

ELIZABETH C. RAVLIN

PERSONAL DATA

Office Address:

Moore School of Business
University of South Carolina
Columbia, SC 29208
(803) 777-5964
ravlin@moore.sc.edu

Home Address:

2428 Merrywood Road
Columbia, SC 29210
(803) 772-3245

EDUCATION

Ph.D., Organizational Behavior, 1986
Graduate School of Industrial Administration
Carnegie Mellon University
Pittsburgh, Pennsylvania 15213

Master of Science, Organizational Behavior, 1982
Graduate School of Industrial Administration
Carnegie Mellon University
Pittsburgh, Pennsylvania 15213

Bachelor of Arts, Psychology, 1978
Bucknell University
Lewisburg, Pennsylvania 17837

ACADEMIC EXPERIENCE

August 1990-present

Associate Professor of Organizational
Behavior and Management
Moore School of Business
University of South Carolina

September 1984-August 1990

Assistant Professor of Organizational
Behavior and Management
Moore School of Business
University of South Carolina

September 1982-August 1984

Instructor
Graduate School of Industrial Administration
Carnegie Mellon University

September 1977-May 1978

Teaching Assistant
Psychology Department
Bucknell University

DISSERTATION

Group Performance: Effects of Task Cohesiveness and Task Uncertainty Under High Workflow Constraint Conditions, 1986.

AREAS OF INTEREST

Research - Interpersonal Processes, Cross-Cultural Issues, Work Values and Ethics.

Teaching - Organizational Behavior, Teams and Teamwork, Human Resources

REFEREED JOURNAL ARTICLES

Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. Forthcoming. Cultural Intelligence: Domain and Assessment. *International Journal of Cross-Cultural Management*.

Joardar, A., Kostova, T., & Ravlin, E.C. An experimental study of the acceptance of a foreign newcomer into a workgroup. (2007). *Journal of International Management*, 13(4).

MacNab, B. Brislin, R., Worthley, R., Galperin, B., Jenner, S., Lituchy, T., MacLeand, J. Munoz-Aguilera, G., Ravlin, E.C., Tiessen, J., & Turcotte, M.F. (2007). Effective ethics management and culture: Examination of internal reporting and whistle blowing within a NAFTA context. *International Journal of Cross-Cultural Management*, 7, 5-28.

Ravlin, E.C., & Ritchie, C.M. (2006). Perceived and actual organizational fit: Multiple influences on attitudes. *Journal of Managerial Issues*, 18, 175-192.

Ravlin, E.C., & Thomas, D.C. (2005). Status and stratification processes in organizational life. *Journal of Management*, 31, 966-987.

Fitch, J.L. & Ravlin, E.C. (2005). Willpower and perceived behavioral control: Influences on the intention-behavior relationship and post-behavior attributions. *Social Behavior and Personality*, 33, 105-124.

Thomas, D.C., Au, K., & Ravlin, E.C. (2003). Cultural variation and the psychological contract. *Journal of Organizational Behavior*, 24, 451-471.

Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (2000). A meta-analytic examination of realistic job preview effectiveness: A test of three counterintuitive propositions. *Human Resource Management Review*, 10, 407-434.

REFEREED JOURNAL ARTICLES – continued

- Thomas, D.C., Ravlin, E.C., & Barry, D. (2000). Creating effective multicultural teams. *University of Auckland Business Review*, *2*, 10-24.
- Meglino, B.M., & Ravlin, E.C. (1998). Individual values in organizations: Concepts, controversies, and research. *Journal of Management*, *24*, 251-289.
- Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (1997). When does it hurt to tell the truth? The effect of realistic job preview information on employee recruiting. *Public Personnel Management*, *26*, 413-422.
- Adkins, C.L., Ravlin, E.C., & Meglino, B.M. (1996). Value congruence between co-workers and its relationship to work outcomes. *Group and Organization Management*, *21*, 439-460.
- Reprinted in (1997) P. Stone & M. Cannon (eds.), *Organizational Psychology*, *2*, Part 4 – *Interdependence and Collective Minds at Work* (Chapter 60), 533-554. Aldershot, UK: Ashgate Publishing.
- Thomas, D.C., & Ravlin, E.C. (1995). Responses of employees to cultural adaptation by a foreign manager. *Journal of Applied Psychology*, *80*, 133-146.
- Meglino, B.M., DeNisi, A.S., & Ravlin, E.C. (1993). The effects of previous job exposure and subsequent job status on the functioning of a realistic job preview. *Personnel Psychology*, *46*, 803-822.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1992). The measurement of work value congruence: A field study comparison. *Journal of Management*, *18*, 33-43.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1991). Value Congruence and Satisfaction with a Leader: An Examination of the Role of Interaction. *Human Relations*, *44*, 481-495.
- Ravlin, E.C., & Meglino, B.M. (1989). The Transitivity of Work Values: Hierarchical Preference Ordering of Socially Desirable Stimuli. *Organizational Behavior and Human Decision Processes*, *44*, 494-508.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1989). A Work Values Approach to Corporate Culture: A Field Test of the Value Congruence Process and its Relationship to Individual Outcomes. *Journal of Applied Psychology*, *74*, 424-432.

Reprinted in (2007) N. Anderson (ed.), *Fundamentals of Human Resource Management*. London: Sage Publications.

REFEREED JOURNAL ARTICLES – continued

- Kurke, L.B., Weick, K.E., & Ravlin, E.C. (1989). Can Information Loss Be Reversed?: Evidence for Serial Reconstruction. *Communications Research*, *16*, 3-24.
- Ravlin, E.C., & Meglino, B.M. (1987). The Effect of Values on Perception and Decision Making: A Study of Alternative Work Values Measures. *Journal of Applied Psychology*, *72*, 666-673.
- Pearce, J.A. II, & Ravlin, E.C. (1987). The Design and Activation of Self-Regulating Work Groups. *Human Relations*, *40*, 751-782.

Reprinted in R. Glaser (Ed.), *Classic Readings in Self-Managing Teamwork*, (1992), King of Prussia, PA: Organization Design and Development.

SUBMISSIONS

- Thomas, D.C., Fitzsimmons, S. R., Ravlin, E.C., Au, K., Ekelund, B.Z., & Barzantny, C. Psychological Contracts across Cultures: Perceptions and Responses to Violations. Under review, *Organizational Studies*.

CHAPTERS IN RESEARCH VOLUMES

- Ravlin, E.C., Thomas, D.C., & Ilsev, A. (2000). Beliefs about Values, Status, and Legitimacy in Multicultural Groups: Influences on Intragroup Conflict. In C. Earley & H. Singh (Eds.), *Innovations in International Cross-cultural Management* (pp. 17-51). Newberry Park: Sage.
- Thomas, D.C., Ravlin, E.C., & Wallace, A.W. (1996). Effect of Cultural Diversity in Work Groups. In Bamberger, P. (ed.), *Research in the Sociology of Organizations*, *14*, 1-33.
- Ravlin, E.C., & Meglino, B.M. (1987). Issues in Work Values Measurement. In Frederick, W. (Ed.), *Research in Corporate Social Performance and Policy*, *9*, 153-183.
- Goodman, P.S., Ravlin, E.C., & Schminke, M. (1987). Understanding Groups in Organizations. In Staw, B., and Cummings, L. (eds.), *Research in Organizational Behavior*, *9*, 121- 173.

Reprinted in L. Cummings & B. Staw (eds.), *Leadership, Participation, and Group Behavior*, (1990), Greenwich, CT: JAI.

CHAPTERS IN RESEARCH VOLUMES--continued

Goodman, P.S., Ravlin, E.C., & Argote, L.A. (1986). Current Thinking About Groups: Setting the Stage for New Ideas. In P.S. Goodman and Associates, *Designing Effective Work Groups*, Jossey-Bass.

REFEREED PROCEEDINGS

Ravlin, E.C., Morrell, D.L., & Fitch, J.L. (2005). Peer-based discipline in team contexts. *Proceedings*, Southern Management Association.

Ravlin, E.C., & Ritchie, C.M. (2005). The value of talking the talk without doing the walking. *Proceedings*, Southern Management Association.

Ravlin, E.C., & Ritchie, C.M. (2003). Sharing in-use and espoused values: Attitudinal and behavioral outcomes. *Proceedings*, Southern Management Association

Meglino, B.M., Ravlin, E.C., & Urbanski, J.C. (1991). Dimensions of the relationship between the value of achievement and performance. *Proceedings*, Southern Management Association.

Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1989). A field examination of alternative measures of work value congruence. *Proceedings*, Southern Management Association.

Ravlin, Elizabeth C. (1987). The concept of uncertainty: A re-examination of definition and theory. *Proceedings*, Southern Management Association.

Ravlin, E.C., & Meglino, B.M. (1986). Work values: A comparison of four methods of measurement. *Best Paper Proceedings*, Academy of Management.

Betton, J., & Ravlin, E.C. (1985). Technology and evolution of organizational forms. *Proceedings*, Southern Management Association.

TECHNICAL REPORTS

- Ravlin, E. C. (1992). Assessment Report, South Carolina Division of Information Resource Management.
- Ravlin, E.C., & Meglino, B. M. (1992). Survey Report, International Business Machines. Riegel and Emory Human Resource Research Center.
- Meglino, B.M., Ravlin, E.C., DeNisi, A.S., & Tomes, W.C. (1991). Report on the Use of a Realistic Job Preview for the Retention of Correctional Officers. Riegel and Emory Human Resource Research Center.
- Meglino, B.M., Ravlin, E.C., & Ritchie, C.M. (1990). Assessment Report, South Carolina Division of Human Resource Management.
- Ravlin, E.C., Meglino, B.M., & Adkins, C.L. (1989). Torrington Bearings Plant Study Feedback Report. Riegel and Emory Human Resource Research Center.

OTHER PUBLICATIONS

- Ravlin, E. C. (2006). Work Values. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks, CA: Sage.
- Ravlin, E. C. (2004). Values. In N. Nicholson (Ed.), *Encyclopedic Dictionary of Organizational Behavior* (2nd ed.). Oxford: Blackwell. (Revised for new edition).
- Fitch, J.L., & Ravlin, E.C. (2004). Team-based discipline: A theoretical framework. *Team Performance Management*, *10*, 5-11.
- Ravlin, E.C. (1995). Values. In N. Nicholson (Ed.), *Encyclopedic Dictionary of Organizational Behavior*. Oxford: Blackwell.
- Reprinted in C. L. Cooper & C. Argyris (eds.), *Encyclopedia of Management* (1998). Oxford: Blackwell.
- Ullman, J.C., & Ravlin, E.C. (1993). The values research project: Lessons for managers. *Business and Economic Review*, *40*, 3-6.
- Ravlin, E.C., Meglino, B.M., & Adkins, C.L. (1989). Stability of work values: Individual differences and relationship with decision making. *Resources in Education*, ED303751.
- Ravlin, E.C., & Goodman, P.S. (1984). Book review, *Assessing Organizational Effectiveness*, by Raymond F. Zammuto. *Administrative Science Quarterly*, *29*, 127-130.

PRESENTATIONS

- Thomas, D.C., Stahl, G., Ravlin, E.C., Poelmans, S., Pekerti, A., Maznevski, M., Lazarova, M.B., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. (2008). Development of the Cultural Intelligence Assessment. To be presented at the Academy of International Business, July.
- Ritchie, C.M., Ravlin, E.C., & Hanks, G. (2006). The Roles of Race and Gender in Ethical Decision Making. Academy of Management, August.
- Shabana, K.M., & Ravlin, E.C. (2006). Antecedents of Corporate Social Responsiveness. Academy of Management, August.
- Thomas, D.C., Stahl, G., Ravlin, E.C., Pekerti, A., Maznevski, M., Lazarova, M.B., Jackson, D., Elron, E., Ekelund, B.Z., Cerdin, J.L., Brislin, R., Aycan, Z., & Au, K. (2006). Cultural intelligence: Domain and Assessment. Presented at the International Association of Cross Cultural Psychology, Spetzes, Greece, July.
- Ravlin, E.C., Morrell, D., & Fitch, J.L. (2005). Peer-Based Discipline in Team Contexts. Southern Management Association, November.
- Ravlin, E.C., & Ritchie, C.M. (2005). The Value of Talking the Talk without Doing the Walking. Southern Management Association, November.
- Thomas, D.C., Ravlin, E.C., & Au, K. (2005). Cultural Variation and the Psychological Contract: The Mediating Effect of Exchange Ideology. Academy of Management, August.
- MacNab, B., Brislin, R., Worthley, R., Galperin, B., Jenner, S., Lituchy, T., MacLeand, J., Munoz-Aguilera, G., Ravlin, E.C., Tiessen, J., & Turcotte, M.F. (2004). Effective Ethics Management and Culture: Examination of Internal Reporting and Whistle Blowing Within a NAFTA Context. International Society for the Study of Work and Organizational Values, August.
- Ravlin, E.C., & Ritchie, C.M. (2003). Sharing in-use and espoused values: Attitudinal and behavioral outcomes. Southern Management Association, November.
- Fitch, J.L., & Ravlin, E.C. (2003). Team-based discipline: A theoretical framework. Institute of Behavioral and Applied Management, October.
- Ravlin, E.C., Ilsev, A., & Meglino, B.M. (2002). Person-organization Fit and Adaptability and Change. Society for Industrial and Organizational Psychology, April.

PRESENTATIONS – continued

Fitch, J.L., & Ravlin, E.C. (2002). Individual Differences and the Intention-Behavior Relationship. Southeastern Psychological Association, March.

Ravlin, E.C., Thomas, D.C., & Ilsev, A. (2001). Causes and consequences of status congruence in teams. Academy of Management, August.

Thomas, D.C., & Ravlin, E.C. (2000). What Have We Learned about Multicultural Composition of Groups? Carnegie Bosch Institute, Grant Recipient Workshop, October.

Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (1999). When are realistic job previews most effective? Academy of Management, August.

Ravlin, E.C., Schweiger, D.M., Calori, R., & Atamer, T. (1997). Multicultural Networks in Product Development and Commercialization. Academy of Management, August.

Ravlin, E.C. (1997). Panel Discussion: Integrity: What is it Really, and Why Do We Care? Society for Industrial and Organizational Psychology, April.

Schweiger, D., Atamer, T., Calori, R., & Ravlin, E.C. (1996). The Effective Use of Cross-national Teams and Networks in New Product Development and Commercialization. Strategic Management Association, November.

Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (1996). The Effects of Realistic Job Previews on Job Acceptance: A Meta-Analytic Reconciliation. Academy of Management, August.

Ravlin, E.C., & Thomas, D.C. (1995). Multicultural Work Group Process and Function. Academy of International Business, November.

Meglino, B.M., & Ravlin, E.C. (1995). Work Values and Teams Roundtable. Academy of Management, August.

Thomas, D.C., & Ravlin, E.C. (1994). Cultural Diversity in International Teams: Implications for Organizational Fit, Job Attitudes, and Performance. Carnegie Bosch Institute International Research Conference, November.

Ravlin, E.C., Adkins, C.L., & Meglino, B.M. (1994). Organizational Definition of Performance and Individual Value Orientation: Interactive Effects on Performance and Absence. Academy of Management, August.

Thomas, D.C., Ravlin, E.C., & Wallace, A.W. (1994). Effect of Cultural Diversity in Management Training Groups. Academy of Management, August.

PRESENTATIONS – continued

- Bumpus, M., & Ravlin, E.C. (1994). Differential Bases of Interpersonal Attraction for High and Low Self-Monitors as Determinants of Leader-Member Exchange Relationships. Academy of Management, August.
- Ravlin, E.C. & Meglino, B.M. (1993). The Influence of Value Congruence on Performance of Routine and Non-Routine Tasks. Academy of Management, August.
- Ravlin, E.C., Meglino, B.M., & Ritchie, C. M. (1992). Actual and Perceived Organizational Fit: Multiple Influences on Attitudes. Academy of Management, August.
- Adkins, C.L., Ravlin, E.C., & Meglino, B.M. (1992). Value Congruence between Co-workers and its Relationship to Work-related Outcomes. Academy of Management, August.
- Meglino, B.M., DeNisi, A.S., & Ravlin, E.C. (1992). Use of a Realistic Job Preview in the Recruitment and Retention of Correctional Officers. Society for Industrial/Organizational Psychology, May.
- Ritchie, C. M., Meglino, B.M., & Ravlin, E.C. (1991). Assessing Values and Organizational Culture Using Computer Aided Text Analysis. Academy of Management, August.
- Ravlin, E.C., & Meglino, B.M. (1991). Assessing Group and Organizational Fit: A Values-Based Approach. Academy of Management, August.
- Meglino, B.M., DeNisi, A.S., Ravlin, E.C., Tomes, W.E., & Lee, J. (1990). The Effects of a Realistic Job Preview and Prior Job Experience on the Retention of Correctional Officers. Academy of Management, August.
- Ravlin, E.C. (1990). Ethical Decision Making: Group and Individual Influences. Society for Industrial and Organizational Psychology, April.
- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1989). A Field Examination of Alternative Measures of Work Value Congruence. Southern Management Association, November.
- Ravlin, E.C., Adkins, C.L., & Meglino, B.M. (1989). A Field Test of the Relationship between the Achievement Value, Goals, and Job Performance. Academy of Management, August.
- Ravlin, E.C., Meglino, B.M., & Adkins, C.L. (1988). Stability of Work Values: Individual Differences and Relationship with Decision Making. American Psychological Association, August.

PRESENTATIONS – continued

- Meglino, B.M., Ravlin, E.C., & Adkins, C.L. (1988). A Field Test of the Value Congruence Process and its Effect on Individual and Organizational Outcomes. Academy of Management, August
- DeNisi, A.S., Ullman, J.C., Ravlin, E.C., Meglino, B.M., & Cornelius, E.T. (1988). Individual Values and Behavior: Are They Related? XXIV International Congress of Psychology, Sydney, Australia, August.
- Ravlin, E.C. (1987). The Concept of Uncertainty: A Re-examination of Definition and Theory. Southern Management Association, November.
- Ravlin, E.C. (1987). Group Performance: Effects of Task-Oriented Cohesiveness and Task Uncertainty Under Workflow Constraints. Academy of Management, August.
- Meglino, B.M., & Ravlin, E.C. (1987). A Comparison of Ispative Measures of Work Values: Self-Presentational Differences in Relation to Congruence Theory. Academy of Management, August.
- Meglino, B.M., & Ravlin, E.C. (1987). Value Compatibility and Satisfaction with a Leader: A Preliminary Examination of the Role of Interaction. American Psychological Association, August.
- Ravlin, E.C., & Meglino, B.M. (1987). An Examination of Transitivity of a Work Values Hierarchy. Society of Industrial and Organizational Psychology, April.
- Ravlin, E.C., Cornelius, E., T., & DeNisi, A.S. (1986). The identification and measurement of values at work. Academy of Management, August.
- Ravlin, E.C. & Meglino, B.M. (1986). Work Values: A Comparison of Four Methods of Measurement. Academy of Management, August.
- Betton, J., & Ravlin, E.C. (1985). Technology and Evolution of Organizational Forms. Southern Management Association, November.
- Goodman, P.S., Edwards, J.R., Seabright, M., Argote, L.A., & Ravlin, E.C. (1985). The Implementation of Robotics. Academy of Management, August.
- Ravlin, E.C., & Wheeler, H.N. (1985). Some Thoughts on Worker Participation. Riegel and Emory Human Resources Research Center Conference, University of South Carolina, April.
- Goodman, P.S., Atkin, R., & Ravlin, E.C. (1982). Some Observations on Specifying Models of Group Performance. American Psychological Association, August.

WORK IN PROGRESS

Ravlin, E.C., & Morrell, D.L. Peer-based punishment in team contexts.

Ravlin, E.C., Ritchie, C.M. Espoused and Enacted Values: Concurrent Value Systems in Organizations.

Ritchie, C.M., Ravlin, E.C., & Hanks, G. Race and Gender and the Perception of Ethics.

Ravlin, E.C., & Ritchie, C.M. Is there only one story? Qualitative research methods: Perspective and validity.

GRANTS

CIBER, "Psychological Contract," \$1,700, 2005-2006.

Carnegie Bosch Institute, with D.C. Thomas, "Cultural Diversity in International Teams: Implications for Organizational Fit, Job Attitudes, and Performance", \$16,000, 1994.

CIBER, with D.C. Thomas, "A Study of Multicultural Work Groups: Group Process and Effectiveness," \$4,000, 1992-93.

SERVICE

General Education Review panel, 2006-2007

Graduate Council, 2001-2004

Vice-chair, 2002-2003

Chair, 2003-2004

Policies and Practices Subcommittee, 2003-present

Chair, 2004-2005

Petitions and Appeals Subcommittee, 1994-2003

Chair, 2001-2003

Graduate School Doctoral/Masters Fellowships Committee, 2003-2007

Graduate Student Day Committee 2004-2007

Graduate Incentive Fellowships Committee, 2003-2007

Graduate School Doctoral Dissertation Award Committee, 2003

Graduate School Travel Grants Awards Committee, 2003-present

Accreditation Review, Professional Education Unit, 2003

Accreditation Review, Philosophy, 2004

AACSB Accreditation Committee, 1998-2000

Faculty Senate, 1994 -1995; 2007-present

SERVICE – continued

Director of Research, Riegel and Emory Human Resource Research Center, 1987-1992.

Responsibilities included coordination of research resources, review of research proposals, collection and dissemination of research results, solicitation of corporate funding.

Coordinator, Ph.D. Program in Organizational Behavior, 1986-1993

Responsibilities included recruitment of new students, advisement of continuing students, coordination of Qualifying and Comprehensive Examinations.

Ph.D. Oversight Committee, 1988-1989 (Chair); 1989-1993 (member)

Responsibilities included reviewing rules, procedures, and curricula for the College of Business Administration Ph.D. program, review of issues referred by the Graduate Admissions Committee and Graduate Policy and Curriculum Committee.

Management Area Ph.D. Committee, 1993-present

Faculty Advisory Council, 1996-97; 1998-2001; 2007-present
Chair, 2000-01

William H. Close Fellowship Committee, 1989-92
Amoco Fellowship Committee, 1997-8

Graduate Policy and Curriculum Committee, 1987-88

IMBA Faculty Executive Committee, 2004-2007

MHR Program

Faculty Executive Committee, 1985-present
Admissions Committee, 1990-present
Appeals Committee, 1994-1999

MBA Program

Faculty Executive Committee, 1996-2000
Appeals Committee, 1997-2000

Undergraduate Policy and Curriculum Committee, 1986-87

IBM Computer Laboratory Advisory Committee, 1988-91

Director, Department of Management Computer Laboratory, 1985-1992

Ethics Committee for the Protection of Human Subjects, 1986-87; 1988-89; 2003-2005

TEACHING

Recent Classes

Undergraduate Organizational Behavior
Undergraduate Principles of Management
Masters Level Organizational Behavior
Masters Closed Circuit TV Program Organizational Behavior
Masters On-Line Section Organizational Behavior
Masters Level Teams and Teamwork in Organizations
Masters Level Managing Cross-Border Teams
Masters Level Human Resources
Doctoral Seminar topics including Methods, Social Cognition, Attitudes
and Values, Decision Making, Leadership, Conflict, and Group Behavior.
Doctoral Seminar on Foundations of Management Theory

Dissertation Committees

Status

Raina Rutti	-Chair	Proposal Defended
Ana Bolino	-Chair	Proposal Development
Gundula Lucke	-Member	Proposal Defended
Dan Morrell	-Member	Proposal Defended
Jase Ramsey	-Member	Proposal Defended
Adrian Pitariu	-Member	Completed
Jing Jiang	-Member	Completed
Arpita Joardar	-Member	Completed
Sigrid Khorram	-Co-chair	Completed
Jim Nebus	-Member	Completed
Arzu Ilsev	-Chair	Completed
Davina Vora	-Member	Completed
Mourad Dahkli	-Member	Completed
John Urbanski	-Co-chair	Completed
Doug Rymph	-Member	Completed
Judy Beal Fitch	-Chair	Completed
Scott Lester	-Member	Completed
Diane Ricciardi	-Member	Completed
Holly Tompson	-Member	Completed
Mike Ritchie	-Chair	Completed
David Thomas	-Chair	Completed
Bonnie McNeely	-Member	Completed
Minnette Bumpus	-Chair	Completed
Saundra Glover	-Co-chair	Completed
Tina Robbins	-Co-chair	Completed

TEACHING--continued

<u>Dissertation Committees</u>		<u>Status</u>
Cheryl Adkins	-Chair	Completed
Joseph Czajka	-Member	Completed
Peter K'Obonyo	-Member	Completed
Danny Butler	-Member	Completed

Honors thesis committee, Masters theses outside reader, independent studies

PROFESSIONAL ACTIVITIES

PROFESSIONAL ORGANIZATIONS

Editorial Board, *Journal of Management*, 2003-present
Editorial Board, *Human Resources Management Review*, 1996-present
Editorial Board, *Academy of Management Review*, 1996-2002
Editorial Board, *Academy of Management Journal*, 1994-1996

Ad hoc reviewer, National Science Foundation, Canadian Science Foundation, Israel Science Foundation, *Psychological Bulletin*, *Journal of Applied Psychology*, *Academy of Management Journal*, *Academy of Management Review*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Occupational and Organizational Psychology*, *Group and Organization Management*, *Journal of Occupational and Organizational Psychology*, *International Journal of Selection and Assessment*, *International Journal of Human Resource Management*, *International Journal of Cross-Cultural Management*, *Organizational Studies*

Journal of Management Paper Development Workshop, Southern Management Association, Panelist, 2003

Academy of Management Review Best Paper Committee, 1997,1998
Chair, 1999

Academy of Management Organizational Behavior Division, Best Paper from a Dissertation Committee, 2008

Academy of Management Organizational Behavior Division, Best Paper Committee, 1997

Academy of Management Review Theory Development Workshop, Panelist, 1998-2000

PROFESSIONAL ACTIVITIES – continued

Program Committee, Academy of Management, HR Division, 1989-1997, 1999-2008

Program Committee, Academy of Management, OB Division, 1991-2008

Program Committee, Academy of Management, IM Division, 2003, 2007-2008

Program Committee, Society for Organizational and Industrial Psychology, 1993-2007

Program Committee, American Psychological Association, 1990, 1992

Program Committee, American Psychological Society, 1991-1993

Program Committee, Southern Management Association, 1985, 1986, 1988, 1992-94, 1996, 2004, 2005.

Chair, Academy of Management Symposium on Effectiveness of Multicultural Work Teams: Perspectives from International Management, Organizational Behavior, and Organization Theory, 1997

Chair, Society for Industrial and Organizational Psychology Symposium on Ethical Issues in Industrial/Organizational Psychology, 1990

Chair, Academy of Management OB Division Session, 1998, 2000

Chair, Academy of Management HR Division Session, 1990, 2000

Discussant, Academy of Management, Human Resources Division, 1989, 1997, 1999

Discussant, Academy of Management, OB Division, 1993, 1997, 2005

Discussant, Southern Management Association Meetings, 1985, 1986

Facilitator, Academy of Management Round Table, 2005

Reviewer, Tenure and Promotion file, Wayne State University, 1997

Member - Academy of Management, American Psychological Association, Society for Industrial and Organizational Psychology, Southern Management Association

CONSULTING AND EXECUTIVE EDUCATION

Consultant to private and public sector organizations
Diversity Workshop, Multicultural Symposium, Black Psychology Graduate Student Association, April 2008
Upward Workshop on Teams and Team Building, December, 2007
Executive International MBA Workshop on Teams and Team Building, August, 2006
Management Development Program for the Governor's Office, April, 1991
Course development with University of International Business and Economics, Beijing, China, February-July 1990
Participation in management training program, Universidad Catolica Madre y Maestra, Santo Domingo, Dominican Republic, May 1990
Daniel Management Center (College of Business Administration Management training unit); have done programs on Group Effectiveness and Counseling, 1987-1990.

OTHER

Text Reviewer for Dryden Press, Harper/Collins, Irwin, Addison-Wesley, Wiley, Harcourt, McGraw-Hill.

FELLOWSHIPS AND HONORS

Academy of Management OB Division Top Reviewers Award, 2007.
ANBAR Citation of Excellence, for B.M. Meglino and E.C. Ravlin (1998), Individual values in organizations: Concepts, Controversies, and Research. *Journal of Management*, **24**, 251-289.
Distinguished Paper Award, Southern Management Association Meetings, 1987
Research Scholar Award, College of Business Administration, 1987
Selected for Academy of Management Doctoral Student and Junior Faculty Consortium, Personnel Division, August 1985
Selected for Academy of Management Doctoral Student Consortium, Organizational Behavior Division, August, 1983
Continental Group Fellowship, September 1982-August 1983
Corning Foundation Fellowship, September 1981-August 1982
William Larrimer Mellon Fellowship, September 1980-August 1981