

STEVEN C. CURRALL

**Dean
Professor of Management
Graduate School of Management
University of California, Davis**

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GENERAL INFORMATION

As a behavioral scientist, I use theories and methods from Organizational Behavior and Social Psychology to conduct research on: (1) commercialization of technological innovations, (2) public trust and perceptions of risks/benefits of emerging technologies, (3) conflict, negotiation, and trust in inter-personal and inter-organizational relations (joint ventures and alliances), (4) group decision-making processes within corporate boards of directors, and (5) human resources/employment relations. My publications appear in management, psychology, and science/engineering academic journals. I have been a grantee on \$17,633,893 in external research funding, over 80% of which has come from refereed grants from the National Science Foundation.

My teaching interests are: Organizational Behavior, Managing High-Technology Organizations, Entrepreneurship, Negotiation, Corporate Governance, and Research Methods.

EDUCATION

Ph.D. Cornell University. Organizational Behavior. Minors: Research Methodology/Psychometrics, Social Psychology, and Employment Relations. 1990.
Dissertation: The Role of Interpersonal Trust in Work Relationships.
M.Sc. London School of Economics and Political Science. Social Psychology. 1985.
B.A. (cum laude) Baylor University. Psychology. 1982.

EMPLOYMENT AND POSITIONS

- Dean, Graduate School of Management, University of California, Davis, 2009 – present.
Professor of Management (with tenure), Graduate School of Management, University of California, Davis, 2009 – present.
- Vice Dean of Enterprise, Faculty (School) of Engineering Sciences, University College London,¹ 2008 – 2009. Responsible for leading academic programs to promote faculty members' performance in technology commercialization and knowledge transfer activities.
- Professor of Management Science and Innovation (with tenure), University College London, Faculty of Engineering Sciences, 2005 – 2009.
- Founding Chair (Head) of Department of Management Science and Innovation, Faculty of Engineering Sciences, University College London, 2005 – 2009. Conceived of intellectual scope of the department, name, strategic plan, and business model. Led approval process through the Faculty of Engineering Sciences and all-university faculty governing body. Responsible for all departmental faculty and staff recruitment and evaluation.
- Visiting Professor of Organisational Behaviour and Entrepreneurship, London Business School² (Joint appointment with University College London), 2005 – 2009.
- Founding Director, UCL Advances (University College London entrepreneurship center), 2005 – 2008.
- Member, Enterprise Board, University College London, 2007 – 2009. Enterprise Board is comprised of Vice Provosts (i.e., Vice Presidents) and Deans and oversees technology commercialization activities at University College London.
- Director, Management Studies Centre, University College London, 2006 – 2007.
- Faculty Co-Director, Institute of Technology, London Business School, 2006 – 2009.
- Visiting Scholar, Graduate School of Business, University of Chicago, April – June, 2003.
- William and Stephanie Sick Professor of Entrepreneurship, Rice University, 2002 – 2005. The Sick professorship, a \$2,500,000 endowed professorship in the George R. Brown School of Engineering, was established to promote collaboration between the Schools of Engineering and Management in the area of technology entrepreneurship.
- Associate Professor of Management (Jones Graduate School of Management – tenured faculty member in Organizational Behavior group), Statistics (School of Engineering), and Psychology (School of Social Sciences), Rice University, 1999 – 2005.
- Founding Director, Rice Alliance for Technology and Entrepreneurship, Rice University, 1999 – 2005. Between 1999 and 2005, the Alliance hosted over 13,000 individuals at its educational events and assisted in the launch of over 160 new technology start-up companies, which raised in excess of \$300,000,000 in equity capital. Attracted over \$4,500,000 in external funding.
- Assistant Professor of Management (Jones Graduate School of Management), 1993 – 1999; and Psychology (School of Social Sciences), 1995 – 1999.
- Research Associate, Economic Policy Institute, Washington, D.C., 1995 - 2002.
- Assistant Professor of Human Resource Administration, School of Business and Management, Temple University, 1990 – 1993.

¹ Ranked #4 in worldwide ranking of top 200 universities (*Times Higher Education*, 2009).

² Ranked #1 in worldwide ranking of top business schools (*Financial Times*, 2010).

Employment and Positions (continued)

Assistant Development Officer, Department of External Affairs, Baylor University, 1982 – 1983.
Professional fundraiser and public relations specialist.

EDITORIAL POSITIONS

Editorial Review Board, *Academy of Management Journal*, 2008 – 2009.
Editorial Review Board, *Academy of Management Perspectives*, 2005 – 2008.
Editorial Review Board, *Academy of Management Review*, 2007 – 2008.
Editorial Review Board, *Group and Organization Management*, 2005 – 2007.
Editorial Review Board, *Journal of Organizational Behavior*, 2002 – 2007.
Editorial Review Board, *Organization Science*, 2006 – 2009.
Editorial Advisory Board, *Corporate Ownership and Control*, 2009 – present.
Deputy Editor-in-Chief, *Journal of Trust Research*, 2008 – present.
International Editorial Advisory Board, *Major Works on Innovation and Knowledge Management*, Sage Publications, 2009.
Academic Advisory Board for Dushkin/McGraw-Hill's *Annual Editions: Organizational Behavior*, 1999 – 2003.

MAJOR PROFESSIONAL AND POLICY ACTIVITIES

Board of Directors, University of California Global Health Institute (UCGHI). Endorsed by the Governor of California, the UCGHI leverages the ten campuses of the University of California System (five academic medical centers with over 34,000 health care professionals), to be a source of research, education, partnerships, and innovative technologies to improve global health outcomes, 2010 – present.

San Francisco Bay Area Council, Board of Directors, 2009 – present.

Member, Nanotechnology Advisory Group (nTAG). The invitation to join nTAG was issued by Dr. John H. Marburger, Chief Science Adviser to the U.S. President and Director of the White House's Office of Science and Technology Policy. nTAG provides input and feedback to the President's Council of Advisors on Science and Technology (PCAST), 2007 – 2008.

Invited testimony to the U.K. Parliament's Select Committee on Innovation, Universities, and Skills on "Economic Prosperity in the United Kingdom and the Role of Science, Technology, Engineering, and Mathematics Graduates," January 2008.

Invited address to the European Commission in Brussels, Belgium on "Nanotechnology and The Future Context of DG SANCO: The Role of Consumer Perceptions." DG SANCO is The Directorate General of Health and Consumer Protection (Santé et Protection des Consommateurs) for all of Europe and has 800 staff members located in Brussels, Luxembourg, and Ireland, 2007.

Member, Nanotechnology Task Force (United Kingdom). Meetings convened at the U.K. Parliament's House of Commons and the Task Force is comprised of Members of Parliament, senior professors, and policy makers from around the U.K., 2006 – 2007.

Board of Directors, BioHouston (biotechnology industry advocacy organization). Interim Vice Chair, member of Executive Committee, and chair of Governance Committee, 2003 – present.

AWARDS AND HONORS

Best Theory Paper, International Association of Conflict Management, 2002.
Best Paper, Institute of Behavior and Applied Management, Organizational Behavior/Organizational Theory/Organizational Development division, 2002.
Grand Velocity Award for Academic Entrepreneurship, Kelley School of Business, Indiana University – Bloomington, 2006.
Ernst & Young’s Entrepreneur of the Year Award® (Supporter of Entrepreneurship category, Gulf Coast-Houston region), 2005.
Stanford University’s Price Foundation Innovative Entrepreneurship Educator Award, selected by the Stanford University Technology Ventures Program (School of Engineering), 2004.
Vocational Leadership Award for facilitating collaboration between the academic and business communities, Rotary Club of West University Place, TX, 2003.
Finalist, Phi Beta Kappa Teaching Prize, Rice University, 1999 and 1995. (All-university teaching award for untenured faculty. Based on student surveys.)
Listed in Rice University’s Jones Graduate School’s “Outstanding Faculty,” *Business Week’s Guide to Best Business Schools* (5th edition), 1997. (Based on student surveys.)
Halliburton Foundation Award of Excellence for professionalism in education, research, and service to students, Jones Graduate School, Rice University, 1995.
Dissertation selected in the annual best dissertation competition held by the Industrial Relations Research Association, 1992.
Graduate Fellowship, Cornell University, 1989.
Rotary International Fellowship, London School of Economics and Political Science, 1984 – 1985.
Omicron Delta Kappa.

RESEARCH

Publications

Currall, S.C. (2009). Nanotechnology and Society: New Insights into Public Perceptions. *Nature Nanotechnology*, 4, 79-80.³ (invited publication)

Currall, S.C., King, E.B., Lane, N., Madera, J., & Turner, S. (2007). How Fast Should Nanotechnology Advance? Reply to Wintle, Burgman, and Fidler. *Nature Nanotechnology*, 2, 327-328. (invited publication)

Perry, S.J., Currall, S.C., & Stuart, T.E. (2007). The Pipeline from University Laboratory to New Commercial Product: An Organizational Framework For Technology Commercialization in Multidisciplinary Research Centers. In M. Epstein, T. Davila, & R. Shelton (eds.) *The Creative Enterprise*. Westport, CT: Praeger Publishers/Greenwood Publishing Group, pp. 85-105. (invited publication)

³ *Nature Nanotechnology* is a science and engineering journal and is a subsidiary journal of *Nature*. The 2007 ISI impact factor for *Nature Nanotechnology* was 14.917, which places *Nature Nanotechnology* first among all journals in nanoscience and nanotechnology.

Publications (continued)

Currall, S.C., King, E.B., Lane, N., Madera, J., & Turner, S. (2006). What Drives Public Acceptance of Nanotechnology? *Nature Nanotechnology*, 1, 153-155.

Reprinted in J. Wetmore (ed.) *Studying the Future of Nanotechnology: Establishing Empirical and Conceptual Foundations*, 2007. Springer Science/Business Media.

Currall, S.C. & Inkpen, A.C. (2006). On the Complexity of Organizational Trust: A Multi-level Co-Evolutionary Perspective and Guidelines for Future Research. In A. Zaheer and R. Bachmann (eds.) *The Handbook of Trust Research*, pp. 235-246. Cheltenham, United Kingdom: Edward Elgar. (invited publication)

Reprinted, with an extensive interview, in H. Dimitriou and R. Oades (eds.) *The Treatment of Complexity Uncertainty and Risk-Taking in the Planning of Mega Urban Transport Projects*, 2010. Edward Elgar.

Currall, S.C., Towler, A.J., Judge, T.A., & Kohn, L. (2005). Pay Satisfaction and Organizational Outcomes. *Personnel Psychology*, 58, 613-640.

Inkpen, A.C. & Currall, S.C. (2004). The Co-Evolution of Trust, Control, and Learning in Joint Ventures. *Organization Science*, 15, 586-599.

Friedman, R.A. & Currall, S.C. (2003). E-Mail Escalation: Dispute Exacerbating Elements of E-mail Communication. *Human Relations*, 56, 1325-1348.

Winner of the Best Theory Paper award at the International Association of Conflict Management, 2002.

Subject of Research Summary (by Lauren Keller Johnson) in the *MIT Sloan Management Review*: Does E-Mail Escalate Conflict? The Idiosyncratic Aspects of Electronic Mail Can Obviate Resolution. August, 2002.

Currall, S.C. & Epstein, M.J. (2003). The Fragility of Organizational Trust: Lessons from the Rise and Fall of Enron. *Organizational Dynamics*, 32, 193-206.

Currall, S.C. & Inkpen, A.C. (2003). Strategic Alliances and the Evolution of Trust Across Levels. In M. West, D. Tjosvold, and K. Smith (eds.) *International Handbook of Organizational Teamwork and Cooperative Working*. New York: John Wiley & Sons, pp. 533-549. (invited publication; authors contributed equally)

Publications (continued)

Currall, S.C. & Towler, A.J. (2003). Research Methods in Management and Organizational Research: Toward Integration of Qualitative and Quantitative Techniques. In A. Tashakkori and C. Teddlie (eds.) *Handbook of Mixed Methods in Social and Behavioral Research*. Thousand Oaks, CA: Sage Publications, pp. 513-526. (invited publication)

Currall, S.C. & Inkpen, A. (2002). A Multilevel Approach to Trust in Joint Ventures. *Journal of International Business Studies*, 33, 479-495.

Reprinted in R. Bachmann and A. Zaheer (eds.) *Landmark Papers on Trust*, 2008. Cheltenham, U.K.: Edward Elgar.

Schmidt, S.M., Geddes, D., Currall, S.C., & Hochner, A. (eds.) (2001). *Power and Negotiation in Organizations: Readings, Cases, and Exercises, Second Edition*. Dubuque, IA: Kendall/Hunt Publishing.

Friedman, R., Tidd, S.T., Currall, S.C., & Tsai, J.C. (2000). What Goes Around Comes Around: The Impact of Personal Conflict Style on Workplace Conflict and Stress. *International Journal of Conflict Management*, 11, 32-55.

Currall, S.C. & Inkpen, A.C. (2000). Joint Venture Trust: Interpersonal, Intergroup, and Interfirm Levels. In D.O. Faulkner and M. de Rond (eds.) *Cooperative Strategies: Economic, Business and Organizational Issues*, pp. 324-340. Oxford: Oxford University Press. (invited publication)

Currall, S.C., Hammer, T.H., Baggett, L.S., & Doniger, G.M. (1999). Combining Qualitative and Quantitative Methodologies to Study Group Processes: An Illustrative Study of a Corporate Board of Directors. *Organizational Research Methods*, 2, 5-36.

Reprinted in P. Johnson and M. Clark (eds.) *Business and Management Research Methodologies*, 2006. Thousand Oaks, CA: Sage Publications (Sage Library in Business and Management).

Inkpen, A.C. & Currall, S.C. (1998). The Nature, Antecedents, and Consequences of Joint Venture Trust. *Journal of International Management*, 4, 1-20.

Inkpen, A.C. & Currall, S.C. (1997). International Joint Venture Trust: An Empirical Examination. In P.W. Beamish and J.P. Killing (eds.) *Cooperative Strategies: North American Perspectives*, pp. 308-334. San Francisco, CA: New Lexington Press. (invited publication)

Currall, S.C. & Kohn, L. (1996). Productivity of Public School Districts: The Employment Relations Model. *Public Productivity and Management Review*, 19, 363-381.

Publications (continued)

Kleintop, W.A., Blau, G.J., & Currall, S.C. (1996). Users' Attitudes When Upgrading Information Technologies: A Case of Migration to a New Electronic Mail System. *Information Resources Management Journal*, 9, 25-34.

Currall, S.C. & Judge, T.A. (1995). Measuring Trust Between Organizational Boundary Role Persons. *Organizational Behavior and Human Decision Processes*, 64, 151-170.

Reprinted in R. Bachmann and A. Zaheer (eds.) *Landmark Papers on Trust*, 2008. Cheltenham, U.K.: Edward Elgar.

Reprinted In P. Stone and M. Cannon (eds.) *International Library of Management and Organizational Psychology, Volume II*, 1997. Hampshire, U.K.: Ashgate.

Tamimi, N., Gershon, M., & Currall, S.C. (1995). Assessing the Psychometric Properties of Deming's 14 Principles. *Quality Management Journal*, 2, 38-52.

Brooks, A. & Currall, S.C. (1994). Strategic Human Resource Management: A Middle Manager Empowerment Model. In D. Moore and S. Amin (eds.) *Business Trends for the 21st Century*, Proceedings of the Academy of Business Administration (pp. 978 - 985).

Kleintop, W.A., Blau, G.J., & Currall, S.C. (1994). Practice Makes Use: Using Information Technology Before Implementation and the Effect on Acceptance by End Users. In J.W. Ross (ed.) *Reinventing Information Systems: Managing Information Technology in Changing Organizations*, Proceedings of the Special Interest Group on Computer Personnel Research, Association for Computing Machinery (pp. 120 - 132).

Currall, S.C., Geddes, D., Schmidt, S.M., & Hochner, A. (eds.) (1994). *Power and Negotiation in Organizations: Readings, Cases, and Exercises*. Dubuque, IA: Kendall/Hunt Publishing.

Currall, S.C., Geddes, D., Schmidt, S.M., & Hochner, A. (eds.) (1993). *Power and Negotiation in Organizations: A Book of Readings*. Dubuque, IA: Kendall/Hunt Publishing.

Currall, S.C. (1992). Group Representatives in Educational Institutions: An Empirical Study of Superintendents and Teacher Union Presidents. *Journal of Applied Behavioral Science*, 28, 296-317.

Currall, S.C. (1992). Labor-Management Trust: Its Dimensions and Correlates. In J. Burton (ed.) *Proceedings of the Forty-Fourth Annual Meeting of the Industrial Relations Research Association*. Madison, WI: IRRA (pp. 465 - 474).

Hammer, T.H., Currall, S.C., & Stern, R.N. (1991). Worker Representation on Corporate Boards of Directors: A Competing Roles Model. *Industrial and Labor Relations Review*, 44, 661-680.

Publications (continued)

Currall, S.C. & Kirk, R.E. (1986). Predicting Success in Intensive Foreign Language Courses. *Modern Language Journal*, 70, 107-113.

Book in Preparation

Currall, S.C., Perry, S.K., & Hunter, E. *Engineering Innovation: A New Paradigm for Science and Engineering Research and Commercialization*. Target completion date: summer 2010.

Book Reviews

Review of *Organizational Citizenship Behavior: The Good Soldier Syndrome*, by Dennis W. Organ. *Administrative Science Quarterly* (1988), 33, 331-333.

Review of *The Thinking Organization: Dynamics of Organizational Social Cognition*, by Henry P. Sims Jr. & Dennis A. Gioia. *Industrial and Labor Relations Review*, (1987) 41, 327-329.

Publications in Practitioner Outlets

Currall, S.C. (2009). Few Women on Boards of State's Largest Firms. *San Francisco Chronicle*, November 19.

Currall, S.C. (2009). Six Big Thinkers: Currall Suggests Don't Expect a Big Shift But There Are Increasing Opportunities For Society to Elevate the Consideration of Ethics and Corporate Responsibility. *Social Enterprise*. December 2008/January 2009.

Currall, S.C. (2007). Consumer Myths about Nanotechnology. *BusinessWeek.com*, January 31.

Currall, S.C. (2000). Eyes Wide Open: For E-commerce Innovations, the Silicon Valley Startup Model May Not Be Ideal. *CIO (Chief Information Officer) Magazine*, April 15.

Technical Reports

Currall, S.C., Stuart, T.E., Jansen Perry, S.K., Hunter, E. (2006). *Engineering Innovation: Strategic Planning in National Science Foundation-Funded Engineering Research Centers*. Report to the Engineering and Education Centers, National Science Foundation (28,533 words).

Currall, S.C. (2003). *University Technology Commercialization Programs in England and Scotland: Observations and Recommendations*. Sponsored by the British Trade International (Invest•UK), Department of Trade and Industry, government of the United Kingdom (6,822 words).

Currall, S.C. & Adams, W. (2002). *From the Laboratory to New Commercial Frontiers, A Regional Workshop of the National Nanotechnology Initiative*, Final report to U.S. Department of Commerce (7,085 words).

Grants (totaling \$17,633,893)

Spyer, K.M. (principal investigator), Barnes, T., Chapman, D.C. & Currall, S.C. Graduate Employment and Further Education Opportunities: Employer Engagement Funding. Higher Education Funding Council of England (U.K.) – £500,000 (\$761,500). May 2009 – May 2011. (non-refereed)

Currall, S.C. (principal investigator) & Chapman, D. A New Vision for Knowledge Transfer at University College London. National Endowment for Science, Technology, and the Arts (U.K.) – £70,000 (\$141,400). September 2007 – February 2008. (non-refereed)

Currall, S.C. (principal investigator) & Chapman, D. Knowledge Transfer and Technology Commercialization Programs for UCL Advances. UCL's Collaborative Training Account (funded by the U.K.'s Engineering and Physical Sciences Research Council) – £359,039 (\$728,849). July 2007 – July 2009. (non-refereed)

Currall, S.C. (principal investigator), Pettinger, R., & Chapman, D. Information Management for Business – a new B.Sc. degree. Higher Education Funding Council of England, administered by “e-skills” (industrial consortium of leading information technology and telecoms firms) – £296,000 (\$581,136). January 2007 – January 2009. (non-refereed)

Freeman, R. (principal investigator, Harvard University), Currall, S.C. (Research Director), et al. Nanoscale Science and Engineering Center: Nanotechnology in Society Project - NanoConnection to Society. National Science Foundation – \$1,725,000. September 2005 – September 2010. (refereed)

Currall, S. C. Cross-National Research on Public Perceptions of New Commercial Products Containing Nanotechnology: Comparing the United States and the United Kingdom. Texas/United Kingdom Collaborative Research Initiative – \$2,500. June 2005. (non-refereed)

Grants (continued)

Currall, S.C. (principal investigator), Burke, B. & Crawford, L. Entrepreneurship Program Expansion for the Rice Alliance For Technology and Entrepreneurship: Entrepreneur Mentoring and Speaker Series. Coleman Foundation – \$183,566. January 2005 – December 2006. (non-refereed)

Currall, S.C. (principal investigator) & Stuart, T.E. Strategic Planning and the Management of Technology in National Science Foundation-Funded Engineering Research Centers. National Science Foundation. – \$437,313. May 2004 – May 2006. (refereed)

Currall, S.C. & Kulinowski, K. Societal Implications of Nanotechnology: Assessing Public Trust in Nanotechnology. National Science Foundation – \$137,278. September 2003 - August 2005. (Supplemental grant to Rice’s Center for Biological and Environmental Nanotechnology). (refereed)

Currall, S.C. (principal investigator), Adams, W., & Djerejian, E.P. National Nanotechnology Initiative Regional Workshop. National Science Foundation – \$30,558. 2002. (non-refereed)

Smalley, R.E. (principal investigator) et al., & Currall, S.C. (senior personnel). Rice University Nanoscale Science and Engineering Center for Biological and Environmental Nanotechnology. National Science Foundation – \$12,800,000. 2001 – 2006. (I contributed to writing the proposal and was a member of the team that presented the final grant proposal to the NSF review panel.) (refereed)

Wilson, R.K., El-Gamal, M.A., Osherson, D. (co-principal investigators), & Currall, S.C. (co-investigator). Instrumentation for Computerized Behavioral Social Science Experimental Lab. National Science Foundation – \$60,000. 1999. (refereed)

Currall, S.C. (principal investigator). Workplace Redesign and Organizational Change at MacMillan Bloedel. Funded by MacMillan Bloedel, Inc. of Vancouver, British Columbia, Canada – \$23,940. May 1999 - January 2000. (non-refereed)

Currall, S.C. (principal investigator), Jacobs, R.R., Wazeter, D.L., Brandon, G.L., & Krishnan, V.R. Workforce Preparedness and the Organizational Analysis of Public School Districts. National Center for the Educational Quality of the Workforce, U.S. Department of Education – \$15,000. May - December 1993. (refereed)

Currall, S.C. & Hammer, T.H. (co-principal investigators). The Empirical Validation of a Method for Designing Interpersonal Trust Measures for Use in Evaluation of Employee Assistance Programs. R. Brinkley Smithers Institute for Alcoholism Prevention and Workplace Problems – \$5,853. January - August 1990. (refereed)

Working Papers in Preparation

Hunter, E.M., Perry, S.J., & Currall, S.C. Looking Inside Multi-Disciplinary Science and Engineering Research Centers: The Impact of Intra-Organizational Climate on Invention Disclosures and Patents. To be submitted to *Research Policy*.

Perry, S.J., Currall, S.C., & Hunter, E.M. Casting a Wider Net: Testing an Expanded Model of the Effects of Strategic Plan Formulation, Implementation, and Commitment on Innovation and Research Productivity. To be submitted to *Strategic Management Journal*.

Harvey, S.R., Currall, S.C. & Hammer, T.H. Power and Influence Within a Corporate Board of Directors. To be submitted to *Administrative Science Quarterly*.

Elsbach, K.D. & Currall, S.C. Understanding Threats to Leader Trustworthiness: Why It's Better to Be Called "Incompetent" Than "Immoral."

ACADEMIC SEMINARS AND OTHER SPEAKING ACTIVITIES

Academic Seminars

University of California at San Diego, Rady School of Management (April 2008)

Oxford University, Said Business School (May 2007)

Birkbeck College London, School of Management and Organisational Psychology (February 2007)

King's College London, Department of Management (February 2007)

University of Texas at Austin, McCombs School of Business (September 2005)

University of California at Los Angeles, Anderson School of Management (October 2005)

London Business School (February, 2003)

University of Texas at Austin, Center for Nano and Molecular Science and Technology (January 2002)

Massachusetts Institute of Technology, Sloan School of Management (February, 2000)

Rice University, Department of Psychology (March, 1999)

University of Houston, Department of Psychology (November, 1997)

Stanford University, Graduate School of Business (October, 1997)

University of Cambridge, Judge Institute of Management Studies (July, 1997)

Vanderbilt University, Owen Graduate School of Management (May, 1997)

Harvard University, Graduate School of Education (April, 1996)

University of Oxford, School of Management Studies, Templeton College (August, 1995)

Rice University, Jones Graduate School of Administration (March, 1993)

Cornell University, Department of Organizational Behavior (March, 1991)

The following presentations were sponsored by the British Trade International/Invest•UK (Department of Trade and Industry, government of the United Kingdom) at universities in England and Scotland -- (March 2003):

University of Oxford, Said Business School

University of Oxford, Interdisciplinary Research Center on BioNanotechnology

University College London, London Centre for Nanotechnology

University of Dundee, Scotland, Dundee Business School/School of Contemporary Sciences

University of Edinburgh Medical School, Scottish Centre for Genomic Technology and Informatics

RESEARCH-RELATED PROFESSIONAL SERVICE

Professional Award Committees

Best Paper Award Committee, *Academy of Management Perspectives*, 2005.
Chair, Best Paper Award Committee, *Academy of Management Perspectives*, 2004.
Dissertation Award Committee, Human Resource Division, Academy of Management, 1998.
Review Committee, INFORMS/*Organization Science* Dissertation Proposal Competition, 1997.
Scholarly Achievement Award Committee, Human Resource Division, Academy of Management, 1995.

Guest Reviewer For Journals

Academy of Management Journal, *Academy of Management Review*, *Group and Organization Management*, *Human Resource Management Review*, *Industrial and Labor Relations Review*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Consumer Behaviour*, *Journal of Engineering Education*, *Journal of Management Studies*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*, *Management Science*, *Nature Nanotechnology*, *Organization Science*, *Organization Studies*, *Organizational Behavior and Human Decision Processes*, *Organizational Research Methods*, *Public Understanding of Science*, *Quality Management Journal*, *Research Policy*, *Sloan Management Review*

Other Reviewing Activities

Reviewer, Leverhulme Trust, 2008.
Reviewer, Engineering and Physical Science Research Council, U.K., 2007, 2008.
Reviewer, National Science Foundation, 1997, 2006.
Reviewer, Prentice Hall textbook series in Entrepreneurship, 2001.
Reviewer, Irwin/McGraw-Hill textbook series in Organizational Behavior, 1999.
Program Committee, Organizational Behavior Division, Academy of Management, 1999.
Reviewer, Sage Publications Research Methodology Series, 1997.
Reviewer, Oxford University Press, 1996.
Reviewer, McGraw-Hill textbook series in Management, 1992.
Program Committee (Reviewer), Society for Industrial and Organizational Psychology, numerous years.
Program Committee (Reviewer), Research Methods Division of Academy of Management, annually.
Reviewer, Academy of Management meeting, Conflict Management, Organization and Management Theory, and Public and Non/Profit Divisions.
Reviewer, Southern Management Association meeting, Organizational Behavior, Conflict Management, and Organizational Cognition track.

TEACHING

Executive M.B.A. Courses

Organizational Behavior
Negotiation
Corporate Governance

M.B.A. or Graduate Courses

Managing High-Technology Organizations
Technology Entrepreneurship
Corporate Governance
Negotiation
Strategic Human Resource Management
Organizational Behavior
Management and Organizational Behavior
Organization and Management

Executive Education and Non-Degree Courses

Corporate Governance: Managing the Board of Directors, London Business School
(<http://www.london.edu/executiveeducation/2day.html?page=programmes&id=28>).

Proteus – Senior Executive Leadership Program (session leader on “Scientific Discovery”),
London Business School.

Emerging Technologies and Their Impact on the Executive Recruitment Industry. Seminar for
Whitehead Mann, Ltd., London Business School.

Technology Entrepreneurship Workshop for Scientists, Engineers, and Healthcare Professionals.
Sponsored by Rice University’s National Science Foundation-funded Center for Biological
and Environmental Nanotechnology.

Velocity: M.B.A. Student Conference for Accelerating Entrepreneurial Careers, 2004 and 2005.
(Led by the Kelley School of Business, Indiana University-Bloomington and co-hosted by
Rice, MIT, and Boston University)

Corporate Director Professionalism (Joint course between National Association of Corporate
Directors and the Jones Graduate School of Management.)

Corporate Governance: The Basics and Beyond (Live interactive broadcast televised nationwide
by Corporate TeleLink Network and marketed in conjunction with the National Association
of Corporate Directors.)

Successful Negotiation Skill, Jones Graduate School of Management, Rice University.

Team Dynamics, Jones Graduate School of Management, Rice University.

Strategic Human Resource Management, Jones Graduate School of Management, Rice
University.

Dissertation/Thesis Chair

Beth Haley (Ph.D. - Psychology, Rice University). Assistant Professor, University of Redlands, California.

Sara K. Jansen Perry (M.A., Psychology, University of Houston).

Dissertation Committees/External Examiner

Cassie Barlow (Ph.D. - Psychology, Rice University). Chief, Corporate Development, Human Effectiveness Directorate, U.S. Air Force.

Andrea Brooks (Ph.D. - Human Resource Administration, Temple University).

Laura Galarza (Ph.D. - Psychology, Rice University). Research Psychologist, National Aeronautics and Space Administration.

Sylvia J. Hysong (Ph.D. - Psychology, Rice University). Research Psychologist, National Aeronautics and Space Administration.

Stacy Jackson (Ph.D. - Psychology, Rice University). Assistant Dean, Olin School of Management, Washington University, St. Louis.

William A. Kleintop (Ph.D. - Human Resource Administration, Temple University). Assistant Professor, Center for Public Services, Seton Hall University.

Venkat Krishnan (Ph.D. - Human Resource Administration, Temple University). Associate Professor, Xavier Labour Relations Institute (XLRI), Jamshedpur, India.

Laura Kohn (Ph.D. - Psychology, Rice University). Associate, Parthenon Consulting Group.

Roman Longoria (Ph.D. - Psychology, Rice University). Human Factors Psychologist, Oracle, Inc.

Brad Mudgett (Ph.D. - Psychology, Rice University). Industrial Psychologist, Geico Insurance.

Anjie A. Nease (Ph.D. - Psychology, Rice University). Private Consultant.

Sara K. Jansen Perry (Ph.D., Psychology, University of Houston).

Hank Phillips (M.S. - Psychology, University of Houston). Ph.D. Candidate, University of Houston.

Annette C. Spychalski (Ph.D. - Psychology, Rice University). Consultant, Personnel Decisions Inc.

Nabil Tamimi (Ph.D. - Operations Management, Temple University). Associate Professor, Department of Operations and Information Management, University of Scranton.

Judy Solecki (Ph.D.- Psychology, Rice University). Organizational Development Executive, Connexant, Corp.

Annette J. Towler (Ph.D. - Psychology, Rice University). Associate Professor, Department of Psychology, Depaul University.

Tiemin Wang (Ph.D. – Strategic and International Management, London Business School). Assistant Professor of Strategic Management, Guanghua School of Management, Peking University.

Denise Youngblood (Ph.D. - Anthropology, Rice University). Vice President, CountryWatch.com.

Alexei Zarovnyi (Ph.D. - Economics, Rice University). IBM Research Laboratory.

UNIVERSITY LEADERSHIP AND SERVICE

- Chancellor's Blue Ribbon Committee on Research (Co-Chair), University of California, Davis. Committee charged with further enhancing UC Davis' research impact and its \$622 million annual research budget, 2009.
- Council of Deans and Vice Chancellors, University of California, Davis, 2009 – present.
- Steering Committee, Gallagher Hall, University of California, Davis. Gallagher Hall is a new \$16,700,000 facility that houses the Graduate School of Management. Held a primary leadership position on the final design and construction, 2009.
- Graduate Employment Assistance Program Committee. Chaired by the President and tasked with helping recent UCL graduates and alumni find new employment prospects, 2009.
- Research Strategy Working Group on Industrial Research Funding, University College London. Tasked with enhancing sponsored research by industry, University College London, 2008.
- Enterprise Fund Working Group, University College London. Tasked with creating an investment fund for commercialization of technologies developed at University College London, 2007 to present.
- Steering Committee, Engineering Front Building (EFB), University College London. The EFB is a new £11,400,000 (\$20,000,000) facility that housed my academic Department. Held a primary leadership position on the design of the interior space, allocation of all teaching, study, and office space, and move of personnel to the EFB, 2006 to 2008.
- Advisory Board, Centre for Economic Learning and Social Evolution (ELSE). Funded by the U.K.'s Economic and Social Research Council, ELSE is an interdisciplinary research center at University College London emphasizing the economic and psychological study of human behavior, 2007 to present.
- Selection Committee, Search for Head of Corporate Communications and Deputy Director of Development, University College London, 2007.
- Interview Panel, Search for Vice-Provost for University Development and Communications, University College London, 2006, 2007.
- Chair, Search Committee for Executive Director of Connexions (non-profit open source software organization spinout from Rice University), 2004.
- Academic Advisory Board, Environmental and Energy Systems Institute, Rice University, 2004 - 2005.
- Search Committee, Rice University Director of Office of Technology Transfer, 2004.
- Rice University Health Plan Review Task Force (advisor), 2002.
- Search Committee, Rice University Vice-President of Human Resources, 2000-2001.
- Chair, Rice University Committee on Faculty Salary Equity, 1999 - 2000, 2000 - 2001.
- Rice University Committee on Faculty Salary Equity, 2001 – 2002.
- Rice University Faculty Club Board of Directors, 1998 - 1999.
- Associate Director, Rice Center For Organizational Effectiveness Studies, 1997 - 2000.
- Rice University Employee Performance Recognition and Development Committee, 1997.
- Jones Graduate School Strategic Planning Steering Committee, 1996 - 1997. Commissioned by the President of Rice University; chaired by the Provost. Crafted new strategy for the Jones Graduate School of Management.
- Co-Chair, Special Study Group on Faculty and Academic Research, Jones Graduate School Strategic Planning Steering Committee, 1996.

School/Faculty Committees

Faculty of Engineering Sciences, University College London:
Faculty Research Strategy Committee, Faculty of Engineering Sciences, 2006 - 2008.
Third Stream (Knowledge Transfer) Committee, Faculty of Engineering Sciences, 2006 - 2007.
Jones Graduate School of Management, Rice University:
Faculty Recruitment Committee, 1993 - 1994; 1995 - 1996; 1997 - 1998; 1998 - 1999; 1999 - 2000; 2000 - 2001; 2001 - 2002; 2002 - 2003; 2003 - 2004; 2004 - 2005.
Executive M.B.A. Program Review Committee, 2004 -2005.
Faculty Research Committee, 2003 - 2004.
Teaching Effectiveness Committee, 2001-2002.
Facilities (Building) Planning Committee, 1998.
Faculty Research Committee, 1998 - 2001.
M.B.A. Program Committee, 1997 - 1999 (redesigned complete M.B.A. curriculum).
Coordinator for M.B.A. concentration in Human Resource Management/Organizational Behavior, 1994 - 1997.
Faculty Research Seminar Series Co-coordinator, 1994 - 1995.

School of Business and Management, Temple University:
Graduate (M.S./Ph.D.) Committee, 1992 - 1993.
Ph.D. Qualifying Examination Committee, 1992 - 1993.
Undergraduate Honors Program Advisory Group, 1992 - 1993.
Course coordinator, Organization and Management, 1991 - 1993.
Promotion and Tenure Committee (Graduate Student Representative), 1990.

OTHER INFORMATION

Media Appearances

Over 390 quotes in, for example, the *New York Times*, *The Economist* (UK), *The Wall Street Journal*, *Financial Times*, *USA Today*, *The Guardian*, (London), *The Independent* (London), *Los Angeles Times*, *San Francisco Chronicle*, *Washington Post*, *Washington Times*, *Time* magazine, *Business Week* magazine, *Inc.* magazine, *Corporate Board Member* magazine, *Boston Herald*, *Houston Chronicle*, *Dallas Morning News*, *Small Times*, *Computing in Science and Engineering*, and other media outlets. National television appearances have been on the *Nightly Business Report* on Public Broadcasting System, the *Money Programme*, *Breakfast Programme*, and *Working Lunch Programme* on the British Broadcasting Corporation (BBC). National radio interviews have been on *National Public Radio* and *Radio One* (national radio station of Ireland). A full list of media appearances is available on request.

Membership in Professional Organizations

Academy of Management
Society for Industrial and Organizational Psychology
Institute for Operations Research and the Management Sciences (INFORMS)
American Association for the Advancement of Science
Association for Psychological Science
British Psychological Society
Labor and Employment Relations Association
Registered Chartered Psychologist, British Psychological Society, 1991 – 2008.

Advising and Consulting

BMC Software, British Petroleum, Carbon Nanotechnologies, Interferometrics (medical devices), Molecular Electronics, Reading and Bates Drilling (oilfield services), Schlumberger, Shell Chemical Company, University of Texas M.D. Anderson Cancer Center, Whitehead Mann (executive search firm).

Community Service

Editorial Board, *Comstock's* business magazine (Sacramento, California region), 2009 – present.
Executive Advisory Council, Interferometrics, Inc. (venture-funded medical device startup company), January 2001 – 2002.
Advisory Board, Houston Technology Center (technology entrepreneurship accelerator organization), 2002 - 2005.
Advisory Board, Leadership in Medicine, Inc. (healthcare marketing company), 2002 - present.
Board of Champions, Nanotechnology Foundation of Texas, 2001- present.
Advisory Board, MIT Enterprise Forum (Houston), 2000 - 2003.
Advisory Board, National Association of Corporate Directors (Houston chapter), 2002 - 2003.
Participant and Committee Member, Business/Civic Leadership Forum, Center for Houston's Future, 2004.
Panel of Judges, Texas A&M University Technology Transfer Challenge, 2004.
Panel of Judges, Nanotechnology Company of the Year Award, *Small Times* magazine, 2003.
Panel of Judges, Ernst and Young Entrepreneur of the Year Award (Houston), 2002.
Panel of Judges, Texas eComm Ten Awards for eCommerce Excellence, 2001.
Selection Panel, Southwest BioVentures Conference, 2001.
Advisory Board, Texchange (Technology Executives Exchange), September 2000 - 2002.

Conference Presentations and Invited Speeches

Over 75 conference presentations and 35 invited speeches. Full lists available upon request.

Personal

United States citizen

Age: 51

Birthplace: Kansas City, Missouri USA

Married