CURRICULUM VITAE

Updated: January, 2026

Robert A.Giacalone, Ph.D.
Fields Chair in Business Ethics and Corporate Responsibility
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McCoy College of Business
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APPOINTMENTS

August 2022-Present:

- **Department of Management**
  Fields Chair in Business Ethics and Social Responsibility
  McCoy College of Business
  Texas State University
  San Marcos, TX

July 2017-August 2022:

- **Department of Management, Marketing, and Supply Chain**
  Ray and Eleanor Smiley Chair in Business Ethics
  Director, Ginn Institute for Corporate Social Responsibility
  Boler College of Business
  John Carroll University, University Heights, Ohio

September 2013-2017:

- **Business Ethics and Legal Studies Department**
  Daniels Chair in Business Ethics
  Director of Ethics Integration
  Daniels College of Business
  University of Denver, Denver, Colorado

August 2004-July 2013:

- **Department of Human Resource Management*:* Professor of Human Resource Management**
  Acting Director of the Center for Ethics and Organizational Integrity (from 2004-2006),
  Fox School of Business Administration
  Temple University, Philadelphia, PA.

July 1997-July 2004:

- **Department of Management: Surtman Distinguished Professor of Business Ethics**,
- Belk College of Business
  University of North Carolina Charlotte.

June 1988-July 1997:

- ***Department of Management Systems: Associate Professor of Management Systems (Promoted August 1991)***
  The E. Claiborne Robins School of Business
  University of Richmond, Richmond, VA.

August 1985-May 1988:

- **Assistant Professor of Management: Department of Management**
  University of Southwestern Louisiana, Lafayette, LA.

August 1983-July 1985:

- **Assistant Professor of Management: Department of Management**
  Bryant College, Smithfield, RI.

EDUCATION

1984: Ph. D., The State University of New York at Albany, Albany, NY. (Social Psychology with focus in organizational behavior management, impression management, and motivation). *Dissertation Topic:* "Leadership and Follower Endorsement: Impression Management or Self-Esteem?" (Defended on December 28, 1983)

1979: B.A., Cum Laude, Hofstra University, Hempstead, NY. (Psychology, English)

ADMINISTRATIVE ROLES AND ACCOMPLISHMENTS

Academy Administrative Roles

Program Chair, Management, Spirituality, and Religion Interest Group, Academy of Management Program for Honolulu, Hawaii (2004-2005)

Professional Development Workshop Chair, Management, Spirituality, and Religion Interest Group, Academy of Management Program for New Orleans, LA (2003-2004)

University Administrative Roles

Smiley Chair in Business Ethics and Director of the Ginn Institute for Corporate Social Responsibility:

- *Fundraising*: Raised 45K from Baker Hostetler for the *Integrity in Action Dinner*
- *Fundraising*: Raised 50K from Walter Platte for the Impact of Automation and Robotics Program (with Richard Clark, Department of Sociology and Criminology)
- Developed and Implemented *Ginn Institute Faculty Grants*
- Developed and Implemented *Automation and Robotics Grant Program* (with Richard Clark, Department of Sociology and Criminology)
- Integrity in Action Seminar
- Developed and implemented the *Ethics Boot Camp;* worked with faculty to make it a requirement for all Boler College students.
- *Automation and Robotics Faculty Learning Community* (with Richard Clark, Department of Sociology and Criminology)
- Developed and Implemented Automation and Robotics Faculty Teaching Grants (with Richard Clark, Department of Sociology and Criminology)
- Ethics and Social Responsibility Roundtables
    - Non-Profit Management Ethics: A Conversation about Conflicts of Interests

Daniels Chair in Business Ethics:

- ***Donor Relationship Management***: Oversaw the relationship with a $1.4 billion dollar foundation who is the leading the most extensive and significant initiative in business ethics education. Over a 5-year period, the $7.5 million dollar initiative has served over 265,000 participants and involves 11 schools in Colorado, New Mexico, Utah, and Wyoming.

- ***Supervised Director of the Institute for Enterprise Ethics Programs:*** Managed the Director of the Institute and its operations. During this time, the Institute implemented several new programs including *Elevate Ethics, Quarterly*

Ethics Review, IEE Internet Video, Champions of the Institute (fund-raising program)

- ***Director of Ethics Integration:*** Developed, integrated, and supervised the ethics programs for the Daniels College of Business. The program integrated graduate and undergraduate business ethics across 8 departments and schools, at both the graduate and undergraduate ethics, for over 2200 students and 150 faculty. Included in my responsibilities and accomplishments were:
    - *Daniels Strategic Flywheel Action Plan on Ethics, Sustainability, and Social Responsibility*
    - Partnered with Marketing in new MS Marketing Ethics course
    - Developed a proposal and received approval to establish the *Marketing Ethics Behavioral Laboratory*
    - *Principled Ethics Luncheons Program*
    - *Great Ethics Teaching Seminars*
    - *Race and Case Competition* Reformulation
    - *Undergraduate Ethics Boot Camp* Interdisciplinary Reformulation
    - Co-Development the Finance Ethics Course for MS in Finance
    - Program Evaluation: Annual Program Evaluation of Ethics Program, Quarterly and Annual Program Evaluation, Undergraduate Ethics Boot Camp

- ***Chair, Ethics Integration Committee:*** Developed and Chaired the *Ethics Integration Committee* (EIC) which is an interdisciplinary team that advised me on the facilitation of ethics across all departments in the College. This committee was designed to create formal, collaborative, participative roles for the various departments and schools. Among my accomplishments as Chair:
    - Developed and Secured Funding for Ethics Educational Programs and Grants
    - Developed a comprehensive plan for Daniels ethics' programs

JOURNAL EDITORSHIPS, SERIES EDITORSHIPS, AND EDITORIAL BOARDS

Journal Editorships:

- Editor-in-Chief: *Journal of Management, Spirituality, and Religion (2009-2012)*
- New Frontiers Editor*: Journal of Management, Spirituality, and Religion, (2007-2008)*
- Special Section Editor: *Teaching Business Ethics*, *Innovative Practices* (2001-2003)

Special Issue Journal Editorships:

- *Academy of Management Learning and Education:* Ethics and Social Responsibility in Management Education (2006)
- *Journal of Business Ethics*: New Directions in Business Ethics and Social Responsibility Theory and Research (2006)
- *Journal of Business Ethics*: Special Issue on International Aspects of Business Ethics (2001)
- *American Behavioral Scientist*: New Paradigm Thinking in Organizations (2000)
- *American Behavioral Scientist*: Diversity and Impression Management (1994)
- *Journal of Business Ethics*: Behavioral Aspects of Business Ethics (1991)
- *Journal of General Psychology*: Special Issue on Organizational Behavior (1989)

Newsletter Editor: *Self-Presentation Forum* (1987)

Journal Editorial Boards:

- *Journal of Business Ethics Education* (2017-present)
- *Public Integrity* (2014-2019)
- *Journal of Management Systems (*1988-1996; 2014-2016*)*
- *Academy of Management Learning and Education* (2008-2023)
- *Journal of Management, Spirituality, and Religion (2005, 2013-present)*
- *Journal of Leadership and Organizational Studies*, (2006-2009)
- *Journal of Business Ethics* (1997-2010)
- *Journal of Social Behavior and Personality* (1987-1989)

Book Editorships:

Editor, *Sage Series in Business Ethics* (1992-1997)

- Carroll, S. (1996). *Ethical Dimensions of International Management*. Thousand Oaks, CA: Sage.
- Chonko, L.B. (1995). *Ethical Decision Making in Marketing*. Thousand Oaks, CA: Sage.
- Hopkins, W. (1997). *Ethical Dimensions of Diversity*. Thousand Oaks, CA: Sage.
- Kanungo, R. & Mendonca, M. (1996). *Ethical Dimensions of Leadership*. Thousand Oaks, CA: Sage.
- Mason, R. (1995). *Ethics of Information Management*. Thousand Oaks, CA: Sage.
- Petrick. J. (1997). *Management Ethics: Integrity at Work*. Thousand Oaks, CA: Sage.

Co-Editor, *Ethics in Practice* Book Series (Information Age Publishing) (2002-Present)

- Alibasic, H. (2024). The Post-Factual Polity. Charlotte, NC: Information Age Publishing.
- Boje, D. (2008). *Critical Theory and Ethics in Business and Public Administration*. Charlotte, NC: Information Age Publishing.
- Deckop, J. (Ed.) (2006). *Human Resource Management Ethics.* Greenwich, CT: Information Age Publishing.
- Friedland, J. (2009). *Doing Well and Doing Good.* Charlotte, NC: Information Age Publishing.
- Giacalone, R.A., Jurkiewicz, C. L., & Dunn, C. (Eds.) (2005). *Positive Psychology in Business Ethics and Corporate Responsibility.* Greenwich, CT: Information Age Publishing.
- Gilbert, J.A. (2020). *How to Transform Workplace Bullies into Allies.* Charlotte, NC: Information Age Publishing.
- Jacobs, R.M. (2022). *Educating in Ethics Across the Professions: A Compendium of Research, Theory, Practice, and an Agenda for the Future.* Charlotte, NC: Information Age Publishing.
- Sekerka, L. (2013). *Ethics Training in Action*. Charlotte, NC: Information Age Publishing.
- Simo, G. (2013). *Achieving the Goals of Social Justice and Ethics in Cross-Sector Collaboration*. Charlotte, NC: Information Age Publishing.
- Simonati, A. (2024). Diversity as Strategic Opportunity. Charlotte, NC: Information Age Publishing.
- Svedin, L. (2011). *Ethics in Crisis Management*. Charlotte, NC: Information Age Publishing.
- Svedin, L. (2015). Ethics in Risk Management. Charlotte, NC: Information Age Publishing.
- Swanson, D. & Fisher, D. (2008). *Advances in Business Ethics Education.* Charlotte, NC: Information Age Publishing.
- Swanson, D. & Fisher, D. (2011). *Toward Assessing Business Ethics Education.* Charlotte, NC: Information Age Publishing.
- Valentine, S. (2014). *Organizational Ethics and Stakeholder Well-Being in the Business Environment*. Charlotte, NC: Information Age Publishing.

COURSES TAUGHT

Business Ethics/Business and Society Courses (MBA, MA and Undergraduate)

- Business and Society (MBA, Undergraduate)
- Business Ethics (MBA, MA, Undergraduate)
- Managerial Ethics (MBA, Undergraduate)

Organizational Behavior/HRM Courses (Doctoral, MBA, MA and Undergraduate)

- Critical Skills for Effective Managers (Undergraduate)
- Government and Labor Relations (Undergraduate)

- Human Resource Management (MBA and Undergraduate)
- International Management (MBA and Undergraduate)
- Interpersonal Behavior in Organizations (Undergraduate)
- Leading People at Work (Undergraduate)
- Managing People at Work (Undergraduate)
- Organizational Behavior and Theory (Doctoral, MBA, and Undergraduate)
- Organizational Behavior Modification (MBA)

Non-Business Courses (Undergraduate)

- Life of Mind (Freshman Required Honors Course)
- Industrial Psychology
- Social Psychology
- Personality
- Research Methodology

AREAS OF SCHOLARSHIP

- Business Ethics and Well-Being
- Ethical Leadership
- Individual Differences in Ethical Orientation
- Post-materialism and Materialism
- Workplace Spirituality
- Antisocial and Unethical Employee Behavior
- Business Education
- Impression Management
- Exit Interviewing and Surveying

PUBLICATIONS: BOOKS

11. Jurkiewicz, C.A., & Giacalone, R.A. (2017). *Radical Approaches to Ethical Leadership*. Charlotte, NC: Information Age Press.

10. Giacalone, R.A. (2015). *The Essence of Living*. Richmond, VA: Agile Writers Press.

9. Giacalone, R.A. & Promislo, M.D. (2012). *Handbook of Unethical Work Behavior: Implications for Individual Well-Being.* Armonk, NY: M.E. Sharpe.

8.Giacalone, R.A., & Jurkiewicz, C. L. (Eds.) (2010). *Handbook of Workplace Spirituality and Organizational Performance* (Second Edition). Armonk, NY: M.E. Sharpe.

7.Giacalone, R.A., Jurkiewicz, C. L., & Dunn, C. (Eds.) (2005). *Positive Psychology in Business Ethics and Corporate Responsibility.* Greenwich, CT: Information Age Publishing.

6.Giacalone, R.A., & Jurkiewicz, C. L. (Eds.) (2003). *Handbook of Workplace Spirituality and Organizational Performance*. Armonk, NY: M.E. Sharpe.

5.Rosenfeld, P., Giacalone, R.A., & Riordan, C. (2002). *Impression Management: Building and Enhancing Reputations at Work*. London, UK: Thompson Learning. (Translated into Spanish and Korean)

4.Giacalone, R.A., & Greenberg, J. (Eds.) (1997). *Anti-Social Behavior in Organizations*. Newbury Park, CA: Sage Publications.

3.Rosenfeld, P., Giacalone, R.A., & Riordan, C. (1995). *Impression Management in Organizations: Theory, Measurement, Practice*. London, UK: Routledge.

2.Giacalone, R.A., & Rosenfeld, P. (Eds.) (1991). *Applied Impression Management*. Newbury Park, CA: Sage Publications.

1.Giacalone, R.A., & Rosenfeld, P. (Eds.) (1989). *Impression Management in the Organization*. Hillsdale, NJ: Erlbaum.

PUBLICATIONS:
ARTICLES, BOOK CHAPTERS, PROCEEDINGS

2021-2025

154. Giacalone, R.A. & Valentine, S.R. (October, 2025) Investigating the Aftermath of Moral Injury in Organizations: Job Stress, Trauma-Induced Ill-Being, and Moral Post-Traumatic Stress Disorder as Serial Outcomes. *Journal of Business Research, 199.*

153. Valentine, S.R., Giacalone, R.A., Yin, B.M., & Promislo, M.D. (*2025*). Unethical Work Polyvictimization, Employee Well-Being, and Work Stress. *Stress and Health.*

152. Giacalone, R.A., Valentine, S.R., Yin, B.M., & Promislo, M.D. (*in press, 2024)*. Rage Against the Dying of the Light: Employees Moral Outrage, Anger Expression, and Generalized Well-Being. *Journal of Business Ethics.*

151. Kirby, E., Kirby, S., Konopaske, R., & Giacalone, R.A. (in press, 2024). The impact of ethical orientation and personality on virtual collaboration usage. *Journal of Applied Business and Economics, 26(6).*

150. Valentine, S.R., & Giacalone, R.A., & Meglich, P. (in press, 2024). Seeing workplace bullying through a glass darkly: organizational and individual ethics as illuminating factors. *Personality and Individual Differences,223.*

149. Giacalone, R.A., Promislo, M.D., & Gallagher, V.C. (2023*).* Thinking like a bad guy: Teaching critical and creative managerial ethical thinking using codes of ethics. *Journal of Business Ethics Education, 20,* 117-136.

148. Giacalone, R.A., Valentine, S., & Fleischman, G. (2023). Admonishing ethics through a stigma of goodness. *Journal of Strategic and International Studies, 17,* 22-33.

147. Sandra, D., Segers, J, & Giacalone, R.A. (2023). How organizations can benefit from entrainment: A systematic literature review. *Journal of Organizational Change Management*, *36*(2), 233-256.

146. Valentine, S.R., Meglich, P., & Giacalone, R.A. (2023). Filling a theoretical "black box" between workplace bullying and poor attitudes: Psychological contract violation, work injustice, and negative environmental contagion. *Employee Responsibility and Rights Journal, 35,* 51-76.

145. Valentine, S.R., Giacalone, R.A., & Fleischman, G. (2021). Workplace bullying and the spiral toward aversive attitudes, reduced work group effectiveness, and organizational frustration. *Human Resource Management Quarterly, 32*, 131-153.

144. Schwepker, C., Valentine, S.R., Giacalone, R.A., & Promislo, M.D. (*2021*). Good barrels yield healthy apples: Organizational ethics as a tool for mitigating work-related stress and promoting employee well-being. *Journal of Business Ethics*. *174*, 143–159.

2016-2020

143. Giacalone, R.A., Gallagher, V.C., & Promislo, M.D. (2020). Learning to Brief an Executive Team: Going from Problems to Formal Recommendations Using an Ethical Challenge. *Journal of Business Ethics Education, 17*, 149-164.

142. Holtz, B.C., De Cremer, D. Hu, B., Kim, J., & Giacalone, R.A. (2020). Are You Certain that Your Boss is Trustworthy?: The Moderating Impact of Evaluation

Certainty on the Relationship between Supervisor Trustworthiness and Employee Withdrawal. *Journal of Organizational Behavior, 41*,7, 587-605.

141. Giacalone, R.A., & Promislo, M.D. (2019). The Menace of Misinformation: Faculty Misstatements in Management Education and Their Consequences. *Journal of Management Education*, *43*, 396-419.

140. Jurkiewicz, C.L. & Giacalone, R.A. (2019). Spirituality and the Workplace. In Zsolnai, L and Flanagan, B. (Eds.) *The Routledge International Handbook of Spirituality in Society and the Professions*. London: Routledge.

139. Giacalone, R.A. (2019). Admirable Aspirations and Unsupportive Stakeholders: Why Do Great Initiatives Fail to Move Some? *AI Practitioner, 21,* 12-15.

138. Clouse, M., Giacalone, R.A., Olsen, T, & Patelli, L. (2017). Individual Ethical Orientations and the Perceived Acceptability of Questionable Finance Ethics Decisions. *Journal of Business Ethics, 144*, 549-558.

137. Giacalone, R.A., Promislo, M.D., & Deckop, J.R. (2017). Assessing Three Models of Materialism-Postmaterialism and Their Relationship with Well-Being: A Theoretical Extension. *Journal of Business Ethics, 143*, 531–541

136. Harold, C.M., Oh, I-S., Holtz, B.C., Han, S., & Giacalone, R.A. (2016). Fit and Frustration as Drivers of Targeted Counterproductive Work Behaviors: A Multifoci Perspective. *Journal of Applied Psychology*, 101, 1513-1535.

135. Giacalone, R.A., Jurkiewicz, C.A., & Promislo, M.D. (2016). Ethics and Well-Being: The Paradoxical Implications of Individual Differences in Ethical Orientation. *Journal of Business Ethics,* 137(3), 491-506.

134. Jurkiewicz,C.L. and Giacalone, R.A. (2016). Organizational Determinants of Ethical Dysfunctionality. *Journal of Business Ethics*, 136, 1-12.

2011-2015

133. Jurkiewicz,C.L. and Giacalone, R.A. (2015). How Will We Know It When We See It? Conceptualizing the Ethical Organization. *Public Organization Review*, 15(2), 1-12.

132.Giacalone, R.A. & Jurkiewicz, C.A. (2015). Ethics: Spirituality in the Workplace. *Encyclopedia of Public Administration and Public Policy (Third Edition).* pp. 1306-1307.

131.Jurkiewicz, C.A, & Giacalone, R.A. (2015). Moral Development Theory. *Encyclopedia of Public Administration and Public Policy (Third Edition). pp 2148-2150.*

130.Giacalone, R.A. (2015). The Error of Our Whey. *Public Integrity, 17,*225-226.

129.Giacalone, R.A., Promislo, M.D., Goldberg, D., & Giacalone, E.A. (2015). Shifting Values, Student Educational Preferences, and Ethics in the Business Curriculum. *Journal of Business Ethics Education*, *11*, 41-68.

128.Deckop, J., Giacalone, R.A., & Jurkiewicz, C.A. (2015). Materialism and Workplace Behaviors: Does Wanting More Result in Less? *Social Indicators Research*, *121*, 787-803

127.Jurkiewicz, C.L. & Giacalone, R.A. (2015). Exit Interviews. In Guestt, D. & Needle, D. (Eds). *Wiley Encyclopedia of Management: Human Resource Management* (Volume 5). New York: Wiley.

126. Giacalone, R.A., & Promislo, M.D. (2013). Broken When Entering: The Stigmatization of Goodness and Business Ethics Education. *Academy of Management Learning and Education, 12*, 86-101. ***(2014 Finalist for AMLE Best Paper Award)***

125. Promislo, M.D. & Giacalone, R.A. (2013). Sick About Unethical Business. *BizEd*. ***(Winner of Honorable Mention, 2014 Tabbie Awards)***

124. Hill, P., Jurkiewicz, C.L., Giacalone, R.A., & Fry, J.L. (2013). From Concept to Science: Continuing Steps in Workplace Spirituality Research. In R. Paloutzian, & Park, C.L. (Eds)., *Handbook of Psychology and Religion.* New York, NY: Guilford Press.

123. Giacalone, R.A. (2012). The Challenges We Face. *Journal of Management, Spirituality, and Religion, 9,* 289-293.

122. Stylianou, A., Winter, S., Niu, Y., & Giacalone, R.A., and Campbell, M. (2012). Understanding Behavioral Intention to Report Unethical Information Technology Practices: The Role of Machiavellianism, Gender and Computer Literacy. *Journal of Business Ethics, 117*, 333-343.

121. Giacalone, R.A., & Calvano, L. (2012). An Aspirational Reframing of Business Ethics Education. *Journal of Business Ethics Education*, *9*, 377-394.

120. Promislo, M.D., Giacalone, R.A., & Jurkiewicz, C.L. (2012). Ethical Impact Theory (EIT): Unethical Work Behavior and Well-Being. In Giacalone, R.A. & Promislo, M.D. (2012). *Handbook of Unethical Work Behavior: Implications for Individual Well-Being.* Armonk, NY: M.E. Sharpe.

119.Giacalone, R.A., Jurkiewicz, C.L., & Knouse, S.B. (2012). The Ethical Aftermath of a Values Revolution: Theoretical Bases of Change, Recalibration and Principalization. *Journal of Business Ethics*, *110*, 333-343.

118.Promislo, M. D., Giacalone, R. A., & Welch, J. (2012). Consequences of Concern: Ethics, Social Responsibility, and Well-Being. *Business Ethics: A European Review*, *21*, 209-219.

117.Giacalone, R.A. (2011, December). The Five Species of Journal Reviewers. *The Chronicle of Higher Education.*

2001-2010

116.Promislo, M.D., Deckop, J.R., Giacalone, R.A., & Jurkiewicz, C.A. (2010). Valuing Money More Than People: The Effects of Materialism on Work-Family Conflict. *Journal of Occupational and Organizational Psychology*, *83*, 935-953

115.Deckop, J. R., Jurkiewicz, C.L., & Giacalone, R.A. (2010). Effects of Materialism on Work-Related Personal Well-Being. *Human Relations*, *63*, 1007-1030.

114.Giacalone, R.A., & Jurkiewicz, C.L. (2010). Toward a Science of Workplace Spirituality. In Giacalone, R.A., & Jurkiewicz, C.L. (Eds.) *The Handbook of Workplace Spirituality and Organizational Performance.* Armonk, NY: M.E. Sharpe.

113.Giacalone, R.A. (2010). *JMSR:* Where Are We Now – Where Are We Going? *Journal of Management, Spirituality, and Religion, 7*, 3-6.

112.Giacalone, R.A., & Wargo, D. T. (2010). The Roots of the Global Financial Crisis are n Our Business Schools. *Journal of Business Ethics Education*, *6*, 1-24

111. Giacalone, R.A. & Promislo, M. D. (2010). Unethical and Unwell: Decrements in Well-Being and Unethical Activity at Work. *Journal of Business Ethics, 91*, 275-297.

110. Jurkiewicz, C.L., Giacalone, R.A., & Knouse, S.B. (2009). Exit Surveys: Are They Worth the Effort? (reprinted). *Bureaucracy and Administration*, Second Edition, Taylor and Francis.

109. Giacalone, R.A. (2009). Academic Rankings in Research Institutions: A Skewed Mindset, a Professional Amnesia. *Academy of Management Learning and Education, 8,* 122-126.

108. Jurkiewicz, C.L. & Giacalone, R.A. (2008). A Revolution in Organizational Values: Change and Recalibration (pp. 25-43). In *Ethics and Integrity of Governance: Perspectives Across Frontiers*. Cheltenham, UK: Edward Elgar Publishing.

107. Tepper, B.J., Henle, C.A., Lambert, L.S., Giacalone, R.A., & Duffy, M.K. (2008) Abusive Supervision and Subordinates' Organization Deviance. *Journal of Applied Psychology, 93*, 721-732.

106. Giacalone, R.A., Jurkiewicz, C.L., & Deckop, J. (2008). On Ethics and Social Responsibility: The Impact of Materialism, Postmaterialism, and Hope. *Human Relations*, *61*, 483-514.

105. Kolodinsky, R.W., Giacalone, R.A., & Jurkiewicz, C.A. (2008). Workplace Values and Outcomes: Exploring Personal, Organizational, and Interactive Workplace Spirituality. *Journal of Business Ethics, 81*, 465-480.

103.Giacalone, R.A. (2007) Taking a Red Pill to Disempower Unethical Students: Creating Ethical Sentinels in Business Schools. *Academy of Management Learning and Education*, *6*, 534-542.

102.Andersson, L.M., Giacalone, R.A., & Jurkiewicz, C.L. (2007). On the Relationship of Hope and Gratitude to Social Responsibility. *Journal of Business Ethics,* 70, 401–409.

101.Giacalone, R.A. & Thompson, K. (2006). Business Ethics and Social Responsibility Education: Shifting the Worldview. *Academy of Management Learning and Education, 5,* 266-277. ***(2007 Finalist for AMLE Best Paper Award)***

100.Giacalone, R. A. & Thompson, K. R. (2006) From the Guest Co-Editors: Special Issue on Ethics and Social Responsibility. *Academy of Management Learning & Education, 5*, 261-265.

99.Giacalone, R. A. (September/October 2006). New Ethics in the Office, *BizEd*, 5, 24.

98.Giacalone, R.A., Jurkiewicz, C.L., and Fry, L.W. (2005). On the Future of Workplace Spirituality Research: Determining Appropriate Measures and Criterion Values. In R. Paloutzian, and Park, C.L. (Eds), *Handbook of Psychology and Religion.* New York, NY: Guilford Press.

97.Giacalone, R.A., Paul, K., & Jurkiewicz, C.L. (2005). A Preliminary Investigation into the Role of Positive Psychology in Consumer Sensitivity to Corporate Social Performance. *Journal of Business Ethics*, *58* (4), 295-305.

96.Henle, C.A., Giacalone, R.A., & Jurkiewicz, C.L. (2005). The Role of Ethical Ideology in Employee Deviance. *Journal of Business Ethics, 56*, 219-230.

95.Giacalone, R.A., & Jurkiewicz, C.L. (2004). The Interaction of Materialist and Postmaterialist Values in Predicting Dimensions of Personal and Social Identity. *Human Relations, 57*, 1379-1405.

94.Winter, S.J., Stylianou, A.C., & Giacalone, R.A. (2004). Individual Differences in the Acceptability of Unethical Information Technology Practices: The Case of Machiavellianism and Ethical Ideology. *Journal of Business Ethics*, *54*, 275-296.

93.Jurkiewicz, C.L., Giacalone, R.A., &, Knouse, S.B. (2004). Transforming Personal Experience into a Pedagogical Tool: Ethical Complaints. *Journal of Business Ethics, 53*, 283-295.

92.Giacalone, R.A. (2004). A Transcendent Business Education for the 21st Century. *Academy of Management Learning and Education, 3*, 415-420.

91.Giacalone, R.A., & Gilmore, D.C. (2004). The Impact of Applicant's Expression of Spiritual Values on Rater Interest In Additional Information. *Journal of Management, Spirituality, and Religion*, *1*, 34-50.

90.Jurkiewicz, C.L., Giacalone, R.A., & Bittick, R.M. (2004). The Squeaky Wheel Approach to Teaching Ethics: Learning from Letters of Ethical Complaint. *Public Integrity*, *6*, 249-262.

89.Jurkiewicz, C.L., & Giacalone, R.A. (2004). A Values Framework for Measuring the Impact of Workplace Spirituality on Organizational Performance. *Journal of Business Ethics*, 49, 129-142

88.Giacalone, R.A., & Jurkiewicz, C.L. (2003). Point-counterpoint: Measuring workplace spirituality*. Journal of Organizational Change Management*, *16*, 396-399.

87.Giacalone, R.A., Jurkiewicz, C.L., & Knouse, S.B. (2003). A Capstone Project in Business Ethics: Building an Ethics Training Program. *Journal of Management Education, 27*, 590-607.

86.Giacalone, R.A., & Jurkiewicz, C.L., & Knouse, S.B. (2003). Exit Surveys as Assessments of Organizational Ethicality. *Public Personnel Management*, *32*, 397-410.

85.Giacalone, R.A., & Jurkiewicz, C.L. (2003). Right from Wrong: The Influence of Spirituality on Perceptions of Unethical Business Activities. *Journal of Business Ethics*, *46*, 85-97.

84.Jurkiewicz, C., & Giacalone, R.A. (2003). A Reply to Krankhe. *Journal of Organizational Change Management*, *16*, 402-404.

83.Jurkiewicz, C.L., Giacalone, R.A., and Knouse, S.B. (2003). Are Exit Surveys Worth the Effort? *Journal of Public Affairs and Issues*, *7*, 219-234.

82.Jurkiewicz, C.L., Giacalone, R.A., and Knouse, S.B. (2004). The Valuation of Exit Surveys. In A. Farazmand (Ed.) *Handbook of Bureaucracy and Alternatives*. New York: Marcel Dekker.

81.Pearce, C.L., & Giacalone, R.A (2003). Teams Behaving Badly: Factors Associated With Anti-citizenship Behavior in Teams. *Journal of Applied Social Psychology*, *33*, 58-75

80.Giacalone, R.A., & Jurkiewicz, C.L. (2003). Toward a Science of Workplace Spirituality. In Giacalone, R.A., & Jurkiewicz, C.L. (Eds.) *The Handbook of*

Workplace Spirituality and Organizational Performance. Armonk, NY: M.E. Sharpe.

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Valentine, S.R., Meglich, P., & Giacalone, R.A. (2020, October). Seeing Workplace Bullying Through A Glass Darkly: Organizational and Individual Ethics As Illuminating Factors. Paper accepted at the 2020 Virtual Midwest Academy of Management (MAM) Conference. ***(2020 Best Paper Award)***

Giacalone, R.A., & Lund Dean, K. (2020, March). Examining the Aftermaths: Forensic Crime Analysis of Ethical Breaches. Paper Accepted at the 2020 Western Academy of Management. Honolulu, Hawaii. [Paper not presented due to COVID]

Valentine, S.R., Giacalone, R.A., & Fleischman, G. (2019, October). Workplace Bullying, Socially-Aversive Attitudes, Reduced Work Group Effectiveness, and Organizational Frustration. Paper Presented at the 2019 Midwest Academy of Management, Omaha, Nebraska.

Promislo, M., & Giacalone, R.A. (2019, May). Unethical Behavior In The Workplace and Employee Medical Utilization. Paper presented at the 2019 meeting of the Eastern Academy of Management, Wilmington, Delaware

Giacalone, R.A., Volpone, S. D., Promislo, M., & Jurkiewicz, C. (2019, April). Exploring the relationship between unethical leadership and employee well-being. In J. Dimoff and S. Fox (Co-Chairs), *Mental health problems are workplace problems: Methodological and practical insights*. Symposia presented to the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Ft. Washington, MD.

Harold, C.M., Oh, I-S., Holtz, B.C., Han, S., & Giacalone, R.A. (2016). *P-E fit, frustration, and discretionary work behaviors: A multifoci approach*. Paper presented at the 32nd Annual Conference for Industrial Organizational Psychology. Anaheim, CA.

Jurkiewicz, C.A., & Giacalone, R.A. (2015). Measures of Effectiveness In Ethics Education. NASPAA Presentation, Washington, D.C.

Jurkiewicz, C.A., & Giacalone, R.A. (2015). Bias Disguised as Ethics: Stripping the Veneer Off Hate Politics, SECOPA Presentation, Washington, D.C.

Jurkiewicz, C.A., & Giacalone, R.A. (2014). The Ethical Challenges of A Multicultural Student Body NASPA Presentation, Albuquerque, NM.

Giacalone, R.A. (September 25, 2014). The Essence of Living: The Importance of Well-Being. University of Manitoba, Stu Clark Distinguished Speaker Series.

Giacalone, R.A. (September 26, 2014). Ethical Impact Theory. University of Manitoba, Stu Clark Distinguished Speaker Series.

Giacalone, R.A. (2014). The Impacts of Evil: A Business Ethics Well-Being Approach (Panel: Evil By Any Other Name: The Power of Provocative Language to Instigate Change). Presented at the Academy of Management, Philadelphia, PA.

Giacalone, R.A. & Jurkiewicz, C.A. (2013). A Market of Measures: Assessing the Viability of Management Spirituality and Religion Measures. Presented at the Academy of Management, Orlando, FL.

Promislo, M.D., Giacalone, R.A., Goldberg, D., & Giacalone, E.A. (2012). Business students' educational preferences: An investigation of expansive values. Presented at the Eastern Academy of Management, Philadelphia, PA.

Giacalone, R.A. (2012). MSR: The State of the Field From An Editor's Vantage. Presented at the Annual Meeting of the Academy of Management, Boston, MA.

Promislo, M., & Giacalone, R.A. (2012). Business Students' Educational Preferences: A Strong Inference Investigation of Expansive Values. Presented at the Annual Meeting of the Eastern Academy of Management, Philadelphia, PA.

Giacalone, R.A. (2012). Should an Editorship Be Part of Your Academic Career?: Everything You Always Wanted to Know about Being an Editor (But Didn't Know Whom to Ask). Presented at the 49th Annual Meeting of the Eastern Academy of Management, Philadelphia, PA.

Giacalone, R.A. (2009). *MSR:* Where are we now – where are we going? Presented in the MSR Doctoral Consortium at Annual Meeting of the Academy of Management, Chicago IL.

Giacalone, R.A. (2009). When Knowledge Wins: Reflections on and Reactions to Adler and Harzing's (2009) Article *When Knowledge Wins.* Presented at the Annual Meeting of the Academy of Management, Chicago IL.

Promislo, M., Giacalone, R.A., & Welch, J. (2009). Consequences of Concern: Ethics, Social Responsibility, and Well-Being. Presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Giacalone, R.A. (2008). Three Stories in Search of Joy (All Academy Symposium). Presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Giacalone, R.A. (2008). Two New Calls for Faculty to Improve Ethical & Moral Conduct of Graduates: Views Inside & Out. Presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Deckop, J.R., Jurkiewicz, C.L., & Giacalone, R.A. (2007). Can't Get No Satisfaction: Effects of Materialism on Work-Related Personal Well-Being. Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Giacalone, R.A. & Jurkiewicz, C.L. (August, 2007). The Price Tag On Principles (All Academy Symposium). Presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Tepper, B.J., Henle, C.A., Lambert, L.S., Giacalone, R.A., & Duffy, M,K. (2007, April). Abusive Supervision and Organization-Directed Deviance. Presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New York, NY.

Giacalone, R.A. (2006, August). The Vilification of Virtue. Presented at the Annual Meeting of the Academy of Management (All Academy Symposium), Atlanta, GA.

Henle, C., Tepper, B., & Giacalone, R. (2006, April). The role of dispositional uncertainty in employees' responses to procedural justice. Presented at the Annual Meeting of the Society for Industrial Organizational Psychology, Dallas, TX.

Henle, C. A., Tepper, B. J., Giacalone, R. A., & Duffy, M. K. (2005, April). Types, sources, and moderators of workplace deviance norms. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Henle, C. A., Giacalone, R. A., & Jurkiewicz, C. L. (2004, April). The role of ethical ideology in workplace deviance. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Tepper, B., Henle, C., Giacalone, R., & Taylor, E. (2004, August). Singled out: Subordinates' responses to abusive supervision directed at self and at coworkers. Symposium on Insidious Workplace Deviance Behavior. Presented at the Annual Meeting of the Academy of Management, New Orleans.

Giacalone, R.A. (2004, August). Stakeholder Dialogue and Workplace Spirituality: Seeking a Higher Level of Actionable Knowledge. Academy of Management Conference, New Orleans, LA.

Giacalone, R.A. (2004, August). The Future of Workplace Spirituality Research: Where Do We Go From Here? Academy of Management Conference, New Orleans, LA.

Tepper**,** B.J., Henle, C.A., Giacalone, R.A., & Taylor, E.C. (2004, August). Coworker-Directed Abusive Supervision: Tests of Main and Interactive Effects. Academy of Management Conference, New Orleans, LA.

Kolodinsky, R.W., Giacalone, R.A., & Jurkiewicz, C.L. (2004, August). Exploring personal, organizational, and interactive workplace spirituality outcomes. Academy of Management Conference, New Orleans, LA.

Jurkiewicz, C.L. and Giacalone, R.A. (2004, March). From evil incarnate to evil incorporate. Paper presented at the International Ethics Forum, Portland, OR.

Jurkiewicz, C.L. & Giacalone, R.A. (2003, March). Seeing eye to eye: What influences our perception of unethical behavior in the workplace. American Society of Public Administration 64th National Conference, Washington, D.C.

Jurkiewicz, C.L & Giacalone, R.A. (2002, October) If spiritual enhances organizational performance, can we/should we teach it? National Association of Schools of Public Affairs and Administration 2002 Conference, Los Angeles, CA.

Giacalone, R.A. & Jurkiewicz, C.L. (2002, March) Toward a science of workplace spirituality. American Society of Public Administration 63rd National Conference, Phoenix, AZ.

Giacalone, R.A. (2002, October). Sham ethics. Paper presented at the Southeastern Conference on Public Administration, Columbia, SC.

Giacalone, R.A., & Jurkiewicz, C.L. (2001, October). Measuring workplace spirituality. Southeastern Conference on Public Administration, Baton Rouge, LA

Zellars, K., Tepper, B., Giacalone, R., & Lockhart, D. (2001). Social exchange, impression management, and organizational citizenship behavior. To be presented at the Annual Meeting of the Academy of Management, Washington, D.C.

Giacalone, R.A., & Jurkiewicz, C. (2000, September). Global changes in values and assumptions. Paper Presented at *Institute for Public Service Ethics Year 2000 Conference*, Ottowa, Canada.

Toenjes, R. & Giacalone, R.A. (1999, February). Why Be Ethical? Paper presented at the 1999 APPE Meeting, Washington, D.C.

Beard, J. W. & Giacalone, R. A. (1997, July). Exit Interviews and Technical Personnel: Missed Opportunities, Lost Knowledge. Proceedings of the Portland International Conference on Management of Engineering and Technology, Innovation In Technology Management: The Key To Global Leadership, D. F. Kocaoglu & T. R. Anderson (Eds.), p. 316. Piscataway, NJ: IEEE.

Beard, J. W. & Giacalone, R. A. (1995, November). Deficiencies in Communication in International Management: A Co-Orientation and Impression Management Perspective. D. N. Lascu & T. M. Weisenberger (panel chairs), Proceedings of the International Management Development Association, Orlando, FL.

Giacalone, R.A., & Timm, H. (1993, October). Developing an Exit Survey Instrument to Measure Security Susceptibility Risk. Paper presented at the Annual Meeting of the Military Testing Conference, Williamsburg, VA.

Giacalone, R.A., & Knouse, S.B. (1992, October). The impact of attitudes toward the supervisor and acceptance of authority on the willingness to discuss exit interview topics. Paper presented at the 23rd Annual Meeting of the Southwestern Decision Sciences Institute, San Antonio, TX.

Omar, M.H., & Giacalone, R.A. (1990, August). Effectiveness of computer-based information systems in developing countries. Paper presented at the Annual Meeting of the Association of Management, Orlando, Florida.

Knouse, S.B., & Giacalone, R.A. (1990, November). Discussion willingness in the exit interview: A role-play field investigation. Paper presented at the 21st Annual Meeting of the Decision Sciences Institute, San Diego, CA.

Omar, M.H., & Giacalone, R.A. (1989, October). Computer-based information systems in Jordan and Saudi Arabia. Paper presented at the International Conference on Comparative Management and Business Studies, Bloomsburg, PA.

Doherty, L.M., Rosenfeld, P., Kantor, J., Vicino, S.M., & Giacalone, R.A. (1988, April). Anonymity increases truthfulness on a microcomputer-based job satisfaction survey. Paper presented at the 68th Annual Meeting of the Western Psychological Association, San Francisco, CA.

Doherty, L.M., Rosenfeld, P., Kantor, J., & Giacalone, R.A. (1987, August). Truthfulness on microcomputer-based surveys: Implications for the military.

Paper presented at the 95th Meeting of the American Psychological Association, New York, NY.

Giacalone, R.A., Pollard, H., & Sellen, M. (1987, March). The acceptability of accounts for unethical managerial behavior. Paper presented at the 14th Annual Meeting of the Southwestern Federation of Administrative Disciplines, Houston, TX.

Giacalone, R.A., & Riordan, C.A. (1986, March). The effects of self-presentation on perception and recognition of performance in an organization. Paper presented at the 13th Annual Meeting of the Southwestern Federation of Administrative Disciplines, Dallas, TX.

Giacalone, R.A. (1986, March). The role of impression management in organizational behavior. Paper presented at the 13th Annual Meeting of the Southwestern Federation of Administrative Disciplines.

Cotta, B., & Giacalone, R.A. (1986, April). Leadership attitude toward women, and symbolic association. Paper presented at the 57th Annual Meeting of the Eastern Psychological Association, New York, NY.

Giacalone, R.A., & Falvo, R. (1985, August). Self-presentation, self-monitoring, and organizational commitment. Paper presented at the 93rd Annual Meeting of the American Psychological Association, Anaheim, CA.

Giacalone, R.A., & Rosenfeld, P. (1985, March). Organizational ethics and the implementation of research review boards. Paper presented at the 12th Annual Meeting of the South-western Federation of Administrative Disciplines, New Orleans, LA.

Giacalone, R.A., & Rosenfeld, P. (1985, March). Organizational behavior modification and self-presentation. Paper presented at the 56th Annual Meeting of the Eastern Psychological Association, Boston, MA.

Rochelle, M., Giacalone, R.A., & Rosenfeld, P. (1985, March). The effect of sex on the acceptance of leadership accounts. Paper presented at the 56th Annual Meeting of the Eastern Psychological Association, Boston, MA.

Rosenfeld, P., Giacalone, R.A., & Barry, S. (1984, April). Organizational behavior modification: A social psychological view. Paper presented at the 55th Annual Meeting of the Eastern Psychological Association, Baltimore, MD.

Giacalone, R.A., Murphy, R., Rosenfeld, P., & Knouse, S. (1984, August). Self-enhancement and self-presentation among legislative interns. Paper presented at the 92 Annual Meeting of the American Psychological Association, Toronto, Canada.

Deluga, R.J., Giacalone, R.A., McGrath, L., Harmon, J., & Lieberman, D. (1984, April). Justifications and industrial sabotage: A preliminary investigation. Paper presented 55th Annual meeting of the Eastern Psychological Association, Baltimore, MD.

Giacalone, R.A., Lieberman, D., Harmon, J., Rosenfeld, P., & Malkis, F.S. (1984, April). Leadership endorsement: A self-presentational view. Paper presented at the 55th Annual Meeting of the Eastern Psychological Association, Baltimore, MD.

Rosenfeld, P., Menditto, A., Lubomski, L., Giacalone, R.A., & Tedeschi, J.T. (1983, April). Testing impression management and cognitive dissonance explanations for effort justification. Paper presented at the 54th Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Wan, K.C., Rosenfeld, P., Lawrence, J., & Giacalone, R. (1983, April). Self-esteem and self-presentation explanations for self-serving attributions. Paper presented at the 54th Meeting of the Eastern Psychological Association, Philadelphia, PA.

Menditto, A.A., Rosenfeld, P., Lubomski, L., Giacalone, R.A., & Tedeschi, J.T. (1983, August). Sex as a status indicator in an impression management situation. Paper presented at the 91st Annual Meeting of the American Psychological Association, Anaheim, CA.

Giacalone, R.A., Carlson, T.K., & Dixit, N. (1983, April). Social context and effectiveness of accounts. Paper presented at the 54th Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Carlson, T., Storr, D., & Giacalone, R.A. (1982, April). The efficacy of entitlements in self-enhancement attempts. Paper presented at the 53rd Annual Meeting of the Eastern Psychological Association, Baltimore, MD.

Rosenfeld, P., Giacalone, R.A., Tedeschi, J.T., & Bond, M. (1982, July). The cross-cultural efficacy of entitlements in American and Hong Kong Chinese students. Paper presented at the 6th International Congress of the Association for Cross-Cultural Psychology, Aberdeen, Scotland.

Giacalone, R.A., Melburg, V., Rosenfeld, P., & Tedeschi, J.T. (1980, April). Effects of accounts on the attribution of a source's motives. Paper presented at the 51st Annual Meeting of the Eastern Psychological Association, Hartford, CT.

SERVICE ROLES

2018-2020: Boler Sustainability Project Planning Committee, John Carroll University

2018-Present**:** University Committee on Research and Service**,** John Carroll University

2018-Present: Non-Profit Program Advisory Board, John Carroll University

2018-2020: Search Committee (Marketing), Management, Marketing, and Supply Chain Department, John Carroll University

2018: Search Committee (Supply Chain), Management, Marketing, and Supply Chain Department, John Carroll University

2018-Present: MBA Committee

2017-Present: MBA Advisory Committee, John Carroll University

2017-Present: Director, Ginn Institute for Corporate Social Responsibility, John Carroll University

2016-2017: Inclusive Excellence Committee, University of Denver

2016: Search Committee, Business Ethics and Legal Studies Department, University of Denver (Chair)

2015: Business Ethics and Legal Studies Department Promotion and Tenure Committee, University of Denver

2015-Present: Council of Endowed Chairs (Chair), University of Denver

2014-2015: Council of Endowed Chairs (Member), University of Denver,

2013-2017: Ethics Integration Committee (Chair), University of Denver

2013-2014: Daniels College of Business Scholarship Enhancement Committee (Co-Chair), University of Denver

2013-2014: Daniels College of Business MBA Revision Committee

2013-2017: Oversight of Institute for Enterprise Ethics Director and Program, University of Denver

2013-2017: Advisory Board of Institute for Enterprise Ethics, University of Denver

2009-2013: Fox School of Business Promotion and Tenure Committee, Temple University

2009-2010: Dissertation Committee (Chair): Family-Work Life Balance and Expansive Values Mark Promislo, Temple University).

2008: Human Resource Management Departmental Promotion and Tenure Committee, Temple University

2008-2011: Human Resource Management Recruitment and Selection Committee, Temple University

2005-2009: Doctoral Comprehensive Committee, Department of Human Resource Management, Temple University

2008: Dissertation Committee: Gambling Casinos in the Philadelphia Region (Lisa Calvano, Temple University)

2004-2013: Search Committees, Department of Human Resource Management, Temple University

2002-2003: Coordinator of MBA Student Orientation Ethics Workshop Program

2001-2003: Charlotte Ethics in Business Award

2001: Co-Director of MBA Student Orientation Development Committee

2000-2001: Chair of Belk College of Business Personnel Committee

2000-2001: Belk College of Business Personnel Committee

1997-2000: North Carolina Task Force on Health Care Reform (Ethics Expert)

1998-2000: Department of Management Personnel Committee

1998: Cameron Scholarship Committee

1997-1999: Undergraduate Affairs Committee

1997-1998: Chair, Faculty Development Task Force

1995-1996: International Business Director Selection Committee

1995: Management Institute Director Selection Committee

1993: Jepson School of Leadership Chair Selection Committee

1992: Jepson School of Leadership Tenure Review Committee

1992-1997: Jepson School of Leadership Academic Advisory Council

1992: E. Claiborne Robins School of Business, Department of Management Systems, Faculty Search Committee (Chair)

1991: E. Claiborne Robins School of Business, Department of Management Systems, Faculty Search Committee

1990: E. Claiborne Robins School of Business, Management Institute, Faculty Selection Committee

1990-1991: E. Claiborne Robins School of Business, Management Institute, Committee on Development of a Functional Management Development Program

1990: E. Claiborne Robins School of Business, Richard Reynolds Graduate School, Independent Research Project Review Committee

1990-1997: Management Institute Advisory Board, University of Richmond

1989-1990: Freshman College Advisor, Westhampton College, University of Richmond

1989-1991: E. Claiborne Robins School of Business, Faculty Co-Advisor to the Society for the Advancement of Management

1989-1997: E. Claiborne Robins School of Business, Honor Council Student Advisor

1989-1990: University of Richmond Honor Code Evaluation Committee

1988-1990: Committee to Revise Faculty Evaluations (E. Claiborne Robins School of Business)

1988-1989: Admissions Committee (E. Claiborne Robins School of Business)

INTERNAL AND EXTERNAL GRANTS

External Grants:

- Graduate Management Admissions Council Research Grant (2009-2011)
- Graduate Management Admissions Council Faculty Fellowship (2007)
- Defense Personnel and Security Research Center (Department of Defense) Grant (2001)
- HUMRRO (Human Resources Research Organization) Grant (1995)
- Battelle Army Research Institute Summer Fellowship (1993)
- Defense Personnel and Security Research Center (Department of Defense) Grant (1991)
- Navy Battelle Grant (1987-1988)
- U.S. Navy Summer Research Fellowship (1987)

Internal Grants:

- University of Richmond Summer Research Award (1992-1994, 1996-1997)
- University of Richmond School of Business Summer Technology Teaching Grant (1995)
- University of Richmond Teaching Grant for Internet Development (1994)
- University of Richmond Summer Fellowship (Summer,1990)
- University of Southwestern Louisiana Research Grant (1987-1988)

AWARDS AND HONORS

- Midwest Academy of Management, Paper of the Year (2020)
- Midwest Academy of Management, Best Reviewer (2019)
- *Academy of Management Learning and Education,* Reviewer of the Year (2015)
- *Academy of Management Learning and Education,* Best Paper Finalist Nominee (2014)
- Tabbie Award Honorable Mention (2014)
- *Academy of Management Learning and Education,* Reviewer of the Year (2012)
- Fox School of Business, Dean's Research Honor Roll (2006, 2008, 2010)
- *Academy of Management Learning and Education,* Best Paper Finalist Nominee (2007)
- Who's Who in Business Higher Education (2003)
- University of Richmond School of Business Researcher of the Year (1996)
- Who's Who of Emerging Leaders in America (1992)
- Who's Who in America (1992)
- Who's Who in Among Young American Professionals (1992)

- University of Richmond Distinguished Educator Award (1991)
- Who's Who in American Education (1991)
- Who's Who in the South and Southwest (1990)
- Outstanding Young Men of America (1985)
- Dean's SUNYA Teaching Fellowship (January 1983)
- SUNYA Benevolent Association Award (November 1981)
- English Department Honors (May 1979)
- Psi Chi Honor Society (April 1979)
- English Honor Society (December 1978)
- Hofstra University Academic Scholarship (1977-1979)

SELECTED CONSULTING AND TRAINING ACTIVITIES

- Abbeville General Hospital: Training
- Bell Atlantic (Verizon): Training
- Carter-Wallace: Diagnostic review and recommendations
- City of Richmond: Training
- Department of Defense-Naval Postgraduate School: Revision of the Navy's exit survey instrument and process
- Department of Defense-Navy Personnel Research and Development Center: Diagnostic surveying and critique of the Navy exit survey and process
- Department of Defense-PERSEREC (Defense Personnel and Security Research Center): Development of The Security Diagnostic Exit Instrument; Review and Recommendations for Co-Worker and Supervisor Disclosure of Reportable Behavior
- Department of Defense-U.S. Army Research Institute: Development of exit processes and exit survey
- Dominion Energy: Diagnostic Surveying and recommendations
- Federal Bureau of Investigation: Executive training
- Federal Reserve Bank: Training; Diagnostic process to determine problems in the check processing unit
- Henrico County Police Department: Training
- Human Resources Research Organization (HUMRRO): Revision of the Army Career Transition Survey instrument and process
- Louisiana Association of Private Schools: Training
- Noland Company: Training
- North Carolina Aging Council: Training
- North Carolina Task Force on Health Care: Served as expert on the integration of business ethics into health care issues
- Norton-Christensen: Training
- Phillip Morris, USA: Training
- Quality Brands, Inc.: Training
- Virginia Cable Association: Diagnostic Surveying and Recommendations
- Wheat First Butcher Singer (Wachovia Securities): Ethics training