

RICKY W. GRIFFIN

Distinguished Professor of Management
Blocker Chair in Business
Mays Business School
Texas A&M University
College Station, Texas 77843
(979) 862-3962
rgriffin@tamu.edu

EDUCATION

<u>Institution</u>	<u>Major</u>	<u>Degree</u>	<u>Date</u>
University of Houston	Organizational Behavior	Ph.D.	8/78
University of Houston	Organizational Behavior	M.B.A.	8/75
North Texas State Univ.	Management	B.B.A.	5/72

ACADEMIC EXPERIENCE

9/02 - present	<u>Texas A&M University</u> Jeanne and John R. Blocker Chair and Distinguished Professor of Management
1/01 - present	<u>Texas A&M University</u> Jeanne and John R. Blocker Chair and Professor of Management
9/90 - 12/00	<u>Texas A&M University</u> Lawrence E. Fouraker Professor of Business Administration and Professor of Management
9/89 - 8/90	<u>Texas A&M University</u> Professor of Management
9/83 - 8/89	<u>Texas A&M University</u> Associate Professor of Management
9/81 - 8/83	<u>Texas A&M University</u>

Assistant Professor of Management
9/78 - 8/81 University of Missouri-Columbia
Assistant Professor of Management
9/74 - 8/78 University of Houston
Teaching Fellow, Organizational Behavior and Management

ADMINISTRATIVE EXPERIENCE

7/11—present Texas A&M University
Head, Department of Management
6/07—8/08 Texas A&M University
Interim Dean
Mays Business School
6/00 – 6/07 Texas A&M University
Executive Associate Dean,
Mays Business School
8/97 – 5/00 Texas A&M University
Head, Department of Management
9/92 - 8/97 Texas A&M University
Director, Center for Human Resource Management
9/91 - 8/92 Texas A&M University
Assistant Head, Department of Management
9/89 - 8/91 Texas A&M University
Area Leader, Organizations Group
9/84 - 5/86 Texas A&M University
Assistant Head, Department of Management
9/84 - 1/86 Texas A&M University
Ph.D. Program Coordinator,
Department of Management

OTHER EXPERIENCE

2/03 – 6/03 University of South Africa
Visiting Professor
5/72 - 5/73 S.S. Kresge Company

Executive Development Program

TEACHING INTERESTS

Primary teaching interests include organizational behavior, human resource management, general management, research methodology, and international management.

TEACHING EXPERIENCE

Courses taught include:

- organizational behavior
- advanced organizational behavior
- organization theory
- survey of management
- human resource management
- advanced human resource management
- business and society
- research methodology
- international management
- research practicum
- compensation

Teaching levels, venues, formats, and audiences include:

- undergraduate
- masters
- doctoral
- coordinated and lectured in large team-taught sections
- coordinated and taught in Study Abroad program
- taught in Honors Program
- taught in EMBA program
- taught in Saudi Arabia

RESEARCH INTERESTS

Areas of interest include dysfunctional work behavior, executive skills, leadership, and work culture

AWARDS AND PROFESSIONAL RECOGNITION

Namesake, *Dr. Ricky W. Griffin Outstanding Research Award*, Mays Business School (2008; designated as the Mays Business School premiere research award)

Hong Kong University Grants Committee Learning Assessment Conference
Keynote Speaker (2008)

Mays Distinguished Research Award (2004)

Distinguished Professor of Management (2002)

Academy of Management's Journals Hall of Fame (2000)

University of South Africa Visiting Scholar (2000)

Who's Who in the Management Sciences (2000)

Fellow, Academy of Management (1999)

Society for Organizational Behavior (1998)

Warsaw School of Management Visiting Scholar (1996)

Fellow, Southern Management Association (1995)

Dorothy Harlow Best Paper Award for the Women in Management Division of the Academy of Management (1995)

Texas A&M University Management Society Outstanding Management Professor of the Year (1994)

Oxford University Visiting Scholar (1993)

London Business School Visiting Scholar (1993)

Texas A&M University Association of Former Students Distinguished Achievement in Research Award (1993)

Navarro College Distinguished Alumni Award (1990)

Faculty Development In International Business Fellowship (1989)

Texas Engineering Experiment Station Fellow (1985-1986)

Texas A&M University College of Business Administration Research Achievement Award (1983-1984)

Organizational Behavior Division of the Academy of Management Showcase Study Award (1984)

Organizational Behavior Division of the Academy of Management Best Competitive Paper Award (1981)

University of Missouri Summer Research Fellow (1980)

Mortar Board Outstanding Educator (1978)

Beta Gamma Sigma (1978)

Academy of Management Doctoral Consortium Fellow (1977)

University of Houston Teaching Excellence Award (1976)

Fred J. Heyne Graduate Fellowship (1973)

Blue Key National Honor Fraternity (1971)

PROFESSIONAL MEMBERSHIPS

Academy of Management
Southwest Division of the Academy of Management
Southern Management Association

ARTICLES, ESSAYS, AND BOOK CHAPTERS

R.W. Griffin, A. Stoverink, and R. Gardner, "Negative Co-worker Exchanges," in Personal Relationships at Work (San Francisco: Jossey-Bass, 2012, in press).

R.W. Griffin and Y. Lopez, "When Employees Turn Violent: An Interactionist Perspective on the Incidence of Deviant Behavior," in Workplace Deviance and Crime (New York: NYU Press, 2012, in press).

D.D. Van Fleet, K.M. Kacmar, R.W. Griffin, R.C. Ford, and W.J. Duncan, "Towards Finding the Balance of Art and Science in Management," Journal of Applied Management and Entrepreneurship, 2012 (in press).

R. Paetzold, A. O'Leary-Kelly, and R.W. Griffin, "Workplace Violence, Employer Liability, and Implications for Organizational Research," Journal of Management Inquiry, 2007, Vol. 16, No. 4, pp. 362-370.

D.D. Van Fleet and R.W. Griffin, "Leadership, Organizational Culture, and Dysfunctional Behavior in Organizations," Journal of Managerial Psychology, 2006, Vol. 21, Number 8, pp. 698-708.

D.D. Van Fleet with R.W. Griffin and others, "The Journal of Management's First 30 Years," Journal of Management, 2006, Vol. 32, No. 4, pp. 477-506.

R.W. Griffin and Y. Lopez, "'Bad Behavior' in Organizations: A Review and Proposed Organizing Framework," Journal of Management, 2005, Vol. 31, No. 6, pp. 988-1005.

R.W. Griffin and A. O'Leary-Kelly, "Introduction to the Dark Side," in The Dark Side of Organizational Behavior (San Francisco, Jossey-Bass, 2004), pp. 1-20.

A. O'Leary-Kelly and R.W. Griffin, "Dark Side Issues: Concluding Observations and Directions for Future Research," in The Dark Side of Organizational Behavior (San Francisco: Jossey-Bass, 2004), pp. 462-486.

A. O'Leary-Kelly, R.L. Paetzold, and R.W. Griffin, "Sexual Harassment as Aggressive Behavior: An Actor-Based Perspective," Academy of Management Review, 2000, Vol. 25, No. 2, pp. 372-388.

R.W. Griffin, "Workplace Security," in The Blackwell Encyclopedia of Human Resource Management 2nd Edition (Oxford, UK: Blackwell Publishers, 2004).

R.W. Griffin, "Workplace Violence," in The Blackwell Encyclopedia of Human Resource Management 2nd Edition (Oxford, UK: Blackwell Publishers, 2004).

R.W. Griffin, "Attitude Theory," in The Blackwell Encyclopedia of Organizational Behavior 2nd Edition (Oxford, UK: Blackwell Publishers, 2004).

R.W. Griffin, "Attitude Measurement," in The Blackwell Encyclopedia of Organizational Behavior 2nd Edition (Oxford, UK: Blackwell Publishers, 2004).

R.W. Griffin, "Person-Job Fit," in The Blackwell Encyclopedia of Organizational Behavior 2nd Edition (Oxford, UK: Blackwell Publishers, 2004).

R.W. Griffin, "Cognitive Dissonance," in The Blackwell Encyclopedia of Organizational Behavior 2nd Edition (Oxford, UK: Blackwell Publishers, 2004).

A. O'Leary-Kelly, M.K. Duffy, and R.W. Griffin, "Construct Confusion in the Study of Antisocial Work Behavior," in Research in Personnel and Human Resource Management, Vol. 18 (Stamford, Conn.: 2000), pp. 275-303.

K. Danna and R.W. Griffin, "Health and Well-Being in the Workplace: A Review and Synthesis of the Literature," Journal of Management, 1999, Vol. 25, No. 3, pp. 357-384. Reprinted in Cary Cooper (Ed.), New Directions in Organizational Behavior (London: Sage Publications), 2008.

R.W. Griffin, A. O'Leary-Kelly, and J.M. Collins, "Dysfunctional Work Behaviors in Organizations," in Trends in Organizational Behavior, Vol. 5 (London: John Wiley & Sons, 1998), pp. 65-82.

J.M. Collins and R.W. Griffin, "The Psychology Underlying Counterproductive Job Performance and Practical Tools for Prediction," in Dysfunctional Behavior in Organizations: Non-Violent Dysfunctional Behavior (Stamford, Conn.: 1998), pp. 219-242.

R.W. Griffin, "Workplace Security," in The Blackwell Encyclopedia of Human Resource Management (Oxford, UK: Blackwell Publishers, 1997). Reprinted in The Concise Blackwell Encyclopedia of Management (Oxford, UK: Blackwell Publishers, 1998).

R.W. Griffin, "Workplace Violence," in The Blackwell Encyclopedia of Human Resource Management (Oxford, UK: Blackwell Publishers, 1997). Reprinted in The Concise Blackwell Encyclopedia of Management (Oxford, UK: Blackwell Publishers, 1998).

A. O'Leary-Kelly, R.W. Griffin, and D.J. Glew, "Organization-Motivated Aggression: A Research Framework," Academy of Management Review, 1996, Vol. 21, No. 1, pp. 225-253.

R.W. Griffin, "Attitude Theory," in The Blackwell Encyclopedia of Organizational Behavior (Oxford, UK: Blackwell Publishers, 1995).

R.W. Griffin, "Attitude Measurement," in The Blackwell Encyclopedia of Organizational Behavior (Oxford, UK: Blackwell Publishers, 1995).

R.W. Griffin, "Person-Job Fit," in The Blackwell Encyclopedia of Organizational Behavior (Oxford, UK: Blackwell Publishers, 1995).

R.W. Griffin, "Cognitive Dissonance," in The Blackwell Encyclopedia of Organizational Behavior (Oxford, UK: Blackwell Publishers, 1995).

D.J. Glew, A. M. O'Leary-Kelly, R.W. Griffin, and D.D. Van Fleet, "Participation in Organizations: A Preview of the Issues and Proposed Framework for Future Analysis," Journal of Management, 1995, Vol. 21, No. 3, pp. 395-421.

A. O'Leary-Kelly and R.W. Griffin, "Job Satisfaction and Organizational Commitment," in Psychology and Policing (New Jersey: Lawrence Erlbaum Associates, 1995), pp. 367-393.

R.W. Griffin, D.D. Van Fleet, and T.C. Head, "Quality Circle Effectiveness in High-Technology Organizations," in Advances in Global High-Technology Management (Greenwich, Conn.: JAI Press, 1995), pp. 105-123.

R.W. Griffin and G. McMahon, "Motivation Through Job Design," in Organizational Behavior: The State of the Science (New York: Lawrence Erlbaum Associates, 1994), pp. 23-44.

R.W. Woodman, J.E. Sawyer, and R.W. Griffin, "Toward a Theory of Organizational Creativity," Academy of Management Review, 1993, Vol. 18, No. 2, pp. 293-321.

R.W. Griffin, "A Long-Term Investigation of the Effects of Work Redesign on Employee Perceptions, Attitudes, and Behaviors," Academy of Management Journal, Vol. 34, No. 2, 1991, pp. 425-435. Reprinted in Annual Editions-Management 1993/1994 (Dushkin Publishing Group, 1992, pp. 91-96).

R.W. Griffin and K.M. Kacmar, "Laboratory Research in Management: Misconceptions and Missed Opportunities," Journal of Organizational Behavior, Vol. 12, 1990, pp. 301-311.

K.V. Harrington and R.W. Griffin, "Ripley, Burke, Gorman and Friends: Using the Film 'Aliens' to Teach Leadership and Power," Organizational Behavior Teaching Review, Vol. 14, No. 3, 1989-1990, pp. 79-86.

J. Thomas and R.W. Griffin, "The Power of Social Information in the Workplace," Organizational Dynamics, Autumn 1989, pp. 63-75.

D.D. Van Fleet and R.W. Griffin, "Quality Circles: A Review and Suggested Future Directions," in Review of Industrial and Organizational Psychology 1989 (New York: John Wiley & Sons, 1989), pp. 213-234.

R.W. Griffin and W.E. Cashin, "The Lecture and Discussion Method for Management Education: Pros and Cons," Journal of Management Development, Vol. 8, No. 2, 1989, pp. 25-32.

R.W. Griffin, "A Longitudinal Assessment of the Consequences of Quality Circles in an Industrial Setting," Academy of Management Journal, Vol. 31, No. 2, 1988, pp. 338-358.

T.C. Head, R.W. Griffin, T.S. Bateman, L. Lohman, and V.L. Yates, "The Priming Effect in Task Design Research," Journal of Management, Vol. 14, No. 1, 1988, pp. 33-39.

R.L. Daft, R.W. Griffin, and V.L. Yates, "Retrospective Accounts of Research Factors Associated With Significant and Not-So-Significant Research Outcomes," Academy of Management Journal, Vol. 30, No. 4, 1987, pp. 763-785.

R.W. Griffin, T.S. Bateman, S.J. Wayne, and T.C. Head, "Objective and Social Factors as Determinants of Task Perceptions and Responses: An Integrative Perspective and Empirical Investigation," Academy of Management Journal, Vol. 30, No. 3, 1987, pp. 501-523.

R.W. Griffin, "Toward an Integrated Theory of Task Design," in Research in Organizational Behavior, Vol. 9 (Greenwich, Conn.: JAI Press, 1987), pp. 79-120. Reprinted in Work in Organizations (Greenwich, Conn.: JAI Press, 1990, pp. 123-149).

R.W. Griffin, K.D. Skivington, and G. Moorhead, "Symbolic and Interactional Perspectives on Leadership: An Integrative Perspective," Human Relations, Vol. 40, No. 4, 1987, pp. 199-218.

T.S. Bateman, R.W. Griffin, and D. Rubinstein, "Social Information Processing and Group-Induced Shifts in Response to Task Design," Group and Organization Studies, Vol. 12, 1987 pp. 88-108.

R.W. Griffin and D.D. Van Fleet, "Task Characteristics, Performance, and Satisfaction," International Journal of Management, Vol. 3, 1986, pp. 89-96.

R.W. Griffin and T.S. Bateman, "Job Satisfaction and Organizational Commitment," in Review of Industrial and Organizational Psychology 1986 (New York: John Wiley & Sons, 1986), pp. 157-188.

S.W. Wayne, R.W. Griffin, and T.S. Bateman, "Improving the Effectiveness of Quality Circles," Personnel Administrator, March 1986, pp. 79-88.

E.A. Slusher and R.W. Griffin, "Comparison Processes in Task Perceptions, Evaluations, and Reactions," Journal of Business Research, Vol. 13, 1985, pp. 287-299.

R.W. Griffin and R.W. Woodman, "Utilizing Task Redesign Strategies Within Organization Development Programs," in Contemporary Organization Development: Current Thinking and Application (Glenview, Ill.: Scott, Foresman and Co., 1985), pp. 308-319.

J. Thomas and R.W. Griffin, "The Social Information Processing Model of Task Design: A Review of the Literature," Academy of Management Review, Vol. 8, 1983, pp. 672-682.

R.W. Griffin, "Objective and Social Sources of Information in Task Redesign: A Field Experiment," Administrative Science Quarterly, Vol. 28, 1983, pp. 184-200.

(Received the Organizational Behavior Division of the Academy of Management Showcase Study Award in 1984.)

B.H. Johnson, G. Moorhead, and R.W. Griffin, "Human Resource Information Systems and Job Design," Human Resource Planning, Vol. 6, 1983, pp. 35-40.

L.W. Chonko and R.W. Griffin, "Trade-Off Analysis: A Method for Determining Employee Preferences for Rewards," Personnel Administrator, May 1983, pp. 45-47. Reprinted in Organizational Behavior: Readings and Exercises, 7th Edition (McGraw-Hill, 1985, pp. 273-277).

R.W. Griffin, "Perceived Task Characteristics and Employee Productivity and Satisfaction," Human Relations, Vol. 35, 1982, pp. 927-938.

R.W. Griffin, "Supervisory Behavior as a Source of Perceived Task Scope," Journal of Occupational Psychology, Vol. 54, 1981, pp. 175-182.

R.W. Griffin, M.A. Welsh, and G. Moorhead, "Perceived Task Characteristics and Employee Performance: A Literature Review," Academy of Management Review, Vol. 6, 1981, pp. 655-664. Reprinted in Readings in Organizational Behavior and Performance (Scott, Foresman, 1983, pp. 90-103).

R.W. Griffin, "A Longitudinal Investigation of Task Characteristics Relationships," Academy of Management Journal, Vol. 24, 1981, pp. 99-113.

R.W. Griffin, G. Moorhead, B.H. Johnson, and L.B. Chonko, "The Empirical Dimensionality of the Job Characteristics Inventory," Academy of Management Journal, Vol. 23, 1980, pp. 772-777.

R.W. Griffin, "Relationships Among Individual, Task Design, and Leader Behavior Variables," Academy of Management Journal, Vol. 23, 1980, pp. 665-683.

R.W. Griffin, "Task Design Determinants of Effective Leader Behavior," Academy of Management Review, Vol. 4, 1979, pp. 215-224.

B. Gelb, G. Gelb, and R.W. Griffin, "Managing With the Consumer's Help," Business Horizons, Vol. 19, 1976, pp. 60-74. Reprinted in Insights for Marketing Management (Goodyear, 1977).

SCHOLARLY BOOKS

R.W. Griffin and A.O-Leary-Kelly (Eds.), The Dark Side of Organizational Behavior (San Francisco: Jossey-Bass, 2004).

R.W. Griffin, A. O'Leary-Kelly, and J.M. Collins (Eds.), Dysfunctional Behavior in Organizations: Violent and Deviate Behavior (Stamford, Conn.: JAI Press, 1998).

R.W. Griffin, A. O'Leary-Kelly, and J.M. Collins (Eds.), Dysfunctional Behavior in Organizations: Non-Violent Dysfunctional Behavior (Stamford, Conn.: JAI Press, 1998).

J. Barney and R.W. Griffin, The Management of Organizations: Strategy, Structure, and Behavior (Boston: Houghton Mifflin Co., 1992).

R.W. Griffin, Task Design--An Integrative Approach (Glenview, Ill.: Scott, Foresman and Company, 1982).

TEXTBOOKS

R.W. Griffin, Management, 11th Ed. (Cincinnati: Cengage 2013); (10th Ed. Published in 2011; 9th Edition published 2008; 8th Edition published 2005; 7th Edition published in 2002; 6th Edition published in 1999; 5th Edition published in 1996; 4th Edition published in 1993; 3rd Edition published in 1990; 2nd Edition published in 1987; 1st Edition published in 1984). (Has been translated/adapted for Polish, Canadian, Australian, Russian, Chinese, and Arabic students)

A. DeNisi and R.W. Griffin, Human Resource Management, (Cincinnati: Cengage 2011); 3rd Edition published 2007; 2nd Edition published 2004; 1st Edition published in 2001).

R.W. Griffin and M.W. Pustay, International Business, 7th Ed. (Upper Saddle River, NJ: Pearson, 2013); (6th Edition published 2009; 5th Edition published 2006, 4th Edition published 2005; 3rd Edition published in 2001; 2nd Edition published in 1999; 1st Edition published in 1996.) (Has been adapted for Australian students)

R. Ebert and R.W. Griffin, Business Essentials, 8th Ed. (Upper Saddle River, NJ: Prentice-Hall, Inc., 2010; 7th Edition published 2008; 5th Edition published in 2005; 4th Edition published in 2003; 3rd Edition published in 2000; 2nd Edition published in 1998; 1st Edition published in 1995). (Has been translated/adapted for Canadian, Chinese, and Japanese students)

R.W. Griffin and G. Moorhead, Organizational Behavior, 10th Ed. (Cincinnati: Cengage 2011) (9th Edition published 2009; 8th Edition published in 2007; 7th Edition Published in 2004; 6th Ed. Published in 2001; 5th Edition published in 1998; 4th Edition published in 1995; 3rd Edition published in 1992; 2nd Edition published in 1989; 1st Edition published in 1986). (Has been adapted for Canadian students)

R.W. Griffin and R.J. Ebert, Business, 8th Ed. (Upper Saddle River, NJ: Prentice-Hall, Inc., 2007) (7th Ed. Published in 2004; 6th Edition published in 2002; 5th Edition published in 1999; 4th Edition published in 1996; 3rd Edition published in 1993; 2nd Edition published in 1991; 1st Edition published in 1989). (Has been translated/adapted for Spanish, Canadian, and Malaysian students)

R.W. Griffin, Fundamentals of Management, 6th Ed. (Cincinnati: Cengage 2011) (5th Edition published in 2009; 4th Edition published in 2006; 3rd Edition published in 2003; 2nd Edition published in 2000; 1st Edition published in 1997) (Has been translated/modified for Canadian, Australian, and Ukrainian students)

R.W. Griffin, Principles of Management (Boston: Houghton Mifflin Co., published 2006, copyright 2008).

R.W. Griffin and G. Moorhead, Fundamentals of Organizational Behavior (Boston: Houghton Mifflin Co., 2006).

D.D. Van Fleet and T. Peterson in collaboration with R.W. Griffin, Contemporary Management, 3rd Ed. (Boston: Houghton Mifflin Co., 1994) (2nd Edition published in 1991; 1st Edition published in 1988).

OTHER EDITED PUBLICATIONS

R.W. Griffin (Editor), Yearly Review of Management, 1988 (Special Issue of the Journal of Management).

R.W. Griffin and T.C. Head (Editors), Practicing Management--Cases, Exercises, and Readings, 2nd Ed. (Boston: Houghton Mifflin Co., 1987) (1st Edition published in 1984).

R.W. Griffin (Editor), Proceedings of the Southwest Division of the Academy of Management, (Dallas, 1982).

OTHER EDITORIAL ACTIVITIES

Editor-in-Chief, Oxford Bibliographies Online (online reference resource for scholars in management; currently under development)

Guest Co-Editor, special issue of Organization Studies devoted to *The Dark Side of Organizations* (currently in process)

Consulting Editor, Houghton Mifflin Management Series (1993-1995).

Guest Editor, Journal of Management (Summer 1993 Special Issue).

Editor, Journal of Management (1990-1992).

Consulting Editor, Journal of Management (1993-1995).

Associate Editor, Journal of Management (1987-1989).

Editorial Review Board, Academy of Management Journal (1988-1994).

Editorial Review Board, Journal of Organizational Behavior (1986-1994).

Editorial Review Board, Journal of Management (1983-1986).

Ad hoc reviewer for Administrative Science Quarterly, Academy of Management Review, Academy of Management Journal, Journal of Applied Psychology, Human Relations, Organizational Behavior and Human Decision Processes, Decision Sciences, Journal of Business Research, and Industrial and Labor Relations Review.

CONFERENCE PRESENTATIONS AND PROCEEDINGS PUBLICATIONS

R. Gardner, E. Umphress, K. Leavitt, A. Stoverink, and R.W. Griffin, "The Happy Enabler: Positive Affect and its Influence on Prosocial Unethical Behavior," presented at the Academy of Management Annual Meeting, San Antonio, 2011.

K. Kim and R.W. Griffin, "Social Information and Role Changes in Moral Retaliation to an Organization's Layoff Decision," presented at the Academy of Management Annual Meeting, Atlanta, August 2006.

R.W. Griffin and Y. Lopez, "Toward a Model of the Person-Situation Determinants of Deviant Behavior in Organizations," presented at the Academy of Management Annual Meeting, New Orleans, August 2004.

Y. Lopez and R.W. Griffin, "A Person-Situation Model of Organizational Violence," presented at and published in the Proceedings of the Southern Management Association, San Antonio, 2004.

R.W. Griffin, "Managing in a World of Diversity," presented at the Annual Meeting of the South African Institute of Management Scientists, Pretoria, South Africa, 2000.

R.W. Griffin, "Unanswered Questions in Organizational Behavior," presented at the Texas Conference on Organizations, Kerrville, Texas, 2000.

R.W. Griffin, "The Causes and Consequences of Dysfunctional Behavior in Organizations: A Multidimensional Perspective," presented at the 10th International Montreux Congress on Stress, Montreux, Switzerland, 1999.

J. Zhou, R.W. Griffin, X. Wei, and E. Jeong, "Chinese Employees' Leadership Conceptualizations: An Inductive Approach and Some Preliminary Results," presented at the Annual Meeting of the Academy of International Business, Vienna, Austria, 1998.

A.M. O'Leary-Kelly, R.L. Paetzold, and R.W. Griffin, "A Consideration of Unethical and Deviant Employee Behavior: What They Tell Us About Sexual Harassment," presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, 1996.

A.M. O'Leary-Kelly, R.L. Paetzold, and R.W. Griffin, "Sexual Harassment as Aggressive Action: A Framework for Understanding Sexual Harassment," Best Paper Proceedings of the Annual Meeting of the Academy of Management, Vancouver, 1995.

(Selected for the Dorothy Harlow Best Paper Award for the Women in Management Division.)

A.M. O'Leary-Kelly and R.W. Griffin, "A Classification of Workplace Aggression," presented at a symposium entitled "Workplace Violence: An Emerging Research Domain in Organizational Science" at the Annual Meeting of the Academy of Management, Vancouver, 1995.

T.C. Head and R.W. Griffin, "The Consequences of Overqualification: An Empirical Study," Proceedings of the Annual Meeting of the Decision Sciences Institute, Washington, D.C., 1993.

R.W. Griffin and D.D. Van Fleet, "Quality Circle Effectiveness in High Technology Organizations," presented at the Second International Conference on Strategic Leadership in High Technology Organizations, Boulder, Colorado, 1990.

R.W. Griffin, "Work Redesign Effects on Employee Attitudes and Behaviors," Best Paper Proceedings of the Annual Meeting of the Academy of Management, Washington D.C., 1989.

T.S. Bateman, R.W. Griffin, and M. White, "Laboratory Research in Management: Misconceptions and Missed Opportunities," Proceedings of the Southwest Division of the Academy of Management, New Orleans, 1989.

T.C. Head, R.W. Griffin, V.L. Yates, T.S. Bateman, and L. Lohman, "Priming: Fact or Fantasy?" Proceedings of the Annual Meeting of the Decision Sciences Institute, Boston, 1987.

T.C. Head, R.W. Griffin, T.S. Bateman, and P.F. Sorensen, "Media Selection for the Delivery of Good and Bad News," Proceedings of the Southern Management Association, New Orleans, 1987.

R.W. Griffin, "A Longitudinal Assessment of the Effectiveness of Quality Circles," Best Paper Proceedings of the Annual Meeting of the Academy of Management, New Orleans, 1987.

R.W. Griffin, "The Long-Term Effects of Work Redesign on Employee Attitudes and Behaviors," presented at the Annual Meeting of the Academy of Management, New Orleans, 1987.

M.C. Gilly and R.W. Griffin, "Correlates of Success in Franchised Restaurants," Proceedings of the Annual Meeting of the Decision Sciences Institute, Honolulu, 1986.

R.W. Griffin, "Trade-Offs In Organizational Research," presented at a symposium entitled "Research Methodology Issues in the Organizational Sciences," at the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, 1985.

T.C. Head, V.L. Yates, R.W. Griffin, and T.S. Bateman, "The Priming Effect in Task Design Research," Proceedings of the Southern Management Association, Orlando, 1985.

J. Sormunen and R.W. Griffin, "On the Philosophy of Organizational Science," presented at the Annual Meeting of the Academy of Management, San Diego, 1985.

V.L. Yates, R.W. Griffin, and R. Daft, "Toward a Model of the Research Factors Associated With Significant Research Outcomes," presented at the Annual Meeting of the Academy of Management, San Diego, 1985.

S.J. Wayne, T.C. Head, R.W. Griffin, and T.S. Bateman, "Task Attributes and Social Information Processing: Toward an Integrated Perspective," presented at the Annual Meeting of the Academy of Management, San Diego, 1985.

T.S. Bateman, S. Strasser, R.W. Griffin, and C. Zeithaml, "Dimensions of Advice-Giving and Advice-Taking About Careers in Organizations," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, Toronto, 1984.

S.J. Wayne and R.W. Griffin, "Participative Versus Assigned Goal Setting: An Extension of the Vroom-Yetton Model," Proceedings of the Southern Management Association, New Orleans, 1984.

T.S. Bateman, R.W. Griffin, and D. Rubinstein, "Social Information Processing and Group-Induced Response Shifts," Proceedings of the Southern Management Association, New Orleans, 1984.

R.W. Griffin, "Individual, Work-Related, and Social System Factors in Job Design/Redesign," presented at the Annual Meeting of the Human Factors Society, San Antonio, 1984.

R.W. Griffin, "Information as Social Influence," presented at Office of Naval Research Contractors' Conference, Washington, 1984.

R.W. Griffin and S.W. Wayne, "A Field Study of Effective and Less-Effective Quality Circles," Proceedings of the Annual Meeting of the Academy of Management, Boston, 1984.

R.W. Griffin and J. Skivington, "Toward a New Conceptualization of Task," presented at the Annual Meeting of the Academy of Management, Boston, 1984.

R.W. Griffin, T.S. Bateman, and T. Head, "Managerial Media Selection for the Delivery of Good and Bad News: A Laboratory Experiment," presented at the Annual Meeting of the Academy of Management, Boston, 1984.

R.W. Griffin, S. Youngblood, T.S. Bateman, and S.J. Wayne, "Objective and Social Environmental Forces as Determinants of Employee Work Environment Perceptions," presented at a symposium entitled "Field Tests of the Social Information Processing Approach to Task Design," presented at the Annual Meeting of the Academy of Management, Boston, 1984.

R.W. Griffin, T.S. Bateman, and J. Skivington, "Social Cues as Information Sources: Extensions and Refinements," presented at the Annual Meeting of the Western Division of the Academy of Management, Vancouver, 1984.

R.W. Griffin and T.S. Bateman, "Social Cues and Task Design: An Extended Laboratory Investigation," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, San Antonio, 1983.

J. Thomas and R.W. Griffin, "A Review of Empirical Task Design Research: The Social Information Processing Perspective," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, San Francisco, 1982.

R.W. Griffin, G. Moorhead, and B.H. Johnson, "Relationships Among Job-Stress Variables and Perceived Task Attributes in a Medical Setting," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, San Francisco, 1982.

R.W. Griffin and R. Woodman, "Utilizing Task Redesign Strategies Within Organization Development Programs," presented at the Annual Meeting of the American Institute for Decision Sciences, San Francisco, 1982.

R.W. Griffin, "A Field Experimental Test of Informational Versus Technological Effects in Task Redesign", presented at the Annual Meeting of the Academy of Management, New York, 1982.

R.W. Griffin and G. Moorhead, "Integrating Task Design Processes With Other Organizational Systems," presented at a symposium entitled "Emerging Issues in Task Design," at the Annual Meeting of the American Institute for Decision Sciences, Boston, 1981.

B.H. Johnson, G. Moorhead, and R.W. Griffin, "Integration of Job Design Variables Into a Human Resource Information System: Conceptually Supportable Yet Not Done," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, Boston, 1981.

R.W. Griffin, "Task Attributes and Long-Term Employee Productivity," Proceedings of the Annual Meeting of the Academy of Management, San Diego, 1981.

(Chosen the Best Paper presented on the 1981 Organizational Behavior Division Program of the Academy of Management Meeting.)

R.W. Griffin, "The Effects of Supervisory Informational Cues on Employee Perceptions of and Reactions to Job Characteristics: Laboratory and Field Experimental Findings," presented at the Annual Meeting of the Academy of Management, San Diego, 1981.

G. Moorhead, R.W. Griffin, and B.H. Johnson, "Work Stress on Resident Physicians: Relationships With Organizational and Job Factors," presented at the Annual Meeting of the Academy of Management, San Diego, 1981.

M.C. Gilly and R.W. Griffin, "Sexual Harassment in the Workplace: A Review of the Evidence and a Framework for Future Research," Proceedings of the Southwest Division of the Academy of Management, New Orleans, 1981.

R.W. Griffin, "The Effects of Leader Behavior on Subordinate Perceptions of Job Characteristics," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, 1980.

R.W. Griffin, M.A. Welsh, and G. Moorhead, "'Perceived Task Characteristics and Employee Performance,'" Proceedings of the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, 1980.

E.A. Slusher and R.W. Griffin, "Social Comparison Processes and Task Design: A Laboratory Experiment," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, 1980.

G. Moorhead and R.W. Griffin, "Resident Physician Perceptions of Jobs and Roles in a Large General Hospital," presented at the Annual Meeting of the Academy of Management, Detroit, 1980.

R.W. Griffin and G. Moorhead, "The Effects of Job Characteristics and Leader Behavior on Productivity and Satisfaction for Whites and Non-Whites," presented at the Annual Meeting of the Western Division of the Academy of Management, Phoenix, 1980.

R.W. Griffin, "Causal-Correlational Relationships Among Job Characteristics and Satisfaction and Performance," Proceedings of the Annual Meeting of the Southwest Division of the Academy of Management, San Antonio, 1980.

J.C. Quick and R.W. Griffin, "Situational Determinants of Goal Setting Behavior and Evaluation: Task Variability," presented at the Annual Meeting of the Southwest Division of the Academy of Management, San Antonio, 1980.

R.W. Griffin, "Job Design and Leader Behavior," presented at a symposium entitled, "Integrative Approaches to the Study of Task Design," presented at the Annual Meeting of the American Institute for Decision Sciences, New Orleans, 1979.

R.W. Griffin, "Individual Perceptions of Job Characteristics: A Longitudinal View," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, New Orleans, 1979.

R.W. Griffin, G. Moorhead, B.H. Johnson, and L.B. Chonko, "The Cross-Sample Stability of the Job Characteristics Inventory," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, New Orleans, 1979.

R.W. Griffin, "An Empirical Test of a Model of Task Design and Leader Behavior Interactions," presented at the Annual Meeting of the Academy of Management, Atlanta, 1979.

R.W. Griffin and M.C. Gilly, "The Relative Effectiveness of Management and Location Variables in the Prediction of Small Business Success," presented at the Annual Meeting of the Academy of Management, Atlanta, 1979.

M.P. Mokwa, B.M. Enis, and R.W. Griffin, "Macro-Marketing Analysis and Theory Development: Perspectives From Parsons' General Theory of Social Systems," presented at the Fourth Annual Macro-Marketing Seminar, University of Colorado, 1979.

R.W. Griffin and L.B. Chonko, "The Potential of Cross-Lagged Panel Correlational Analysis for Marketing Research," presented at the Joint International Meeting of the Institute for Management Science and the Operations Research Society, Hawaii, 1979.

R.W. Griffin, "A Social Exchange Perspective of Organization-Environment Interactions," Proceedings of the Annual Northeast Regional Meeting of the American Institute for Decision Sciences, Boston, 1979.

R.W. Griffin, "A Model of Task Design and Leader Behavior Interactions," Proceedings of the Annual Meeting of the American Institute for Decision Sciences, St. Louis, 1978.

L.B. Chonko and R.W. Griffin, "A Method for Determining Employee Preferences for Rewards," Proceedings of the Annual Meeting of the Southwest Division of the Academy of Management, Dallas, 1978.

R.W. Griffin and L.B. Chonko, "Employee Preferences for Job Characteristics," Proceedings of the Annual Meeting of the Academy of Management, Orlando, 1977.

R.W. Griffin and J.C. Quick, "Locus of Control, Self-Esteem and Individual Needs," Proceedings of the Annual Meeting of the Western Division of the American Institute for Decision Sciences, Phoenix, 1977.

OTHER PROFESSIONAL PROGRAM PARTICIPATION

Participant, "SIOP Organizational Frontiers Series: Upcoming Volumes" Symposium (SIOP Annual Conference, Chicago, 2004)

Participant, "Reflections on the Journal of Management's First 30 Years" Panel discussion (Academy of Management Annual Meeting, New Orleans, August 2004)

(By invitation, symposium was repeated at the Southern Management Association Annual Meeting, San Antonio, 2004)

Participated in a panel entitled "How Do Textbook Authors Write 'Chapter Two'?" at the Annual Meeting of the Southwest Division of the Academy of Management, Orlando, 2004.

(By invitation, repeated at the Southern Management Association Annual Meeting, San Antonio, 2004 and at the Academy of Management Annual Meeting, Honolulu, 2005)

Participated in a panel entitled "Institutional Review Boards and the Governance of Research: A Discussion of the Current Sea Change," at the Annual Meeting of the Academy of Management, Washington, D.C., 2001.

Co-chaired and participated in a workshop entitled "Using Internet Portals to Facilitate Management Education, Development, and Research" at the Annual Meeting of the Academy of Management, Toronto, 2000.

Keynote speaker, Texas Conference on Organizations, Kerrville, Texas, 2000.

Co-chaired and participated in a workshop entitled "Incorporating New Research Into the Teaching of Organizational Behavior: A Roundtable Session," at the Academy of Management, Chicago, 1999; San Diego, 1998.

Participated in a Showcase Symposium entitled "Getting to 'What Matters Most': Overcoming the Roadblocks to Studying Sensitive Topics," at the Academy of Management, San Diego, 1998.

Participated in a symposium entitled "Anti-Social Behavior in Organizations," at the Academy of Management, Cincinnati, 1996.

Developed and co-chaired a symposium entitled "Workplace Violence: An Emerging Research Domain in Organizational Science," at the Academy of Management, Vancouver, 1995.

Participated in a panel discussion entitled "How to 'Break Into' Textbook Publishing" at the Annual Meeting of the Southwest Academy of Management, Houston, 1995.

Planned and chaired the Organizational Behavior Division Senior Faculty Workshop at the Annual Meeting of the Academy of Management, Dallas, 1994.

Participated in a panel discussion entitled "Meet the Organizational Behavior Textbook Authors," at the Annual Meeting of the Academy of Management, Dallas, 1994.

Participated in a debate entitled "The Utility of the Social Information Processing Framework For Understanding Behavior and Attitudes at Work," at the Fourth Annual Conference of the Society for Industrial and Organizational Psychology, Boston, 1989.

Developed and chaired a competitively-reviewed panel entitled "The Role of Textbook Writing in a Professional Career," at the Southwest Division of the Academy of Management, San Antonio, 1988.

Developed, coordinated, and chaired the first Doctoral Student/Young Professors' Consortium for the Southwest Division of the Academy of Management, Dallas, 1986.

Developed and chaired a competitively-reviewed symposium entitled "Research Methodology Issues in the Organizational Sciences," at the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, 1985.

Developed and chaired a competitively-reviewed symposium entitled "Learning From Each Other: Suggestions for the Cross-Fertilization of Ideas and Methods in Organizational Science," at the Annual Meeting of the Academy of Management, Boston, 1984.

Developed and co-chaired a competitively-reviewed symposium entitled "Emerging Issues in Task Design," at the Annual Meeting of the American Institute for Decision Sciences, Boston, 1981.

Developed and chaired an invited symposium entitled "Organizational Behavior Research in the 1980s," at the Annual Meeting of the Southwest Division of the Academy of Management, New Orleans, 1981.

Developed and chaired a competitively-reviewed symposium entitled "Integrative Approaches to the Study of Task Design," at the Annual Meeting of the American Institute for Decision Sciences, New Orleans, 1979.

Session Chairperson for Academy of Management Meeting (1982, 1988, 2011), Southwest Division of the Academy of Management Meeting (1979, 1980), and American Institute for Decision Sciences Meeting (1983).

Discussant for Academy of Management Meeting (1983), American Institute for Decision Sciences Meeting (1978, 1980, 1981), Southern Management Association Meeting (1985), and Southwest Division of the Academy of Management (1990, 1992).

RESEARCH FUNDING

R.W. Griffin and J. Zhou, "The Conceptualization of Leadership in China and in the United States," \$35,538 from Global Research Consortia, Ltd. (1997-1998).

R.W. Griffin, "The Design of Work in Organizations: Theory, Research, and Practice," \$7,000 from Texas A&M College of Business Research Committee (1987).

R. Daft and R.W. Griffin, "Organizations as Information Processing Systems," \$300,000 from Office of Naval Research (1982-1986).

S. Youngblood, R.W. Griffin, and T.S. Bateman, "Information Management at Texas Instruments," \$50,000 from Texas Instruments (1984-1985).

R. Daft and R.W. Griffin, "Organizations as Information Processing Systems," \$18,000 from Texas A&M College of Business Administration Research Committee (1982).

R.W. Griffin, "Task Redesign," \$2,500 from University of Missouri-Columbia Research Council (1980).

R.W. Griffin, "Path-Goal Theory of Leadership," \$2,500 from University of Missouri-Columbia College of Business and Public Administration Research Committee (1979).

TECHNICAL REPORTS

J. Zhou and R.W. Griffin, "Conceptualizations of Leadership in China and in the United States: A Comparative Multidimensional Scaling Study," Global Research Consortia, September 1999.

R. Daft and R.W. Griffin, "Final Technical Report," Contract Number N00014-83-C-0025, Office of Naval Research, October 1986.

R. Daft, R.W. Griffin, and V.L. Yates, "Toward a Model of the Research Factors Associated with Significant Research Outcomes," TR-ONR-DG-19, Contract Number N00014-83-C-0025, Office of Naval Research, April 1986.

R.W. Griffin, "Toward an Integrated Theory of Task Design," TR-ONR-DG-17, Contract Number N00014-83-C-0025, Office of Naval Research, April 1986.

R.W. Griffin and T.S. Bateman, "Job Satisfaction and Organizational Commitment," TR-ONR-DG-16, Contract Number N00014-83-C-0025, Office of Naval Research, May 1985.

R.W. Griffin, K.D. Skivington, and G. Moorhead, "Symbolic and Interactional Perspectives on Leadership: An Integrative Framework," TR-ONR-DG-15, Contract Number N00014-83-C-0025, Office of Naval Research, May 1985.

T.C. Head, V.L. Yates, R.W. Griffin, and T.S. Bateman, "The Priming Effect in Task Design Research," TR-ONR-DG-14, Contract Number N00014-83-C-0025, Office of Naval Research, April 1985.

T.S. Bateman, R.W. Griffin, S. Youngblood, P. Fandt, and S. Wayne, "TIPS Pilot Evaluation Study," December 1984.

R.W. Griffin, T.S. Bateman, S. Wayne, and T. Head, "Objective and Social Factors as Determinants of Task Perceptions and Responses: An Integrative Framework and Empirical Investigation," TR-ONR-DG-09, Contract Number N00014-83-C-0025, Office of Naval Research, May 1984.

T. Head, R.W. Griffin, and T.S. Bateman, "Media Selection for the Delivery of Good and Bad News: A Laboratory Experiment," TR-ONR-DG-07, Contract Number N00014-83-C-0025, Office of Naval Research, May 1984.

T.S. Bateman, R.W. Griffin, and D. Rubinstein, "Social Information Processing and Group-Induced Response Shifts," TR-ONR-DG-05, Contract Number N00014-83-C-0025, Office of Naval Research, January 1984.

S. Youngblood, T.S. Bateman, R.W. Griffin, and S. Wayne, "Pilot Study of Objective and Social Work Environment Issues at Texas Instruments."

R.W. Griffin, T.S. Bateman, and J. Skivington, "Social Cues as Informational Sources: Extensions and Refinements," TR-ONR-DG-03, Contract Number N00014-83-C-0025, Office of Naval Research, September 1983.

J. Thomas and R.W. Griffin, "The Social Information Processing Model of Task Design: A Review of the Literature," TR-ONR-DG-01, Contract Number N00014-83-C-0025, Office of Naval Research, February 1983.

DOCTORAL SUPERVISION

Y. Lopez (Chair): Dissertation title—"Re-defining Psychological Contracts: A Network of Relationships," (completed 2007)

C. Belsito (Co-Chair): Dissertation title—"Toward an Understanding of the Impact of Discretion on the HR-Performance Link," (completed 2007)

D. Glew (Chair): Dissertation title—"Person-Team Fit: An Examination of Individual Congruence in Work Teams," (completed 1999).

K. McGlashan Glasgow (Co-Chair): Dissertation title—"A Strategic Model of Temporary Staffing," (completed 1998).

K. Harrington (Chair): Dissertation title—"Computer-Based Information Technologies: Development of a Contingency Framework for Determining Their Appropriateness and Likelihood of Use in Organizational Units," (completed 1991).

J. Beard (Chair): Dissertation title—"Information Technology and Task Design: An Examination of the Impact of Changes in Task Methods and Social Information on Worker Job Characteristics Perceptions, Attitudes, and Behavior," (completed 1991).

T. Head (Chair): Dissertation title—"Causes and Consequences of Hiring Over-Qualified Employees," (completed 1989).

J. Thomas (Chair): Dissertation title—"Effects of Social Cues on Perceived Task Characteristics: A Longitudinal Analysis," (completed 1983).

UNIVERSITY SERVICE ACTIVITIES

Texas A&M University

Texas A&M University Distinguished Professor Nomination Screening Committee (2011-12)

Texas A&M University Task Force on University Apartments Fire Chair (2004-2005)

Texas A&M University Research Council (2000-2007)

Texas A&M Study Abroad Long Range Planning Development Task Force (1999)

Texas A&M University Study Abroad Policy Planning Committee (1997)

Texas A&M University Human Resource Director Search Committee Chair (1995-1996)

Texas A&M University Distinguished Achievement Awards Selection Committee (1994)

Texas A&M University Faculty Senate Life Sciences Committee (1988-1989)

Mays Business School Executive Committee Chair (2003-2008)

Mays Business School Research Council Chair (2002-2007)

Mays Business School Fellows and Honors Programs Director Search Advisory Committee Chair (1998)
Mays Business School Center for Executive Development Director Search Advisory Committee Chair (1996)
Mays Business School Promotion and Tenure Committee (1991-1993)
Mays Business School Center for International Business Studies Faculty Advisory Council (1988-1992)
Mays Business School Task Force on Undergraduate Programs (1989)
Mays Business School Computer Users Committee (1987-1988)
Mays Business School Ph.D. Graduate Instruction Committee (1984-1986)
Mays Business School Research Committee (1982-1984)

Management Department Survey Course Review Committee (2010)
Management Department Recruiting Coordinator (1996-1997)
Management Department M.S. Program Committee (1993-1997)
Management Department Diversity Task Force (Chair, 1991-1992)
Management Department Center for Human Resources Management Program Committee (1990-1992)
Management Department Area Leader for Organizations Group (1989-1991)
Management Department Task Force to Evaluate Management 211 and 363 (1989)
Management Department Task Force to Evaluate Large-Section/Team Taught Course Offerings (Chair, 1985-1986)
Management Department Head Search Committee (1984)
Management Department Doctoral Policy Committee (1983-1984, 1988-1989)
Management Department Southern Association Self-Study Committee (1981-1982)

Faculty Advisor, Navarro County Hometown Club (1988-1994)
Faculty Advisor, Phi Beta Lambda (1992-present)

University of Missouri

College of Business and Public Administration Dean Search Committee (1980-1981)

School of Business Ph.D. Admissions Committee (1979-1981)

Management Department Ph.D. Procedures Committee (1980-1981)
Management Department Symposia Committee (1980-1981)
Management Department Recruiting Committee (Member 1979-1980; Chair 1980-1981)
Management Department Teaching Effectiveness Committee (Chair 1979-1980; Member 1980-1981)

PROFESSIONAL SERVICE ACTIVITIES

Academy of Management

Career Achievement Awards Selection Committee (2012)
Membership Committee Chair, Fellows Group (2010)
Membership Committee, Fellows Group (2008-2010)
Selection Committee, Cummings Emerging Scholar Award (OB Division; 2004, 2005)
Faculty Member, Organizational Behavior-Organization and Management Theory Junior Faculty Workshop (2000)
Member, Outstanding Publication in Organizational Behavior Award Committee (2000)
Human Resources Division Paper Review Committee (Member, 2000)
Task Force on Charitable Contributions Fund (1999-2000)
Co-chair, Organizational Behavior Division Task Force on New Research (1997-1999)
Professional Division Review Committee (1996-1997)
Co-chair, Organizational Behavior Division Senior Faculty Consortium (1996)
Chair, Organizational Behavior Division Senior Faculty Consortium (1994, 1995)
Past Division Chair, Organizational Behavior Division (1993-1994)
Division Chair, Organizational Behavior Division (1992-1993)
Division Chair-Elect, Organizational Behavior Division (1991-1992)
Program Chair, Organizational Behavior Division (1990-1991)
Program Chair-Elect, Organizational Behavior Division (1989-1990)
Program Chair, Research Methods Division (1989-1990)
Program Chair-Elect, Research Methods Interest Group (1988-1989)
Co-Chair, OB/OMT/OCD Doctoral Student Consortium (1992)
Chair, Outstanding Publication in Organizational Behavior Award Committee (1989)
Faculty Member, Organizational Behavior-Organization and Management Theory-Organizational Development Doctoral Consortium (1985, 1992)
Organizational Behavior Division Committee on Doctoral Student Recruitment (Member, 1984-1985)
Organizational Behavior Division Awards Committee (Member, 1984-1986)
Organizational Behavior Division Paper Review Committee (1980, 1982, 1983, 1987, 1988, 1989, 2004)
Organization and Management Theory Division Paper Review Committee (1984)

Southwest Division Academy of Management

Faculty Member, Doctoral Consortium (1998)
Member, Best Paper Selection Committee (1990, 1992)
Organizing Chair, Doctoral Student/Young Professor's Consortium (1987)
Past-President (1986-1987)
President (1985-1986)
President-Elect (1984-1985)

First Vice President--Program (1983-1984)
Second Vice President--Membership (1982-1983)
Third Vice President--Research and Publication (1981-1982)
Organizational Behavior Track Chair (1981)
Organizational Behavior Track Paper Review Committee (1979, 1980, 1983)

Southern Management Association

Chair, SMA Fellows Nominating Committee (2007)
Member, Journal of Management Publisher Search Committee (2002-2003)
Chair, Journal of Management Editor Search Committee (1997-1998; 2000-2001)
Member, Board of Directors (1994-1997)
Chair, Best Paper Selection Committee (1995)
Member, Best Paper Selection Committee (1993)
Faculty Member, Doctoral Consortium (1989, 1990, 1991, 1994, 1995, 1996, 2004)
Executive Committee Member (1988-1992)
Organizational Behavior Track Chair (1988)
Organizational Behavior Track Paper Review Committee (1984, 1985)

Other Professional Service

Seventh Biennial Leadership Symposium Paper Review Committee (1982)
Decision Sciences Institute Paper Review Committee (1979, 1980, 1981, 1983, 1984, 2000)

Professional Reviews for:

John Wiley and Sons	Random House
Allyn and Bacon	Wm. C. Brown
Goodyear	Houghton Mifflin
Dryden Press	McGraw-Hill
Brooks/Cole	Scott, Foresman

OTHER SERVICE ACTIVITIES

President, OPAS, Texas A&M University's performing arts unit (2011-2012)
Round Table Group's Expert Network (2009-present)
Consulting expert/expert witness for legal cases involving workplace violence, assault, sexual harassment, and related topics (1998-present)
Affiliated Associate, Texas Center for Productivity and Quality of Work Life (1985-2000)
President, University of Houston Ph.D. Student Association (1975-1976)
Seminar Coordinator, Small Business Development Program, College of the Mainland, Texas City, Texas (1974-1975)

PROFESSIONAL SEMINARS

Various presentations for the Mays Business School Center for Executive Development (1982-1985; 1995-present); Sessions conducted in College Station, Houston, Sydney, and London)

Various presentations for the University of Missouri-Columbia Executive Development Programs (1980-1981)

Various presentations for Missouri State Highway Department, the International Circulation Manager's Association, and the Texas Association of County Tax Assessors/Collectors