow  
Scott-Foresman, Little Brown  
John Wiley & Sons  
Lawrence Erlbaum  
Oxford University Press

*Research Proposals:*

National Institute of Education (Organizational Processes Group)  
National Science Foundation  
Hong Kong Institute of Science and Technology  
Canadian Council of Science

**BOARDS**

Social Innovation Accelerator (2005-2006)  
Talk (2010-2015)  
Academic Advisory Board, Center for Evidence-based Management (2010-present)  
International Advisory Board, Department of Management, Hong Kong Polytechnic U (2010-2013)  
International Scientific Advisory Panel Behavioral Sciences Institute, Singapore Management University (SMU) (2010-present)  
Research Advisory Board, ISTECC, Ecole supérieure de commerce et de marketing, Paris (2013-present)  
McKinsey Implementation Advisory Board (2017-present)

**GRANTS**

"Intensive Care Unit Performance," Healthcare Finance Administration, 1989-1991 (Steve Shortell, co-PI), \$772,000.

"Changing and Renegotiating the Psychological Contract," International Consortium on Executive Development Research, 1993-1994, \$15,000.

"Social Capital and the New Economy," Society for Social Issues, 1997 (Carrie Leana, co-PI), \$5,000.

"International Psychological Contracts," Carnegie-Bosch Institute, 1998-1999, \$10,000.

"Virtual Teams," Carnegie Bosch Institute, 1999, \$10,000.

"Virtual Teams," Citibank, 2000 (S. Straus, W. McEvily & J. Wilson, co-PI), 2000-2001, \$14,000.

"Pittsburgh Regional Health Initiative," HHS Agency for Healthcare Research and Quality, 2001-2004 (C. Sirio, PI, Rousseau, co-PI) \$5,000,000.

"Building an Evidence-Based Management Community" Academy of Management, 2007, \$20,000.