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EDUCATION

Ph.D. August 1977	Purdue University Major: Industrial/Organizational Psychology Minor: Industrial Relations
M.S. May 1975	Purdue University Major: Industrial/Organizational Psychology
B.A. June 1973	Herbert H. Lehman College (C.U.N.Y.) Magna Cum Laude, Phi Beta Kappa, Psi Chi Major: Psychology Minor: Economics

PROFESSIONAL EXPERIENCE

July 2007 – Present	Albert Harry Cohen Chair in Business Administration; Profesor of Management
July 2005 – June 2011	Dean, A.B. Freeman School of Business, Tulane University
April 2005	Appointed University Distinguished Professor, Texas A&M University (effective 9/05)
June 2000 – June 2005	Head, Department of Management, Texas A&M University; Professor of Psychology (Courtesy appointment)
Jan. 2001 – June 2005	Paul M. & Rosalie Robertson Chair in Business Administration, Texas A&M University
Sept. 1999 – Dec. 2000	B. Marie Oth Professor of Business Administration, Texas A&M University
Sept. 1999 – June 2000	Director, M.S. Program in Human Resource Management (M.S. in Management), Dept. of Management, Texas A&M University

August 1997 – June 2000	Professor of Management, Department of Management, Texas A&M University; Director, Center for Human Resource Management, Texas A&M University
July 1989 - July 1997	Professor of Human Resource Management School of Management and Labor Relations Rutgers University Also: Member of Graduate Faculty, Dept. of Psychology; and Faculty, College of Business, New Brunswick
July 1992 - June 1995	Program Director, Ph.D. in Industrial Relations and Human Resource Management, SMLR, Rutgers University
August 1986 - June 1989	Professor of Management College of Business Administration University of South Carolina
August 1983 - Dec. 1983	Professor of Business Administration Universidad Catolica Madre y Maestra Santo Domingo, Dominican Republic
August 1981 - August 1986	Associate Professor of Management College of Business Administration University of South Carolina (Tenured, August 1983)
July 1979 - August 1981	Assistant Professor of Management College of Business Administration University of South Carolina
Sept. 1977 - June 1979	Assistant Professor of Administrative Sciences Graduate School of Business Administration Kent State University

PROFESSIONAL AFFILIATIONS

Academy of Management (Fellow)
American Psychological Association (Fellow)
Society for Industrial and Organizational Psychology (Fellow)
Indian Academy of Management (Fellow)
Society for Human Resource Management
Southern Management Association (Fellow)

BOOKS

- DeNisi, A.S., & Griffin, R.W. (In Press). *HR5 – Four Letter Press Edition (5th Edition)*. Boston: Cengage Press.
- DeNisi, A.S., & Griffin, R.W. (2017). *HR4 – Four Letter Press Edition (4th Edition)*. Boston: Cengage Press.
- DeNisi, A.S., & Griffin, R.W. (2017). *Human Resources (3rd Edition)*. Seoul, South Korea: Cengage Learning Korea.
- DeNisi, A.S., & Griffin, R.W. (2015). *HR3 – Four Letter Press Edition (3rd Edition)*. Boston: Cengage Press.
- DeNisi, A.S., & Griffin, R.W. (2013). *HR2 – Four Letter Press Edition (2nd Edition)*. Boston: Cengage Press.
- DeNisi, A.S., & Griffin, R.W. (2011). *HR – Four Letter Press Edition*. Boston: Cengage Press.
- DeNisi, A.S., & Griffin, R.W. (2008). *Managing Human Resources (3rd Edition)*. Boston: Houghton-Mifflin.
- Varma, A., Budhwar, P.S., & DeNisi, A.S. (2008). *Performance Management Systems: A Global Perspective*. Global HRM Series, London: Routledge.
- DeNisi, A.S., & Griffin, R.W. (2005). *Managing Human Resources (2nd Edition)*. Boston: Houghton-Mifflin.
- Jackson, S.E., Hitt, M.A., & DeNisi, A.S. (2003). *Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management*. SIOF Frontiers Series, San Francisco: Jossey Bass.
- DeNisi, A.S., & Griffin, R.W. (2001). *Managing Human Resources*. Boston: Houghton-Mifflin.
- DeNisi, A.S. (1996). *Cognitive Processes in Performance Appraisal: A Research Agenda with Implications for Practice*. London: Routledge Publishing, Ltd.

BOOK CHAPTERS

- DeNisi, A.S., & Alexander, B.N. (2017). The dark side of the entrepreneurial personality: Undesirable or maladaptive traits and behaviors associated with entrepreneurs. In Chamorro-Premuzic, T., Klingler, B., Ahmetoglu, G., & Karcisky, T. (Eds.), *Wiley Handbook of Entrepreneurship*, Hoboken NJ: John Wiley & Sons, pp. 173-186. .

- DeNisi, A.S. (2014). An I/O Psychologist's perspective on diversity and inclusion in the workplace. In B. Ferdman & B. Deane (Eds.), *Diversity at Work: The Practice of Inclusion*. SIOP Practice Series, San Francisco: Jossey Bass, pp. 564-579.
- Toh, S.M., DeNisi, A.S., & Leonardelli, G. (2012). Expatriate socialization and the role of Host Country Nationals. In C. Wanberg (Ed.), *Oxford Handbook of Organizational Socialization*, New York: Oxford University Press, pp. 230-249.
- Toh, S.M., & DeNisi, A.S. (2012). A local perspective to expatriate success. In Stahl, G.H.K., Mendenhall, M.E., & Oddou, G.R. (Eds.), *Reading and Cases in International Human Resource Management and Organizational Behavior (5th Ed.)*. New York: Routledge, pp. 246-268.
- DeNisi, A.S. & Sonesh, S. (2011). The appraisal and management of performance at work. In S. Zedeck et al. (Eds). *Handbook of Industrial and Organizational Psychology*. Washington, DC: APA Press, pp. 255-280.
- DeNisi, A.S. (2008). Managing all the participants in the process. In Y. Baruch, A. Konrad, & W. Starbuck (Eds.), *Opening the Black Box of Editorship*. London: Palgrave-Macmillan, pp. 75-87.
- Murphy, K.R., & DeNisi, A.S. (2008). A model of the appraisal process. In Varma, A., Budhwar, P.S., & DeNisi, A.S. *Performance Management Systems: A Global Perspective*. Global HRM Series, London: Routledge, pp. 81-96.
- Varma, A., Budhwar, P.S., & DeNisi, A.S. (2008). Performance management around the globe: In Varma, A., Budhwar, P.S., & DeNisi, A.S. *Performance Management Systems: A Global Perspective*, Global HRM Series, London: Routledge, pp. 3-14.
- DeNisi, A.S., Varma, A., & Budhwar, P.S. (2008). Performance management around the globe: What have we learned? In Varma, A., Budhwar, P.S., & DeNisi, A.S. *Performance Management Systems: A Global Perspective*. Global HRM Series, London: Routledge, pp. 254-262.
- DeNisi, A.S. (2008). A Note on Trade-offs. In D. Barry and H. Hansen (Eds.) *The Sage Handbook of the New Approaches to Management and Organization*. Thousand Oaks, CA: Sage Publishing (p. 453).
- DeNisi, A.S., & Belsito, C. (2007). Strategic Aesthetics: Wisdom and HRM. In E. H. Kessler & J.R Bailey (Eds.), *Handbook of Organizational and Managerial Wisdom*. Thousand Oaks, CA: Sage Publications (pp. 261-273).

- DeNisi, A.S., Toh, S.M., & Connelly, B. (2006). Maximizing the Expatriate – Host Country National Relationship for Successful International Assignments. In Morley, M.J., Heraty, N., & Collings, D. (Eds.), *International HRM and International Assignments*. Hampshire, United Kingdom: Palgrave Macmillan Publishers (pp. 147-171).
- DeNisi, A.S., & Shin, S.J. (2005). Communication interventions in mergers and acquisitions. In Mendenhall, M.E., & Stahl, G. (Eds.), *Managing Culture and Human Resources in Mergers and Acquisitions*. Palo Alto, CA: Stanford University Press (pp. 228-253).
- DeNisi, A.S., Hitt, M.A., & Jackson, S.E. (2003). Knowledge, human capital, and competitive advantage. In Jackson, S.E., Hitt, M.A., & DeNisi A.S. (Eds.), *Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management*, SIOF Frontiers Series, San Francisco: Jossey Bass (pp. 3-36).
- Jackson, S.E., Hitt, M.A., & DeNisi, A.S. (2003). Toward using human resource management to improve knowledge management. In Jackson, S.E., Hitt, M.A., & DeNisi A.S. (Eds.) *Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management*, SIOF Frontiers Series, San Francisco: Jossey Bass (pp. 399-428).
- DeNisi, A.S., & Gonzalez, J.A. (2004). Design performance appraisal to improve performance appraisal. In E. A. Locke (Ed.) *The Blackwell Handbook of Principles of Organizational Behavior* (Updated version). London: Blackwell Publishers (pp. 60-72).
- DeNisi, A.S., & Gonzalez, J.A. (2000). Performance Appraisal. In E. A. Locke (Ed.) *A Handbook of Principles of Organizational Behavior*. London: Blackwell Publishers (pp. 60-72).
- DeNisi, A.S. (2000). Performance appraisal and control systems: A Multilevel approach. In K. Klein & S. Kozlowski (Eds.) *Multilevel theory, research, and methods in organizations*. SIOF Frontiers Series, Jossey-Bass (pp. 121-156).
- DeNisi, A.S., & Colella, A. (1999). Human resources: Selection. In R.C. Dorf (Ed.) *The handbook of technology management*. GRC Press, Inc.
- DeNisi, A.S., & Williams, K.J. (1988). A cognitive approach to performance appraisal. In K. Rowland and G. Ferris (Eds.) *Research in personnel and human resources management*. (Vol. 6), pp. 109-156.
- (Reprinted in G. Ferris and K. Rowland (Eds.), *Performance evaluation, goal setting, and feedback*. Greenwich, CT: JAI Press, 1990.)

PUBLICATIONS - REFEREED JOURNALS

- Segalla, M., & DeNisi, A.S. (In Press). International perspectives on employee engagement: A non-American view on an American preoccupation. *International Studies of Management and Organizations*.
- DeNisi, A.S. (2018, In Press). Commentary: Do trends matter ... Does information matter? *Academy of Management Discoveries*.
- DeNisi, A.S., Alexander, B.N. (2017). The Changing Rules of the Game for Business School Faculty. Preliminary Report for AACSB.
- DeNisi, A.S., & Sockbeson, C.E.S. (2018, In press). Feedback sought vs. Feedback given: A tale of two literatures. *Management Research*.
- DeNisi, A.S., & Murphy, K.R. (2017). Performance Appraisal and Performance Management: 100 Years of Progress?. *Journal of Applied Psychology, 102*, 421-433..
- DeNisi, A.S., & Sonesh, S.C. (2016). Success and Failure in International assignments: A Review and a Proposed Multi-dimensional Model. *Journal of Global Mobility, 4*, 1-23.
- DeNisi, A.S. (2015). Some further thoughts on the entrepreneurial personality. *Entrepreneurship Theory and Practice, 39*, 997-1003.
- Sonesh, S.C., & DeNisi, A.S. (2015). The categorization of expatriates and the support offered by host country nationals. *Journal of Global Mobility, 4*, 18-43.
(Highly Commended Paper, Emerald Awards for Excellence, 2017)
- DeNisi, A.S., & Smith, C.E. (2014). Performance Appraisal, Performance Management, and Firm-Level Performance: A Review, A Proposed Model, and New Directions for Future Research. *Academy of Management Annals, 8*, 127-179.
- DeNisi, A.S., Wilson, M., & Biteman, J. (2014). Research and Practice in HRM: An Historical Perspective. *Human Resource Management Review, 24*, 219-231.
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- DeNisi, A.S. (2012). Managing performance to change behavior. *Journal of Organizational Behavior Management, 31*, 1-15.

- Gonzalez, J., & DeNisi, A.S. (2009). Cross-level effects of demography and diversity climate on organizational attachment and firm effectiveness. *Journal of Organizational Behavior*, 30, 21-40.
(Runner-Up, Best Paper Published in JOB, 2009)
- Dewett, T., & DeNisi, A.S. (2007). What motivates citizenship behaviors? Exploring the role of regulatory focus theory. *European Journal of Work and Organizational Psychology*.
- Toh, S.M., & DeNisi, A.S. (2007). Host nationals as socializing agents: A Social Identity Approach. *Journal of Organizational Behavior*, 25, 281-301.
- Connolly, B., Hitt, M.A., Ireland, R.D., & DeNisi, A.S. (2007). Expatriates and corporate-level international strategy: Governing with the knowledge contract. *Management Decision*, 45, 564-581.
- DeNisi, A.S., & Pritchard, R.D. (2006). Improving individual performance: A motivational framework. *Management and Organization Review*, 2, 253-277.
- Toh, S.M., & DeNisi, A.S. (2005). Host country nationals: The Missing Key to Expatriate Success And Failure? *Academy of Management Executive*, 19, 132-146.
- Dewett, T., & DeNisi, A.S. (2004). Exploring scholarly reputation: It's more than just productivity. *Scientometrics*, 60, 249-272.
- Toh, S.M., & DeNisi, A.S. (2003). A model of the impact of expatriate human resource practices on host country national: A social identity perspective. *Academy of Management Review*, 28, 606-621.
- DeNisi, A.S., & Kluger, A.N. (2000). Feedback effectiveness: Can 360-Degree appraisals be improved? *Academy of Management Executive*, 14, 129-139.
(Finalist, 2000 *Academy of Management Executive* Best Paper Award)
- Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (2000). A meta-analytic examination of realistic job preview effectiveness: A test of three counterintuitive propositions. *Human Resource Management Review*, 10, 407-434
- Robbins, T.L., & DeNisi, A.S. (1999). Mood versus interpersonal affect: Identifying processes and rating distortions in performance appraisal. *Journal of Business and Psychology*, 23, 115-135.
- Kluger, A.N., & DeNisi, A.S. (1998). Feedback interventions: Toward the understanding of a double-edge sword. *Current Directions in Psychological Science*, 7, 67-72.

(Reprinted in Oltmanns, T.S., & Emery, R.E. (Eds.), *Abnormal Psychology Reader: Current Directions in Psychological Science*, Englewood Cliffs, NJ: Prentice Hall, 2004).

Colella, A., DeNisi, A.S., & Varma, A. (1998). The impact of disability on personnel evaluations: The role importance disability-job fit stereotypes and judgment type. *Journal of Applied Psychology*, 83, 102-111.

Meglino, B.M., Ravlin, E.C., & DeNisi, A.S. (1997). When does it hurt to tell the truth?: The effects of Realistic Job previews on employee recruiting. *Public Personnel Management*, 26, 413-422.

DeNisi, A.S., Robbins, T.L., & Summers, T.P. (1997). Organization, processing, and the use of performance information: A cognitive role for appraisal instruments. *Journal of Applied Social Psychology*, 27, 1884-1905.

Colella, A., DeNisi, A., & Varma, A. (1997). A model of the impact of disability on performance evaluations. *Human Resource Management Review*, 7, 27-53.

DeNisi, A.S., & Peters, L.H. (1996). The organization of information in memory and the performance appraisal process: Evidence from the field. *Journal of Applied Psychology*, 81, 717-737.

Varma, A., DeNisi, A.S., & Peters, L.H. (1996). Interpersonal affect in performance appraisal: A field study. *Personnel Psychology*, 49, 341-360.

Kluger, A.N., & DeNisi, A.S. (1996). The effects of feedback interventions on performance: Historical review, meta-analysis, and a preliminary feedback intervention theory. *Psychological Bulletin*, 119, 254-284.

(Winner, 1996 Outstanding Publication in Organizational Behavior, awarded by the Organizational Behavior Division, Academy of Management;
Winner, SIOP William Owens Award for Best Publication in I/O Psychology, 1997)

Gordon, M.E., & DeNisi, A.S. (1995). Another look at the relationship between union membership and job satisfaction. *Industrial and Labor Relations Review*, 48, 222-236.

DeNisi, A.S. (1994). Is relevant research relevant?: On evaluating the contribution of research to management practice. *Journal of Managerial Issues*, 6, 145-159.

Robbins, T.L., & DeNisi, A.S. (1994). Interpersonal affect and cognitive processing in performance evaluations: Toward closing the gap. *Journal of Applied Psychology*, 79, 341-350.

Robbins, T.L., & DeNisi, A.S. (1993). A cognitive look at sex bias in the performance appraisal process. *Journal of Management*, 19, 113-126.

Meglino, B.M., DeNisi, A.S., & Ravlin, E.C. (1993). The effects of previous job exposure and subsequent job status on the functioning of a realistic job preview. *Personnel Psychology*, 46, 803-822.

DeNisi, A.S. (1992). Why analytic approaches to performance appraisal cannot work. *Human Resource Management Review*, 2, 71-80.

McDougall, P.P., Robinson, R.B., & DeNisi, A.S. (1992). Modeling new venture performance: An analysis of new venture strategy, industry structure, and venture origin. *Journal of Business Venturing*, 7, 267-275.

(First Prize for Paper based on Dissertation, Contribution to Research in the Area of Entrepreneurship and Innovation, 1988-89, awarded by the Stern School, New York University;
Reprinted in: A. Ginsburg (Ed.), *Strategies for New Venture Development*, London, UK: Edward Elgar Publishing Ltd., 2010)

Schweiger, D.M., & DeNisi, A.S. (1991). The effects of communication with employees following a merger: A longitudinal field experiment. *Academy of Management Journal*, 34, 110-135.

(Winner, Best Article in Organizational Communications, 1992, awarded by OCIS Division, Academy of Management; Reprinted in: Krug, J.A. (2008). *Mergers and Acquisitions*. (Vol. 1). Los Angeles: Sage, pp. 101-123.

Williams, K.J., Cafferty, T.P., & DeNisi, A.S. (1990). Effects of performance appraisal salience on recall and ratings. *Organizational Behavior and Human Decision Processes*, 46, 217-239.

Peters, L.H., & DeNisi, A.S. (1990). An information processing role for appraisal purpose and job type in the development of appraisal systems. *Journal of Management Issues*, 2, 160-175.

Summers, T.P., & DeNisi, A.S. (1990). In search of Adams' other: Reexamination of referents used in the evaluation of pay. *Human Relations*, 43, 497-511.

DeNisi, A.S., Robbins, T., & Cafferty, T.P. (1989). The organization of information used for performance appraisals: The role of diary-keeping. *Journal of Applied Psychology*, 74, 124-129.

Klaas, B., & DeNisi, A.S. (1989). Managerial reactions to employee dissent: The impact of grievance activity on performance ratings. *Academy of Management Journal*, 32, 705-717.

Summers, T.P., DeCotiis, T.A., & DeNisi, A.S. (1989). Attitudinal and behavioral consequences of felt stress and its antecedent factors: A field study using a new measure of felt stress. *Journal of Social Behavior and Personality*, 4, 503-520.

(Reprinted in R. Crandall and P. Perrewe (Eds.), *Occupational stress: A Handbook*, Washington, D.C.: Taylor & Francis, 1995.).

- Meglino, B.M., DeNisi, A.S., Youngblood, S.A., & Williams, K.J. (1988). effects of realistic job previews: A comparison using an "enhancement" and "reduction" preview. *Journal of Applied Psychology, 73*, 259-266.
- Czajka, J.M., & DeNisi, A.S. (1988). The influence of ratee disability on performance ratings: The effects of unambiguous performance standards. *Academy of Management Journal, 31*, 394-404.
- DeNisi, A.S., Cornelius, E.T., & Blencoe, A.G. (1987). A further investigation of common knowledge effects on job analysis ratings: On the applicability of the PAQ for all jobs. *Journal of Applied Psychology, 72*, 262-268.
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- Meglino, B.M., & DeNisi, A.S. (1987). Realistic job previews: Some thoughts on their more effective use in managing the flow of human resources. *Human Resource Planning, 10*, 157-167.
- Cafferty, T.P., DeNisi, A.S., & Williams, K.J. (1986). Acquisition and cognitive organization of social information: Effects on evaluations of multiple targets. *Journal of Personality and Social Psychology, 50*, 676-683.
- Williams, K.J., DeNisi, A.S., Meglino, B.M., & Cafferty, T.P. (1986). Initial judgments and subsequent appraisal decisions. *Journal of Applied Psychology, 71*, 189-195.
- Williams, K.J., DeNisi, A.S., Blencoe, A.G., & Cafferty, T.P. (1985). The effects of appraisal purpose on information acquisition and utilization. *Organizational Behavior and Human Decision Processes, 36*, 314-339.
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- Griffeth, R., Hom, P.W., DeNisi, A.S., & Kirchner, W.K. (1985). A comparison of different methods of clustering countries on the basis of employee attitudes. *Human Relations, 38*, 813-840.
- Youngblood, S.A., DeNisi, A.S., Molleston, J., & Mobley, W.H. (1984). The impact of worker attachment, instrumentality beliefs, perceived labor union image, and subjective norms on union voting intentions and union membership. *Academy of Management Journal, 27*, 576-590.
(Reprinted in Schuler, R.S., & Youngblood, S.A. Readings in personnel and human resource management, Second Edition, St. Paul: West Publishing Company, 1984; and Third Edition, 1987.)

- DeNisi, A.S., Cafferty, T.P., & Meglino, B.M. (1984). A cognitive view of the performance appraisal process: A model and research propositions. *Organizational Behavior and Human Performance*, 33, 360-396.
(Reprinted in W.C. Borman, *Performance and Evaluation* volume in the *International Library of Management* [K. Bradley, Ed.], Hampshire, England: Dartmouth Publishing Company Ltd.)
(Reprinted in N.R. Anderson, *Fundamentals in Human Resource Management: Major Works in HRM*, Vol. 2, Part 2: Performance Measurement and Management.)
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- Pearce, J.A., & DeNisi, A.S. (1983). Attribution theory and strategic decision making: An application to coalition formation. *Academy of Management Journal*, 26, 119-128.
- DeNisi, A.S., Randolph, W.A., & Blencoe, A.G. (1983). Potential problems with peer ratings. *Academy of Management Journal*, 26, 457-467.
- Hom, P.W., DeNisi, A.S., Kinicki, A.J., & Bannister, B.D. (1982). Effectiveness of feedback from Behaviorally Anchored Rating Scales. *Journal of Applied Psychology*, 68, 568-576.
- DeNisi, A.S., & Stevens, G.E. (1981). Profiles of performance, performance evaluations, and personnel decisions. *Academy of Management Journal*, 24, 292-302.
- Schriesheim, C.A., & DeNisi, A.S. (1981). Task dimensions as moderators of instrumental leadership: A two-sample replicated test of Path-Goal leadership theory. *Journal of Applied Psychology*, 67, 589-597.
- DeNisi, A.S., & Dworkin, J.B. (1981). Final offer arbitration and the naive bargainer. *Industrial and Labor Relations Review*, 35, 78-87.
- Stevens, G.E., & DeNisi, A.S. (1980). Women as managers: Attitudes and attributions. *Academy of Management Journal*, 23, 355-360.
- Schriesheim, C.A., & DeNisi, A.S. (1980). Item presentation as an influence on questionnaire validity: A field experiment. *Educational and Psychological Measurement*, 40, 175-182.
- DeNisi, A.S., & Mitchell, J.L. (1978). An analysis of peer ratings as predictors and criterion measures, and a proposed new application. *Academy of Management Review*, 3, 369-373.
- McCormick, E.J., DeNisi, A.S., & Shaw, J.B. (1978). The use of the Position Analysis Questionnaire (PAQ) for establishing the job component validity of tests. *Journal of Applied Psychology*, 64, 51-56.

- DeNisi, A.S., & Pritchard, R.D. (1978). Implicit theories as artifacts in survey research: An extension and replication. *Organizational Behavior and Human Performance*, 21, 358-366.
- Dworkin, J.B., & DeNisi, A.S. (1977). Empirical research on labor relations law: A review, some problems, and some suggestions for future research. *Labor Law Journal*, September, 563-572.
- DeNisi, A.S., & Shaw, J.B. (1977). An investigation of the uses of self reports of abilities. *Journal of Applied Psychology*, 62, 641-644.
- DeNisi, A.S. (1976). The implications of job clustering for training programmes. *Journal of Occupational Psychology*, 49, 105-113.

PUBLICATIONS - INVITED PAPERS AND OTHER OUTLETS

- DeNisi, A.S. (2018). Feedback intervention theory. In B.B. Frey (Ed.), *SAGE Encyclopedia of Educational Research, Measurement, and Evaluation*. SAGE Publishing Co., Vol. 2, p. 671.
- DeNisi, A.S. (2017). 360 Degree Feedback. In S. Rogelberg, (Ed.), *Encyclopedia of Industrial/Organizational Psychology, 2nd Edition*. Thousand Oaks, CA: Sage Publications, pp. 1615-1618.
- DeNisi, A.S., & Smith-Sockbeson, C. (2015). Does feedback really work (as well as we think it does)? *Talent Quarterly*, No. 5, 46-49.
- DeNisi, A.S., & Smith, C.E. (2015). Feedback. In P. Flood, & Y. Freney (Eds.) *Organizational Behavior*, Vol. 11 of the *Wiley Encyclopedia of Management (3rd Ed.)*, C. Cooper, Editor in Chief, p. 1-4.
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- DeNisi, A.S., & Elaydi, R. (2000). Rational Actors or Irrational Fools. *Roger Williams University Law Review*, 6, 33-53.
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- DeNisi, A.S. (1981). Compliance with Executive Order 12086. *Business and Economic Review*, March-April, 22-26.
- McCormick, E.J., DeNisi, A.S., & Shaw, J.B. (1978). The use of the Position Analysis Questionnaire (PAQ) for establishing the job component validity of tests. *The Personnel Administrator*, July, 50-56.
- McCormick, E.J., DeNisi, A.S., & Shaw, J.B. (1977). The use of the Position Analysis Questionnaire (PAQ) for establishing the job component validity of tests. West Lafayette, IN: Dept. of Psychological Sciences, Purdue University, Technical Report for the Office of Naval Research (Contract no. N00014-76-C-0274).
- Shaw, J.B., DeNisi, A.S., & McCormick, E.J. (1977). Cluster analysis of jobs based on a revised set of job dimensions from the Position Analysis Questionnaire. West Lafayette, IN: Dept. of Psychological Sciences, Purdue University, Technical Report for the Office of Naval Research (Contract no. N00014-76-C-0274).

DeNisi, A.S., Shaw, J.B., & McCormick, E.J. (1976). Job derived selection: Preliminary report. West Lafayette, IN: Dept. of Psychological Sciences, Purdue University, Technical Report for the Office of Naval Research (Contract no. N00014-76-C-0274).

McCormick, E.J., & DeNisi, A.S. (1976). An alternate approach to test validation. *The Personnel Administrator*, January, 56-59.

McCormick, E.J., DeNisi, A.S., & Marquardt, L. (1974). The derivation of job compensation index values from the Position Analysis Questionnaire (PAQ). West Lafayette, IN: Dept. of Psychological Sciences, Purdue University, Technical Report for the Office of Naval Research (Contract no. N00014-67-A-0226-0016)

WORK IN PROGRESS

Alexander, B.N., DeNisi, A.S., & Devers, C.E. (Under Review). Family for-Profit social enterprises: An exploratory study. *Journal of Business Venturing*.

Hall, A., Smith, C., & DeNisi, A.S. (Revison Under Review). A Further Helpful Women, Vocal Men? Investigating Gender, Organizational Citizenship Behavior and Selection. *Journal of Business and Psychology*

DeNisi, A.S., & Murphy, K.R. (Conditional Acceptance). Evaluating Performance Evaluation Measures: Criteria for the Criteria. *Human Resource Management Review*.

Florez Vanegas, W., & DeNisi, A.S. (In Process). Individual-Level Absorptive Capacity and Knowledge Transfer During International Assignments. TARGET is *Journal of International Business Studies*.

Chen, H., Sun, S., & DeNisi, A.S. (Data analysis stage) When leaders provide feedback and its effect on leadership effectiveness. TARGET is *Journal of Applied Psychology*.

Sun, S., DeNisi, A.S., Wang, N., & Song, Z. (Data analysis stage). The effects of negative feedback on employee performance: The role of employees' shame and implicit theories of self.

Sockbeson, C. & DeNisi, A.S. (Early preparation). Sought versus unsought Feedback: Different mechanisms for different processes. TARGET is *Academy of Management Review*.

PAPERS PRESENTED (recent)

- DeNisi, A.S. (2018). Panel Participant, *Improving Lives Via Responsible Research: A Debate*. All-Academy Theme Session presented at the Academy of Management Meetings, Chicago, IL, August.
- Smith-Sockbeson, C.E., & DeNisi, A.S. (2016). Does it hurt to ask? How gender and feedback seeking affect feedback content. Paper presented at the Southern Management Association meetings, Charlotte, NC, November.
- DeNisi, A.S. (2016) Panel participant, *The Present and Future of Diversity Climate Research: Where Are We Now and Where Do We Have to Go?* Panel symposium presented at the Academy of Management Meetings, Anaheim, CA, August.
- Smith Sockbeson, C.E., Hall, A.V., & DeNisi, A.S. (2016). Choosing above and beyond: Organizational Citizenship Behavior and selection. Paper presented as part of symposium, *New Directions in Organizational Citizenship Behavior Research*, symposium presented at Academy of Management meetings, Anaheim, CA, August
- Alexander, B.N., DeNisi, A.S., & Devers, C.E. (2016). An institutional view of family-owned social for profit enterprises. Paper presented at the Academy of Management Meetings, Anaheim, CA, August.
- Sonesh, S. & DeNisi, A.S. (2015). The categorization of expatriates and the support offered by host country nationals. Paper presented at the Academy of Management Meetings, Vancouver, BC, August.
- DeNisi, A.S. (2015). Human capital, performance management, and firm performance: What do we know about these links? Paper presented as part of invited symposium, *The Meaning and Measurement of Human Capital*, presented at the European Congress of Psychology, Milan, Italy, July.
- DeNisi, A.S. (2015). Managing disabilities in the workplace: The impact of OCCP Section 503 Regulations. Eduisin Electric Institute Conference on Testing, New Orleans, LA, June.
- Alexander, B.N., DeNisi, A.S., & Devers, C.E. (2015). An institutional perspective on family-owned Social for Profit enterprises. Paper presented at the Theories of Family Business Enterprise Conference, Fort Worth, Texas, May.
- DeNisi, A.S. (2015). Panel participant, *Listening: Why should you and why should you not?* Panel discussion presented at the Annual Meeting of Society for Industrial and Organizational Psychology (SIOP), Philadelphia, PA, April.

Smith, C., Hall, A., & DeNisi, A.S. (2014). Organizational Citizenship and Selection: Does Candidate Gender Matter?, Paper presented at the Academy of Management Meetings, Philadelphia, PA, August.

Alexander, B.N., & DeNisi, A.S. (2014) Changing logics in management departments. Paper presented at the Annual Industry Studies Conference, Portland, OR, May

DeNisi, A.S. (2014). Panel participant, *Employee Resilience: Trait, State, or Process, and Does It Matter?* Panel discussion presented at Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Hall, A., Smith, C., & DeNisi, A.S. (2013). Waiting for superwoman: Gendered double standards in the OCB-Selection relationship. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), Houston, TX, April.

Sonesh, S., & DeNisi, A.S. (2012). Career Capital of Host Country Nationals as a Function of Knowledge Transfer, Paper presented as part of Showcase Symposium, *Knowledge Transfer in MNCs - New Perspectives on the Processes, Antecedents, and Consequences*, presented at the Academy of Management Meetings, Boston, MA.

DeNisi, A.S. (2012). Panel participant, *From Associate to full .. and beyond*. Professional Development Workshop for the Organizational Behavior Division, at the Academy of Management Meeting, Boston, MA.

DeNisi, A.S. (2012). Panel Participant, Diversity at Work: The Practice of Inclusion. Panel discussion presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

OVER 70 OLDER PAPER PRESENTATIONS

OTHER RECENT ROLES

Discussant, *Does the Format Matter? Advancements in Rating Format Research*, Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL, 2017.

Discussant, *A Closer Look at Proactivity: Antecedents and Consequences*, Symposium presented at the Academy of Management Meetings, Philadelphia, PA, 2014.

Discussant, *Adaptability: Trait, State or Process?* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI, 2014.

Discussant, *Performance Management in a Global Context*, session presented at the Academy of Management Meetings, Orlando, FL, 2013.

Discussant, Showcase Symposium, *Knowledge Transfer in MNCs - New Perspectives on the Processes, Antecedents, and Consequences*, presented at the Academy of Management Meetings, Boston, MA, 2012.

OVER 30 OLDER DISCUSSANT OR OTHER ROLES

OTHER PROFESSIONAL ACTIVITIES

Review and Editorial

Editor, *Academy of Management Journal*, 1994 - 1996.

Editorial Board, *Journal of Applied Psychology*, 1988-1994; 2002-2013. Re-appointed through 2018.

Editorial Board, *Academy of Management Review*, 1984-1987; 2017-2020.

Editorial Board (founding), *Academy of Management Discoveries*, 2013- present.

Editorial Board, *Journal of International Business Studies*, 2016 – Present.

Editorial Board, *Entrepreneurship Theory and Practice*, 2014 – Present.

Editorial Board (founding), *Oxford Bibliographies in Management*, 2011-Present.

Editorial Board, *Journal of Global Mobility*, 2012 – Present.

Editorial Advisory Board, *Management and Organization Review*, 2002-present.

Editorial Board, *Journal of Organizational Behavior*, 1993-present.

Editorial Board, *Human Resource Management Journal*, 1999 - Present.

Editorial Board, *Research and Practice in Human Resource Management* (National University of Singapore), 1993- Present.

Editorial Board, *Human Resource Management Review*, 1993- Present.

Member, Scientific Committee, *Economia Aziendale e Management*, Italy, 2014-Present.

Member, Senior advisory Board, *Journal of Business and Psychology*, 2012 – Present.

Consulting Editor, *Academy of Management Journal*, 1991-1993.

Editorial Board, *Personnel Psychology*, 2007-2016.

Editorial Advisory Board, *Academy of Management Journal*, 2004 - 2007.

Editorial Board, SIOF Frontiers Series, 1997-2000.

Editorial Board, *Journal of Managerial Issues*, 1991-present.

Editorial Board, *Academy of Management Journal*, 1988-1991.

Editorial Board, *Academy of Management Review*, 1984-1987.

Editorial Board, *Journal of Management*, 1984-1988.

Ad hoc reviewer for:

American Psychologist

International Journal of Human Resource Management

Management Decision

Human Resource Management

Cultural Diversity and Ethnic Minority Psychology

Journal of International Business Studies

Industrial and Labor Relations Review

Journal of Management and Government (Italy)

Cross Cultural Management: An International Journal

MIT Sloan Management Review

Organization Science

Administrative Science Quarterly

Organizational Behavior and Human Decision Processes

Psychological Bulletin

Decision Sciences

Journal of Applied Social Psychology

Academy of Management Executive

Basic and Applied Social Psychology

Journal of Marketing

Social Behavior and Personality

Human Performance

Sport, Business and Management: An International Journal

Proposal Reviewer for National Science Foundation, Social Science and Humanities Research Council of Canada, Hong Kong Research Grants Council

Regular Teaching (Assigned University courses)

I presently teach Strategic Human Resource Management (Master's level), and Negotiations (both Master's level and Undergraduate level). I have also taught Human Resource Management (Undergraduate and Ph.D. levels), Organizational Behavior (Undergraduate, Master's, and Ph.D. level), and specialized HR courses

in Selection and Appraisal (Master's level). I also teach in various University programs on an overload basis. Many of these programs are overseas and indicated below.

Other Teaching

Taught credit and non-credit courses (HRM, Organizational behavior, Cross—Cultural Management, Negotiations) in several joint programs located in:

Santo Domingo (Dominican Republic)
Singapore
Kuala Lumpur (Malaysia)
Beijing
Mexico City
Santiago (Chile)
Lima (Peru)
Shanghai
Milan
Catania (Sicily)
Seville (Spain)
Valencia (Spain)
Jamshedpur (India)
Hong Kong

Committee Work: Academy of Management

President, Academy of Management, 2008 – 09; Past President, 2009 - 2010.

Vice President and Program Chair, Academy of Management, 2006 – 07.

Vice-President and Program Chair-Elect (PDW Chair), Academy of Management, 2005 - 06.

Executive Committee of the Board of Governors, Academy of Management, 2005-2010.

Member, Academy Board of Governors, 1994-1996; 2005-2010.

Division Chair, Organizational Behavior Division, Academy of Management, 2003-2004; Division Chair-Elect, 2002-2003; Program Chair, 2001-2002; Program Chair-Elect, 2000-2001.

Division Chair, Personnel/Human Resource Management Division, Academy of Management, 1990-91; Division Chair-Elect, 1989-1990; Program Chair, 1988-89; Program Chair-Elect, 1987-88.

Chair, Herbert Heneman, Jr. Career Achievement Award committee, HR Division, Academy of Management , 2017.

Member, HR Scholarly Achievement Award Committee, HR Division, Academy of Management, 2003.

Faculty, Doctoral Student Consortium, Ibero-American Academy of Management, Lima, Peru, 2011.

Faculty, New Doctoral Student Consortium, Academy of Management, 2009-2012.

Faculty, Human Resource Division Doctoral Consortium, "Job Search Panel", 2001.

Faculty, Human Resource Division Junior Faculty Consortium, Academy of Management, "Interesting Teaching Opportunities", 2001

Newman Award Review Committee, Academy of Management, 2000.

Faculty, Human Resource Division Doctoral Student Consortium, Academy of Management, 1984, 1986, 1992, 1995, 1996, 1997, 1998, 1999, 2001, 2002.

Faculty, HR Teaching Workshop "Future Directions in Teaching HR", 1997.

Faculty, HR Division Junior Faculty Workshop, "The Role of Service", 1998.

Faculty, Organizational Behavior/Organization & Management Theory Doctoral Student Consortium, Academy of Management, 1994.

Faculty, Organizational Behavior/Organizational & Management Theory Junior Faculty Consortium, Academy of Management, 1996.

Member, Human Resource Management Division Doctoral Consortium Coordinating Committee, 1992-1994.

Member, Executive Committee, Personnel/Human Resource Management Division, Academy of Management, 1983-1988.

Chair, Outstanding Publication in Organizational Behavior Award Committee, 2002-2003; 2000-2001.

Member, Outstanding Publication in Organizational Behavior Award Committee, 1997-1998.

Member, Program Committee, Personnel/Human Resource Management Division, Academy of Management, 1983-1995, 1999-2003.

Member, Program Committee, Organizational Behavior Division, Academy of Management, 1980, 1982-1984, 1999.

Member, Membership Committee, Organizational Behavior Division, Academy of Management, 1987.

Member, New Concepts in Personnel/Human Resource Management Committee, 1987.

Committee Work: Southern Management Association

Board of Governors, Southern Management Association, 1986-1989

Program Chair, Organizational Behavior Division, Southern Management Association, 1985.

Program Committee, Personnel/Human Resource Division, Southern Management Association, 1992- 1996.

Chair, Outstanding Paper Award Committee, Southern Management Association, 1987.

Committee Work: SIOP (Division 14 of APA)

President, 1999-2000.

President-Elect, 1998-1999.

Representative to APA Council, 1996-1999; 2003-2006.

Chair, International Relations Committee, 2013- 2015.

Member, Board of Delegates, Alliance for Organizational Psychology, 2013- 2015.

Member, Committee on APA Division Relations (CODAPAR), American Psychological Association, January 2001 – December 2003.

Editorial Board, SIOP Frontiers Series, 1997-2000.

Chair, International Affairs Committee, SIOP, 2013-2015.

Chair, Awards Committee, SIOP, 1995-1996.

Chair, Committee on Committees, SIOP, 1993-1995.

Chair, Fellowship Committee, SIOP, 1991-1993.

Chair, Bray-Howard Research Grant Award Committee, 2008-2011.

Member, Awards Committee (Distinguished Scientific Contribution Award sub-committee), SIOP, 2000-2010.

Faculty, Doctoral Student Consortium, Annual Meeting of the Society for Industrial and Organizational Psychology, 1996.

Faculty, OB/IO Psychology Graduate Student Conference, Knoxville, TN, 1987; Denver, CO, 1995; Tampa, 2002.

Program Committee, Division 14, American Psychological Association, 1985-1988.

Program Committee, SIOP, 1987- 1989.

Member, Division 14 Scientific Affairs Committee, 1981-1984.

Member, SIOP Awards Committee, 1988-1991.

Committee Work: Other

Member, Board of Directors, Industrial Relations Council on GOALS, 1999 – 2000.

Participant, SHRM Foundation National Recognition of Graduate HR Programs Project, 1999 – 2000.

Member, Research Advisory Board, PDI Global Research Consortia, 1996 – 2005.

Secretary, Organizational Psychology Division, International Association of Applied Psychology, 1987-1992.

Program Committee, Organizational Behavior Track, American Institute for Decision Sciences, 1981, 1983, 1987.

STUDENT COMMITTEES

Masters Thesis Committees:

Anne-Marie Canova (MS HRM, USC), Member 1981
Isabel Cordova (MS HRM, USC), Member, 1982
David Day (MS HRM, USC), Chair, 1983
Kevin Williams (MA Psychology, USC), Member, 1982
Paula Skedsvold (MA Psychology, USC), Member, 1987
Kris Nehring (M. Agribusiness, Texas A&M), Member, 1998
Jonathan Gauthier (MS HRD, Texas A&M University), Member, 1998.
Pauline Melgoza (MS HRD, Texas A&M University), Member, 1998.
Stephen Jost (M. of Agriculture, Texas A&M University), Member, 2000.
Henry St. Paul, Jr. (MBA, Tulane University), Chair, 2008.

Ph.D. Committees:

George Stevens (DBA, Kent State), Chair, 1979
Rodger Griffeth (Ph.D., Psychology, USC), Member, 1981
Fred David (Ph.D., Business, USC), Member, 1981
John Ray (Ph.D., Business, USC), Member, 1982
D. Ray Bagby (Ph.D., Business, USC), Chair, 1983
Allyn Blencoe (Ph.D., Business, USC), Chair, 1984
A. Robin Winn (Ph.D., Business, USC), Chair, 1984
Kevin Williams (Ph.D., Psychology, USC), Member, 1984
Roger Weikle (Ph.D., Business, USC), Member, 1985

Timothy Summers (Ph.D., Business, USC), Chair, 1986
 John Betton (Ph.D., Business, USC), Member, 1986
 Elizabeth Freeman (Ph.D., Business, USC), Member 1987
 Patricia McDougall (Ph.D., Business, USC), Member, 1987
 Joseph Czjaka (Ph.D., Business, USC), Chair, 1988
 Peter K'Obonyo (Ph.D., Business, USC), Member, 1988
 Mary Anne Watson (Ph.D., Business, USC), Member, 1988
 Julio DeCastro, (Ph.D., Business, USC), Member, 1990
 Tina Robbins (Ph.D., Business, USC), Chair, 1991
 Bonnie McNeely (Ph.D., Business, USC), Member 1993
 Arup Varma (Ph.D., IRHR, Rutgers), Co-Chair, 1996
 Haiyang Li (Ph.D., Business, City U. of Hong Kong), Member, 1998
 Paul Bly (Ph.D., Psychology, Texas A&M), Member, 2000.
 Chris Nehring (Ph.D., Biology, Texas A&M), Member, 2001.
 Jorge Gonzales (Ph.D., Business, Texas A&M), Chair, 2001.
 Lucinda Lawson (Ph.D., Business, Texas A&M), Chair, 2001.
 D. Bachoo (Ph.D., Business, Texas A&M), Chair, 2002.
 Todd Carlisle (Ph.D., Psychology, Texas A&M University), Member, 2002.
 Todd Dewett (Ph.D., Business, Texas A&M), Chair, 2002.
 Soo Min Toh (Ph.D., Business, Texas A&M), Chair, 2003.
 Shung-Jae Shin (Ph.D., Business, Texas A&M), Chair, 2003.
 Richard Lester (Ph.D. Business, Texas A&M), Member, 2003.
 Alvaro Lopez Cbrales (Ph. D, Business & Economics, Universidad Pablo de
 Olivade, Seville), Member, 2003.
 Raed Elaydi (Ph.D., Business, Texas A&M University), Member, 2004.
 Fernanda Garcia (Ph.D., Business, Texas A&M University), Member, 2004.
 Mirta Diaz Fernandez (Ph. D, Business & Economics, Universidad Pablo de
 Olivade, Seville), Member, 2007.
 Yvette Lopez (Ph.D., Business, Texas A&M University), Member, 2008.
 Carrie Belsito (Ph.D., Business, Texas A&M University), Chair, 2008.
 Marla Baskerville (Ph.D., Org. Behavior, Tulane University), Member, 2009.
 Carlos E. Ramírez (Ph.D., Management, Tulane University), Member, 2011
 Shirley Sonesh (Ph.D. Management, Tulane University), Chair, 2012.
 Yuan Liao (Ph.D., Business, Simon Fraser University), External Examiner, 2012.
 Allison Hall (Ph.D., Management, Tulane University), Member, 2014.
 Rafael Vesga (Ph.D., Management, Tulane University), Chair, 2015.
 Benjamin Alexander (Ph.D., Management, Tulane University), Co-Chair,
 2015.
 Luz Elena Orozco (Ph.D., Management, Tulane University), Member 2015.
 Jayne Rivas (Ph.D., Management, Tulane University), Member, 2016.
 Milko Gonzalez Lopez (Ph.D., Management, Tulane University), Member, 2016.
 Guy Cliquet do Amaral Filho (Ph.D., Management, Tulane University), Chair, 2016.
 Caitlin Smith (Ph.D., Management, Tulane University), Chair, 2016.
 Luz Elena Orozco (Ph.D., Management, Tulane University), Member, 2016.
 Luis Diaz Matajira (Ph.D., Management, Tulane University), Member 2016.
 Wilson Florez Vanegas (Ph.D., Management, Tulane University), Chair, 2017.
 Oscar Pardo (Ph.D., Management, Tulane University), Member, ongoing.
 Jorge Calderon Salazar (Ph.D., Management, Tulane University), Member,
 ongoing.

Antonio Sancho Moldonado (Ph.D., Management, Tulane University), Chair, ongoing.
Juan Romero McCarthy (Ph.D., Management, Tulane University), Chair, 2018.
Paula Rozo Posada (Ph.D., Management, Tulane University), Chair, ongoing.
Patricia Monteferrante (Ph.D., Management, Tulane University), Member, ongoing.
Flavia Piazza (Ph.D., Management, Tulane University), Chair, ongoing

FACULTY SERVICE ACTIVITIES

Tulane University

Member, MBA Curriculum Committee, Freeman School of Business, 2016-2017.

Member, Tulane Honor Board, 2015-2018.

Member, Tulane University Senate Committee on Educational Policy, 2013-2018.

Member, International Masters Curriculum Committee, Freeman School of Business, 2013-2015.

Member, Ph.D. Policy and Admissions Committee, Freeman School of Business, 2013-2015.

Member, Latin American Faculty Development Ph.D. Curriculum Committee, Freeman School of Business, 2013-2015.

Member(elected), Faculty Grievance Committee, Freeman School of Business, 2013-2016.

Dean, A.B. Freeman School of Business, July 2005 – June 2011.

Chair, Environmental Health and Safety Policy Committee, July 2008 – June 2010.

Member, Tulane University Diversity Taskforce, 2006 – 2009.

Member, University Research Council 2006 -- 2011.

Texas A&M University

Head, Department of Management, 2000 – June 2005

Member, Mays College Research Council, 2002 – 2003.

Member, Committee on Endowed Positions for the Accounting Department, 2001.

Director, MS Program in Human Resource Management, 1999 – 2000.

Center for Executive Development Advisory Committee, 1999 – present.

Chair, Electronic MS/HRM Degree Task Force, 1999 – 2000.

MS Graduate Instruction Committee, 1999 – present.

Masters Programs Task Force, Graduate School of Business, 1998-1999.

Faculty Search Committee (for HR position), 1997-99.

Department Executive Committee, 1997-99.

Department Ph.D. Comprehensive Examination Committee, 1998-1999.

Chair, College Review Committee for Graduate Placement Office, 1998-1999.

Director, Center for Human Resource Management, 1997-2000

Rutgers University

Director, Ph.D. Program, SMLR, 1992-1995.

Chair, Ph.D. Policy Committee, IMLR, 1989-1993.

Chair, Appointments and Promotions Committee, SMLR, 1992-1993.

Appointments and Promotions Committee, SMLR, 1989-1995.

Dean Search Committee, College of Business, Camden, 1992.

Re-Organization Committee, SMLR, 1992-1993.

Faculty Search Committee, HRM Department, 1990-1995 (Chaired committee several times)

University of South Carolina

Chair, Human Subjects Review Committee, University of South Carolina, 1980-1981.

Member, Human Subjects Review Committee, University of South Carolina, 1979-1980.

Member, Sigma Xi Research Award Committee, University of South Carolina, 1983.

Ph. D. Policy and Oversight Committee, College of Business Administration, 1981-1988.

Close Foundation Award Committee, College of Business Administration, 1985-1989.

Management Area Ph.D. Coordinator, 1981-1986.

Chair, Faculty Recruiting Committee, Management Area, 1985-1987.

Faculty Recruiting Committee, Management Area, 1980-1989.

Kent State University

Dean Search Committee, College of Business Administration, 1978.

Faculty Evaluation and Compensation Committee, Dept. Of Administrative Sciences, 1978-1979.

Faculty Search Committee, Dept. Of Administrative Sciences, 1978-1979.

Other

Member, Initial Accreditation Committee, AACSB, 2007 – 2011.

Mentor for Initial Accreditation, HSBC School of Business, Peking University in Shenzhen, 2010 – 2016 (Accreditation visit has now been scheduled)..

Chair, AACSB Re-Accreditation Team, Claremont Colleges, 2013 – 2014 (Chair of original team and chair of the team for the subsequent 6th year review).

Member, AACSB Re-Accreditation Team, Lehigh University, 2012.

Chair, AACSB Initial Accreditation Team. SDA Bocconi University, Milan, Italy, 2011.

Member, AACSB Initial Accreditation Team, University of Puerto Rico, Turabo, Puerto Rico, 2010.

Member, AACSB Re-Accreditation Team, Warwick University School of Business, 2010.

Member, AACSB Re-Accreditation Team, Tepper School of Business, Carnegie Mellon University, 2009.

Chair, AACSB Re-Accreditation Team, Neeley School of Business, Texas Christian University, 2009.

Member, AACSB Re-Accreditation Team, Peter Drucker School of Management, The Claremont Colleges, 2008.

Member, AACSB Re-Accreditation Team, Rollins College, 2007.

Chair, External Review Committee, Department of Management, Georgia State University, February 2003.

External Review Committee, College of Business Administration Ph.D. Program, University of Texas at Arlington, April 2002.

Chair, External Review Committee, Department of Management & Policy, University of Arizona, September 1997.

AWARDS AND ACHIEVEMENTS

Over 19800 citations (h-Index=47; i10 index=82) – Google Scholar, 2018;
Over 4400 citations (h-Index = 28) – SSCI, 2018.

President, SIOP (Division 14 of APA), 1999 - 2000.

President, Academy of Management, 2008 – 2009.

SIOP Distinguished Lifetime Scientific Contribution Award, 2005.

Herbert Heneman Lifetime Achievement Award, HR Division of the Academy of Management, 2016.

Teaching Excellence Award, A.B. Freeman School of Business, 2015.

Fellow, Academy of Management, 1998.

Fellow, SIOP, 1988.

Fellow, American Psychological Association, 1988.

Fellow, Indian Academy of Management, 2015.

Charter Fellow, American Psychological Society, 1991.

Fellow, Southern Management Association, 2002.

William Owens Award for the Outstanding Publication in Industrial and Organizational Psychology, SIOP, 1998.

Outstanding Publication in Organizational Behavior, Organizational Behavior Division of the Academy of Management, 1996.

Emerald Literati Network Award for Excellence – Highly Commended Paper (Sonesh and DeNisi, 2015)

Best Paper in Organizational Communications, Organizational Communications Division of the Academy of Management, 1992.

Best Paper in Entrepreneurship and Innovation, NYU Center for Entrepreneurial Studies, 1989.

University of South Carolina Business Partnership Foundation Fellow, 1987; Distinguished Fellow 1988.

Distinguished Paper Award, Allied Southern Business Association (SMA) Meetings, 1984.

Albert Harry Cohen Chair in Business Administration, 2007.

University Distinguished Professor, Texas A&M University, (appointed April 2005; Effective September 2005).

Mays Business School Distinguished Research Award, 2004.

Paul and Rosalie Robertson Chair in Business Administration, 2001.

B. Marie Oth Professor in Business Administration, 1999.

Outstanding Reviewer – *Journal of Global Mobility*, 2017.

Excellent Reviewer – Editorial Board, *Journal of Organizational Behavior*, 2008.

Finalist, Best Paper in *Academy of Management Executive*, 2000.

Honorary Professor, Department of Management, City University of Hong Kong, 1998-2000 (Distinguished Visiting Professor, March 1998).

External Examiner, Undergraduate programs in Human Resource Consulting/Management, Nanyang Business School, Nanyang Polytechnic University, Singapore, 2000-2002; renewed for 2002-2004.

Outstanding Referee, *Journal of Organizational Behavior*, 1995.

Licensed as an Industrial Psychologist, State of South Carolina, 1980.

Best Competitive Paper Award, Organizational Behavior Division, Academy of Management, 1979.

Ernest J. McCormick Award for Outstanding Graduate Work in Industrial/Organizational Psychology, Purdue University, 1977.

Phi Beta Kappa

Psi Chi

Beta Gamma Sigma

GRANTS AND CONTRACTS

Developmental Networks: Antecedents, Processes, and Career Consequences for Immigrant Workers. Social Sciences and Humanities Research Council Standard Research Grant. March 2006 – March 2009, \$83,977 (CAD). Principal Investigators: Soo Min Toh & Angelo DeNisi.

The socialization of newcomers with Disabilities at Work. Several separate funded projects. New Jersey Developmental Disabilities Council Grant, January 1992 - December 1995, \$187,000 (total). Principal Investigators: Adrienne Colella & Angelo DeNisi.

Organizing Information in Memory: Field-Testing of Interventions Designed to Improve Appraisal Decisions. National Science Foundation, July 1989-December 1991, \$83,00; Principal Investigators: Angelo DeNisi & Lawrence Peters.

The Impact of Personal Values and National Background on Negotiating Style. University of South Carolina International Fellow Award, June 1988-September 1988, \$3,850; Principal Investigator: Angelo DeNisi.

The Definition and Measurement of Work Values. College of Business Research Scholar Award, University of South Carolina, June - August 1983, \$4,500; Co-Principal Investigators: Angelo DeNisi and Ed Cornelius.

A Cognitive Approach to performance Appraisal: Rater Information Gathering and processing Strategies. National Science Foundation, July 1981 - December 1983, \$96,000; Principal Investigator: Angelo DeNisi.

Effects of Feedback on Group Attitudes and Performance. Division of Sponsored Programs and Research, University of South Carolina, \$1,200; September - December 1981; Co-Principal Investigators: Angelo DeNisi and W. Alan Randolph

Rater Decision Making Strategies in Performance Appraisal. Research Scholar Award, College of Business Administration, University of South Carolina, June - August 1980, \$8,000; Principal Investigator: Angelo DeNisi

The Labor Market for the Textile Industry in the 1990's: Part II. Attitude Survey and Analysis. Grant to the Center for Management and Organizational Research from the American Textile Manufacturer's Institute, June - December 1980, \$16,000; Co-Principal Investigators: Angelo DeNisi, Bruce Meglino, & Stuart Youngblood.

Formulation and Analysis of Counter Attrition Strategies in the U.S. Army. Army Research Institute, \$76,000, July 1979 - August 1983; Co-Principal Investigators: Angelo DeNisi, Bruce Meglino, Stuart Youngblood, & William Mobley.

INVITED ADDRESSES (recent)

Ibero-American Academy of Management , “Building Bridges – Not Walls”,
Keynote Address, New Orleans, LA, Decmeber 2017.

School of Business, Tongj University, “Performance Appraisal and Performance
Management: A Research Program”, Shanghai, PRC, May 2016.

SDA Bocconi, “Some New Ideas About Managing the Performance of Expatriates”,
Milan, Italy, February 2014.

Dept. of Psychology, IUPUI, “Performance Appraisal and Perfromance
Management: A Research Program”, Indianapolis, IN, April 2013.

SDA Bocconi, “Performance Appraisal and Management: A Program of Research”,
Milan, Italy, May 2012.

SDA Bocconi, “The Future of the Business School Professor: The Changing Rules
of the Game”, Milan, Italy, May 2012.

Ibero-American Academy of Management , “Faculty Development in Latin
America: A Model”, Keynote Address, Lima Peru, December 2011.

Ibero-American Academy of Management , “Conversations with Editors,” Lima
Peru, December 2011.

International Association for Chinese Management Research, “Innovation an
Social Responsibility in Business Education: Experiences, Lessons, and
Challenges”, Keynote Deans’ Discussion Panel, Shanghai, China, June, 2010.

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- Executive Human Resources Forum, Chapman University, Orange, CA, 2000.
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