

MICHAEL J. WESSON
Department of Management
Texas A&M University
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ACADEMIC POSITIONS

2000 - present Assistant Professor
 Department of Management
 Mays Business School
 Texas A&M University

EDUCATION

- Ph.D. Michigan State University, East Lansing, MI – 2002
Major: Human Resources Management/Organizational Behavior
Minor: Industrial/Organizational Psychology
- M.S. Texas A&M University, College Station, TX
Master of Science in Management (Human Resources) – 1992
- B.B.A Baylor University, Waco, TX
Bachelor of Business Administration - 1991
Majors: Marketing/Management

BUSINESS EXPERIENCE

1992-1995 **Human Resources Manager:** Baker Hughes INTEQ, Houston, TX.
Generalist and managerial duties in Fortune 500 firm. Responsible for all aspects of human resources management for a client group of more than 350 employees including a manufacturing plant, research and engineering department, and scientific laboratory. Responsibilities included recruitment, selection, employee relations (layoffs and terminations), compensation and benefits administration (including involvement with various incentive plans and international programs), policy interpretation, management counseling, resolving performance management issues, and the supervision of three employees.

RESEARCH INTERESTS

Organizational Entry (recruitment, selection, and socialization); Organizational Justice (Fairness) reactions to human resource programs; Goal Commitment and the Goal Setting Process; Employee-Employer relationships with a focus on contingent work relationships

PUBLICATIONS

Jackson, C. L., Colquitt, J. A., Wesson, M. J., & Zapata-Phelan, C. P. (In Press) Psychological Collectivism: A Measurement Validation and Linkage to Group Member Performance. Journal of Applied Psychology.

Colella, A. J., Paetzold, R. L., Zardkoohi, A, & Wesson, M. J. (In Press) Pay Secrecy Exposed. Academy of Management Review.

Wesson, M. J. & Gogus, C. I. (2005) Shaking hands with a computer: An examination of two methods of organizational newcomer orientation. Journal of Applied Psychology, 90, 1018-1026.

Klein, H. J., Wesson, M. J., Hollenbeck, J. H., Wright, P. M. & Deshon, R. P. (2001). The assessment of goal commitment: A measurement model meta-analysis. Organizational Behavior and Human Decision Processes, 85, 32-55.

Colquitt, J. A., Conlon, D.E., Wesson, M. J., Porter C. O. L. H. & Ng, K.Y. (2001). Justice at the millennium: A meta-analysis of 25 years of procedural justice research. Journal of Applied Psychology, 86, 425-445.

*Paper has been cited 130 times since its publication and was named the Fast-Moving Research Front paper for Economics and Business in May, 2006 by ISI Essential Science Indicators.

Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. (1999). A Tale of Two Job Markets: Comparing the Hiring Practices of Large and Small Organizations. Personnel Psychology, 52, 841-867.

Klein, H. J., Wesson, M. J., Hollenbeck, J. R., & Alge, B. R. (1999). Goal Commitment and the Goal Setting Process: Conceptual Clarification and Empirical Synthesis. Journal of Applied Psychology, 84, 885-896.

* Paper reprinted in Porter, L.W., Bigley, G., Steers, R.M. (2002). Motivation and Work Behavior, 7th Edition, McGraw Hill.

BOOK CHAPTERS

Barber, A. E. & Wesson, M. J. (1998). Using verbal protocol analysis to assess the construct validity of an empirical measure: An examination of the OCP. In J. Wagner (Ed.), Advances in Qualitative Organization Research, pp. 67-104. Greenwich: JAI.

REFEREED PRESENTATIONS

- Jackson, C. L., Colquitt, J. A., Wesson, M. J. & Zapata-Phelan, C.P. (2005) Psychological collectivism: A measurement validation and linkage to group performance. Presented at the 63rd Annual Meeting of the National Academy of Management. Honolulu, HI.
- Wesson, M. J. & Gogus, C. I. (2004) Shaking hands with a computer: The importance of social interactivity in newcomer orientations. Presented at the 62nd Annual Meeting of the National Academy of Management. New Orleans, LA.
- Wesson, M. J. (2003) The employee who knew too much?: Prior work experience, information seeking, and the socialization of organizational newcomers. Presented at the 61st Annual Meeting of the National Academy of Management. Seattle, WA. August.
- Colella, A. J., Zardkoohi, A., Paetzold, R. L. & Wesson, M. J. (2003) Pay Secrecy Revisited: An Integrative Model. Presented at the 61st Annual Meeting of the National Academy of Management. Seattle, WA. August.
- Wesson, M. J. (2003) Work experience and its effects on organizational newcomers. Presented at the 16th Annual Conference of the Society for Industrial/Organizational Psychology. Orlando, FL. April.
- Jackson, C. L., Colquitt, J. A., Wild, E. & Wesson, M. J. (2002) Collectivism as Personality: Implications for Team Selection and Staffing. Presented at the 60th Annual Meeting of the National Academy of Management. Denver, CO. August.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter C. H. & Ng, K.Y. (2000) Justice at the millennium: A meta-analysis of 25 years of procedural justice research. Presented at the 15th Annual Conference of the Society for Industrial/Organizational Psychology. New Orleans, LA. April.
- Klein, H. J., Wesson, M. J., Hollenbeck, J. H., Wright, P. M. & Deshon, R. P. (1999). The assessment of goal commitment: A measurement model meta-analysis. Presented at the 58th Annual Meeting of the National Academy of Management. Chicago, IL. August.
- Wesson, M. J. & Barber, A. E. (1998). Determinants of organizational culture impressions among job seekers. Poster presented at the 13th Annual Conference of the Society for Industrial/Organizational Psychology. Dallas, TX. April.
- Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. (1998). A Tale of Two Job Markets: Comparing the Hiring Practices of Large and Small Organizations. Presented at the 57th Annual Meeting of the National Academy of Management. San Diego, CA. August.

Klein, H. J., Hollenbeck, J. R., Wesson, M. J., & Alge, B. R. (1998). Goal commitment and the goal setting process: Ten years after. Presented at the 57th Annual Meeting of the National Academy of Management. San Diego, CA. August..

SELECTED CURRENT RESEARCH PROJECTS (data collected)

Wesson, M. J. The employee who knew too much?: Prior work experience, information seeking, and the socialization of organizational newcomers. Under revision for *Academy of Management Journal*.

Wesson, M. J., & Bingham, J. It's not what they get, but how they get it: Initial salary negotiation and perceptions of organizational justice among organizational newcomers. In preparation for submission to the *Journal of Applied Psychology*.

Taylor, M. S., Roberson, Q. M., Wesson, M. J. & Barber, A. E. Determinants and Consequences of Applicants' Preference for Employer Size: A test of P-O Fit and sorting theories. In preparation for submission to the *Journal of Applied Psychology*.

Wesson, M.J., Moon, H. & Robertson, D. One Bad Deed Deserves Another: The Effects of Escalation of Commitment and Prior Unethical Acts on Unethical Behavior in Organizations. In preparation for submission to the *Academy of Management Journal*.

SELECTED EXECUTIVE EDUCATION CLASSES AND PRESENTATIONS

“Leading from Within” and “The Art of Leadership”, Halliburton President’s Leadership Excellence Program, Texas A&M Center for Executive Development (2005)

Performance Management, Law Enforcement Management Institute Training, Texas A&M Center for Executive Development (2005)

Leadership Module, Texas A&M Executive MBA Program, Woodlands, TX (2004 – present)

“Dynamics of Leadership”, Halliburton Management/Leadership Development Program, Texas A&M Center for Executive Development (2003 – present)

“Knowing the "basics" about the termination interview: Training, Preparation, and Documentation”, Brazos Valley Human Resources Management Association, April, 2005.

“Organizational Justice: How HRM decisions affect perceptions of fairness – back by popular demand”, Brazos Valley Human Resources Management Association, June 2004.

“Onboarding in the new millennium: New research on computer-based orientation programs and socializing experienced new hires.”, Texas A&M Center for Human Resource Management Professional Briefing (Dallas – Summer 2003; Houston – Spring 2004).

“Hot Topics in HR – Cash Balance Pension Plans and Consumer Driven Healthcare”, Texas A&M Center for Human Resource Management – HRMcoming, October, 2003

“Organizational Justice: How HRM decisions affect perceptions of fairness”, Brazos Valley Human Resources Management Association, June 2003.

“Pay Secrecy: The Good and the Bad”, Houston Area Manufacturer’s HR Association, Feb, 2003

“It’s not what they get, but how they get it: Initial salary negotiation and perceptions of fairness among organizational newcomers” Texas A&M Center for Human Resource Management Professional Briefings (Dallas – August 2002; Houston – June 2002)

PROFESSIONAL ACTIVITIES

Editorial Board Member: *Journal of Applied Psychology*
Ad Hoc Reviewer, *Academy of Management Journal*
Ad Hoc Reviewer, *Journal of Management*

Academy of Management HR Division Program Committee (1998 – present)
Academy of Management OB Division Program Committee (1998 – present)
Academy of Management HR Division Doctoral Consortium Faculty Panelist (2000 and 2005)

AWARDS AND HONORS

Mays Summer Research Grant (2004 & 2006)
Montague Center for Teaching Excellence Award (2003) (University-wide award)

PROFESSIONAL AFFILIATIONS

Academy of Management (Human Resource Management and Organizational Behavior Divisions)
American Psychological Association
Society for Industrial & Organizational Psychology
Southern Management Association

STUDENT ADVISING AND COMMITTEES

David Gras (Texas A&M University Undergraduate Research Fellows Program, Dept. of Management), Chair and Faculty Advisor.
Run (Lily) Ren (Ph.D. student, Dept. of Management, Texas A&M University). Committee member.
Celile I. Gogus (Ph.D. student, Dept. of Management, Texas A&M University). Committee member.
Race Yu (Ph.D. student, Dept. of Management, Texas A&M University). Committee member.
Desoreen Bachoo (Ph.D. student, Dept. of Management, Texas A&M University). Committee member.
Dan Holt (Ph.D. student, Educational Administration Dept., Texas A&M University). Committee member.

UNIVERSITY SERVICE

Chair, Departmental Search Committee for Human Resource Management Faculty (2005)

Faculty Advisor for Society for Human Resource Management Student Chapter, Texas A&M University
(2000 – present)

Faculty sponsor for the Mays Freshman Business Initiative (FBI) (2003-2005)

Panelist and Presenter, “Capturing “Capturing Their Attention”: How to effectively engage
students in your large class”, Texas A&M Center for Teaching Excellence, Fall 2004

MS/HRM Program Committee Member, Texas A&M University (2000-2002)

Presenter, Texas A&M New Faculty Orientation (2001, 2002)