
Dwight Frink, Ph.D.

**P.M.B. and William King Self Chair of Free Enterprise
Visiting Professor of Business, Incae Business School
Visiting Professor, University of Costa Rica
Department of Management
School of Business Administration
The University of Mississippi
University, MS 38677**

dfrink@bus.olemiss.edu

Academic Background

Ph.D. U of Illinois at Urbana-Champaign, Urbana-Champaign, Illinois, Human Resources Management, 1994

A.M. U of Illinois at Urbana-Champaign, Urbana-Champaign, Illinois, Human Resources Management, 1993

B.S. University of South Alabama, Mobile, Alabama, Personnel and Industrial Relations, 1990

Work Experience

Academic Experience

Professor of Management, University of Mississippi (2008 - Present).

P.M.B. and William King Self Chair of Free Enterprise, University of Mississippi (2001 - Present).

Visiting Professor of Management, University of Costa Rica (2008 - 2009).

Visiting Professor of Management, Incae Business School (2008 - 2009).

Associate Professor of Management, University of Mississippi (2000 - 2008).

Chair, University of Mississippi (2002 - 2006). Department of Management, School of Business Administration.

Management Area Coordinator, University of Mississippi (2000 - 2002). School of Business Administration.

Assistant Professor of Management, University of Mississippi (1995 - 2000).

Visiting Assistant Professor of Management, University of Oklahoma (1994 - 1995).

Graduate Teaching Assistant, Institute of Labor and Industrial Relations, University of Illinois (1992 - 1994).

Graduate Research Assistant, Institute of Labor and Industrial Relations, University of Illinois (1991 - 1994).

Non-Academic Experience

National

Commercial Construction Project Manager, Superintendent, and Estimator, (1977 - 1990).

Teaching

Courses Taught

Scheduled courses: Advanced Directed Study, Advanced Human Resource Management, Compensation Management, Entering the Profession Seminar, Human Resource Management, Individual Study, Labor Relations, Managerial Communications, Organization Behavior, Organization Theory, Principles of Management, Research Methods I: Research Methods and Philosophy of Science, Seminar in Human Resource Management, Topics in Business Abroad, Training and Development

Other courses:

Human Resource Management, Research Method, Advanced HR Management, Principles of Management, Training and Development, Labor Relations, Statistics, Freshman Composition (Leadership in Literature & Film), Organizational Behavior, Compensation, Organization Theory, Topics in International Business: Management

Research/Intellectual Contributions:

Refereed Articles

- Bing, M., Davison, H. K., Minor, I., Novicevic, M. M. , & Frink, D. D. (in press, 2011). The Prediction of Task and Contextual Performance by Political. *Journal of Vocational Behavior*.
- Evans, W. R., Davis, W. D., & Frink, D. D. (in press, 2009). An Examination of Employee Reactions to Perceived Corporate Citizenship. *Journal of Applied Social Psychology*.
- Frink, D. D. (2009). Buscando el centro del liderazgo. *Incae Business Review*.
- Frink, D. D. (2009). Buscando el Centro del Liderazgo (Reprint from IBR). *Revista Plus*.
- Frink, D. D. (2009). Paying the fiddler: Thoughts about individual and institutional accountability. *Central America Today*.
- Breaux, D., Perrewé, P., Hochwarter, W., Hall, A., & Frink, D. D. (2008). Time to Try a Little Tenderness? The Detrimental Effects of Accountability When Coupled with Abusive Supervision. *Journal of Leadership and Organizational Studies*, 15 (2), 111-122.
- Hochwarter, W. A., Ferris, G. R., Perrewé, P. L. , Hall, A. T. , & Frink, D. D. (2007). Political skill as a neutralizer of the felt accountability-job tension effects on job performance ratings: A longitudinal investigation. *Organizational Behavior and Human Decision Processes*, 102, 226-239.
- Robinson, R. K., Epermanis, K., & Frink, D. D. (2005). Narrowing the legal definition of 'homosexual': Establishing sexual desire as a motive for same-sex harassment. *Journal of Individual Employment Rights*, 12 (1), 83-95.
- Frink, D. D. & Klimoski, R. J. (2004). Advancing Accountability Theory and Practice: Introduction to the Human Resource Management Review special edition. *Human Resource Management Review*, 14, 1-17.
- Ferris, G. R., Treadway, D. C., Kolodinsky, R. W. , Hochwarter, W. A. , & Kacmar, C. J. (2004). Development and validation of the political skill inventory. *Journal of Management*.
- Douglas, C., Frink, D. D., & Ferris, G. R. (2004). Emotional Intelligence as a Moderator Between conscientiousness and Intelligence. *Journal of Leadership and Organizational Studies*, 10 (3), 2-14.
- Frink, D. D., Rose, G., & Canty, A. (2004). The Effects of Values on Worries Associated with Acute Disaster: A Naturally Occurring Quasi-Experiment. *Journal of Applied Social Psychology*, 34, 85-107.
- Frink, D. D., Robinson, R. K., Reithel, B., Arthur, M. M. , & Ammeter, A. P. (2003). Gender Demography and Organization Performance: A Two-study Investigation with Convergence. *Group and Organization Management*, 28, 127-147.
- Castro, S. L., Douglas, C., Hochwarter, W. A. , Ferris, G. R. , & Frink, D. D. (2003). The Effects of Positive Affect and Gender on the Influence Tactics - Job Performance Relationship. *Journal of Leadership and Organizational Studies*, 10 (1), 1-18.
- Buckley, M. R., Weise, D. S., Frink, D. D. , Howard, J. L. , & Berkson, H. M. (2001). Ethical Issues in Human Resources Systems. *Human Resource Management Review*, 11, 11-29.
- Canty, A., Hochwarter, W. A., Ferris, G. R. , Frink, D. D. , & Perrewé, P. L. (2001). Reconsidering the Job Performance - Turnover Relationship: The Role of Gender in Form and Magnitude. *Journal of Applied Social Psychology*, 31 (11), 2357-2377.
- Robinson, R., Frink, D. D., Reithel, B. J. , & Franklin, G. M. (2001). Workplace Diversity: Is It A Justification for Proportional Representation in the Workplace? *Journal of Business & Entrepreneurship*, 13 (1), 97-109.
- Perrewé, P. L., Ferris, G. R., Frink, D. D. , & Anthony, W. P. (2000). Political Skill: An Antidote for Workplace Stressors. *Academy of Management Executive*, 14, 115-123.
- Ferris, G. R., Hochwarter, W. A., Buckley, M. R. , Harrell-Cook, G., & Frink, D. D. (1999). Human Resources Management: Some new Directions. *Journal of Management*, 25, 385-415.
- Frink, D. D. & Ferris, G. R. (1999). The Moderating Effects of Accountability on the Conscientiousness-performance Relationship. *Journal of Business and Psychology*, 13, 515-524.
- Frink, D. & Ferris, G. R. (1998). Accountability, impression-management, and goal setting in the performance evaluation process. *Human Relations*, 51, 1259-1283.
- Ferris, G. R., Arthur, M. M., Berkson, H. M. , Kaplan, D. M. , Harrell-Cook, G., D. D. Frink, (1998). Toward a social context theory of the human resource management-organizational effectiveness relationship. *Human Resource Management Review*, 8, 235-264.
- Robinson, R. K., Frink, D. D., Reithel, B. J. , & Franklin, G. M. (1998). Vicarious liability for hostile environment sexual harassment: Examining the implications of the Ellerth and Faragher decisions. *Labor Law Journal*, 49, 1232-1240.
- Buckley, M. R., Fedor, D. B., Marvin, D. S. , & Frink, D. D. (1997). A note on the ethical necessity of providing realistic information to organization members. *Journal of Managerial Issues*, 9, 468-484.
- Ferris, G. R., Dulebohn, J. H., Frink, D. D. , Mitchell, T. R. , George-Falvy, J., L. M. Matthews, (1997). Job and organizational characteristics, accountability, and employee influence. *Journal of Managerial Issues*, 9, 162-175.
- Ferris, G. R., Frink, D. D., Galang, M. C. , Zhou, J., Kacmar, K. M. , J. L. Howard, (1996). Perceptions of organizational politics: Prediction, stress-related implications, and outcomes. *Human Relations*, 49, 233-266.
- Ferris, G. R., Frink, D. D., Bhawik, D. P. , Zhou, J., & Gilmore, D. C. (1996). Reactions of diverse groups to politics in the workplace. *Journal of Management*, 22, 23-44.
- Driver, R., Buckley, M. R., & Frink, D. D. (1996). Should we write off graphology? . *International Journal of Selection and Assessment*,

4, 78-86.

Howard, J. L. & Frink, D. D. (1996). The effects of organizational restructure on employee satisfaction. *Group and Organization Management*, 21, 278-303.

Ferris, G. R., Frink, D. D., & Galang, M. C. (1994). Diversity in the workplace: The human resources management challenges. *Human Resource Planning*, 16, 41-51.

O'Leary-Kelly, A., Martocchio, J. J., & Frink, D. D. (1994). The influence of group goals on group performance: Established findings and future research needs. *Academy of Management Journal*, 37, 1285-1301.

Ferris, G. R., Frink, D. D., Gilmore, D. C., & Kacmar, K. M. (1994). Understanding politics: Antidote for the dysfunctional consequences of organizational politics as a stressor. *Journal of Applied Social Psychology*, 24, 1204-1220.

Non-Refereed Articles

Frink, D. D. (2009). On top of the heap or stuck in the middle? How political skill makes the difference. *Costa Rica Today*.

Papers Under Review

Frink, D. D. & Terpstra, D. E. (2011). "Advancement of a Person- and Job- Match Placement Model," Initial submission to *Academy of Management Journal*.

Davison, H. K., Mishra, V., Bing, M., & Frink, D. D. (2011). "PEER EVALUATIONS AND TEAMMATE ACCOUNTABILITY: HOW INDIVIDUAL PERFORMANCE AFFECTS PEER EVALUATIONS IN CLASSROOM TEAMS," Initial submission to *Academy of Management Learning and Education*.

Book Chapters

Non-Refereed

Frink, D. D., Treadway, D. C., & Ferris, G. R. (2005). "Social influence in the performance evaluation process", *The Blackwell encyclopedia of management* (2nd Ed.), (pp. 346-349). Malden, MA: Blackwell.

Robinson, R. K. & Frink, D. D. (2002). "A Managers Primer for Sexual Harassment in the Workplace", In G.R. Ferris, M.R. Buckley, & D. Fedor (Eds.) *Human Resources Management: Perspectives, Context, Functions, and Outcomes* (Fourth edition), (pp. 103-119). Englewood Cliffs, NJ: Prentice-Hall.

Mero, N. P. & Frink, D. D. (2002). "Accountability in Organizations and Human Resources", In G.R. Ferris, M.R. Buckley, & D. Fedor (Eds.) *Human Resources Management: Perspectives, Context, Functions, and Outcomes* (Fourth edition), (pp. 422-439). Englewood Cliffs, NJ: Prentice-Hall.

Ferris, G. R. & Frink, D. D. (1997). "Influence tactics in the performance evaluation process", In L. H. Peters, S. A. Youngblood, & C. R. Greer (Eds.) *The Blackwell encyclopedic dictionary of human resource management*, (pp. (pp. 165-167).). Oxford, UK: Blackwell Publishers.

Frink, D. & Ferris, G. R. (1996). "Accountability in the management of human resources", In G. R. Ferris & M. R. Buckley (Eds.) *Human resources management: Perspectives, context, functions, and outcomes* (Third edition), (pp. (pp. 422-435).). Englewood Cliffs, NJ: Prentice-Hall.

Bender, J., Urban, T. F., Galang, M. C., Frink, D. D., & Ferris, G. R. (1996). "Developing human resources professionals at ARCO Oil and Gas Company", In G.R. Ferris & M.R. Buckley (Eds.) *Human resources management: Perspectives, context, functions, and outcomes* (Third edition), (pp. (pp. 19-33)). Englewood Cliffs, NJ: Prentice-Hall.

Refereed

Frink, D., Hall, A., Perryman, A., Ranft, A., Hochwarter, W., Ferris, G.R., Royle, M.T, (2008). "Meso-Level Theory of Accountability in Organizations", In Joseph J. Martocchio (Ed.) *Research in Personnel and Human Resources Management*, (pp. Vol. 27, pp. 177-245). Bingley, UK: Emerald Group Publishing Ltd..

Hall, A. T., Frink, D. D., Ferris, G. R., Hochwarter, W. A., & Kacmar, C. J. (2003). "Accountability in Human Resources Management", In C.A. Schriesheim & L. Neider (Eds.) *New Directions in Human Resource Management*, (pp. 29-63). Greenwich, CT: Information Age Publishing.

Frink, D. & Klimoski, R. J. (1998). "Toward a theory of accountability in organizations and human resources management", In G. R. Ferris (Ed.) *Research in personnel and human resources management*, (pp. (Vol. 16, pp. 1-50).). Greenwich, CT: JAI Press.

Ferris, G. R., Bhawuk, D. P., Frink, D. D., Keiser, J. D., Gilmore, D. C., R. C. Canton, (1996). "The paradox of diversity in organizations", In A. Gutschelhofer & J. Scheff (Eds.) *Paradoxical management: Contradictions in management - A management of contradictions*, (pp. (pp. 203-230)). Vienna: Linde Verlag.

Ferris, G. R., Frink, D. D., Beehr, T. A., & Gilmore, D. C. (1995). "Political fairness and fair politics: The conceptual integration of divergent constructs", In R.S. Cropanzano & K.M. Kacmar (Eds.) *Organizational politics, justice, and support: Managing the social climate of the workplace*, (pp. (pp. 21-36)). Westport, CT: Greenwood Publishing Co..

Ferris, G. R., Mitchell, T. R., Canavan, P. J., Frink, D. D., & Hopper, H. (1995). "Accountability in human resources systems", In G.R.

Ferris, S.D. Rosen, & D.T. Barnum (Eds.) Handbook of human resource management , (pp. (pp. 175-196)). Oxford, UK: Blackwell Publishers..

Frink, D., Dulebohn, J. H. , & Ferris, G. R. (1994). "The politics of human resources systems in U.S. organizations facing crisis", In H. Kraus, J. Scheff, & A. Gutschelhofer (Eds.) Human resources management in the crisis - The crisis of human resources management , (pp. (pp. 473-497)). Vienna: Linde Verlag.

Monograph

Frink, D. D., Hall, A. T. , Perryman, A. A. , Ranft, A. L. , Hochwarter, W. A. , Ferris, G.R., (2008). Meso-Level Theory of Accountability in Organizations Research in Personnel and Human Resource Management.

Frink, D. D. & Klimoski, R. J. (1998). Toward a theory of accountability in organizations and human resources management, Greenwich, CT: Research in Personnel and Human Resource Management.

Refereed Proceedings

Full Paper

Evans, W. R., Davis, W. D., & Frink, D. D. (2008). An Examination of Employee Reactions to Perceived Corporate Citizenship. Southern Management Association, Annual Meeting .

Robinson, R. K., Frink, D. D., Reithel, B. J. , & Franklin, G. M. (1998). Examining the changing environment of sexual; harassment: Implications of the Supreme Court's rulings on constructive knowledge, employer liability, and same-sex sexual harassment. Southern Management Association, Annual Meeting .

Working Papers

Frink, D. D., Ferris, G. R. , & Hochwarter, W. A. (2004). "Personal and Structural Influences on Job Performance in Dynamic Environments: An Investigation of Social Skill/Intelligence and Social Contingencies".

Fullagar, C. J., Shanteau, J., Frink, D. D. , & Ferris, G. R. (2004). "Cognitive and Social Influences on Team Performance: An Investigation of Psychological Skills in Complex, Technological Environments".

Frink, D. D., Ferris, G. R. , Hochwarter, W. A. , Mero, N. M. , & Kolodinsky, R. W. (2004). "Political Skill and Accountability: Interactive Effects on a Group Task".

Presentation of Refereed Papers

International

Ferris, G. R., Frink, D. D. , & Galang, M. C. (1993). Diversity in the workplace. University of Chinese Culture, Taipei, Taiwan.

Ferris, G. R., Frink, D. D. , & Galang, M. C. (1993, October). Human resources management challenges of the changing workforce. Japan Institute of Labour, Tokyo, Japan.

National

Davison, K., Mishra, V., Bing, M., & Frink, D. D. (2009). PEER EVALUATIONS AND ACCOUNTABILITY: HOW INDIVIDUAL PERFORMANCE AFFECTS PEER EVALUATIONS IN CLASSROOM TEAMS. Southern Management Association, Annual Meeting, Asheville, North Carolina.

Evans, W. R., Davis, W. D. , & Frink, D. D. (2008). An Examination of Employee Reactions to Perceived Corporate Citizenship. Southern Management Association, Annual Meeting, St. Pete Beach, Florida.

Goodman, J. M., Evans, W. R. , Frink, D. D. , & Davis, W. D. (2007, April). Doing the job I'm paid for and nothing more! Society for Industrial and Organizational Psychology, New York, New York.

Douglas, C., Frink, D. D. , & Ferris, G. R. (2003, April). Emotional Intelligence as a Moderator of the Conscientiousness-Performance Relationship. Society of Industrial and Organizational Psychology, Inc., Eighteenth Annual Conference, Orlando, Florida.

Ferris, G. R., Kolodinsky, R. W. , Hochwarter, W. A. , & Frink, D. D. (2001, August). Conceptualization, Measurement, and Validation of the Political Skill Construct. Academy of Management Meeting, Washington, District of Columbia.

Frink, D. D. & Klimoski, R. J. (2001, April). Accountability and Organizational Realities: The University of Mississippi Symposium. Organized Symposium , Unknown, Unknown.

Frink, D. D., Robinson, R. K. , Ferris, G. R. , Kaplan, D. M. , & Arthur, M. M. (2000, August). Workforce Diversity and Organizational Effectiveness: A Two-study Firm-level Investigation of Gender Effects. Academy of Management Meeting, Toronto and Ontario, Canada.

Frink, D., Klimoski, R. J. , Hofmann, D. A. , O'Leary-Kelly, A. M. , Stone, D. L. , E. F. Stone-Romero, & G. R. Ferris, (1998, August). Mitigating organizational dysfunction: A role of accountability systems, Symposium jointly sponsored by the Human Resources Division, Organizational Behavior Division, and the Social Issues in Management Division. Academy of Management Meeting, San Diego, California.

Morrisette, H. S., Frink, D. D. , Robinson, R. K. , & Reithel, B. J. (1998, August). Workforce diversity and organizational effectiveness: An industry-level investigation of the effects of female and ethnoracial participation. Academy of Management Meeting, San Diego, California.

Robinson, R. K., Frink, D. D. , Reithel, B. J. , & Franklin, G. M. (1998). Examining the changing environment of sexual; harassment:

Implications of the Supreme Court's rulings on constructive knowledge, employer liability, and same-sex sexual harassment. Southern Management Association, Annual Meeting, New Orleans, Louisiana.

Frink, D. & Stollak, M. J. (1997). The Relationship of Control and Perceptions of Threats or Opportunities Regarding Organizational Politics on the Perceptions of Organizational Politics-Job Stress Relationship. Academy of Management Meeting, Boston, Massachusetts.

Ferris, G. R., Dulebohn, J. H. , Frink, D. D. , Mitchell, T. R. , George-Falvy, J., L. M. Matthews, (1996). Job and Organizational Characteristics, Accountability, and Employee Influence. Society for Industrial and Organizational Psychology, San Diego, California.

Frink, D. (1995). Accountability, impression management, and goal setting in the performance evaluation process. Academy of Management Meeting, Vancouver, British Columbia.

Frink, D., Klimoski, R. J. , Hopper, H., Mitchell, T. R. , Mero, N. P. , S. J. Motowidlo, (1995). Dramatus Personae in Organizations: Two Faces of Accountability Effects . Academy of Management Meeting, Vancouver, British Columbia.

Ferris, G. R., Frink, D. D. , Galang, M. C. , Zhou, J., Kacmar, K. M. , J. L. Howard, (1994). Political work environments. Society for Industrial and Organizational Psychology, Nashville, Tennessee.

O'Leary-Kelly, A., Martocchio, J. J. , & Frink, D. D. (1993). A note on the influence of group goals on group performance. Society for Industrial and Organizational Psychology, San Francisco, California.

Research Grants

Funded

2000: Frink, D. & Ferris, G. R. , Personal and Structural Influences on Job Performance in Dynamic Environments: An Investigation of Social Skill/Intelligence and Social Contingencies (\$131,557.00), Research to investigate relationships between dynamic job and personal characteristics, including the development of new psychometric constructs and scales. , Office of Naval Research .

2000: Fullagar, C. J., Shanteau, J., Frink, D. D. , & Ferris, G. R. , Cognitive and Social Influences on Team Performance: An Investigation of Psychological Skills in Complex, Technological Environments (\$142,184.00), Research to investigate productivity and the social dynamics which occur in computer mediated workgroups., Office of Naval Research and the Department of Defense .

1998: Frink, D. & Terpstra, D. E. , Advancement of a Job- and Personal- Characteristics Placement Model (\$67,718.00), Research to investigate multivariate relationships between job and personal characteristics in terms of multivariate performance outcomes. , Office of Naval Research.

1997: Dwight, F., Schwartz, S. & Frink, D.D. A multicultural assessment of changes in values: A longitudinal, global study. Grant proposal for survey research data collection. (\$720.00), University of Mississippi, Office of Research.

1995: Whitely, W. T., Driver, R. W. , & Frink, D. D. , Assessment of Aircraft Certification Services SIDP: Lessons Learned (\$60,057.00), (1994-1995). To assess minority employee development program. , Federal Aviation Administration.

1993: Dwight, F., Ferris, G.R., Frink, D.D., Galang, M.C., & Zhou, J. (1993). Antecedents and consequences of organizational politics. (\$3,300)., Campus Research Board, University of Illinois at Urbana-Champaign. .

Research Honors and Awards

Award

2010: 2010 best paper award from Journal of Management given at SMA Annual Meeting. Journal of Management.

1993: Recipient of an Arnold O. Beckman Research Award, University of Illinois at Urbana-Champaign, Research Board.

Honor

1995: Selected Jacob K. Javitz Fellow (1992-1995) U. S. Department of Education.

Other Research Activities

Discipline-Based Scholarship

2010: Research-in-Progress. On the challenges of understanding other cultures - with Lorena Lopez Gonzalez

2010: Research-in-Progress. Seeking personal accountability and the implications of trust

2010: Research-in-Progress. Accountability Meta-Triangulation

2010: Research-in-Progress. Accountability meta-analysis

Service:

Service to the University

Department Assignments

Chair:

2006-2007: Joe Goodman Dissertation

Coordinator:

2000-2001 – 2001-2002: Department of Management: Coordinator

1999-2000 – 2004-2005: Management Seminar Series

Faculty Advisor:

1997-1998 – 2004-2005: Department of Management, Society for HR Management

1995-1996 – 1996-1997: Department of Management, Society for the Advancement of Management

Member:

2011-2012: Jack Smothers Dissertation

2007-2008: Jacob Breland Dissertation

1995-1996: University of Mississippi, School of Business Administration: Department of Management and Marketing Undergraduate Curriculum Review Committee

Other Institutional Service Activities:

2002-2003 – 2004-2005: Department of Management, Chair

College Assignments**Assurance Of Learning - Institutional Service:**

2009-2010: Assurance of Learning Committee

Faculty Advisor:

1996-1997: University of Mississippi, School of Business Administration: Two directed study internships. One directed study (MBA) in Training and Development.

Member:

2011-2012: SOBA Strategic Planning Committee

2009-2010 – 2011-2012: Strategic Planning Committee

2006-2007: Clinical Asst Prof of Management Search

2004-2005: Executive Committee

1999-2000 – 2000-2001: School of Business Administration, PhD Committee: Management Representative

1992-1993: University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations: PhD Advisory Committee

1992-1993: University of Illinois at Urbana-Champaign, Institute of Labor and Industrial Relations: Admissions and Financial Aid Committee

Other Institutional Service Activities:

2006-2007: Department Chair: Department Chair until 8/1/07

1996-1997 – 1997-1998: School of Business Administration, Management Faculty Institute: Delivered segments of Management Development Seminars to professional managers.

University Assignments**Member:**

2011-2012: UM Student Appeals Committee

2011-2012: UM Building and Grounds Committee

2010-2011 – 2011-2012: Buildings, Grounds, and Renovations Committee

1997-1998 – 1998-1999: University of Mississippi, Undergraduate Council

Other Institutional Service Activities:

1998-1999 – 2002-2003: University of Mississippi, Region VII Science and Engineering Fair: Judge

1997-1998: University of Mississippi, School of Business Administration: Volunteer for Adopt-a-School Initiative.

Dissertation Assignments**Member:**

1999-2000: Peter L. Williams--Economics

1997-1998: Paul L. Starkey: "Whistleblowing Behavior: The Impact of Personality and Situational Variables"

1996-1997: H. S. Morrisette: "A Longitudinal Study of Work Force Diversity and Organizational Effectiveness: Investigation of the Impact of Internal Labor Force Composition on the Productivity and Profitability of United States Firms"

Service to the Profession

Academic Conference: Discussant

2000: Academy of Management Annual Meeting, Toronto, Canada (National).

Board Member: PRJ Editorial Review Board

2007: Journal of Management (National).

2005: Journal of Management (National).

Other Professional Service Activities

1999: Academy of Management Annual Meeting, Session Chair, Chicago, Illinois (National).

Reviewer - Article / Manuscript

2011: Southern Management Association, Annual Meeting, Three papers reviewed (National).

2011: Academy of Management Annual Meeting, Six papers reviewed (International).

2011: Human Resource Management Review (National).

2007: HRMR, AMJ, JOM, Psych Reports, Reviewed seven articles for peer reviewed journals (National).

Reviewer: Conference Paper

2000 – 2005: Academy of Management Annual Meeting (National).

1998 – 2000: Decision Sciences Institute Meeting (National).

Service to the Community

Other Community Service Activities

2012: Civil Air Patrol, Aerospace Education Officer for local squadron, assistant AE officer for state wing.

2011 – 2012: Lafayette County EMS

2009: United States Embassy in Costa Rica - Seminar presented comparing Costa Rica and US cultures & mgmt, Seminar for Embassy commerce office & MBA students on basics of development, cultural influences, & differences in managing in Costa Rica vs the US.

Other

Faculty Development

Other Professional Development

2009: Sabbatical and developmental leave. Moved to Costa Rica for ten month effort to build understanding of international business. Worked w/ two schools and other orgs to establish relations and gain knowledge. San Jose, Alajuela, Costa Rica.

Other Honors and Awards

2009: Visiting Professor of Business Incae Business School.

2009: Visiting Professor University of Costa Rica.

1991: B.S. awarded with honors, and ranked first in class University of South Alabama, College of Business and Management.

1990: Phi Kappa Phi Scholastic Achievement Award.

1989: University of South Alabama Achievement Award.

Memberships

Academy of Management

Alpha Chi, Academic Honor Society, 1989

American Psychological Association

Beta Gamma Sigma, Business Honor Society, 1989

Phi Kappa Phi, Academic Honor Society, 1990

Society for Industrial and Organizational Psychology

Other Activities

1998 - Other : Developed and delivered six-hour leadership and motivation seminar, Jackson, MS, 1998.

1997 - Other : Delivered presentations to Society for Human Resource Management Professional Society.

References

Professor Gerald R. Ferris
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Florida State University
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Phone: (850) 644-3548
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Professor Richard J. Klimoski
Center for Behavioral and Cognitive Studies
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George Mason University
Fairfax, Virginia 22030-4444
Phone: (703) 993-1356
FAX: (703) 993-1367
E-mail: rklimosk@gmu.edu

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