

Updated October, 2007

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University of South Carolina  
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## EDUCATION

**New York University**  
Ph.D. Psychology, 1990  
M.A. Psychology, 1988

**Rutgers University**  
B.A. Psychology, 1984

## ACADEMIC EXPERIENCE

**Professor of Management and Organizational Behavior** 2004 - present  
**Associate Professor of Management and Organizational Behavior** 1997 - present  
**Assistant Professor of Management and Organizational Behavior** 1991 - 1997  
**Moore School of Business, University of South Carolina**

Courses: International Organizational Behavior (MBA), Employee and Organizational Development (MHR), Organizational Behavior (undergraduate, MBA, doctoral seminar), Human Resource Management (MBA), and Research Methods (MHR)

**Visiting Assistant Professor** 1990 - 1993

**A.B. Freeman School of Business, Tulane University**  
Courses: Human Resource Management (MBA) and Organizational Behavior (undergraduate, MBA).

**Teaching Assistant/Adjunct Instructor** 1985 - 1989  
**New York University**  
Courses: Statistics, Introduction to Industrial/Organization Psychology

## RESEARCH

### Refereed Journal Articles

Lester, S.W., Meglino, B.M., & Korgaard, M.A. (in press). The role of other orientation in organizational citizenship behavior. *Journal of Organizational Behavior*.

Brower, H.H. Lester, S., Korsgaard M.A., & Dineen, B. (in press). A closer look at trust between managers and subordinates: Understanding the effects of both trusting and being trusted on subordinate outcomes. *Journal of Management*.

Meglino, B., & Korsgaard, M. (2007). The role of other orientation in reactions to job characteristics. *Journal of Management*, 33:57-83.

Meglino, B., & Korsgaard, M. (2006). Considering situational and dispositional approaches to rational self-interest: An extension and response to De Dreu. *Journal of Applied Psychology*, 92(6), 1253-1259.

**Refereed Journal Articles, cont.**

Meglino, B.M., & Korsgaard, M.A. (2004). Considering rational self-interest as a disposition: Organizational implications of other orientation. *Journal of Applied Psychology*, 89, 945-959.

Korsgaard, M.A., Meglino, B.M., & Lester, S.W. (2004). The effect of other orientation on self-supervisor rating agreement. *Journal of Organizational Behavior*, 25, 873-891.

Johnson, J.P., Korsgaard, M.A., & Sapienza, H.J. (2002). Perceived fairness, decision control, and commitment in international joint venture management teams. *Strategic Management Journal*, 23, 1141-1160.

Korsgaard, M.A., Sapienza, H.J., & Schweiger, D.M. (2002). Beaten before begun: The role of procedural justice in planning change. *Journal of Management*, 28, 497-516.

Lester, S.W., Meglino, B.M., & Korsgaard, M.A. (2002). The antecedents and consequences of group potency: A longitudinal investigation of newly formed groups. *Academy of Management Journal*, 45, 352-368.

Korsgaard, M.A., Brodt, S.E., & Whitener, E.M. (2002). Trust in the face of conflict: Role of managerial trustworthy behavior and organizational context. *Journal of Applied Psychology*, 87, 312-319.

Sapienza, H.J., Korsgaard, M.A., Goulet, P.K., & Hoogendam, J.P. (2000). Effects of agency risks and board processes in venture capital-backed firms. *Entrepreneurship and Regional Development*, 12, 331-351.

Korsgaard, M. A., Roberson, L. & Rymph, R.D. (1998). What Motivates Fairness? The role of subordinate assertive behavior on manager's interactional fairness. *Journal of Applied Psychology*, 83, 731-744.

Whitener, E.M., Brodt, S.E., Korsgaard, M.A., & Werner, J.M. (1998). Managers as initiators of trust: An exchange relationship framework for understanding managerial trustworthy behavior. *Academy of Management Review*, 23, 513-531.

Korsgaard, M.A., Meglino, B. & Lester, S.W. (1997). Beyond helping: Do other-oriented values have broader implications in organizations? *Journal of Applied Psychology*, 82, 160-177.

Korsgaard, M.A., Meglino, B., & Lester, S.W. (1996). The effect of other-oriented values on decision making: A test of propositions of a theory of concern for others in organizations. *Organizational Behavior and Human Decision Processes*, 68, 234-245.

Sapienza, H., & Korsgaard, M.A. (1996). Procedural justice in entrepreneur-investor relations. *Academy of Management Journal*, 39, 544-574.

Korsgaard, M.A. (1996). The impact of self-appraisals on reactions to feedback from others: The role of self-consistency and self-enhancement concerns. *Journal of Organizational Behavior*, 17, 301-311.

Korsgaard, M.A., & Diddams, M. (1996). The effect of process feedback and task complexity on personal goals, strategies, and performance. *Journal of Applied Social Psychology*, 26, 1889-1911.

Korsgaard, M.A., & Roberson, L. (1995). Procedural justice in performance evaluation: The role of instrumental and non-instrumental voice in performance appraisal discussions. *Journal of Management*, 21, 657-699.

**Refereed Journal Articles, cont.**

Korsgaard, M.A., Schweiger, D.M., & Sapienza, H.J. (1995). Building commitment, attachment, and trust in strategic decision-making teams: The role of procedural justice. *Academy of Management Journal*, 38, 60-84.

Roberson, L., Torkel, S., Korsgaard, A., Klein, D., Diddams, M., & Cayer, M. (1993). Self-appraisal and perceptions of the appraisal discussion: A field experiment. *Journal of Organizational Behavior*, 14, 129-142.

Roter, D., Lipkin, M., & Korsgaard, M.A. (1991). Sex differences in patients' and physicians' communication during primary care visits. *Medical Care*, 29, 1083-1093.

Roberson, L., Korsgaard, M.A., & Diddams, M. (1990). Goal characteristics and satisfaction: Personal goals as mediators of situational effects on task satisfaction. *Journal of Applied Social Psychology*, 20, 920-941.

Kennedy, J.K., Jr., Houston, J.M., Korsgaard, M.A., & Gallo, D.D. (1987). Construct space of the least preferred co-worker scale. *Educational and Psychological Measurement*, 47, 807-814.

**Book Chapters**

Korsgaard, M.A., & Meglino, B.M. (In press). Beyond the calculating self: The role of other-orientation in organizational behavior. In H.A. Wayment, & J.J. Bauer, (Eds.) *The quiet ego: Research and theory on the benefits of transcending egoistic self-interest*. APA books.

Korsgaard M.A., Pitariu, H.A., & Jeong, S. (In press). Trust in management. In J C.L. Cooper & J. Barling (Eds.) *Handbook of organizational behavior*. Sage.

Lester, S.W., Korsgaard, M.A., & Meglino, B.M. (in press). The fragility of group Potency: The ups and downs of confidence during group formation. In L. Neider & C. Schriesheim (Eds) *New directions in human resource management: Research in management (vol. 4)*, Information Age Publishing.

Sapienza, H.J., Korsgaard, M.A., & Forbes, D.P. (2003). The self-determination motive and entrepreneurs' choice of financing. In J.A. Katz & D. Shepard (Eds.) *Advances in Entrepreneurship, firm emergence and growth (vol. 6)*. Stamford, CT: JAI Press.

Korsgaard, M.A., Brodt, S.E., & Sapienza, H.J. (2003). Trust, identity and attachment: Promoting individuals' cooperation in groups In M. West, D. Tjosvold, and K. Smith (Eds.). *International handbook of organizational teamwork and cooperative working* (pp. 113-130). West Sussex, UK: John Wiley & Sons.

Korsgaard, M.A., & Sapienza, H.J. (2002). Economic and non-economic mechanisms in interpersonal work relationships: Toward an integration of agency and procedural justice theories. In D. Steiner, D. Skarlicki, & S. Gilliland, (Eds.), *Research in social issues in management (vol. 2, pp. 3-33)*. Greenwich, CT: IAP Inc.

Korsgaard, M.A., Schweiger, D.M., & Sapienza, H.J. (2001). Organizational justice in strategic decision making. In R. Cropanzano (Eds.), *Justice in the workplace (vol. 2, pp. 209-226)*. Mahwah, NJ: Lawrence Erlbaum.

Sapienza, H., & Korsgaard, M.A. (2000). Procedural justice in entrepreneur-investor relations. In P. Westhead & M. Wright (Eds.), *Advances in entrepreneurship (vol. 6)*. Stamford, CT: JAI Press. (Reprinted from the *Academy of Management Journal*, 39, 544-574).

## Proceedings

Forbes, D., Korsgaard, M.A. & Sapienza, H. (forthcoming) "Board conflict in the aftermath of the market crash." Forthcoming *Frontiers of Entrepreneurship Research*, the proceedings of the 2005 Babson-Kauffman Entrepreneurial Research Conference.

Lester, S.W., Meglino, B.M., & Korsgaard, M.A. (2001). Are good soldiers also rational? The effect of self-interest on the development of citizenship behavior among new employees. *Proceedings of the Southern Management Association*, pp. 230-236.

Manigart, S. Korsgaard, M.A., Folger, R., Sapienza, H.J., & Baeyens, K. (2001). The impact of trust on private equity contracts. *Frontiers of Entrepreneurship Research*, May 2001..

Sapienza, H.J., Korsgaard, M.A., & Schweiger, D.M. (1997). Procedural justice and changes in psychological contracts: A longitudinal study of reengineering planning. *Best Paper Proceedings, 1997 Academy of Management Meetings*, pp. 354-358.

Korsgaard, M.A., Roberson, L., & Rymph, R.D. (1997). What motivates fairness? The impact of subordinate assertive communication on managers' interactional fairness. In G.M. Habermann (Ed). *Looking Back and Moving Forward: 50 Years of New Zealand Psychology*. (pp. 137-145). Wellington, New Zealand: New Zealand Psychological Society, Inc.

Sapienza, H.J., Korsgaard, M.A., & Hoogendam, J. (1997). What do new venture boards do? *Frontiers of Entrepreneurship Research*, pp. 118-130.

Sapienza, H.J., & Korsgaard, M.A. (1996). Effects of agency risk, investor influence, and trust on the monitoring of high-potential ventures. *Proceedings of the 1996 Southern Management Association Meetings*.

Meglino, B.M., & Korsgaard, M.A. (1996). Toward a theory of concern for others in organizations: A developmental model, initial tests, and research propositions. *Supplement to the 1996 Proceedings of the Academy of Management*.

Sapienza, H.J., & Korsgaard, M.A. (1995). Performance feedback, decision making processes, and venture capitalist support of new ventures. *Frontiers of Entrepreneurship Research*, pp. 452-464.

## Presentations

Welpe, I., Korsgaard, M.A., & Sapienza, H.J. (October, 2007). *Entrepreneurs' trust in their investors: early versus later stages of the relationship*. Paper presented at the 4<sup>th</sup> Workshop On Trust Within And Between Organizations, Amsterdam, Netherlands.

Morrell, D., & Korsgaard, M.A. (August, 2006). *An examination of the relationship of context and conscientiousness to training motivation*. Paper presented at the 2006 Academy of Management Meetings, Atlanta, GA.

Lester, S.W., Meglino, B.M., & Korsgaard, M.A. (August, 2006). *Acting on obligation: Reciprocal helping in the absence of future returns*. Paper presented at the 2006 Academy of Management Meetings, Atlanta, GA.

Korsgaard, M.A. (2005, August). *Lessons learned from teaching the ABI model of trustworthiness*. Paper presented at the 2005 Academy of Management Meetings, Honolulu, HI.

**Presentations, cont.**

Korsgaard, M. A., Forbes, D., & Sapienza, H.J (2005, August). *Effects of board processes on decision quality in venture capital-backed firms*. Paper presented at the 2005 Academy of Management Meetings, Honolulu, HI.

Forbes, D., Korsgaard, M.A., & Sapienza, H. (2005, June). *Board conflict in the aftermath of the market crash*. Paper presented at the 2005 Babson-Kauffman Entrepreneurial Research Conference.

Korsgaard, M.A., Mahony, D.M., & Pitariu, A.H. (2004, August). *Group identity as an antecedent of intragroup trust: Managing conflict in group*. Paper presented at the 2004 Academy of Management Meetings, New Orleans, LA.

Whitener, E.M., Brodt, S.E., & Korsgaard, M.A. (2004, August). *Exploring the relationship between cynicism and trust*. Paper presented at the 2004 Academy of Management Meetings, New Orleans, LA.

Meglino, B.M., Korsgaard, M.A., & Lester, S.W. (2003, August). *Effect of other-oriented values on leniency and supervisor-subordinate performance rating agreement*. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA.

Brodt, S.E., Whitener, E.M., & Korsgaard, M.A. (2003, August). *The role of trustworthy behavior in rebuilding trust: The hidden costs of open communication*. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA.

Korsgaard M.A., & Forbes, D.P. (2003, August). *Entrepreneurs' evaluations of financing alternatives: The roles of autonomy and opportunity*. Paper presented at the 2003 Academy of Management Meetings, Seattle, WA.

Forbes, D., Sapienza, H.J., & Korsgaard, M.A. (2003, June). *Factors affecting procedural justice and the use of knowledge on venture boards*. Paper at the 2003 Babson/Kauffman Entrepreneurship Research Conference, Wellesley, MA.

Brodt, S.E., & Korsgaard, M.A. (2003, June). *Group identity and attachment: Two paths to cooperation in groups*. Paper presented at the International Association for Conflict Management, Melbourne, Australia.

Lester, S.W., Meglino, B.M., & Korsgaard, M.A. (2002, August). *Social and non-social exchange relationships in team-directed organizational citizenship behaviors*. Paper presented at the 2002 Academy of Management Meeting, Denver, CO.

Korsgaard, M.A., & Sapienza, H.J. (2002, August). *Applying organizational justice to governance: How context shapes the meaning of monitoring*. Paper presented in the Symposium: "Emerging Contexts for Organizational Justice" (J. Greenberg & J.A. Colquitt, co-chairs) at the 2002 Academy of Management Meeting, Denver, CO.

Brodt, S.E., Whitener, E.M., & Korsgaard, M.A. (2002, April). *The role of trustworthy behavior in rebuilding trust: The Risks and Rewards of Open Communication*. Paper presented at the meeting of the Society of Industrial/Organizational Psychology, Toronto, Canada.

Lester, S.W., Meglino, B.M., & Korsgaard, M.A. (2001, November). *Are good soldiers also rational? The effect of self-interest on the development of citizenship behavior among new employees*. Paper presented at meeting of the Southern Management Association, New Orleans, LA.

**Presentations, cont.**

Meglino, B.M., & Korsgaard, M.A. (2001, May). *The assumption of self-interest in models of job satisfaction*. Paper presented at the meeting of the Society of Industrial/Organizational Psychology, San Diego, CA.

Korsgaard M. A., Meglino, B.M., Thomas, D.C., & Au, K. (2001, May). *How deliberative are employee responses to violations of expectations?* Paper presented at the meeting of the Society of Industrial/Organizational Psychology, San Diego, CA.

Manigart, S. Korsgaard, M.A., Folger, R., Sapienza, H.J., & Baeyens, K. (2001, May). *The impact of trust on private equity contracts*. Paper presented at the Babson/Kauffman Entrepreneurship Research Conference, Jonkoping, Sweden.

Sapienza, H.J., Korsgaard, M.A., Folger, R., Sagrera, C., & Zhang, C. (1999, May). *A behavioral view of partnership formation in investor-entrepreneur dyads*. Paper presented at the Babson/Kauffman Entrepreneurship Research Conference, Columbia, SC.

Korsgaard, M.A., & Rymph, R.D. (1999, May). *Empathy and fairness: Dispositional and contextual empathy effects on justice in the employment interview*. Paper presented at the meeting of the Society for Industrial/Organizational Psychology, Atlanta, GA.

Johnson, J.P., Korsgaard, M.A., & Sapienza, H.J. (1998, August). *Divided loyalties in international joint ventures: The impact of perceived fairness and decision control*. Paper presented at the meeting of the Academy of Management, San Diego, CA.

Lester, S.W., Meglino, B.M., & Korsgaard, M.A. (1998, August). *The antecedents and consequences of group potency: A longitudinal investigation*. Paper presented at the meeting of the Academy of Management, San Diego, CA.

Korsgaard, M.A. (1998, April). *Empathy and justice in performance appraisals*. Paper presented at the meeting of the Society of Industrial/Organizational Psychology, Dallas, TX.

Tompson, H.B. & Korsgaard, M.A. (1997, August). *Antecedents and consequences of role conflict and facilitation*. Paper presented at the 1997 Academy of Management Meetings, Boston, MA.

Sapienza, H.J., Korsgaard, M.A., & Schweiger, D.M. (1997, August). *Procedural justice and changes in psychological contracts: A longitudinal study of reengineering planning*. Paper presented at the 1997 Academy of Management Meetings, Boston, MA.

Cropanzano, R., Johnson, E., & Korsgaard, A. (1997, July). *Procedural justice and performance appraisal: An invited symposium*. New Zealand Industrial/Organisational Psychology Conference, Auckland, New Zealand. Invited symposium.

Korsgaard, M.A., Roberson, L., & Rymph, D. (1997, June). *The impact of subordinate assertive communication on managers' interactional fairness*. Invited paper presented at the Australian Industrial/Organizational Psychology Conference, Melbourne, Australia. Invited presentation

Sapienza, H.J., Korsgaard, M.A., Hoogendam, J. (1997, April). *What do new venture boards do?* Paper presented at the Babson/Kauffman Entrepreneurship Research Conference, Wellesley, MA.

**Presentations, cont.**

Sapienza, H.J. & Korsgaard, M.A. (1996, November). *Effects of agency risk, investor influence, and trust on the monitoring of high-potential ventures*. Paper presented at the meeting of the Southern Management Association, New Orleans, LA.

Meglino, B.M., & Korsgaard, M.A. (1996, August). *Toward a theory of concern for others in organizations: A developmental model, initial tests, and research propositions*. Paper presented at the meeting of the Academy of Management, Cincinnati, OH.

Korsgaard, M.A., Roberson, L., & Rymph, D. (1996, April). *Promoting fairness through subordinate training: The impact of subordinate communication style on manager's fairness*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Korsgaard, M.A., Sapienza, H.J., Turnley, W., & Diddams, M. (1996, April). *The role of interactional justice when outcomes are unclear*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Tompson, H., & Korsgaard, M.A. (1995, August). *Understanding the impact of multiple life roles on work attitudes and intentions*. Paper presented at the meeting of the Academy of Management, Vancouver, Canada.

Roberson, L., & Korsgaard, M.A. (1995, May). *Does public self-appraisal affect reactions to feedback?* Paper presented at the meeting of Society for Industrial/Organizational Psychology, Orlando, FL.

Sapienza, H.J. & Korsgaard, M.A. (1995, April). *Impact of feedback and decision making processes on venture capitalist support of new venture*. Paper presented at the Babson/Kauffman Entrepreneurship Research Conference, London.

Korsgaard, M.A., Schweiger, D.M., & Sapienza, H.J. (1994, August). *The role of procedural justice in building commitment, attachment, and trust in strategic decision-making teams*. Paper presented at the meeting of the Academy of Management, Dallas, TX.

Korsgaard, M.A., Meglino, B.M., & Lester, S.W. (1994, August). *The virtue of being altruistic: The role of the value of helping and concern in individuals' reactions to feedback from others*. Paper presented at the meeting of the Academy of Management, Dallas, TX.

Sapienza, H.J., & Korsgaard, M.A. (1994, June). *Managing investor relations: The impact of procedural justice in establishing and sustaining investor support*. Paper presented at the Babson/Kauffman Entrepreneurship Research Conference, Wellesley, MA.

Diddams, M., & Korsgaard, M.A. (1994, April). *The effect of process feedback and task complexity on personal goals, strategies, and performance*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Korsgaard, M.A., & Roberson, L. (1993, August). *Procedural justice in performance evaluation*. Presented at the 1993 Paper presented at the meeting of the Academy of Management, Atlanta, GA.

Korsgaard, M.A., & Morris, J.A. (1993, May). *The impact of demographic diversity on individual performance and individuals' perceptions of groups*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

### **Presentations, cont.**

Korsgaard, M.A., & Goodwin, R. (1992, April). *Procedural justice in performance evaluation: The role of voice through self-appraisal*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Korsgaard, M.A., Roberson, L., & Klein, D. (1991, April). *The effect of self-appraisal and participation on subsequent performance*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Roberson, L., Torkel, S.J., Klein, D.A., Korsgaard, M.A., Diddams, M., & Cayer, M. (1989, August). *Self-appraisal and perceptions of the appraisal discussion: A quasi-experimental field study*. Paper presented at the meeting of the Academy of Management, Washington D.C.

Korsgaard, M.A., Roberson, L., & Diddams, M. (1986). *Intention characteristics and task satisfaction: An explication of the effect of task characteristics on task satisfaction*. Paper presented at the meeting of the Eastern Psychological Association, Boston, MA.

Lipkin, M., Roter, D., Putnam, S., Greene, M., Orgel, J., & Korsgaard, M. (1989, February). *The interview of the geriatric Patient in Primary Care*. Paper presented at the meeting of the Mid-Atlantic Regional Society for General Internal Medicine Conference, Baltimore, MD.

Klein, D., Diddams, M., Korsgaard, M.A., Roberson, L., & Torkel, S. (1988, April). *The effects of subordinate self-appraisal: A field experiment*. Paper presented at the Ninth Annual I.O. & O.B. Graduate Student Convention, Bowling Green, Ohio.

Korsgaard, M.A., Kennedy, J.R., & Houston, J.M. (1986). *The construct validity of the least preferred co-worker scale*. Presented at the 1986 Eastern Psychological Association Convention, N.Y.

Korsgaard, M.A., Kennedy, J.R., & Houston, J.M. (1986). *The construct validity of the least preferred co-worker scale*. Paper presented at the meeting of the Eastern Psychological Association, N.Y.

### **Invited Addresses and Workshops**

Korsgaard, M. (August, 2007). *Career-Life Balance*. Organizational Behavior Doctoral Consortium, 2007 Academy of Management Meetings, Philadelphia, PA.

Discussant. (August, 2007). *Editor Round Table*. Organizational Behavior Doctoral Consortium, 2007 Academy of Management Meetings, Philadelphia, PA.

Discussant. (August, 2007). *Editor Round Table*. HR Doctoral Consortium, 2007 Academy of Management Meetings, Philadelphia, PA.

Discussant. (April, 2007). *The "Doctrine of Self-Interest" in Organizational Behavior*, 2007 Conference of the Society for Industrial/Organizational Psychology,

Korsgaard, M. (August, 2006). *Career-Life Balance*. Organizational Behavior Doctoral Consortium, 2006 Academy of Management Meetings, Atlanta, GA.,

### **Invited Addresses and Workshops, cont.**

Discussant. (August, 2006). *Editor Round Table*. Entrepreneurship Doctoral Consortium, 2006 Academy of Management Meetings, Atlanta, GA.

Discussant. (August, 2006). *Editor Round Table*. HR Doctoral Consortium, 2006 Academy of Management Meetings, Academy of Management, Atlanta, GA.

Cropanzano, R.A., Scandura, T.S., & Korsgaard, M.A. (2005, November). *Journal of Management research development workshop: Converting good research into publishable articles*. 2005 Southern Management Association meetings, Charleston, SC.

Korsgaard, M.A., & Meglino, B.M. (2005, October). *Beyond the calculating self: The role of other-orientation in organizational behavior*. Invited address at the Quiet Ego Conference, University of Northern Arizona, Flagstaff, AZ.

Facilitator. (2005, August). *Junior faculty research incubator on power*. Professional Development Workshop at the 2005 Academy of Management Meetings, Honolulu, HI.

Discussant. (2005, August). *Obstacles to fairness: The trials and tribulations of getting managers to enact justice*. Symposium at the at the 2005 Academy of Management Meetings, Honolulu, HI.

Korsgaard, M.A. (2005, July). *Identity and the experience of conflict in groups*. Invited address at Queen's School of Business, Queen's University, Kingston, ON, Canada.

Facilitator. (2003, August). *Building and rebuilding trust: State of the science, research, directions, managerial interventions*. Professional development workshop at the Academy of Management Meetings, Seattle, WA. August, 2003

Discussant. (2002, August). *Building an Agenda for Rebuilding Trust*. "Theory, Evidence, and an Agenda for Future Research on Rebuilding Trust" Symposium at the 2002 Academy of Management Meeting, Denver, CO.

Korsgaard, M.A., & Sapienza, H.J. (2001, August). *Who is the Victim? The impact of agency risk and perceived opportunism on managerial fairness*. Invited paper presented at International Round Table on Innovations in Organizational Justice Research, Vancouver, Canada.

Korsgaard, M.A., & Sapienza, H.J. (1999, June). *Exploring Economic and non-economic mechanisms in interpersonal relationships in work organizations: An integration of organizational justice and agency theory*. Invited paper presented at International Round Table: Innovations in Organizational Justice, Nice, France.

Facilitator. (1997, July). *Organizational Change Management*. Executive development workshop for the Executive Programmes at the University of Auckland Business School, July, 1997.

Facilitator. (July, 1997). *Procedural fairness in human resource management*. Professional development workshop at the New Zealand Industrial/Organisational Psychology Conference, Auckland, New Zealand. July, 1997.

Lecturer. (November, 1993). *Poland/Hungary Small Business Development Center Project*, University of South Carolina 1993.

### **PROFESSIONAL ACTIVITIES**

**Editorial Board Memberships**

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|--|---|
| <i>Journal of Management</i>                 | Associate Editor July, 2005-present         |
| <i>Entrepreneurship Theory and Practice,</i> | Editorial Board Member, 1998 - August, 2005 |
| <i>Group and Organization Management,</i>    | Editorial Board Member 2003- August, 2005   |
| <i>Journal of Management</i>                 | Editorial Board Member 1993 - August, 2005  |
| <i>Journal of Organizational Behavior</i>    | Editorial Board Member 2002 - August, 2005  |

**Ad-Hoc Reviewing**

*Academy of Management Journal*  
*Academy of Management Review*  
*Human Relations*  
*Journal of Applied Psychology*  
*Journal of Applied Social Psychology*  
*Personnel Psychology*  
*Organizational Behavior and Human Decision Processes*  
*Organization Science*  
*Personality and Social Psychology Bulletin*

**Professional Committee Service**

Academy of Management Conference, Various Program Committees, 1993-2003  
Society of Industrial-Organizational Psychology, 1996-2003, 2007  
Organizational Behavior Division of the Academy of Management Best Paper Committee, 2003

**University and College Committee Service**

Moore School of Business Promotion and Tenure Advisory Committee, 2005-present  
University Institutional Review Board, 2007-present  
Master in Human Resources Executive Committee, 1994 - present  
Faculty Senate, 2003 - 2006  
Moore School of Business Faculty Advisory Council, 2004-2006  
Chair, Management Department Promotion and Tenure Committee, 2005-2006  
Moore School of Business Institutional Review Board Liaison, 2001-2005  
PMBA Executive Committee, 2000- 2002  
Ethics Committee for the Protection of Human Subjects, 1995 – 1998, 2000 - 2001  
Computer Resources Committee, 1995 -1999  
Coordinator, Ph.D. Program in Management, 1996 - 1999  
Ph.D. Executive Committee, 1996 - 1999  
Faculty Advisory Committee, 1995-1996  
Professional Ethics Committee, 1995-1996  
University Assessment Advisory Committee, 1994 - 1999

**Professional Affiliations**

Academy of Management  
American Psychological Association  
Society for Industrial/Organizational Psychology

## FELLOWSHIPS AND AWARDS

Taylor & Francis Publishers Award for Excellence in Research on the Topic of Venture Capital (2005 Babson-Kaufmann Entrepreneurship Research Conference) for: Forbes, D., Korsgaard, M.A. & Sapienza, H. *Board Conflict in the Aftermath of the Market Crash*.

Alfred P. Sloan Foundation Grant to establish the Alfred P. Sloan Foundation Travel and Tourism Industry Center at the University of South Carolina, Co-Principal Investigator. 2004.

Finalist, Scholarly Achievement Award, Human Resources Division, Academy of Management, 2002.

Finalist, Best Article, Organizational Behavior Division, Academy of Management, 1997.

Best Paper Proceedings, Academy of Management Meetings, 1997.

Reigel & Emory Fellowship, College of Business, University of South Carolina, 1995, 1996.

Douglas H. Fryer Award for Best Dissertation in Industrial/Organizational Psychology, 1990.