

Linn Van Dyne

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ACADEMIC EXPERIENCE

Full Professor: Department of Management, Michigan State University
(July 2005 – Present)

Associate Professor: Department of Management, Michigan State University
(July 1999 – June 2005)

Assistant Professor: Department of Management, Michigan State University
(August 1993 – June 1999)

EDUCATION

Ph. D. August 1993, University of Minnesota
Strategic Management and Organization (Organizational Behavior)

M. B. A. June 1986, University of Minnesota
General Management

A. B. June 1971, University of Michigan
British Literature

RESEARCH INTERESTS

Organizational Behavior. Primary research interest is proactive employee behaviors involving initiative such as helping (affiliative) and voice (change-oriented) organizational citizenship behavior. Additional interests include cultural intelligence, international organizational behavior, and the effects of work context, roles, and groups on employee attachment and behavior.

TEACHING INTERESTS

Organizational Behavior, Management, and International Management

PUBLICATIONS

- Kamdar, D., & Van Dyne, L. (in press). The joint effects of personality and workplace social exchange relationships in predicting task performance and citizenship performance. Journal of Applied Psychology.
- Ang, S., Van Dyne, L., Koh, C.K.S., Ng, K.Y., Templer, K.J., Tay, C., & Chandrasekar, N.A. (in press). Cultural intelligence: Its measurement and effects on cultural judgment and decision making, cultural adaptation, and task performance. Management and Organization Review.
- Van Dyne, L., Kossek, E.E., & Lobel, S. (in press). Less need to be there: Cross level effects of work practices that support work-life flexibility and enhance group processes and group-level OCB. Human Relations.
- Spitzmuller, M., Van Dyne, L., & Ilies, R. (in press). Organizational citizenship behavior: A review and extension of its nomological network. In C.L. Cooper & J. Barling (Eds.), Handbook of Organizational Behavior. Thousand Oaks, CA: Sage.
- Aime, F., & Van Dyne, L. (in press). Bringing social structure to both sides of an issue: How proximal and distal ties interact with minority and majority positions to affect influence in workgroups. In R. Martin & M. Hewstone (Eds.), Minority influence and innovation: Antecedents, processes, and consequences. Psychological Press.
- Kossek, E.E., & Van Dyne, L. (in press). Face time matters: A cross-level model of how work-life flexibility influences work performance of individuals and groups. In K. Korabik, D. S. Lero, & D. Whitehead (Eds.), Handbook of work and family. Elsevier.
- Van Dyne, L., Ang, S., & Nielsen, T.M. (in press). Cultural intelligence. In S. Clegg & J. Bailey, Eds., International Encyclopedia of Organization Studies. Thousand Oaks, CA: Sage.
- Van Dyne, L., & Ang, S. (2006). Getting more than you expect: Global leader initiative to span structural holes and reputational effectiveness. In W.H. Mobley & E.W. Weldon (Eds.), Advances in Global Leadership, 4: 101-122. New York: JAI Press.
- Graham, J.W., & Van Dyne, L. (2006). Gathering information and exercising influence: Two forms of civic virtue organizational citizenship behavior. Employee Responsibilities and Rights Journal, 18: 89-109.
- Tay-Lee C.S.L., Ang, S., & Van Dyne, L. (2006). Personality, biographical characteristics, and job interview success: A longitudinal study of the mediating effects of interviewing self-efficacy and the moderating effects of internal locus of control. Journal of Applied Psychology, 91: 446-454.

PUBLICATIONS (continued)

- Van Dyne, L., & Ang, S. (2006). A self-assessment of your CQ. In P.C. Earley, S. Ang, & J-S Tan. CQ: Developing cultural intelligence at work (pp. 217-227). Stanford, CA: Stanford University Press.
- Ang, S., Van Dyne, L., & Koh, C.K.S. (2006). Personality correlates of the four factor model of cultural intelligence. Group and Organization Management, 31: 100-123.
- Van Dyne, L., & Ang, S. (2005). Cultural intelligence: An essential capability for individuals in contemporary organizations. Globaledege: Featured Insight.
<http://globaledege.msu.edu/KnowledgeRoom/FeaturedInsights/index.asp>
- Ng, K.Y., & Van Dyne, L. (2005). Antecedents and performance consequences of helping behavior in work groups: A multi-level analysis. Group and Organization Management, 30: 514-540.
- Van Dyne, L., & Pierce, J.L. (2004). Psychological ownership and feelings of possession: Three field studies predicting employee attitudes and organization citizenship behavior. Journal of Organizational Behavior, 25: 439-459.
- Conlon, D.E., Van Dyne, L., Milner, M.R., & Yee, K.Y. (2004). The effects of physical and social context on evaluations of captive, intensive service relationships. Academy of Management Journal, 47: 433-445.
- Gardner, D.G., Van Dyne, L., & Pierce, J.L., (2004). The effects of pay level on organization-based self-esteem and performance: A field study. Journal of Occupational and Organizational Psychology, 77: 307-322.
- Van Dyne, L., & Farmer, S.M. (2004). It's who I am: Role identity and organizational citizenship behavior of volunteers. In D.L. Turnipseed (Ed.), Handbook of organizational citizenship behavior (p.p. 177-203). New York: Nova Science Publishers.
- Moon, H., Van Dyne, L., & Wrobel, K. (2004). The circumplex model and the future of organizational citizenship behavior research. In D.L. Turnipseed (Ed.), Handbook of organizational citizenship behavior (p.p. 1-22). New York: Nova Science Publishers.
- Shore, L.M., Tetrick, L.E., Taylor, S.M., Coyle-Shapiro, J.A.M., Liden, R.C., McLean Parks, J., Morrison, E.W., Porter, L.W., Robinson, S.L., Roehling, M.V., Rousseau, D.M., Schalk, R., Tsui, A.S., & Van Dyne, L. (2004). The employee-organizational relationship: A timely concept in a period of transition. In J. J. Martocchio (Ed.), Research in Personnel and Human Resources Management (p.p. 291-370). New York: Elsevier.

PUBLICATIONS (continued)

- Van Dyne, L., & Ellis, J.B. (2004). Job creep: A reactance theory perspective on organizational citizenship behavior as over-fulfillment of obligations. In J. A.M. Coyle-Shapiro, L. M. Shore, M. S. Taylor, & L. E. Tetrick (Eds.), The employment relationship: Examining psychological and contextual perspectives (p.p. 181-205). Oxford, UK: Oxford University Press.
- Van Dyne, L., Ang, S., & Botero, I.C. (2003). Conceptualizing employee silence and employee voice as multidimensional constructs. Journal of Management Studies, 40: 1359-1392.
- Ang, S., Van Dyne, L., & Begley, T.M. (2003). The employment relationships of foreign workers versus local employees: A field study of organizational justice, job satisfaction, and OCB. Journal of Organizational Behavior, 24: 561-583.
- Stamper, C.L., & Van Dyne, L. (2003). Organizational citizenship: A comparison between part-time and full-time service employees. Cornell Hotel and Restaurant Administration Quarterly, 44(1): 33-42.
- Van Dyne, L., Jehn, K.A., & Cummings, A. (2002). Differential effects of strain on two forms of work performance: Individual employee sales and creativity. Journal of Organizational Behavior, 23: 57-74.
- LePine, J.A., & Van Dyne, L. (2001). Voice and cooperative behavior as contrasting forms of contextual performance: Evidence of differential relationships with big five personality characteristics and cognitive ability. Journal of Applied Psychology, 86: 325-336.
- Ng, K.Y. & Van Dyne, L. (2001). Individualism-collectivism as a boundary condition for effectiveness of minority influence in decision making. Organizational Behavior and Human Decision Processes, 84: 198-225.
- Bartel, C.A., Saavedra, R., & Van Dyne, L. (2001). Design conditions for learning in community service contexts. Journal of Organizational Behavior, 22: 367-385.
- LePine, J.A., & Van Dyne, L. (2001). Peer responses to low performers: An attributional theory model of helping in the context of groups. Academy of Management Review, 26: 67-87.
- Stamper, C.L., & Van Dyne, L. (2001). Work status and organizational citizenship behavior: A field study of restaurant employees. Journal of Organizational Behavior, 22: 517-536.

PUBLICATIONS (continued)

- Ng, K.Y., & Van Dyne, L. (2001). Culture and Minority Influence: Effects on persuasion and originality. In C. K. W. De Dreu, & N. K. De Vries, (Eds.), Group consensus and minority influence: Implications for innovation (p.p. 284-306). Oxford, UK: Blackwell.
- Van Dyne, L., VandeWalle, D., Kostova, T., Latham, M.E., & Cummings, L.L. (2000). Collectivism, propensity to trust, and self-esteem as predictors of organizational citizenship in a non-work setting. Journal of Organizational Behavior, 21: 3-23.
- Saavedra, R., & Van Dyne, L. (1999). Social exchange and emotional investment in work groups. Motivation and Emotion, 23: 105-123.
- Stamper, C.L., & Van Dyne, L. (1999). Diversity at work: Do men and women differ in their organizational citizenship behavior? Performance Improvement Quarterly, 12: 59-76.
- Wagner, J.A. III, & Van Dyne, L. (1999). The large introductory class as an exercise in organizational design. Journal of Management Education, 23: 123-143.
- Van Dyne, L., & Ang, S. (1998). Organizational citizenship behavior of contingent workers in Singapore. Academy of Management Journal, 41: 692-703.
- LePine, J.A., & Van Dyne, L. (1998). Predicting voice behavior in work groups. Journal of Applied Psychology, 83: 853-868.
- Van Dyne, L., & LePine, J.A. (1998). Helping and voice extra-role behavior: Evidence of construct and predictive validity. Academy of Management Journal, 41: 108-119.
- Van Dyne, L., & Saavedra, R. (1996). A naturalistic minority influence experiment: Effects on divergent thinking, conflict, and originality in work groups. Special issue on minority influence. C. Nemeth (Ed.), British Journal of Social Psychology, 35: 151-167.
- Van Dyne, L. (1996). Mentoring relationships: A comparison of experiences in business and academia. In P. J. Frost & M. S. Taylor, (Eds.), Rhythms of academic life: Personal accounts of careers in academia (p.p. 159-163). Thousand Oaks, CA: Sage.
- Van Dyne, L., Cummings, L.L., & McLean Parks, J. (1995). Extra-Role behaviors: In pursuit of construct and definitional clarity. In L. L. Cummings & B. M. Staw (Eds.), Research in organizational behavior, 17: 215-285. Greenwich, CT: JAI Press.

PUBLICATIONS (continued)

- VandeWalle, D., Van Dyne, L., & Kostova, T. (1995). Psychological ownership: An empirical examination of its consequences. Group and Organization Management, 20: 210-226.
- Van Dyne, L., Graham, J.W., & Dienesch, R.M. (1994). Organizational citizenship behavior: Construct redefinition, measurement, and validation. Academy of Management Journal, 37: 765-802.
- Polley, D., & Van Dyne, L. (1994). The limits and liabilities of self managed work teams. In M. M. Beyerlein & D. A. Johnson, (Eds.), Advances in interdisciplinary studies of work teams: Theories of self-managing work teams, 1: 1-38. Greenwich, CT: JAI Press.
- Fladmoe-Lindquist, K., & Van Dyne, L. (1993). Professional services and international strategic human resources: Interfirm teams and ongoing relationships with free agents. In J. B. Shaw, P. S. Kirkbride, K. M. Rowland, & G. Ferris (Eds.), Research in personnel and human resources management: Supplement 3 - International human resources management (p.p. 55-74). Greenwich, CT: JAI Press.
- Saavedra, R., Earley, P.C. & Van Dyne, L. (1993). Complex interdependence in task-performing groups. Journal of Applied Psychology, 78: 61-72.

REPRINTS and BOOK REVIEWS

- Van Dyne, L., & Ang, S. (in press). The Cultural Intelligence Scale. In T. Baldwin, B. Bommer, & B. Rubin, Instructor's Manual for developing management skills: What great managers know and do. New York: McGraw-Hill.
- Van Dyne, L. (2005). Review of B. Schneider & D.B. Smith (Eds.), Personality and organizations. Academy of Management Review, 30: 448-450.
- Van Dyne, L., & LePine, J.A. (2002). Helping and voice behaviors. In D. L. Fields (Ed.), Taking the measure of work: A guide to validated scales for organizational research and diagnosis (p.p. 253-254). Thousand Oaks: Sage.
- Van Dyne, L., Graham, J.W., & Dienesch, R.R. (2002). Perceived importance of workplace values. In D. L. Fields (Ed.), Taking the measure of work: A guide to validated scales for organizational research and diagnosis (p. 284). Thousand Oaks: Sage.
- LePine, J.A., & Van Dyne, L. (2001). Peer responses to low performers: An attributional theory model of helping in the context of groups. Academy of Management Review, 26: 67-87. Reprinted in F. H. Maidment (Ed.), Annual editions: Organizational behavior 02/03 (3rd ed; p.p. 63-77.) (2002). Guilford, CT: McGraw-Hill/Dushkin.
- Van Dyne, L. (1993). Review of Permanently failing organizations. In J. L. Pierce & J. Newstrom (Eds.). The manager's bookshelf: A mosaic of contemporary views (3rd Ed.) (pp. 284-288). New York: Harper Collins.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS

- Ang, S., Van Dyne, L., & Leslie, J. (2007). Predicting global leader effectiveness: The five factor model of personality and adaptive competencies. Paper to be presented at the Academy of Management. Philadelphia. August.
- Park, G., & Van Dyne, L. (2007). OCB and motivational fit: Effects on participant affect and satisfaction. Paper to be presented at the Academy of Management. Philadelphia. August.
- Van Dyne, L, Ang, S., & Leslie, J.B. (2007). Multicultural experience: Effects on global leader competencies and effectiveness. Paper presented at the Society for Industrial and Organizational Psychologists. New York. May.
- Barnes, C.M., & Van Dyne, L. (2007). Differential physical and emotional fatigue effects on workload management strategies. Paper presented at the Society for Industrial and Organizational Psychologists. New York. May.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Botero, I. C., & Van Dyne, L. (2007). Predicting voice across culture: Interactive effects of LMX and power distance. Paper presented at the Society for Industrial and Organizational Psychologists. New York. May.
- Van Dyne, L. (2006). Cultural intelligence and personal development. Paper presented at the Euromed-Marseille and Metizo worldwide conference on personal development. Marseille, France. October.
- Van Dyne, L., Ang, S., & Koh, C. (2006). On being the same and different at the same time: Status differentiation and social integration effects on work performance of foreign professionals with transactional psychological contracts. Paper presented at the Annual Meeting of Academy of Management. Atlanta. August.
- Ang, S., Van Dyne, L., & Leslie, J. (2006). Global leader effectiveness: Relationships between international experience and adaptive competencies. Nominated for Carolyn Dexter Award. Paper presented at the Annual Meeting of Academy of Management. Atlanta. August.
- Van Dyne, L., & Kamdar, D. (2006). Personality and workplace social exchanges: Joint effects in predicting task performance and OCBs. Paper presented at the Annual Meeting of Academy of Management. Atlanta. August.
- Ang, S., & Van Dyne, L. (2006). Cultural intelligence and acculturation in the global environment. Paper presented at the International Congress of Applied Psychology. Athens, Greece. July.
- Ang, S., & Van Dyne, L. (2006). Personnel screening decisions: Devaluating critical incomplete information (missing vs. hidden). Paper presented at the Society for Industrial and Organizational Psychologists. Dallas. May.
- Park, G., & Van Dyne, L. (2006). Effect of motivational fit on satisfaction with organizational citizenship behaviors. Paper presented at the Society for Industrial and Organizational Psychologists. Dallas. May.
- Van Dyne, L. (2005). From work to research: Extra-role behavior and cultural intelligence. Presentation at Annual Meeting of the Society for Organizational Behavior. Minneapolis, MN. October.
- Van Dyne, L., & Ang, S. (2005). Personality and cultural intelligence: Examining discriminant validity and interrelationships. Paper presented at the American Psychological Association, Washington DC. August.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Farmer, S.M., & Van Dyne, L. (2005). Doing only what they like to do? Role identities, role fit, and role verification as predictors of role behaviors. Paper presented at Annual Meeting of Academy of Management. Hawaii. August.
- Ang, S., & Van Dyne, L. (2005). Cultural intelligence: Measurement and incremental validity predicting performance and adjustment. Paper presented at the American Psychological Association, Washington DC. August.
- Van Dyne, L., & Ang, S. (2005). Antecedents of cultural intelligence: An empirical investigation of Big Five personality and cultural intelligence. Paper presented at the International Conference on Intercultural Research, Kent State, Ohio. May.
- Botero, I.C., & Van Dyne, L. (2005) Understanding voice effectiveness: Looking at LMX quality, message type, and message sidedness as predictors. Paper presented at the Conference of the International Communication Association, New York, May.
- Van Dyne, L., & Ellis, J.B. (2005) Job creep, complaints, and criticism: Reactance and defensive voice as consequences of OCB. Paper presented at the Society for Industrial and Organizational Psychologists, Los Angeles. May.
- Conlon, D.E., Johnson, M.D., & Van Dyne, L. (2005). Effects of interactional justice and voice on experiences of cruise-ship passengers. Paper presented at the Society for Industrial and Organizational Psychologists, Los Angeles. May.
- Van Dyne, L., Kossek, E.E., & Lobel, S. (2004). Being there: Face time, flexible work arrangements, and helping in work groups. Paper presented at the Annual Meeting of the Academy of Management, New Orleans. August.
- Ang, S., Van Dyne, L., Koh, C.S.K, & Ng, K.Y. (2004). The measurement of cultural intelligence. Paper presented at the Annual Meeting of the Academy of Management, New Orleans. August.
- Kamdar, D.A., & Van Dyne, L. (2004). Role conceptualization and group characteristics as predictors of proactive behavior. Paper presented at the Annual Meeting of the Academy of Management, New Orleans. August.
- Ang, S., & Van Dyne, L. (2004). Navigating in different cultures: Developing a scale for cultural intelligence. Paper presented at the International Conference on Intercultural Research, Taipei, Taiwan. May.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Ang, S., Van Dyne, L., & Koh, C.S.K. (2004). Cultural intelligence: Development and cross validation of a multi-faceted measure. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago. May.
- Tay-Lee C.S.L., Ang, S., & Van Dyne, L. (2004). Interviewing self-efficacy over time and causal attributions in job search. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago. May.
- Kamdar, D.A., & Van Dyne, L. (2004). Easier to help (than voice): Roles, LMX, motives, and OCB. Paper presented at the Society for Industrial and Organizational Psychologists, Chicago. May.
- Van Dyne, L., & LePine, J.A. (2003). Antecedents and consequences of group-level voice behavior. Paper presented at the Annual Meeting of Academy of Management, Seattle. August.
- Koh, C.S.K., Ang, S., & Van Dyne, L. (2003). Prediction of performance and citizenship behaviors among foreign knowledge workers. Paper presented at the Annual Meeting of Academy of Management, Seattle. August.
- Graham, J.W., & Van Dyne, L. (2003). Gathering information and exercising influence: Two forms of civic virtue organizational citizenship with different antecedents. Paper presented at the Society for Industrial and Organizational Psychologists, Orlando, FL. April.
- Begley, T.M., Ang, S., & Van Dyne, L. (2003). Participation, justice, and employee outcomes in a sample of Chinese employees. Paper presented and published in the proceedings of the Eastern Academy of Management, Baltimore. May.
- Kossek, E.E., & Van Dyne, L. (2003). Face-time matters: How work-life flexibility influences work performance of individuals and groups. Paper presented at the College and University Work Family Association, Philadelphia. March.
- Van Dyne, L., & Ng, K.Y. (2002). Helping behavior in work groups: A multi-level analysis. Paper presented at the Society for Industrial and Organizational Psychologists, Toronto, Canada. May.
- Jackson, C., LePine, J.A., Wild, E., & Van Dyne, L. (2001). Specifying and predicting peer responses to low performing group members. Paper presented at the Society for Industrial and Organizational Psychologists, San Diego. May.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Gardner, D., Pierce, J.L., & Van Dyne, L. (2000). Relationships between pay level, employee stock ownership, self-esteem, and performance. Paper presented at the ANZAM 2000 Conference, Sydney, Australia. December.
- Van Dyne, L., & Ang, S. (2000). Human resource architecture for coping with severe labor shortages: Strategies for embracing foreign workers in organizations. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada. August.
- Milner, M.R., Conlon, D.E., & Van Dyne, L. (2000). The role of distributive and interactional justice in predicting customer recommendations: Evidence from the high seas. Paper presented at the Annual Meeting of the Academy of Management, Toronto, Canada. August.
- Ng, K.Y., & Van Dyne, L. (2000). The role of cultural values in the devil's advocacy process. Paper presented at the Society for Industrial and Organizational Psychologists, New Orleans. May.
- Conlon, D.E., Van Dyne, L., & Milner, M.R. (1999). Cruising for justice: Determinants of distributive and interactional justice in extended service encounters. Paper presented at the Annual Meeting of the Academy of Management, Chicago. August.
- Ang, S., & Van Dyne, L. (1999). Work status and job technology: A field study comparing foreign and local Chinese technicians in Singapore. Paper presented at the Social Survey Research in Chinese Societies Conference, Hong Kong. June.
- LePine, J.A., & Van Dyne, L. (1999). Effects of individual differences on voice and task performance. Paper presented at the Society for Industrial and Organizational Psychologist. Atlanta. May.
- Ng, K.Y., & Van Dyne, L. (1998). Culture and minority influence. Paper presented at the University of Amsterdam Conference on Minority Influence, Amsterdam, The Netherlands. October.
- Stamper, C.L., & Van Dyne, L. (1998). An examination of discretionary work behavior: Does work status make a difference? Paper presented at the Annual Meeting of the Academy of Management, San Diego. August.
- LePine, J.A., & Van Dyne, L. (1997). Predicting voice behavior in organizations: Much more than (dis)satisfaction. Paper presented at the Annual Meeting of the Academy of Management, Boston. August.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Van Dyne, L., & LePine, J.A. (1996). Helping and voice extra-role behavior viewed from multiple perspectives over six months: Evidence of construct and predictive validity. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati. August.
- Bartel, C.A., Saavedra, R., & Van Dyne, L. (1996). Learning to lead with a conscience: Effects of structured community service on MBA participants. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati. August.
- McLean Parks, J., & Van Dyne, L. (1995). In the eyes of the beholders: An idiosyncratic measure of the psychological contract. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada. August.
- Cummings, A., Van Dyne, L., & Jehn, K.A. (1995). Home stress and work stress in service jobs: Effects on sales revenue and creativity at work. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada. August.
- Van Dyne, L. (1994). Extra-role behaviors: Cross level effects of individual similarity to other group members. Paper presented at the Annual Meeting of the Academy of Management, Dallas. August.
- Van Dyne, L., VandeWalle, D., Kostova, T., & Cummings, L.L. (1994). Individual differences and discretionary behavior: Mediated effects in a cooperative setting. Paper presented at the Annual Meeting of the Academy of Management, Dallas. August.
- Pierce, J.L., Van Dyne, L., & Cummings, L.L. (1994). Psychological ownership: A conceptual and empirical analysis. Paper presented at the Research Methods Division of the Academy of Management on Causal Modeling, Lafayette, IN. March.
- Van Dyne, L., VandeWalle, D., & Kostova, T. (1994). A structural equations model of the antecedents and consequences of psychological ownership. Paper presented at the Research Methods Division of the Academy of Management on Causal Modeling, Lafayette, IN. March.
- Van Dyne, L., & Jehn, K.A. (1993). Value and demographic diversity in work groups: Effects on group process and group originality. Paper presented at the Annual Meeting of the Academy of Management, Atlanta. August.
- Polley, D., & Van Dyne, L. (1993). The limits and liabilities of self managed work teams. Paper presented at the Theory Symposium on Self-Managed Work Teams, Denton, TX. June.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Jehn, K.A., & Van Dyne, L. (1993). The effects of intragroup conflict, ideas, and communication on work group originality and satisfaction. Paper presented at the International Association for Conflict Management Conference. Hengelhof, Belgium. June.
- Van Dyne, L. & Pierce, J.L. (1993). Employee ownership: Empirical support for mediated relationships. Paper presented at the Society for Industrial and Organizational Psychologists, San Francisco. May.
- Pierce, J.L. & Van Dyne, L. (1993). Psychological ownership within the organizational context. Paper presented at the Society for Industrial and Organizational Psychologists, San Francisco. May.
- Jehn, K.A., & Van Dyne, L. (1993). The influence of group diversity on product originality. Paper presented at the Society for Industrial and Organizational Psychologists, San Francisco. May.
- Lawson, M.B., Angle, H.L., & Van Dyne, L. (1993). Organizational members as recruits: A preliminary investigation of the relationships among expectations, justice, and member-organization linkages during organizational relocation. Paper presented and published in the proceedings of the 36th Conference of the Midwest Division of the Academy of Management, Indianapolis. April.
- Cummings, L.L., & Van Dyne, L. (1992). The role of group diversity in effective managerial problem solving. Paper presented at the ORSA/TIMS National Meeting, San Francisco. November.
- Van Dyne, L. (1992). Power Up! Software Corporation: Start-up and growing pains of an entrepreneurial firm. Paper presented at the North American Case Research Association, New Orleans. November.
- Pierce, J.L., Van Dyne, L., & Cummings, L.L. (1992). Psychological ownership: A conceptual and operational examination. Paper presented and published in the proceedings of the Annual Meeting of the Southern Management Association of the Academy of Management, New Orleans. November.
- Fladmoe-Lindquist, K., & Van Dyne, L. (1992). Professional services and international strategic human resources: Interfirm teams and ongoing relationships with free agents. Paper presented and published in the proceedings of the Conference on International Personnel and Human Resources Management, Ashridge, England. July.

PAPERS PRESENTED AT PROFESSIONAL MEETINGS (continued)

- Van Dyne, L., & Jehn, K.A. (1992). Group member heterogeneity: The effects of diversity on group conflict and group communication. Paper presented at the International Association for Conflict Management, Minneapolis. June.
- Saavedra, R., & Van Dyne, L. (1992). Engendering conflict: Experiences of agents of social influence. Paper presented at the International Association for Conflict Management, Minneapolis. June.
- Van Dyne, L. (1992). Civic virtue: A misunderstood dimension of organizational citizenship. Paper presented at the Society for Industrial and Organizational Psychologists, Montreal, Canada. May.
- Saavedra, R., & Van Dyne, L. (1991). Managing work teams using multiple structural contingencies. Paper presented at the International Conference on Self Managed Work Teams, Dallas. October.
- Van Dyne, L., & Polley, D. (1991). Group composition and group originality in self-managed work teams. Paper presented at the International Conference on Self Managed Work Teams, Dallas. October.
- Saavedra, R., & Van Dyne, L. (1991). Complex interdependence in task performing groups: Effects on performance, perceived efficacy, and conflict. Paper presented at the Annual Meeting of the Academy of Management, Miami Beach. August.
- Van Dyne, L. (1991). Minority influence and work group functioning: The role of divergent expression. Paper presented at the Industrial/Organizational Psychology and Organizational Behavior Student Conference, St. Louis. April.
- Van Dyne, L., & Cummings, L.L. (1990). Extra-role behaviors: The need for construct and definitional clarity. Paper presented at the Annual Meeting of the Academy of Management, San Francisco. August.
- Van Dyne, L., Earley, P.C., & Cummings, L.L. (1990). Diagnostic and impression management feedback seeking behavior as a function of self esteem and self efficacy. Paper presented at the Society for Industrial and Organizational Psychologists, Miami Beach. April.

WORKING PAPERS

- Van Dyne, L., Ang, S., Mannor, M., Koh, C.K.S., & Ng, Y.K. (2007). The mediating role of cultural intelligence in linking international experience with prospective and actual performance.
- Van Dyne, L., Ang, S., & Koh, C.K.S. (2007). Development and validation of the CQS: The Cultural Intelligence Scale.
- Ang, S., & Van Dyne, L., (2007). Conceptualization of cultural intelligence: Definition, distinctiveness, and nomological network.
- Van Dyne, L., & Ang, S. (2007). Navigating in different cultures: Developing the CQS - Cultural Intelligence Scale.
- Ellis, J.B., & Van Dyne, L. (2007). Voice and silence as observer reactions to defensive voice: Predictions based on communication competence theory.
- Ang, S., Van Dyne, L., & Leslie, J. (2007). Predicting global leader effectiveness: The Five factor model of personality and adaptive competencies.
- Park, G., & Van Dyne, L. (2007). OCB and motivational fit: Effects on participant affect and satisfaction.
- Ng, K. Y., Ang, S., & Van Dyne, L. (2007). From experience to experiential learning: Cultural intelligence as a learning capability for global leader development.
- Barnes, C.M., & Van Dyne, L. (2007). I'm tired: Differential effects of physical and emotional fatigue on workload management strategies.
- Johnson, M.D., Van Dyne, L., & Conlon, D.E. (2007). The key role of interpersonal justice in linking customer voice behavior with post-service outcomes: Consistent and persistent effects.
- Moon, H., Marinova, S.V., & Van Dyne, L. (2007). The circumplex model of organizational citizenship behavior and its relationship with roles, rewards, and transformational leadership.
- Nowakowski, J.M., & Van Dyne, L. (2007). An exploration of cutting corners: Work inexperience and unintended deviance.
- Botero, I.C., & Van Dyne, L. (2006). Predicting voice across culture: Interactive effects of LMX and power distance.

WORKING PAPERS (continued)

- Van Dyne, L., Ang, S., & Koh, C.K.S. (2006). Status differentiation and social integration effects on work performance of foreign professionals with transactional psychological contracts.
- Van Dyne, L., Ang, S., & Leslie, J. (2006). Multicultural experience: Effects on global leader competencies and performance.
- Kamdar, D.A., & Van Dyne, L. (2006). Role discretion versus role constraints: A multi-source field study of voice OCB.
- Farmer, S.M., & Van Dyne, L. (2005). Doing only what they like to do? Role identities, role fit, and role verification as predictors of role behaviors.
- Milner, M.R., & Van Dyne, L. (2005). Restoration of working relationships after psychological contract breach: The role of impression management – “Forgive me. May I help you help me?”
- Aime, F., & Van Dyne, L. (2005). Who you know is what you do is how well you do: Effects of proximal and distal ties on job crafting, job satisfaction, and career success.
- Ang, S., Van Dyne, L., & Koh, L. (2005). Pre-employment screening decisions: Devaluation of incomplete information (missing and hidden) based on attribute criticality.
- Kamdar, D.A., & Van Dyne, L. (2004). Role conceptualization and group characteristics as predictors of helping OCB and performance: A multi-source field study
- Van Dyne, L., & Ang, S. (2004). The job satisfaction – job performance relationship in the new economy workplace: Moderating effects of perceived task interdependence, job opportunities, and work-life balance on the link between job satisfaction and inrole and extrarole performance.
- Bolino, M.C., Turnley, W.H., & Van Dyne, L. (2004). Help-seeking and help-refusing in organizational settings: An impression-management approach.
- Van Dyne, L., & Ng, K.Y. (2004). Helping that hurts: Consequences for employee initiative at work.

CURRICULUM DEVELOPMENT

Van Dyne, L. (2001). On-line graduate course design for International Organizational Behavior. Michigan State University E-Learning Program.

Van Dyne, L. (1992). Power Up! Software Corporation: Start-Up and growing pains of an entrepreneurial firm. University of Minnesota Case Development Center.

INVITED PRESENTATIONS

Van Dyne, L. (2007). Cultural intelligence and global leadership. MBA Professional Development Seminar III. Michigan State University. April.

Van Dyne, L. (2006). Cultural intelligence and global leadership. Residence Hall Life Professional Development Session III. Michigan State University. April.

Van Dyne, L. (2006). Cultural intelligence and global leadership. MBA Professional Development Seminar II. Michigan State University. November.

Van Dyne, L. (2006). Cultural intelligence and diversity. Racial Ethnic Student Aides. Professional Development Seminar II. Michigan State University. November.

Van Dyne, L. (2006). Cultural intelligence and residence hall life. Residence Hall Life Professional Development Session II. Michigan State University. November.

Van Dyne, L. (2006). Cultural intelligence and global leadership. MBA Professional Development Seminar I. Michigan State University. September.

Van Dyne, L. (2006). Cultural intelligence and self-awareness. Racial Ethnic Student Aides and Humphrey Fellows. Michigan State University. September.

Van Dyne, L. (2006). Cultural intelligence and residence hall life. Residence Hall Life Professional Development Session I. Michigan State University. September.

Van Dyne, L., & Ang, S. (2006). Cultural intelligence, multi-rater feedback, and engineering management. University of Minnesota. Minneapolis, MN. May.

Van Dyne, L. (2005). Global leadership and cultural intelligence: Self-development implications of multi-rater feedback. Michigan State University. East Lansing, MI. November.

Ang, S., & Van Dyne, L. (2005). Cultural intelligence: Application to multicultural counseling. University of Minnesota. Minneapolis, MN. September.

INVITED PRESENTATIONS (continued)

- Van Dyne, L. (2005) Cultural intelligence: Globalization, self-awareness, and awareness of others. Center for Creative Leadership. Greensboro, NC. September.
- Tan, J.S., Ang, S., & Van Dyne, L. (2005). The implications of cultural intelligence for racial and ethnic bias in the court system. Statewide Conference on Race and Ethnic Bias in the California Courts. Los Angeles, CA. May.
- Van Dyne, L. (2004). Developing cultural intelligence of global leaders. Center for Creative Leadership. Greensboro, NC. November.
- Van Dyne, L. (2004). Organizational citizenship behavior: Future research as a function of conceptual and empirical foundations. Labor and Industrial Relations Seminar, Michigan State University. East Lansing, MI. September.
- Van Dyne, L. (2002). Helping, voice, and silence: The multifaceted complexity of cooperative employee behavior in varying work contexts. University of Pennsylvania, Philadelphia. October.
- Van Dyne, L. (2000). Cooperative learning: Results from the Lilly Series. Michigan State University. MBA faculty workshop.
- Van Dyne, L. (1998). Culture and minority influence: Effects on persuasion and innovation. University of Michigan. Ann Arbor. October.
- Van Dyne, L. (1996). Psychological contracts, organizational citizenship, and performance: A comparison of contingent worker and regular worker individual-organizational linkages. Wharton Organizational Behavior Conference: Recent Developments in Organizational Behavior. Philadelphia. November.
- Van Dyne, L. (1996). Home stress and work stress in service jobs: Effects on sales revenue and creativity at work. Wharton seminar presentation. University of Pennsylvania. Philadelphia. November.
- Van Dyne, L. (1996). Collaboration: Partnering with colleagues. Presentation and panel discussion. Interdisciplinary Students of Organizations Conference. Chicago. October.
- Van Dyne, L. (1995). Respect: Exploration of the meaning of respect in organizations in Western and Eastern cultures. Colloquium. Nanyang Technological University, Singapore. December.

INVITED PRESENTATIONS (continued)

Van Dyne, L. (1995). Career transitions. Human Resources Doctoral Student Consortium. Annual Meeting of the Academy of Management, Vancouver, Canada. August.

Van Dyne, L. (1994). The transition from PhD student to Assistant Professor. Human Resources Doctoral Student Consortium. Annual Meeting of the Academy of Management. Dallas. August.

Van Dyne, L. (1994). Extra-Role behaviors: Cross level and longitudinal effects of individual similarity to other group members. Colloquium. University of Utah. Salt Lake City. May.

Van Dyne, L. (1993). Extra-Role behaviors: Challenges and future research directions. Seminar. University of Minnesota. Minneapolis. October.

Van Dyne, L. (1993). Working with doctoral students. Organization and Management Theory Workshop co-presented with S. Ashford, D. J. Brass, L. L. Cummings, R. Hackman, & G. Oldham. Annual Meeting of the Academy of Management. Atlanta. August.

Van Dyne, L. (1993). In-role and extra-role behaviors: Cross level and longitudinal effects of individual similarity to other group members. Graduate School Fellowship Symposium. University of Minnesota. Minneapolis. March.

Van Dyne, L. (1991). Building top management teams in new ventures. New Venture Research Group Workshop. University of Minnesota. Minneapolis. May.

SESSION CHAIR – DISCUSSANT - PANELIST

Facilitator (2007). Citizenship behaviors. Session to be facilitated at the Academy of Management, Philadelphia, August.

Chair (2006) Leader Career Development. Session chaired at the Academy of Management, Atlanta, August.

Co-Chair, Organizer, and Discussant (with S. Ang). (2004). Cultural Intelligence at Work in the 21st Century. Symposium presented at the Academy of Management, New Orleans. August.

Panelist. (2004). Women in Business Conference. Michigan State University. January.

Co-Chair and Organizer (with J.A. LePine). (2003). Toward an Understanding of Voice Behavior in Organizations. Symposium presented at the Annual Meeting of Academy of Management, Seattle. August.

Co-Chair and Organizer (with H. Moon). (2003). New Perspectives on the Dimensionality of Organizational Citizenship Behavior. Symposium presented at the Society for Industrial and Organizational Psychologists. Orlando. April.

Panelist. (2003). Women in Business Conference. Michigan State University. January.

Chair and Organizer. (2002). New Perspectives on Helping: Beyond Social Exchange. Symposium presented at the Annual Meeting of the Academy of Management, Denver. August.

Facilitator. (2002). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Denver. August.

Employment Relationship Workshop (2002). University of Houston. May.

Facilitator. (2001). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Washington. August.

Discussant. (2001). OCB: Good citizens don't just happen. Annual Meeting of the Academy of Management, Washington. August.

Panelist. (2001). The Weak Link: Peer Responses to Low Performing Group Members. Radio interview with Psychology Today presented at the Society for Industrial and Organizational Psychologists, San Diego. May.

SESSION CHAIR – DISCUSSANT – PANELIST (continued)

Chair and Facilitator. (2000). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Toronto, Canada. August.

Panelist. (2000). The Craft of Reviewing. Annual Meeting of the Academy of Management, Toronto, Canada. August.

Chair. (2000). Cognitive Processes in Groups: Shared Cognitions, Mental Models, and Transactive Memory. Symposium presented at the Annual Meeting of the Academy of Management, Toronto, Canada. August.

Chair and Facilitator. (1999). Academy of Management Review Theory Building Writer's Workshop. Annual Meeting of the Academy of Management, Chicago. August.

Chair and Discussant. (1999) Antecedents and Outcomes of Organizational Citizenship Behavior. Symposium presented at the Annual Meeting of the Academy of Management, Chicago. August.

Co-Chair and Organizer. (1999). New Developments Regarding Vertical and Horizontal Individualism-Collectivism: Applications to the Workplace. A panel discussion presented at the Annual Meeting of the Academy of Management, Chicago. August.

Discussant. (1992). Psychological Safety and Learning in Work Teams. Wharton Organizational Behavior Conference, Philadelphia. November.

Chair and Organizer. (1998). Contingent Work and Changing Work Relationships: A Panel Discussion with P. Cappelli, J. Pfeffer, D.W. Organ, and D.M. Rousseau. Presented at the Annual Meeting of the Academy of Management, San Diego. August.

Co-Chair and Organizer (with C. Stamper) (1998). Contextual Performance of Temporary, Part-Time, and Virtual Employees: When does Work Status Make a Difference? (1998). Symposium presented at the Annual Meeting of the Academy of Management, San Diego. August.

Facilitator. (1998). Theory Development for the Academy of Management Review. Workshop presented at the Annual Meeting of the Academy of Management, San Diego. August.

Discussant. (1997). The Importance of Knowing Who Knows What in Work Groups. Wharton Organizational Behavior Conference: Recent Developments in Organizational Behavior. Philadelphia. November.

SESSION CHAIR – DISCUSSANT – PANELIST (continued)

Chair. (1997). Organizational Citizenship Behavior: Recasting and Refining. Symposium presented at the Annual Meeting of the Academy of Management. Boston. August.

Co-Chair and Organizer (with E.E. Kossek). (1995). Work/Family Issues and Work Outcomes (Affect and Performance) in High Encounter Service Jobs: Future Research and Human Resource Implications. Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, Canada. August.

Facilitator and Discussant. (1995). Peter F. Drucker Live via Satellite Seminar: Creating a Highly Effective Organization. MBA Association, East Lansing, MI. March.

Chair. (1994). The Sources and Exercise of Power. Symposium presented at the Annual Meeting of the Academy of Management. Dallas. August.

Junior Faculty Workshop. (1994). Annual Meeting of the Academy of Management. Dallas. August.

Co-Chair and Organizer (with K.A. Jehn). (1993). The Diversity of Diversity: Conceptualizations, Dimensionality, and Outcomes which Compose the Constellation of Diversity in and across Organizations. Symposium presented at the Annual Meeting of the Academy of Management, Atlanta. August.

Discussant. (1992). A Preliminary Report on a New Measure of Organizational Citizenship Behavior. Southern Management Association of the Academy of Management. New Orleans. November.

Doctoral Student Consortium (1991). Organizational Behavior, Organizational Development and Change, and Organization and Management Theory Divisions. Academy of Management. Miami Beach. August.

DISSERTATION CHAIR

M.R. Milner (2004). The effect of impression management techniques on peer helping behavior after a psychological contract breach.

K.Y. Ng. (2001). Resource allocation across individual and group tasks: Individual and contextual antecedents.

C.D. Stamper (1998). Explaining the extra-role behavior of part-time and full-time workers: A matter of support?

DISSERTATION COMMITTEE MEMBER

C. Barnes, 2007

L. Barrett Elliott, 1996

J. Butler Ellis, 2001

C. Griffeth, 1996

K. Delaney-Klinger, 2005

D. Hillison, 2006

B. Johnson Dykes, 2007

K. Kato, 2007

K. Kussmaul, 2007

J. LePine, 1998

E. Meiners, 2003

K. Misra, 2007

A. Rummel, 2005

M. Simmering, 1999

A. Theusch, 2006

S. Tower, 1999

D. Tuttle, 1997

D. Wagner, 2007

D. Winters, 1996

EXTERNAL EXAMINER

- S. Thau (2006). Core social motives, self goals, and workplace deviance. University of Groningen. The Netherlands.
- D. Joseph (2005). Three essays on the career transitions of IT professionals. Nanyang Technological University. Singapore.
- C.E. Connelly (2004). Temporary workers, permanent consequences: Behavioral implications of triangular employment relationships. Queen's University. Kingston, Ontario, Canada.
- C. Tay (2003). Self-efficacy and employment interviews: A longitudinal analysis. Nanyang Technological University. Singapore.
- L. Koh Shu-Yi (2001). Decision-making with incomplete information: A process-based study. Nanyang Technological University. Singapore.

EDITORIAL BOARD ROLES

- Associate Editor: Organizational Behavior and Human Decision Processes. 2007
Consulting Editor. Journal of Organizational Behavior. 1998 - 2002
Guest Consulting Editor. Academy of Management Review. 1998
- Editorial Board, Academy of Management Journal. 2007
Editorial Board. Academy of Management Perspectives. 2006 - 2007
Editorial Board, Human Relations. 2006 - 2007
Editorial Board. Journal of Organizational Behavior. 2003 – 2007
Editorial Board. Management and Organization Review. 2008
Editorial Board. Academy of Management Executive. 2005
Editorial Board. Academy of Management Review. 1998 - 2002

AD HOC REVIEWER

- Regular Reviewer: Academy of Management Review, Administrative Science Quarterly, Journal of Applied Psychology, Personnel Psychology.
- Occasional Reviewer: Applied Psychology: An International Review, Human Performance, Journal of Occupational and Organizational Psychology, Journal of Management, Journal of Management Studies, Organizational Science, Organization Studies.

AWARDS, FELLOWSHIPS, AND FUNDING

MSU Grant to develop undergraduate student program to enhance community through Cultural Intelligence. 2006-2007.
Mentor, Broad Scholar. 2006-2008.
Dean's Office Funding: Graduate Student Program on Cultural Intelligence. 2005-2007.
MSU Grant for Creating Inclusive Excellence: Enhancing Community through Cultural Intelligence. 2006-2007
Mentor and Advisor to Award Winning student for Undergraduate Student Research Forum. 2001.
Mentor, Broad Scholar. 2000-2001.
MSU Grant to develop on-line graduate course design for International Organizational Behavior. Michigan State University E-Learning Program. 2001.
Advisor to Award Winning Student Research Project sponsored by Golden Key National Honor Society International Scholastic Showcase. 1999.
Broad College Summer Research Grant. 1998.
MSU All University Research Support Grant. 1995-1996.
Department of Strategic Management and Organization Thesis Grant. 1993.
University of Minnesota Graduate School Doctoral Dissertation Fellowship. 1992-1993.
Carlson School of Management Dissertation Fellowship. 1992-1993.
Finalist, TIMS College of Organization Best Dissertation Proposal Award. 1992.
Carlson School of Management Thesis Grant. 1992
Conflict and Change Center, University of Minnesota. Summer Funding. 1992.
Conflict and Change Center, University of Minnesota. Summer Funding. 1991.
3M Relocation Project. Summer Funding. 1990.
Carlson School of Management Fellowship. 1988-1989.

UNIVERSITY SERVICE

Hannah Professor Search Committee. 2006-2007.
Intra-Mural Research Grant Program Award Reviewer. 1999, 2004, 2005.
Academic Council. 1998, 1999, 2000, 2001, 2002, 2003.
Faculty Council. 1998, 1999, 2000, 2001, 2002, 2003.
CIBER Research Center Program Evaluation Committee 2002-2003.
McNair/SROP Scholar Program Mentor. 1997-98.
American Council on Education (ACE)/Kellogg Institutional Transformation Project: The Role of Technology. 1996.
Research Strategic Planning Committee (University of Minnesota). 1993.

BUSINESS SCHOOL SERVICE

Chair, College Advisory Committee (CAC) 2005-2006.
College Advisory Committee (CAC). 2002-2006.
Portfolio Committee. 2004-2005.
Five Year Department Chair Reappointment Review Committee. 2004-2005.
Coach, Graduate Women in Business Career Fair. 2004.
Women in Business Conference. 2003-2006.
Broad Scholar Mentor. 2000-2001.
Freshmen College Colloquium. 2000.
Advisor, Chulalongkorn University Exchange Program, Thailand. 1998-2003.
Study Abroad Programs Fair. 1998-2002.
Women in Business School Association, Mentor. 1999-2000.
Faculty Advisor and President Beta Gamma Sigma Chapter. 1996-1997.
Advisor, AIESEC. 1996.
Beta Gamma Sigma Induction Ceremony. 1995
MBA Orientation Committee. 1994-1995.

DEPARTMENT SERVICE

Advisory Committee. 2004-2006.
Promotion and Tenure Review Committees. 2000-2006.
Faculty Annual Review Committee Chair. 2000-2007.
Chair, Department Research Subject Pool. 2004-2007.
Recruiting Committee. 1993-2003, 2006.
Chair, Faculty Reappointment Committee. 1999, 2000, 2002, 2006.
Reappointment Review Committee. 1998, 2005.
Department Library Liaison. 1999-2001.
Department Chair Recruiting Committee. 1995-1996.
Doctoral Student Representative to Carlson School of Management Dean. Mpls, MN.1991.
Doctoral Student Representative to Carlson School of Management PhD Student Orientation.
1991.
Doctoral Student Representative to Strategic Management and Organization Faculty. 1990.

PROFESSIONAL SERVICE

Program Committee. OB Division of Academy of Management. 1993-2007.
Program Committee. Society for Industrial and Organizational Psychology. 1997-2007.
Award Committee. SIOP Distinguished Scientific Contributions Award. 2003-2006.
Award Committee. OB Division of Academy Outstanding Practitioner Paper. 2006.
Award Committee. Academy of Management Review Best Paper. 2006.
Program Committee. International Association for Chinese Management Research. 2006.
Program Committee. IberoAmerican Academy of Management. 2006.
Reviewer. University Research Grant Proposals, Hong Kong. 2002, 2004 -2007.
Reviewer. Marsden Fund Research Grants, New Zealand. 2006.
Advisory Board. McGraw-Hill/Dushkin Annual Editions. 2000-2004.
Program Committee. HR Division of Academy of Management. 1998-2000.
OB Division, Academy of Management, Newsletter Redesign Committee. 1995-1996

MEMBERSHIPS

Fellow, Society of Organizational Behavior
Academy of Management
American Psychological Association
Association for Psychological Science
Society for Industrial and Organizational Psychology

TEACHING

Michigan State University:

PhD: Seminar in Organizational Behavior.
MBA: Organizational Behavior
International Management
International Organizational Behavior
Power and Empowerment
Managing the Workforce
Undergraduate: Organizational Behavior Capstone
Power and Empowerment
Management and Organization Behavior
International Management
International Management and Human Resources

Nanyang Technological University – Senior Fellow 2000-2003.

PhD: Theory Building Seminar
Organizational Behavior Seminar

University of Minnesota:

MBA: Strategy Formulation and Implementation. TA. 1988.
Strategy and Policy: TA - MBA + Executive MBA 1989.
Undergraduate: Psychology and Management. 1991.

PRIOR WORK EXPERIENCE

DONALDSON COMPANY, INC.

Minneapolis, MN (9/81 - 7/88)

Director, Human Resources (8/84 - 7/88)

- Reported directly to the Chairman of the Board, President, and CEO
- Responsible for World-Wide Human Resources including philosophy, policies, and management including US, Europe, South Africa, and Japan.
- Member of Corporate Management Committee (top 8 executives).
- Developed an international cadre of global leaders.
- Directed corporate-wide downsizing and early retirement programs.
- Directed global reorganization program.
- Acquisition team member (\$66 million annualized new sales).

Director, Compensation, Benefits, and International Personnel (12/82 - 7/84)

- Redesigned executive compensation programs (merit pay, bonus, stock option, perquisite, and long term incentive programs).
- Managed six major reorganizations (corporate, group, division, and overseas).
- Member of corporate strategic direction project team.

Director, Compensation and Benefits (9/81 - 11/82)

- Managed compensation programs - including Executive Compensation.

CONWED CORPORATION

St. Paul, MN (5/77 - 8/81)

Manager, Compensation and Employment (9/80 - 8/81)

Manager, Compensation (11/78 - 8/80)

Compensation Analyst (5/77 - 10/78)

BROWN UNIVERSITY

Providence, Rhode Island (6/73 - 7/76)

Compensation Supervisor (6/75 - 7/76)

Job Analyst (6/73 - 5/75)

ST JOHN'S HOSPITAL

St. Paul, MN (1971 - 1972)

Community Relations Assistant