

D. SCOTT DERUE
Stephen M. Ross School of Business
University of Michigan
701 Tappan Street
Ann Arbor, MI 48109
Phone: 734-763-6820
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EDUCATION

Michigan State University, Eli Broad Graduate School of Management

Ph.D. in Business Administration (2007)

Concentration: Organizational Behavior and Human Resource Management

University of North Carolina at Chapel Hill, Kenan-Flagler Business School

Bachelors of Science with Honors in Business Administration (1999)

ACADEMIC APPOINTMENTS

- 2007-** Assistant Professor of Management and Organizations, University of Michigan, Stephen M. Ross School of Business
- 2010-** Faculty Director, Emerging Leaders Program, University of Michigan, Stephen M. Ross School of Business, Executive Education
- 2010-2011** Bank One Corporation Assistant Professor of Business Administration, University of Michigan, Stephen M. Ross School of Business
- 2004-2007** Instructor, Michigan State University, Eli Broad College of Business

REFEREED JOURNAL PUBLICATIONS

- Lam, C. F., DeRue, D. S., Karam, E.P., & Hollenbeck, J. R. (conditionally accepted). The impact of feedback frequency and positive affective state on task performance: Challenging the “More is Better” assumption. *Organizational Behavior and Human Decision Processes*.
- Barnes, C. M., Hollenbeck, J. R., Jundt, D., K., DeRue, D. S., & Harmon, S. J. (in press). Mixing individual and group incentives: Best of both worlds or social dilemma? *Journal of Management*.
- DeRue, D. S., Nahrgang, J. D., Wellman, N., & Humphrey, S. E. (2011). Trait and behavioral theories of leadership: A meta-analytic test of their relative validity. *Personnel Psychology*, 64, 7-52.

- DeRue, D. S. & Ashford, S. J. (2010). Who Will Lead and Who Will Follow? A Social Process of Leadership Identity Construction in Organizations. *Academy of Management Review*, 35, 627-647.
- DeRue, D. S. & Ashford, S. J. (2010). Power to the people: Where has personal agency gone in leadership development? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 24-27.
- DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2010). Understanding the motivational contingencies of team leadership. *Small Group Research*, 41, 621-651.
** *Most frequently read article for Small Group Research in 2010*
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., & Feltz, D. (2010). Efficacy dispersion in teams: Moving beyond agreement and aggregation. *Personnel Psychology*, 63, 1-40.
- Morgeson, F. P., DeRue, D. S., & Karam, E. (2010). Leadership in teams: A functional approach to understanding leadership structures and processes. *Journal of Management*, 36, 5-39.
** *Most frequently read article for Journal of Management in 2010*
- DeRue, D. S., Conlon, D. E., Moon, H., & Willaby, H. W. (2009). When is straightforwardness a liability in negotiations? The role of integrative potential and power. *Journal of Applied Psychology*, 94, 1032-1047.
- DeRue, D. S. & Wellman, N. (2009). Developing leaders via experience: The role of developmental challenge, learning orientation, and feedback. *Journal of Applied Psychology*, 94, 859-875.
- Barnes, C. M., Hollenbeck, J. R., Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. (2008). Harmful help: The cost of backing up behavior in teams. *Journal of Applied Psychology*, 93, 529-539.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., Johnson, M. D., & Jundt, D. (2008). How different team downsizing approaches influence team-level adaptation and performance. *Academy of Management Journal*, 51, 182-196.
- DeRue, D. S., & Morgeson, F. P. (2007). Stability and change in person-team and person-role fit over time: The effects of growth satisfaction, performance, and self efficacy. *Journal of Applied Psychology*, 92, 1242-1253.
- Ilies, R., Schwind, K., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social activities at home. *Journal of Applied Psychology*, 92, 1368-1379.
** *Finalist for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research*
- Morgeson, F. P., & DeRue, D. S. (2006). Event criticality, urgency, and duration: Understanding how events disrupt teams and influence team leader intervention. *Leadership Quarterly*, 17, 271-187.

Hollenbeck, J. R., DeRue, D. S., & Guzzo, R. (2004). Bridging the gap between I/O research and HR practice: Improving team composition, team training, and team task design. *Human Resource Management, 43*, 353-366.

** *Won the Ulrich-Lake Award for Excellence in HRM Scholarship*

Hollenbeck, J.R., DeRue, D.S., & Mannor, M. J. (2006). Statistical power and parameter stability when subjects are few and tests are many: Comment on Peterson, Smith, Martorana, and Owens (2003). *Journal of Applied Psychology, 91*, 1-5.

Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology, 87*, 875-884.

BOOK CHAPTERS

DeRue, D. S., & Myers, C. G. (forthcoming). Leadership training and development in organizations. In D. V. Day (Ed.), *Oxford Handbook of Leadership and Organizations*. Oxford: Oxford University Press.

DeRue, D. S. & Workman, K. M. (2011). Toward a positive and dynamic theory of leadership development. In K. Cameron & G. Spreitzer (Eds.), *The Oxford Handbook of Positive Organizational Scholarship*. New York: Oxford University Press.

DeRue, D. S. & Rosso, B. (2009). Toward a theory of efficient creativity in teams. In M. A. Neale, E. A. Mannix, & J. A. Goncalo (Eds.), *Research on Managing Groups and Teams* (pp. 195-228). Bingley, UK: Emerald.

DeRue, D. S., Ashford, S. J., & Cotton, N. C. (2009). Assuming the mantle: Unpacking the process by which individuals internalize a leader identity. In L. M. Roberts & J. E. Dutton (Eds.), *Exploring Positive Identities and Organizations: Building a Theoretical and Research Foundation* (pp. 217-236). New York: Routledge.

DeRue, D. S., & Hollenbeck, J. R. (2007). The Search for Internal and External Fit in Teams. In C. Ostroff & T. A. Judge (Eds.), *Perspectives on Organizational Fit* (pp. 259-285). NJ: Lawrence Erlbaum.

OTHER PUBLICATIONS

Ashford, S. J. & DeRue, D. S. (2010). Leadership -- It's (Much) More Than a Position. *Harvard Business Review Online*, April 29, 2010.

DeRue, D. S. & Ashford, S. J. (2010). Five Steps to Addressing the Leadership Talent Shortage. *Harvard Business Review Online*, June 2, 2010.

MANUSCRIPTS UNDER REVIEW

Aime, F., Humphrey, S. E., DeRue, D. S., & Paul, J. The riddle of heterarchy: Power transitions in cross-functional teams.

DeCelles, K. A., DeRue, D. S., & Margolis, J. D. Good people in high places: Moral identity, power and the implications for ethical behavior.

DeRue, D. S. (invited submission). Leadership systems theory: Re-conceptualizing leadership as a multi-level organizing system. *Research in Organizational Behavior*.

DeRue, D. S., Nahrgang, J. D., Hollenbeck, J. R., & Workman, K. A quasi-experimental study of after-event reviews and leadership development.

Johnson, M. D., Hollenbeck, J. R., DeRue, D. S. et al. Team flexibility versus team adaptability: Diagnosing and treating structural misalignment.

Nahrgang, J. D., DeRue, D. S., Hollenbeck, J. R., Spitzmuller, M., Jundt, D., & Ilgen, D. R. Goal setting in teams: The impact of learning and performance goals on process and performance.

WORKING MANUSCRIPTS

DeRue, D. S., Karam, E., Mannor, M. J., & Morgeson F. P. The impact of chief executive officers on firm performance: A meta-analytic integration of agency and upper echelon theories.

DeRue, D. S., Nahrgang, J. D., Ashford, S. J., & Sanchez-Burks, J. A longitudinal study of trust networks and the development of leadership structures in self-managing teams.

Hollenbeck, J. R., Nahrgang, J. D., & DeRue, D. S. The opponent process theory of leadership succession.

Lam, C. F. & DeRue, D. S. Affectivity and extra-role behaviors: The role of time and co-worker support.

Morgeson, F. P. & DeRue, D. S. Contingencies in team leadership: Understanding the intersection of team needs and leader behavior.

Wagner, D. T., Ilies, R., Schwind, K., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. Flow at work and basic psychological needs: Effects on daily well-being.

Wellman, N. & DeRue, D. S. Situational constraints and job satisfaction: The role of psychological empowerment and personality.

CHAired CONFERENCE SESSIONS

- Myers, C. G. & DeRue, D. S. (2011, August). New directions in global leadership development. Forum co-chairperson at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
***Won the OB Division's 2011 Symposium Making Connections Award*
- DeRue, D. S., Nahrgang, J. D., & Sluss, D. M. (2010, August). OB Division New Member Networking and Research Forum. Forum co-chairperson at the *70th Annual Meeting of the Academy of Management*, Montreal, CA.
- DeRue, D. S. & Nahrgang, J. D. (2010, April). Teaching leadership: Questions, approaches, and new directions. Forum co-chairperson at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
- Gilson, L. L., Litchfield, R. L., DeRue, D. S., & Sluss, D. M. (2009, August). OB Division New Member Networking and Research Forum. Forum co-chairperson at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
- DeRue, D. S. (2008, August). Leadership development and the lessons of experience. Symposium chairperson at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeRue, D. S. & Mannor, M. J. (2008, August). Is it all about the CEO? How dare we ask? Symposium co-chairperson at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- Nahrgang, J. D., & DeRue, D. S. (2007, August). Pushing the envelope: Extending the boundaries in goal orientation research. Symposium co-chairperson at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Morgeson, F. P., & DeRue, D. S. (2006, May). Team leaders: Who are they and what do they do? Symposium co-chairperson at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.

CONFERENCE PAPERS & PRESENTATIONS

- DeRue, D. S. & Myers, C. G. (2011, August). What is your motivation for learning? Cultural differences and the impact on leader development. Paper presented at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- Nurmohamed, S. & DeRue, D. S. (2011, August). Newcomers' Performance Trajectories: The Interactive Effects of Coaching and Fit Perceptions. Paper presented at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.

- Wellman, E., DeRue, D. S., Ashford, S. J., & Sanchez-Burks, J. To Lead or Not to Lead? The Impact of Alternative Leadership Structure Schemas on the Behavior of Non-Designated Leaders. Paper presented at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX.
- DeRue, D. S., Locke, E., Morgeson, F. P., Pearce, C., & Wassenaar, C. (2011, April). The future of shared leadership research. Panel discussion at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Hollenbeck, J. R., & Workman, K. (2011, April). A Quasi-experimental study of after-event reviews and leadership development. Paper presented at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Marchiondo, L. A., Ashford, S. J., & DeRue, D. S. (2011, April). Goose and gander: Gender differences in leadership identity development. Paper presented at the *26th Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Ashford, S. J., & Sanchez-Burks, J. (2010, August). Leadership networks in teams: Implications for team creativity and performance. Paper presented at the *70th Annual Meeting of the Academy of Management*, Montreal, CA.
- Karam, E. P., Nahrgang, J. D., DeRue, D. S., Humphrey, S. E., & Juravich, M. F. (2010, August). The impact of leadership on organizational justice: A meta-analysis. Paper presented at the *70th Annual Meeting of the Academy of Management*, Montreal, CA.
- DeRue, D. S. (2010, April). Power to the people: Exploring personal agency in leadership development. S. Rains Wallace Dissertation Award presentation at the *25th Annual Conference of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
- DeRue, D. S. & Ashford, S. J. (2009, August). On becoming a leader: A process of claiming and granting identity. Paper presented at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Wellman, N. & Humphrey, S. E. (2009, August). Trait and behavioral theories of leadership: A meta-Analytic test of their relative validity. Paper presented at the *69th Annual Meeting of the Academy of Management*, Chicago, IL.
- DeRue, D. S., Nahrgang, J. D., Wellman, N. & Humphrey, S. E. (2009, April). Trait and behavioral theories of leadership: A meta-analysis. Poster session presented at the *24th Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
- DeRue, D. S., Ashford, S. J. & Wellman, E. M. (2008, August). Developmental discrepancies: A theory relating self regulation, experiential learning and professional development. In D. S. DeRue (Chairperson), Leadership development and the lessons of experience. Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.

- DeRue, D. S., Petersen, E., Mannor, M. J., & Morgeson, F. P. (2008, August). A Two-Horse Race? The Impact of CEO Characteristics and Governance Structures on Firm Performance. In D. S. DeRue & M. J. Mannor (Chairpersons), *Is it all about the CEO? How dare we ask?* Symposium presentation at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeRue, D. S., Nahrgang, J. D., & Hollenbeck, J. R. (2008, August). Quantity vs. quality? The impact of work experience on managerial job performance. Paper presented at the *68th Annual Meeting of the Academy of Management*, Anaheim, CA.
- DeCelles, K.A., DeRue, D. S., & Margolis, J. (2008, May). Putting morality and power to action. Paper presented at the *Group on Organizations and the Natural Environment (GRONEN) Annual Research Conference*, Nicosia, Cyprus.
- DeRue, D. S. & Rosso, B. (2008, April). Toward a theory of efficient creativity in teams. Paper presented at the *12th Annual Conference on Research on Managing Groups and Teams*, Stanford, CA.
- DeRue, D. S., Barnes, C. M., & Morgeson, F. P. (2008, April). Understanding the motivational implications of team leadership. Poster session presented at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
- DeRue, D. S. & Wellman, E. M. (2008, April). Leadership development: The role of experience, learning orientation and feedback. In L. Dragoni (Chairperson), *On-the-Job Experiences: A Training Ground for Today's Leaders*. Symposium presentation at the *23rd Annual Conference of the Society for Industrial and Organizational Psychology*, San Francisco, CA.
- Morgeson, F. P., & DeRue, D. S. (2007, August). Leading virtual teams: Understanding how leaders satisfy team needs. In F. P. Morgeson and B. L. Kirkman (Chairpersons), *Virtual team leadership in organizations*. Symposium presentation at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Nahrgang, J. D., DeRue, D. S., Hollenbeck, J. R., Spitzmuller, M., Jundt, D., & Ilgen, D. R. (2007, August). Goal orientation in teams: Examining the impact of state goal orientations. In J. D. Nahrgang and D. S. DeRue (Chairpersons), *Pushing the envelope: Extending the boundaries in goal orientation research*. Symposium presentation at the *67th Annual Meeting of the Academy of Management*, Philadelphia, PA.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., Johnson, M. D., & Jundt, D. (2006, August). Team downsizing: The impact of structure and composition on collective adaptation. Paper presented at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA.
- Fulmer, I., Barber, A. E., DeRue, D. S., & Morgeson, F. P. (2006, August). The person and the situation: Job seeker personality in the choice and outcomes of career coaching. Paper presented at the *66th Annual Meeting of the Academy of Management*, Atlanta, GA.
 ** *Published in Best Paper Proceedings (nominated for best paper in the Career Division)*

- Johnson, M. D., Hollenbeck, J. R., Ilgen, D. R., Jundt, D., DeRue, D. S., & Barnes, C. M. (2006, June). Team adaptation to structural misalignment: Determinants of alternative change mechanisms. Paper presented at the *11th Annual Command and Control Research and Technology Symposium*, San Diego, CA.
- Morgeson, F. P. & DeRue, D. S. (2006, May). A behavioral model of team leadership. In F. P. Morgeson & D. S. DeRue (Chairpersons), *Team leaders: Who are they and what do they do?* Symposium presentation at the *21st Annual Conference of the Society for Industrial and Organizational Psychology*, Dallas, TX.
- Moon, H., DeRue, D. S., Willaby, H. W., & Conlon, D. E. (2005, June). It takes two to tango: Understanding the interplay between personality of both disputants in predicting conflict resolution outcomes through a difference score decomposition approach. Symposium presentation at the *18th Annual Conference of the International Association for Conflict Management*, Seville, Spain.
- DeRue, D. S., Hollenbeck, J. R., Ilgen, D. R., Johnson, M. D., & Jundt, D. (2005, June). Adapting to reductions in team size: An examination of three structural alternatives. Paper presented at the *10th Annual Command and Control Research and Technology Symposium*, McLean, VA.
- DeRue, D. S., & Morgeson, F. P. (2005, April). Developing a taxonomy of team leadership behavior in self-managing teams. Poster session presented at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- DeRue, D. S., Morgeson, F. P., Ilies, R., & Humphrey, S. E. (2005, April). Changes in person-team fit as a function of positive affect: A longitudinal study of fit in the team context. In A. E. M. Van Vianen & A. L. Kristof-Brown (Chairpersons), *Evolutions of fit: Understanding the temporal nature of person-environment fit*. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.
- Ilies, R., Morgeson, F. P., Humphrey, S. E., & DeRue, D. S. (2005, April). Leader-follower emotional contagion in small teams: A longitudinal study of team formation and performance. In D. Van Knippenberg (Chairperson), *Leadership, affect, and emotions*. Symposium presentation at the *20th Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

PROFESSIONAL DEVELOPMENT WORKSHOPS & SEMINARS

Understanding scholarly impact: What is a scholarly home run and how do I hit one? Professional Development Workshop at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX (August, 2011).

Discovering work-life balance. OB Doctoral Student Consortium. Professional Development Workshop at the *71st Annual Meeting of the Academy of Management*, San Antonio, TX (August, 2011).

Reviewing in the rough: A professional development workshop for doctoral students. Professional Development Workshop at the 71st Annual Meeting of the Academy of Management, San Antonio, TX (August, 2011).

Mindful Engagement: Taking Ownership of Your Career Development. Professional Development Workshop for the Alumni Associations of the University of Michigan and Michigan State University, Ann Arbor, MI (March, 2011).

Leading U: Keys to Success at Ross. Stephen M. Ross School of Business MBA Class of 2012 Orientation, Ann Arbor, MI (August, 2010).

The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty. Professional Development Workshop at the 70th Annual Meeting of the Academy of Management, Montreal, CA (August, 2010).

Surviving the dissertation process. HR Doctoral Student Consortium. Professional Development Workshop at the 70th Annual Meeting of the Academy of Management, Montreal, CA (August, 2010).

Launching the Dissertation Process. Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students. Professional Development Workshop at the 70th Annual Meeting of the Academy of Management, Montreal, CA (August, 2010).

Launching the Dissertation Process. Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students. Professional Development Workshop at the 69th Annual Meeting of the Academy of Management, Chicago, IL (August, 2009).

Off to a Good Start: Publishing My Research. New Doctoral Student Consortium. Professional Development Workshop at the 69th Annual Meeting of the Academy of Management, Chicago, IL (August, 2009).

Preparing to Teach as a Junior Faculty Member. HR Doctoral Student Consortium. Professional Development Workshop at the 68th Annual Meeting of the Academy of Management, Anaheim, CA (August, 2008).

INVITED PRESENTATIONS

Cornell University, ILR School (November, 2006)

University of North Carolina at Chapel Hill, Kenan Flagler Business School (December, 2006)

Center for Creative Leadership (February, 2008)

Duke University, Fuqua School of Business (May, 2008)

University of Michigan, Hosmer Faculty Luncheon (November, 2008)

Harvard Business School (March, 2009)

Erasmus University & Centre for Leadership Studies (June, 2009)

University of Pennsylvania, The Wharton School (November, 2009)

University of Michigan, Interdisciplinary Committee on Organizational Studies (February, 2010)
University of Michigan, Management and Organizations Brownbag Series (March, 2010)
Massachusetts Institute of Technology, Sloan School of Management (April, 2010)
INSEAD (May, 2010)
University of Michigan, Hosmer Faculty Luncheon (January, 2011)
Massachusetts Institute of Technology, Sloan School of Management (February, 2011)

GRANTS & EXTERNAL FUNDING

- 2009** Co-Principal Investigator, Blue Cross Blue Shield of Massachusetts & National Center for Healthcare Leadership
Leadership development and demonstration project (\$50,000)
- 2009** Principal Investigator, Stephen M. Ross School of Business
A global developmental mindset: An exploration of the meaning of and motives for employee growth and development across cultures (\$10,000)
- 2009** Co-Principal Investigator, Social Sciences & Humanities Research Council of Canada
Preventing disenchantment: Antecedents of leader hypocrisy attributions in values-driven companies (\$99,976)
- 2009** Co-Principal Investigator, Interdisciplinary Committee on Organizational Studies
The role of gender in leader identity internalization (\$3,000)
- 2007** Co-Principal Investigator, Society for Human Resource Management
Leadership development through experience: Understanding the role of critical reflection and impact on human resource management practices (\$73,000)
- 2007** Principal Investigator, GMAC Management Education Research Institute
Work experience in management education: More isn't always better, but... (\$20,000)
- 2006** Principal Investigator, Eli Broad College of Business
A multi-level theory of leader development (\$6,000)

AWARDS & HONORS

- 2011** Top 40 Business School Professors Under 40, *Poets & Quants*
- 2010** Outstanding Service Award from the MED Division of the Academy of Management
- 2010** The Bank One Corporation Junior Faculty Research Award, Stephen M. Ross School of Business
- 2009** Outstanding Reviewer Award from the MED Division of the Academy of Management
- 2009** S. Rains Wallace Dissertation Research Award from the Society for Industrial and Organizational Psychology
- 2008** Outstanding Reviewer Award from the OB Division of the Academy of Management

2007 Dissertation Completion Fellowship, Michigan State University
2006 Lewis Quality Award, Michigan State University, Eli Broad College of Business
2005 Ulrich-Lake Award for Excellence in Human Resource Management Scholarship
2004 Lewis Quality Award, Michigan State University, Eli Broad College of Business
2003 University Distinguished Fellowship, Michigan State University
1999 Excellence in Human Resource Management Award, Kenan-Flagler Business School

PROFESSIONAL SERVICE

Guest Editor:

Academy of Management Learning and Education's Special Issue on Teaching Leadership (2011)

Editorial Board Member:

Academy of Management Journal (2010-Present)

Academy of Management Learning and Education (2008-Present)

Journal of Applied Psychology (2008-Present)

Organizational Psychology Review (2009-Present)

Personnel Psychology (2010-Present)

Ad-Hoc Reviewer:

Academy of Management Journal (2006-2010)

Journal of Applied Psychology (2006-2008)

Organizational Behavior and Human Decision Processes (2008-Present)

Personnel Psychology (2008-2010)

Strategic Management Journal (2009-Present)

Committee Service:

Making Connections Committee (Chair), Academy of Management OB Division (2007-Present)

Scientific Affairs Committee, Academy of Management OB Division (2009-Present)

Best Student Paper Award, Academy of Management HR Division (2008)

Research Coordinator, Academy of Management MED Division (2008-2010)

Best Competitive Paper Award, Academy of Management OB Division (2009)

Affiliations & Memberships:

Academy of Management (2003-Present)

American Psychological Association (2007-Present)

Society for Industrial and Organizational Psychology (2003-Present)

UNIVERSITY SERVICE

University of Michigan:

Presenter, Talent Management roundtable for Corporate Advisory Board (2007)

Member, Management and Organizations faculty recruiting committee (2007-2008)

Co-coordinator, POS Links & Leadership Speaker Series (2007-2008)
 Co-chair, Management and Organizations faculty recruiting committee (2008-2009)
 Coach, Ross Leadership Initiative Creativity Challenge (2008-2010)
 Coordinator, Management and Organizations seminar series (2009-2011)
 Presenter, Ross Leadership Initiative MBA Orientation (2010)

SELECT MEDIA MENTIONS

Traditional Print & Online Media

AsiaOne.com, Brunei Times, BusinessWeek, Detroit Free Press, Harvard Business Review, Forbes, Fortune/CNN Money, Leadership Excellence, Michigan Daily, Monroe Street Journal, Les Affaires, New York Times, Poets & Quants, Reuters, strategy+business, Washington Post

Radio, Podcasts, and Blogs

Leadership Turn blog by Wes Ball, OBWeb's *Under New Management* podcast, and *POTUS 2008* on XM Radio

TEACHING

Ratings / 5.0

University of Michigan:

Leadership in Organizations (BSBA; MO 321)

- Fall 2007 (26 students) 5.0
- Fall 2008 (48 students) 5.0

Leadership Development: Self Awareness, Skills & Strategies (MBA; MO 621)

- Fall 2007 (40 students) 4.9
- Fall 2008 (56 students) 5.0
- Winter 2009 (59 students) 5.0

Leading People & Organizations (MBA; MO 503)

- Fall 2009 (84 students) 4.4
- Fall 2009 (82 students) 4.5
- Fall 2009 (84 students) 4.6
- Fall 2010 (85 students) 4.7
- Fall 2010 (77 students) 4.8
- Fall 2010 (83 students) 4.8

Emerging Leaders Program, Faculty Director (Executive Education)

- September 2009 (15 students) 4.9
- September 2010 (22 students) 4.6

BUSINESS & CONSULTING EXPERIENCE

Previously, I held leadership positions at the Monitor Group (www.monitor.com) and Hinckley Yacht Company (www.hinckleyyachts.com). Currently, I consult in the areas of leadership and team development, talent management, and executive succession. I also conduct leadership development programs and workshops for a variety of organizations. My consulting and leadership development experience ranges across a variety of organizations, including:

American Express
Boston Partners for Education
Boston Scientific
Danka
Daimler-Chrysler
Ford Credit
Hinckley Yacht Company
Jackson National Life Insurance Company
Jumpstart
Kelly Services
Manheim
Merck
Michigan State University
Millennium Pharmaceuticals
Monitor-Clipper Partners
National Center for Healthcare Leadership
Schwans
Singapore Civil Service College
Sprint-Nextel
Tenet Healthcare