VITA

Murray R. Barrick
University Distinguished Professor; James R. Whatley Chair in Business
December, 2016

PERSONAL INFORMATION

Office: 483B Wehner   Dept. of Management
    Mays Business School   Texas A&M University
    College Station, TX 77843-4221   (979) 845-0329
    MBarrick@mays.tamu.edu

APPOINTMENTS

	Texas A&M University, Mays Business School
2016-	(University Distinguished Professor; Whatley Chair in Business)
2011-2016	(Exec. Director, CHRM; University Distinguished Professor)
2007-2011	(Department Head; University Distinguished Professor in '10)

2007-2011 Texas A&M contracted with an independent, external company to assess the academic performance of every department within the University. 4 months after concluding my term as DH, the Department of Management was the top-ranked department in the University; Also ranked in top 5 for research productivity of management faculty in 2011.

2006 – 2010	(Professor; Paul M. and Rosalie Robertson Chair in Business)
	The University of Iowa
	Tippie College of Business
2001 - 2006	(Professor; Stanley M. Howe Professor of Leadership)
	Michigan State University
	Broad Grad. School of Management
1999 – 2001	(Professor)
	The University of Iowa
	College of Business Administration
1994 - 1999	(Associate Professor)
1988 - 1994	(Assistant Professor)

EDUCATION

Ph. D. (1988)	The University of Akron, Akron, OH.
	Industrial/Organizational Psychology
M. A. (1986)	The University of Akron, Akron, OH.
	Industrial/Organizational Psychology
B. A. (1980)	University of Northern Iowa, Cedar Falls, IA
	Major: Business Management & Psychology

PUBLICATIONS

Swider, B.W., Barrick, M.R., & Harris, B.L. (2016). Initial impressions: What they are, what they are not, and how they influence structured interview outcomes, Journal of Applied Psychology, 101:625-638

Swider, B.W., Zimmerman, R.S., & Barrick, M.R. (2015). Searching for the Right Fit: Development of Applicant Person-Organization Fit Perceptions During the Recruitment Process. Journal of Applied Psychology, 100, 880-893.

Barrick, M.R., Thurgood, G.R., Smith, T.A., & Courtright, S.H. (2015). A model of collective organizational engagement: motivational antecedents, strategic implementation as a moderator, and firm level performance. Academy of Management Journal , 58: 111-135.

Li, N., Barrick, M. R., Zimmerman, R. S., & Chiaburu, D. C. (2014). Retaining the productive employee: The role of personality. Academy of Management Annals, 8, 347-395.

Colbert, A.E., Barrick, M. R., & Bradley, B. H. (2014). Personality and Leadership Composition in Top Management Teams: Implications for Organizational Effectiveness. Personnel Psychology, 67, 351-387.

Barrick, M.R., Mount, M. K., & Li, N. (2013). The Theory of Purposeful work behavior: The role of personality, job characteristics, and experienced meaningfulness. Academy of Management Review, 38, 132-153.

Stewart, G. L., & Barrick, M.R. (2012). The Folly of Using Research Lacking Rigor as a Call for Action. Academy of Management Learning & Education, 11, 278-284.

Stewart, G. L., Courtright, S. H., & Barrick, M. R. (2012). Peer-Based Control in Self-Managing Teams: Linking Rational and Normative Influence with Individual and Group Performance. Journal of Applied Psychology, 97, 435-447.

Barrick, M.R., Dustin, S.D., Giluk, T., Stewart, G. L., Shaffer, J., Swider, B. (2012). Candidate Characteristics Driving Initial Impressions during Rapport Building: Implications for Employment Interview Validity. Journal of Occupational & Organizational Psychology, 85, 330-352.

Barrick, M.R., & Mount, M. K. (2012). Nature and Use of Personality in Selection. In N. Schmitt (Ed.), *The Oxford Handbook of Personnel Assessment and Selection*. New York: Oxford University Press (New York), pp 225-251.

Barrick, M.R. (2012), "The role of personality at work", in Aldag, R.J. (ed.), Organizational Behavior, The Marketing & Management Collection, Henry Stewart Talks Ltd, London (online at http://hstalks.com/?t=MM1553253-Barrick)

PUBLICATIONS (Cont.)

Swider, B., Barrick, M.R., Harris, BL., & Stoverink, A. (2011). Managing and creating an image in the interview: The role of interviewee initial impressions. Journal of Applied Psychology, 96, 1275-1288.

Barrick, M. R., Swider, B., & Stewart, G. L. (2010). Initial Evaluations in the Interview: Relationships with Subsequent Interviewer Evaluations and Employment Offers. Journal of Applied Psychology, 95, 1037-1046.

Zimmerman, R.D., Triana, M.C., & Barrick, M.R. (2010). Predictive criterion-related validity of observer-ratings of personality and job-related competencies using multiple raters and multiple performance criteria. Human Performance, 23, 361-378.

Barrick, M.R., Shaffer, J.A., & DeGrassi, S.W. (2009). What You See May Not Be What You Get: A Meta-Analysis of the Relationship between Self-Presentation Tactics and Ratings of Interview and Job Performance. Journal of Applied Psychology, 94, 1394-1411.

Barrick, M.R., & Zimmerman, R.D. (2009). Hiring for retention and performance. Human Resource Management, 48, 183-206.

Stewart, G. L., Dustin, S. D., Barrick, M. R., & Darnold, T. (2008). Exploring the handshake in employment interviews. Journal of Applied Psychology, 93, 1139-1146.

Colbert, A. E., Kristof-Brown, A. L., Bradley, B. H., & Barrick, M. R. (2008). CEO Transformational Leadership: The Role Of Goal Importance Congruence In Top Management Teams. Academy of Management Journal, 51, 81-96.

Barrick, M. R., Bradley, B. H., Kristof-Brown, A. L., & Colbert, A. E. (2007). The moderating role of top management team interdependence: implications for real teams and working groups. Academy of Management Journal, 50, 544-557.

Barrick, M. R., & Mount, M. K. (2005). Yes, Personality Matters: Moving on to More Important Matters. Human Performance, 18, 359-372.

Barrick, M. R., Parks, L., & Mount, M. K. (2005). Self-Monitoring as a Moderator of the Relationships between Personality Traits and Performance. Personnel Psychology, 58, 745-768.

Barrick, M. R., & Zimmerman, R. D. (2005). Reducing Voluntary, Avoidable Turnover through Selection. Journal of Applied Psychology, 90, 159-166.

Kristof-Brown, A., Barrick, M. R., & Stevens, (2005). When Opposites Attract: A Multi-Sample Demonstration of Complementary Person-Team Fit on Extraversion. Journal of Personality, 73, 935-957.

PUBLICATIONS (Cont.)

Mount, M. K., Barrick, M. R., Scullen, S. M., & Rounds, J. (2005). Higher Order Dimensions of the Big Five Personality Traits and the Big Six Vocational Interest Types. Personnel Psychology, 58, 447-478.

Stewart, G. L., Smithey Fulmer, I., & Barrick, M. R. (2005). An Exploration of Member Roles as a Multilevel Linking Mechanism for Individual Traits and Team Outcomes. Personnel Psychology, 58, 343-366.

Colbert, A. E., Mount, M. K., Harter, J. K., Witt, L. A., & Barrick, M. R. (2004). Interactive Effects of Personality and Perceptions of the Work Situation on Workplace Deviance. Journal of Applied Psychology, 89, 599-609.

Stewart, G. L., & Barrick, M. R. (2004). Four lessons learned from the person-situation debate: A review and research agenda. B. Smith & B. Schneider (Eds.), Personality and Organizations, 61-87. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

Barrick, M.R., & Mount, M.K. (2003). Impact of meta-analysis on understanding personality – performance relations. K. M. Murphy (Ed.)., Validity Generalization: A Critical Review, 197-222. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

Barrick, M. R., Mitchell, T. R. & Stewart, G. L. (2003). Situational and motivational influences on trait-behavior relationships. M. R. Barrick & A. M. Ryan (Eds.), Personality and work: Reconsidering the role of personality in organizations, 60-82. San Francisco: Jossey-Bass.

Barrick, M.R., Mount, M.K., Gupta, R. (2003). Meta-analysis of the Relationship between the Five-Factor Model of Personality and Holland's Occupational Types. Personnel Psychology, 56, 45-74.

Barrick, M. R. & Ryan, A. M. (2003). Personality and work: Reconsidering the role of personality in organizations. San Francisco: Jossey-Bass.

Mount, M. K., Barrick, M. R., & Ryan, A. M. (2003). Research themes for the future. M. R. Barrick & A. M. Ryan (Eds.), Personality and work: Reconsidering the role of personality in organizations, 326-344. San Francisco: Jossey-Bass.

Sheldon, K.M., Turban, D. B., Brown, K.G., Barrick, M.R., & Judge, T.A. (2003). Applying self-determination theory to organizational research. Research in Personnel/Human Resources Management, 22, 357-394.

Barrick, M.R., Stewart, G. L., & Piotrowski, M. (2002). Personality and Job Performance: Test of the Mediating Effects of Motivation Among Sales Representatives. Journal of Applied Psychology, 87, 43-51.

PUBLICATIONS (Cont.)

Kristof-Brown, A. Barrick, M. R., & Franke, M. (2002). Applicant Impression Management: Dispositional Influences and Consequences for Recruiter Perceptions of Fit and Similarity. Journal of Management, 28, 27-46.

Strauss, J. P., Barrick, M. R., & Connerley, M. L. (2002). An investigation of personality similarity effects (relational & perceived) on peer and supervisor ratings and the role of familiarity and liking. Journal of Organizational and Occupational Psychology, 74, 637-657.

Witt, L. A., Burke, L. A., Barrick, M. R., & Mount, M. K. (2002). The Interactive Effects of Conscientiousness and Agreeableness on Job Performance. Journal of Applied Psychology, 87, 164-169.

Barrick, M. R., Mount, M.K., & Judge, T. A. (2001). The FFM personality dimensions and Job Performance: Meta-Analysis of Meta-Analyses. Invited submission to a special "selection" issue of International Journal of Selection and Assessment, 9, 9-30.

Barrick, M. R., Patton, G., K., & Haugland, S. N. (2000). Accuracy of Interviewer Judgments of Job Applicant Personality Traits. Personnel Psychology, 53, 925-954.

Barrick, M. R., & Mount, M. K. (2000). Select on Conscientiousness and Emotional Stability. E. A. Locke (Ed.), Handbook of Principles of Organizational Behavior, 15-28. Blackwell Publishers.

Mount, M. K., Witt, A, & Barrick, M. R. (2000). Incremental validity of empirically-keyed biographical scales over GMA and the Big Five personality constructs. Personnel Psychology, 53, 299-323.

Stewart, G. L., & Barrick, M. R. (2000). Work team structure and performance: Assessing the mediating role of intrateam process and the moderating role of task type. Academy of Management Journal, 43, 135-148.

Judge, T. J., Higgins, C. A., Thoresen, C. J., & Barrick, M. R. (1999). The Big Five personality traits, general mental ability, and career success across the life span. Personnel Psychology, 52, 621-652.

Mount, M. K, Barrick, M. R. & Strauss, J. P. (1999). The joint relationship of conscientiousness and ability with performance: Test of the interaction hypothesis. Journal of Management, 25, 707-722.

PUBLICATIONS (Cont.)

Mount, M. K., & Barrick, M. R. (1998). Five Reasons why the "Big Five" article has been frequently cited. Personnel Psychology, 51, 849-858.

Barrick, M. R., Stewart, G. L., Neubert, M., & Mount, M. K. (1998). Relating member ability and personality to work team processes and team effectiveness. Journal of Applied Psychology, 83, 377-391.

Mount, M. K., Barrick, M. R., & Stewart, G. L. (1998). Personality predictors of performance in jobs involving interaction with others. Invited submission to a special "personality" issue of Human Performance, 11, 145-166.

Barrick, M. R., & Mount, M. K. (1996). Effects of impression management and self-deception on the predictive validity of personality constructs. Journal of Applied Psychology, 81, 261-272.

Dunn, W., Mount, M. K., Barrick, M. R., & Ones, D. S. (1995). The Big Five personality dimensions, general mental ability and perceptions of employment suitability. Journal of Applied Psychology, 80, 500-509.

Mount, M., K., & Barrick, M. R. (1995). The Big Five personality dimensions: Implications for research and practice in human resource management. Research in Personnel and Human Resources Management, 13, 153-200.

Barrick, M. R., Mount, M. K., & Strauss, J. P. (1994). Antecedents of involuntary turnover due to a reduction in force. Personnel Psychology, 47, 515-536.

Mount, M. K., Barrick, M. R., & Strauss, J. P. (1994). Validity of observer ratings of the Big Five personality factors. Journal of Applied Psychology, 79, 272-280.

Ones, D. S., Mount, M. K., Barrick, M. R., & Hunter, J. E. (1994). Personality and job performance: A critique of the Tett, Jackson, & Rothstein (1991) Meta-Analysis. Personnel Psychology, 47, 147-156.

Barrick, M. R., Mount, M. K., & Strauss, J. P. (1993). Conscientiousness and performance of sales representatives: Test of the mediating effects of goal setting. Journal of Applied Psychology, 78, 715-722.

Barrick, M. R., & Mount, M. K. (1993). Autonomy as a moderator of the relationships between the Big Five personality dimensions and job performance. Journal of Applied Psychology, 78, 111-118.

Viswesvaran, C., Barrick, M. R., & Ones, D. S. (1993). How definitive are conclusions based on survey data: Estimating robustness to nonresponse. Personnel Psychology, 46, 551-567.

PUBLICATIONS (Cont.)

Barrick, M. R., & Alexander, R. A. (1992). Estimating the benefits of a quality circle
    intervention. Journal of Organizational Behavior, 13, 73-80.

Viswesvaran, C., & Barrick, M. R. (1992). Decision-Making effects on compensation surveys:
    Implications for market wages. Journal of Applied Psychology, 77, 588-597.

Barrick, M. R., & Mount, M. K. (1991). The Big Five personality dimensions and job
    performance: A meta-analysis. Personnel Psychology, 44, 1-26.
    * Reprinted as part of a collection of essential readings about Work.   in "Work: Contexts and
    Consequences", co-edited by Cary L. Cooper and William H. Starbuck (2005), Vol. III,
    chapter #42, pp. 108-109 . London: Sage Publications.

Barrick, M. R., & Alexander, R. A. (1991). Assessing the utility of stochastic employee
    movements. Decision Sciences, 22, 171-180.

Barrick, M. R., Day, D. V., Lord, R. G., & Alexander, R. A. (1991).
    Assessing the utility of executive leadership. Leadership Quarterly, 2, 9-22.

Barrick, M. R., Barrett, G. V., Doverspike, D., Robison, S. J., & Grubs, L. L. (1990). Central
    tendency and its impact on three SDy procedures: A case study. Journal of Occupational
    Psychology, 63, 265-278.

Alexander, R. A., & Barrick, M. R. (1987). Estimating the standard error of projected dollar
    gains in utility analysis. Journal of Applied Psychology, 72, 475-479.

Barrick, M. R., & Alexander, R. A. (1987). A review of quality circle efficacy and the existence
    of positive-findings bias. Personnel Psychology, 40, 579-592.

Cronshaw, S. F., Alexander, R. A., Wiesner, W. H., & Barrick, M. R. (1987). Incorporating risk
    into selection utility: Two models for sensitivity analysis and risk simulation. Organizational
    Behavior & Human Decision Processes, 40, 270-286.

HONORS
  2013   Recipient, Distinguished Achievement Award in Research
                                The Association of Former Students at Texas A&M
                                University

  2010   Elected a Fellow of the Academy of Management

  2009   Recipient, Distinguished Scientific Contributions Award
                                the Society for Industrial & Organizational Psychology

  2009   Recipient, Ricky W. Griffin Research Award, Mays

HONORS (Cont)

2008	Business School, Texas A&M University Recognized as the 39th most-cited author in the field of management (1981-2004), in Podsakoff, MacKenzie, Podsakoff, & Bachrach, <u>Journal of Management</u>
2008-2013	Division Chair, Human Resource Division of the Academy of Management (Elected in 2008; serve 5 years)
2004-2007	Associate Editor, *Personnel Psychology*
2003	Invited Keynote Speaker, 5th Australian Industrial & Organisational Psychology Conference.
2001	Received the 2001 William A. Owens Scholarly Achievement Award from the Society for Industrial and Organizational Psychology. This award is in recognition of the best publication appearing in a referred journal in the field of I-O Psychology during 1999.
2001	Invited Keynote Speaker, 3rd South African Industrial & Organizational Psychology Conference
2000	Recognized as the 5th most published author in Journal of Applied Psychology and Personnel Psychology during the 1990s (Ones & Viswesvaran, 2000)
1998	Invited Paper Commenting on Barrick & Mount (1991) "The Big Five Personality Dimensions and Job Performance: A Meta-Analysis" The Most Frequently cited article in <u>Personnel Psychology</u> for the past decade.
1997	Elected a Fellow of the American Psychological Association, Division 14
1992	Received <u>Outstanding Published Paper Award</u>; Academy of Management, Personnel/Human Resources Division.
1989	Nominated <u>Outstanding Human Resources Professor</u> by the Hawkeye Student Chapter of SHRM.

PROFESSIONAL AFFILIATIONS

1997 - Present	Society for Industrial and Organizational Psychology, Fellow
2010 – Present	Academy of Management, Fellow
1983 - 1997	Society for Industrial and Organizational Psychology, Member
1988 - Present	American Psychological Society, American Psychological Association, Fellow
1985 - Present	Academy of Management

OTHER PROFESSIONAL ACTIVITIES

Former Associate Editor, Personnel Psychology; ; Editorial Board member of the Journal of Applied Psychology and Personnel Psychology; former Editorial Board member, Journal of Management;

Program Chair, of the 15th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans; Chair of the HR Division, Academy of Management (2008-2013: PDW Program Chair, Scholarship Program Chair; Chair Elect; Chair; Chair on-the-way-out the door).

Ad Hoc Referee for Journal of Management Studies, Academy of Management Journal, Journal of Organizational Behavior, Journal of Applied Social Psychology, Human Performance, International Journal of Selection and Assement; Management Science, and Journal of Occupational and Organizational Psychology.
Reviewer for the National Conference of the Academy of Management.
Reviewer for the National Conference of the Society for Industrial and Organizational Psychology.

TEACHING EXPERIENCE

Courses Taught:
- Mgmt 622: Organizational Staffing
- Mgmt 624: Ph.D. Seminar in Human Resources
- 6J:131/151 Strategic Human Resource Management
- MGT:411 Organizational Staffing
- 6J:158 Personnel Management
- 6J:156 Compensation Management
- MGMT 623; 6J:261/271 Compensation Management
- 6N:258/227 Human Resources Management
- 6N:195 Management of the Organization
- 6N:261 Managing through Motivation
- 6L:258 Executive HRM
- MGT:456 Executive OB/HRM
- 6J:205 Contemporary Topics, Personality and Work

UNIVERSITY SERVICE

2014-2016	University service, Distinguished Professor Selection Committee and The Former Student Distinguished Award Committee
2014-2016	Department of Management, OB search Chair
2011-2013	Executive Director, Center for Human Resource Management
2011	Mays Business School, Marketing Dept. Head Search Committee
2007-2011	Head of the Department of Management
2006-2007	Department of Management, DPC Coordinator
2001-2003	Department of Management and Organizations, Ph. D. Coordinator
2004-2005	Department of Management and Organizations,
2001-2002	Recruiting Committee.
2000-2001	Department of Management, Ph.D. Coordinator
1999-2000	Department of Management, Recruiting Committee
1999	College of Business Administration, Summer Research Grants
1996-1999	Member of the University of Iowa, Faculty Senate
1996-2000	College of Business Administration, Faculty Workload Committee.
1994-1997	College of Business Administration, MBA Committee.
1993, 1998	College of Business Administration, MBA Core Committee.
1994-1995	College of Business Admin., Strategic Planning Committee
1994-1995	College of Business Admin., Performance Evaluation Committee.
1993, 1994, 1997	Department of Management & Org.s, Faculty Recruiting Committee.
1990 - 1994	Department of Management and Organizations, Ph. D. Committee.
1988 - 1997	Faculty liaison for the student group of the Society for Human Resource Management.

Ph. D. Dissertation Committee Service

| Committee Member: | 30 | | |
| Chair or Co-Chairperson: | 10 | | |

Year	Student	Role	Field
2014	S. Mistry	Chair	Organizational Behavior
2013	A. Stoverink	Co-Chair	Organizational Behavior
2012	B. Harris	Member	Organizational Behavior
2012	N. Li	Co-Chair	Organizational Behavior
2012	B. Swider	Chair	Human Resources
2009	H Kim	Member	Human Resources
2008	J Benzer	Member	Industrial Psychology
2008	M Triana	Member	Human Resources
2008	S Dustin	Member	Human Resources
2008	B. Bradley	Member	Organizational Behavior
2007	L. Parks	Co-Chair	Human Resources
2006	R. Zimmerman	Chair	Human Resources
2004	H. Le	Member	Human Resources
2003	G. Vaitin	Member	Psychology
2003	M. Gerhart	Chair	Human Resources
2002	B. Gray	Member	Psychology
2002	G. Patton	Chair	Human Resources
2000	H. Moon	Member	Organizational Behavior
2000	Y. Ng	Member	Human Resources
2000	L. McFarland	Member	Industrial Psychology
1999	G Patton	Chair	Human Resources
1999	J Phillips	Member	Accounting
1999	C. Thoresen	Member	Human Resources
1998	M. Mowrey	Member	Organizational Behavior
1998	M. Neubert	Chair	Human Resources
1997	K. Carlson	Member	Human Resources
1997	K. Yoon	Member	Human Resources
1997	B. Larue	Member	Human Resources
1995	C. Pizzaro	Member	Education
1995	N. Draper	Member	Counseling Psychology
1994	W. Dunn	Member	Human Resources
1993	J. Strauss	Chair	Human Resources
1993	M. Connerly	Member	Human Resources
1993	D. Ones	Member	Human Resources
1993	C. Viswesvaran	Member	Human Resources
1993	J. Petit	Member	Human Resources
1992	J. Jacobs	Member	Human Resources
1991	K. Law	Member	Human Resources