

## CURRICULUM VITAE

### **Jone L. Pearce**

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## EDUCATION

Ph.D., Yale University, Administrative Sciences.

M.A., Yale University, Administrative Sciences.

B.A., University of California, Berkeley; Psychology, summa cum laude.

## ACADEMIC EMPLOYMENT

1979-	Distinguished Professor of Organization and Management, The Paul Merage School of Business, University of California, Irvine (Emerita 2019- ;Professor, 1993-2008, Associate Professor 1985-1993; Assistant Professor 1979-1985)
2013-14	Professor of Organisational Behaviour, Department of Management, London School of Economics and Political Science
2008	Visiting Professor, Leonard N. Stern School of Business, New York University
2004-05	Hansen Visiting Professor, Business School, University of Washington
2002-04	Interim Dean, Graduate School of Management, University of California, Irvine
1994-96 1990-92 1984-85	Associate Dean, Graduate School of Management, University of California, Irvine
1995	Visiting Professor, Faculty of Business Administration, Budapest University of Economic Sciences
1989	Visiting Professor, International Management Center, Budapest, Hungary
1978-79	Assistant Professor, Graduate School of Industrial Administration, Carnegie-Mellon University

## CONGRESSIONAL TESTIMONY

April 26, 1984, Hearings on Federal Merit Pay Reform, United States House of Representatives Subcommittee on Compensation and Employee Benefits (of the Committee on Post Office and Civil Service)

## RESEARCH GRANTS

2010-11	Beall Center for Innovation and Entrepreneurship
1990-93	National Science Foundation Grant (Decision, Risk and Management Science, SES389-21423)
1990	Irvine Faculty Research Fellowship
1987-88	Biotechnology Research and Education Program Grant
1983-84	Irvine Faculty Research Fellowship

## FELLOWSHIPS AND AWARDS

2016	Elected to College of Fellows, British Academy of Management
2009	Elected Fellow, Association for Psychological Science
2007	Elected Fellow, American Psychological Association (and Division 14, Society for Industrial and Organizational Psychology)
2006	<i>Journal of Management Inquiry</i> Scholar, Western Academy of Management Elected Fellow, International Association for Applied Psychology
2001	Elected Fellow, Academy of Management
1998	<i>Academy of Management Journal</i> Best Paper Award
1998	Academy of Management Human Resources Division Scholarly Achievement Award
1990-93	Honorary Visiting Professor, Chinese Academy of Management Science
1991	Recognition for Outstanding Service to the Research Methods Division of the Academy of Management  Faculty Service Award, Graduate School of Management, University of California, Irvine

### Fellowships and Awards (continued)

1989	Fulbright Fellow (International Management Center, Budapest Hungary)
1986	Yoder-Heneman Personnel Research Award for the best empirical research paper in Human Resource Management, the American Society for Personnel Administration
1985	Ascendant Scholar, Western Academy of Management
1985	Outstanding Service Award, Graduate School of Management, University of California, Irvine
1984 1980	Teaching Excellence Award, Graduate School of Management, University of California, Irvine

### PROFESSIONAL GOVERNING BOARD MEMBERSHIPS

2003-05	International Federation of Scholarly Associations of Management
1999-04 1995-98	Academy of Management
1993-01	Irvine Campus Housing Authority
1993-96	Western Academy of Management
1989-91	Association for Research on Nonprofit Organizations and Voluntary Associations

### PROFESSIONAL ACTIVITIES

#### Editorial Service

2017-	Senior Advisory Board, <i>Journal of Organizational Effectiveness</i>
2016-	Senior Disciplinary Co-Editor, Organizational Science, <i>Behavioral Science &amp; Policy</i>
2008-	Series Editor, <i>Companions to Management</i> , Cambridge University Press
2005-	Editorial Board, <i>International Public Management Journal</i>
2004-	Advisory Board, <i>Organization and Management Journal</i>
2017-22	Editorial Board, <i>Journal of Trust Research</i>
2010-16	Associate Editor, Organizational Science, <i>Behavioral Science &amp; Policy</i>
2006-12	Editorial Board, <i>Administrative Science Quarterly</i>

### Editorial Service (continued)

2004-11	Editorial Board, <i>Academy of Management Perspectives</i>
1999-10	Editorial Board, <i>Human Relations</i>
2002-07	Consulting Editor, <i>Journal of Applied Psychology</i>
2000-01	Editorial Board, <i>Journal of Applied Management and Entrepreneurship</i>
1994-99	Editorial Board, <i>Journal of Organizational Behavior</i>
1993-99	Editorial Board, <i>Journal of Organizational Change Management</i>
1994-99	Book Review Advisory Panel, <i>Personnel Psychology</i>
1979-95	Associate Editor, <i>Citizen Participation and Voluntary Action Abstracts</i>
1982-92	Deputy Editor, <i>Nonprofit and Voluntary Sector Quarterly</i>

### Service as a Reviewer

National Science Foundation (Social Psychology, Decision, Risk and Management Sciences, and Transformation to Quality Organizations Programs)

United States Information Agency, University Affiliates Program Review

Research Grants Council, Hong Kong, S.A.R.

Greek Ministry of Education

London School of Economics and Political Science

*Academy of Management Learning and Education; Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Applied Psychology: An International Review; British Journal of Management; Groups and Organization Management; Industrial and Labor Relations Review; Journal of Applied Psychology; Journal of International Business Studies; Journal of International Management; Journal of Management Inquiry; Journal of Occupational Behavior; Journal of Occupational and Organizational Psychology; Journal of Organizational Behavior, Journal of Management Studies; Journal of Vocational Behavior; Nonprofit Management & Leadership; Organization Science; Psychological Bulletin; Public Administration Review; The Academy of Management Executive; Cambridge University Press; Jossey-Bass Publishers; Lawrence Erlbaum Associates; Oxford University Press; Scott-Foresman Publishers*

1996, 1998 and 2014 Western Academy of Management International Meeting

1982, 1986, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 2018 Annual Academy of Management Meeting

1988, 1989, 1991, 1992, 1993, 1994, 1995 and 1996 Annual Western Academy of Management Meeting

### Service as a Reviewer (continued)

1989, 1994, 1995 and 1996 Annual Conference of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association)

1987 Proposals for Research on Philanthropy, Volunteerism, and Nonprofit Initiative, Association of American Colleges

1983 Southwest Division of the Academy of Management Meetings, Organizational Behavior Area

1983 National Meeting of the American Institute for Decision Sciences, Organizational Behavior Track

### Memberships:

Academy of Management (Fellow)

American Psychological Association (Fellow)

Association for Psychological Science (Fellow)

International Association for Applied Psychology (Fellow)

British Academy of Management (Fellow)

Western Academy of Management

### Professional Service

2018, 2020, 2021, 2022 Irish Research Council Postgraduate Research Awards, remote reviewer

2017-2018 Irish Research Council Laureate Awards, Social Sciences and Humanities Panel

2012-2018 Faculty Advisory Committee of Faculty of Business, Hong Kong Polytechnic University

2015 Visiting Committee, Department of Management and Organisation, National University of Singapore

2008-15 Scientific Council, Advance Grants Programme, European Research Council, European Commission

2014 Chair, Lifetime Achievement Award Committee, Organizational Behavior Division, Academy of Management

2011-14 Research Excellence Framework, Social Science Panel (United Kingdom)

2005-13 Fellow, Sunningdale Institute (United Kingdom)

Professional Service (continued)

2008-11	Practice Theme Committee, Academy of Management
2011	Governing Board Evaluation Committee, Academy of Management
2011	Best Dissertation Paper Award Committee, Organizational Behavior Division, Academy of Management
2008-10	London School of Economics, External Promotions Reviewer
2008-10	<i>Science You Can Use Book Series</i> (American Psychological Association), Editorial Review Board,
2004-10	Scientific Council, CentER, Tilburg University (The Netherlands)
2008-09	Committee-member, Organizational Behavior Division Outstanding Practitioner Publication 2008 Committee, Academy of Management
2007-09	Committee-member, Careers Division Lifetime Achievement Award, Academy of Management
2008	External Review Committee, Management Department, College of Business, San Diego State University
2003-05	Membership Committee (Chair, 04-05), Academy of Management Fellows
2003-04	Past-President, Academy of Management; Chair of the Nominating and External Relations Committees and member of the Executive Committee
2003	AACSB Doctoral Faculty Commission
2002-03	President, Academy of Management; Chair of the Executive Committee and member of the Nominating, Long Range Planning, Financial Strategies Committees, and Communications and External Relations Ad Hoc Committees
2001-02	President-Elect, Academy of Management; Chair of the Divisions Committee, Member of the Executive and Nominating Committees
2000-02	Committee on the Future, International Association of Applied Psychology
2000-01	Program Chair, Academy of Management 2001 Washington D. C. Meeting; Executive and Conference Committees

Professional Service (continued)

1999-00	Chair, Professional Development Workshop Program and member of the Program, Executive, Divisions and Financial Strategies Committees; Academy of Management
1998	Invited presentation, Leadership, National Training Conference, Nanjing University, China
1998	Visiting (Accreditation) Team, Western Association of Schools and Colleges for the California School of Professional Psychology, Los Angeles
1997-98	Chair, Financial Strategies and Long Range Planning Committees; Academy of Management
1996-97	Chair, Division Review and Awards Committees; Academy of Management
1995-96	President, Western Academy of Management
1994-95	Program Chair, 36th Annual Meeting, Western Academy of Management
1993-94	Program Committees, Annual Meetings of the Western Academy of Management
1991	Co-Chair, Doctoral and Junior Faculty Consortium, Western Academy of Management Annual Meeting
1987-89	Representative-at-Large, Research Methods Interest Group, Academy of Management
1988	Local Arrangements Committee, 1988 National Academy Meetings, Anaheim, California
1988	Presidential Nominating Committee, Western Division of the Academy of Management
1988	Strategic Planning Committee, Association of Voluntary Action Scholars
1981-86	Vice President (1985-86); Board of Directors, Association of Voluntary Action Scholars
1984-86	Representative from the Association of Voluntary Action Scholars to Psychology Section, American Association for the Advancement of Science
1983-86	History of Organization Behavior Project, Organizational Behavior Division, Academy of Management
1985	Nominating Committee, Organizational Behavior Division, Academy of Management

## Professional Service (continued)

- 1983                      Program Coordinator, 1983 Association of Voluntary Action Scholars and  
                                 Association for Volunteer Administration National Conference, Research Session
- 1982-83                  Education and Training Committee, Division 14 (Industrial and Organizational) of  
                                 the American Psychological Association

## Invited Research Presentations

Baruch College	University of California, Los Angeles
Budapest University of Economic Sciences	University of California, Riverside
California School of Professional Psychology- San Diego	University of California, Santa Cruz
California State University, Bakersfield	University of Pennsylvania
California State University, Fullerton	University of South Carolina
Carnegie-Mellon University-University of Pittsburgh Joint Colloquium Series	University of Washington
China Europe International Business School	Washington University (St. Louis)
CIBER, University of California, Los Angeles	Yale University
Concordia University (Montréal)	
ESSEC Business School (Paris)	
Greenwich University	
Harvard Business School	
Hong Kong Polytechnic University	
IESE University of Navarra (Barcelona)	
Kennedy School of Government, Harvard	
Kings College, London	
Lancaster University (UK)	
London Business School	
London School of Economics and Political Science	
National University of Singapore	
New School University	
New York University	
Norwegian School of Economics and Business Administration (NHH)	
Tilburg University (The Netherlands)	
Universiteit van Amsterdam	
University of British Columbia/Simon University Joint Colloquium Series	
University College, Dublin	
University of Maryland	
University of North Carolina	
University of Southern California	



## Conference Presentations

- 2022      Panelist, Doctoral and Junior Faculty Consortium  
Chair, *Professorship*  
Western Academy of Management Annual Meeting
- Panelist, *Developing an Academic Career Doctoral Consortium*  
Panelist, *Networking Café*  
British Academy of Management Annual Meeting
- 2021      *Antecedents of Workplace Favoritism and Its Negative Consequences*  
The 32<sup>nd</sup> International Congress of Psychology
- 2020      Panelist, *Broadening Our Sights to an Understanding of Workplace Favoritism*  
Panelist, *Gender and Diversity in Organizations Doctoral Consortium*  
Chair, *Corporate Responsibility and Sustainability*  
Academy of Management Annual Meeting
- 2018      Panelist, *Publishing for Policy Impact*  
European Academy of Management Annual Meeting
- Panelist, *Improving Lives via Responsible Research*  
Academy of Management Annual Meeting
- 2017      Panelist, *The Future of Business Schools and Management Research*  
British Academy of Management Annual Meeting
- The Journal Review Process*, Doctoral Consortium  
Western Academy of Management Annual Meeting
- Panelist, *Translating Rigorous Research for Use by Policy Makers*  
Panelist, *Exploring New Routes to Science Advocacy*  
Panelist, *Energizing Senior Faculty Members*  
Academy of Management Annual Meeting
- 2016      *Those with the Most Tenure Trust Their Organizations Least*  
Eastern Academy of Management Annual Meeting
- 2015      *Successfully Reviewing Your Paper*  
Western Academy of Management Annual Meeting
- Panelist, *Plenary: Is OB Research Relevant to Practice?*  
Moderator, *Creating Long-term Value through Global Talent Management*  
Academy of Management Annual Meeting
- 2014      *Invisible? The Bias Against National Origin*  
London School of Economics Human Resources Conference

Conference Presentations (continued)

- 2014      *Optimal Distinctiveness Theory and Work Group Identification*  
Panelist, International Management Mid-Career Faculty Consortium  
Panelist, Evidence-based Management Caucus  
Academy of Management Annual Meeting
- The Challenge of Transformational Leadership in a Transactional World*  
Ernst & Young Financial Leadership Seminar
- 2013      Panelist, *Getting 'Managing Diversity' on the Business School Curriculum*  
Panelist, *OB Research and Theory: Surfacing Problems and Proposing Solutions*  
Panelist, *Queer in the Academy – 2003:2013:2023*  
Academy of Management Annual Meeting
- 2012      *Has the Practical Value of Management Research Diminished in Recent Years?*  
Panelist, Extending the Employee-Organization Relationship Literature to  
            Reflect the World of Work  
Western Academy of Management Annual Meeting
- Does Familiarity Breed Distrust in Organization?*  
European Group for Organizational Studies Annual Meeting
- Discussant, *New Directions in the Employee-Organization Relationship for the  
                    21<sup>st</sup> Century*  
Society for Industrial and Organizational Psychology Annual Conference
- Panelist, *Mid-Career Workshop*  
Panelist, *Doctoral and Junior Faculty Consortium*  
Academy of Management Annual Meeting
- 2011      *Power Distance: Competing Perspectives on Adapting Management Practices to  
                    Cultural Values*  
Panelist, *Guiding Change in the Field of Management Science*  
Panelist, International Management Division Doctoral Consortium  
Academy of Management Annual Meeting
- Panelist, *Doctoral and Junior Faculty Consortium*  
Western Academy of Management Annual Meeting
- Just Handmaiden to Bureaucracy: Making an Impact in Small Organizations*  
Industrial and Organizational Behavior Annual Conference
- Facilitator, *GroupFest in Honor of Professor Richard Hackman*  
Harvard Business School

Conference Presentations (continued)

- 2010     *Employees' Trust in their Organizations: Does Familiarity Breed Contempt*, 5<sup>th</sup>  
Workshop on Trust, European Institute for Advanced Studies in Management
- Chair, *Social Capital and Social Exchange*  
Academy of Management Annual Meeting
- 2009     Chair, *Cross-cultural Effects on Organizational Outcomes*  
Academy of International Business Annual Conference
- Chair and Discussant, *Status: The Neglected Motive in Industrial/Organizational Psychology?*  
Academy of Management Annual Meeting
- Discussant, *Outcomes of Volunteering for Employers, Working Volunteers, and Not-for-Profit Organizations*  
Society for Industrial and Organizational Psychology Annual Conference
- Doctoral and Junior Faculty Consortium Panelist  
Chair and Discussant, *Creative Thinking for Moving Forward*  
Western Academy of Management Annual Meeting
- 2008     Panelist, *The Questions We Don't Ask*  
Panelist, *How to Improve Your Chances of Publishing in a Top-tier Journal*  
Academy of Management Annual Meeting
- 2007     *Rethinking What We Teach our Students*  
Southwestern Academy of Management Annual Conference
- Panelist, *Are We Teaching our Students the Right Things?*  
Panelist, *Doctoral Consortium Panelist*  
Organizational Behavior Teaching Annual Conference
- Tests of Similarity-Attraction and Status Incongruence Explanations for Relational Demography Effects*  
Panelist, *Making the Most of Your Sabbatical*  
Organizational Behavior Not-so-Junior Mid-Career Faculty Development Workshop Panelist;  
Discussant, *Job Insecurity: Meanings, Measures, and Performance Outcomes*  
Academy of Management Annual Meeting
- 2006     *Teaching Research-based Knowledge*  
Panelist, *Doctoral/Junior Faculty Consortium*  
Western Academy of Management Annual Meeting

Conference Presentations (continued)

- 2006      Keynote Address, *Government Practices and Dysfunctional Organizational Behaviors: The Chinese Case*  
Biennial Conference of the International Association for Chinese Management Research
- Panelist, *The Interplay of the Emotional and Rational in Organizations*  
Quadrennial Conference of the International Association of Applied Psychology
- Panelist, *International Perspectives on Leadership*  
Panelist, *Scientist and Educator: Integrating our Divided Roles*;  
Panelist, *Opportunities and Threats for Human Resources Management and Management Education*;  
Chair and Discussant, *Organizational Trust and the Public Concern*;  
Doctoral Consortium Panelist  
Academy of Management Annual Meeting
- Organizations and the Eradication of Global Poverty*  
Business as Agent of World Benefit Conference
- 2005      *Glass Ceiling Bias: Effects of Nonstandard Accent on Management Hiring*  
Society for Industrial and Organizational Psychology Annual Conference
- Panelist, *The Role of Research in Business and Societal Transformations in the Academy of Management*  
Eleventh Biennial International Conference of the Eastern Academy of Management
- Why the Rich get Richer: The Role of Organizations in the Wealth of Nations*  
Panelist, *The Multiple Faces of Paternalism in Employment Relationships*  
Chair and Discussant, *Human Resources in the 21<sup>st</sup> Century*  
Panelist, *Doctoral Consortium*  
Academy of Management Annual Meeting
- The Relevance of Business Schools in a Changing World*  
The Future of the Business School Forum, Advanced Institute of Management Research and University of Warwick
- 2004      Keynote Address, *Organizing With (and Without) Governmental Rule of Law*  
Southwestern Academy of Management Annual Meeting
- All-Academy Address, *Organizing With (and Without) Governmental Rule of Law*  
Luncheon Address, *State of the Academy*  
Midwest Academy of Management Annual Meeting

## Conference Presentations (continued)

- 2004      Keynote Address, *The Challenge of Recognizing Wisdom in Organizations* Eastern Academy of Management Annual Meeting
- Keynote Address, *Organizational Issues in Transitional Economies: Creating Trust*  
European Group for Organizational Studies Annual Meeting
- 2003      Presidential Address, *What Do We Know and How Do We Know It?;*  
State of the Academy Address; *Governments, Reciprocal Exchange and Trust Among Business Associates*  
Panelist, *Democracy in the Academy: Promoting Positive Professional Practice*  
Panelist; *Crafting a Value Statement for HR Scholars and Educators*  
Academy of Management Annual Meeting
- Panelist, *Doctoral Consortium*  
*AoM President's Conversation*  
Western Academy of Management Annual Meeting
- Chair and Discussant, *Top Teams, Strategy and Change*  
British Academy of Management Annual Meeting
- Opening Address, *How Professional Associations Contribute to the Creation and Dissemination of Management Knowledge*  
*Doctoral Consortium Address, Publishing in Management*  
Associação Nacional dos Programas de Pós-Graduação em Administração Annual Meeting
- Panelist, *Doctoral Consortium*  
*Junior Faculty Consortium Address, Politics 101*  
Luncheon Speech, *How the Academy Can Work for You*  
Roundtable Discussions, *Dealing with Organizational Politics* Annual Southern Academy of Management Annual Meeting
- Doctoral Workshop Address, What Distinguishes Celebrated Research from the Ignored: A Conversation;*  
Panelist, AACSB & EQUIS Accreditation  
Keynote Address, *The Effectiveness of Personal Relationships as a Substitute for the Rule of Law*  
Australian and New Zealand Academy of Management Annual Conference
- 2002      Panelist, *Organizing and Bargaining Under Hostile, Erratic and Weak Governments*  
Academy of International Business Annual Meeting

Conference Presentations (continued)

- 2002      *Comparing Structured and Unstructured Methods for Studying Organizational Transformation in Hungary, Lithuania and China*  
European Group for Organizational Studies Annual Meeting
- Panelist, *Building Effective Networks Through the Academy of Management*  
Panelist, *Entrepreneurial History Building in Action: Networking with the AoM and AACSB*  
Chair, *Illegality, Impression Management, Favoritism, and Secrecy: Negative Elements in Networks*;  
Academy of Management Annual Meeting
- Panelist, *Understanding September 11<sup>th</sup> from Global Perspectives*  
Doctoral Consortium Panelist; Interviewee, *Inside the Ivory Tower*  
Western Academy of Management Annual Meeting
- Panelist, *Using Technology to Leverage Learning Between Class Sessions*;  
Western Association of Collegiate Schools of Business Annual Meeting
- 2000      Chair, *In Search of Government in Theories of Organizational Behavior and Strategy*  
Panelist, Doctoral Consortium  
Western Academy of Management Annual Meeting
- Keynote Address, *Governmental Boundaries and Management Social Capital: Mediating the Negative Relationship between an Employability Approach to Human Resources Management and Job Performance*  
Chair, *Toward an Understanding of the Role of Government in Strategy and Organization* (selected as a Showcase Symposium);  
Panelist, *Employment Relationships, Culture, and Work Modes within the Strategic Human Resources Architecture* (selected as a Showcase Symposium)  
Academy of Management Annual Meeting
- 1999      Panelist, *Looking Forward: A Conversation with the Past-presidents of WAM*  
Western Academy of Management Annual Meeting
- Panelist, *Consequences of Contingent Work: Beyond a Monolithic View*  
Chair, *Caucus on States and Management*  
Academy of Management Annual Meeting
- 1998      Panelist, Doctoral Consortium  
Panelist, *Symposium: Expert Witnessing: Putting Knowledge on Trial*  
Panelist, *Impacts through Collegial Support*  
Panelist, *Impact: A Past-president's Forum*  
Western Academy of Management Annual Meeting

Conference Presentations (continued)

- 1998      Panelist, *Psychological Contracts: Pitfalls and Opportunities*  
Society for Industrial and Organizational Psychology Annual Meeting
- Dependence on Inter-organizational Relationships: Why Guanxi?*  
Fourth Biennial International Conference of the Western Academy of Management
- The Actual Job Insecurity of Contingent Workers: Effects on Trust and Social Capital*  
*Is Trust a Cause or a Consequence?: Empirical Evidence*  
Workshop Presenter, *Research about Emerging Market Economies* Annual Academy of Management Annual Meeting
- Keynote Address, *Corporate Transformation Emerging Markets*  
British Academy of Management Annual Meeting
- 1997      Panelist, *A Conversation: Making a Difference through Unexpected Impacts of Academic Encounters*  
Western Academy of Management Annual Meeting
- Panelist, *Perspectives on Teaching*  
Interdisciplinary Students of Organizations Conference
- Can Human Resources Directors be Trusted as Study Informants?*  
*Persistence in the Face of Revolutionary Change; Straining for Shared Meaning in Organization Science: The State of Trust*  
Academy of Management Annual Meeting
- 1996      Panelist, *Eastern European Issues*  
Decision Sciences Institute Annual Meeting
- Legitimacy: An Analysis of Three Hungarian-West European Collaborations*  
Global Perspectives on Cooperative Strategies Conference (European Perspectives)
- Discussant, *Symposium: The Psychological Contract, Boundaried or Boundaryless: Purification of a Construct*  
Society for Industrial and Organizational Psychology Annual Meeting
- Is Competition Necessary to Gain Cooperation? A Cross-cultural Consideration Neo-traditionalism and Organizational Behavior*  
*Is Competition Necessary to Gain Cooperation? A Cross-cultural Consideration Neo-traditionalism and Organizational Behavior*  
Consortium Panelist, *"Not So Junior" Faculty Mid-career Forum*  
Academy of Management Annual Meeting

Conference Presentations (continued)

- 1996      *The Psychological Contract: An Empirical Assessment*  
Changes in Psychological Contracts Conference, Tilburg University
- 1995      Chair, *The Transformation of the Employment Contract: The Case of  
Contingent Health Care Workers*  
Academy of Management Annual Meeting
- Opening Session, *Scholarly Criticism of Management*  
Chair, *Has Business Schools' Financial Dependence on Business Muted  
Criticism of Business Practices? A Dean's Panel*  
Western Academy of Management Annual Meeting
- 1994      *The Role of Trust in the Transformation of State-socialist Enterprises to  
Successful Market Competitors*  
Twenty-Third International Congress of Applied Psychology
- What Difference Does It Make? The Psychological Involvement of Members of a  
Mixed Core-periphery Workforce*  
*The Configuration of Human Resource Strategy and Structure: Comparing  
Typologies-in-use*  
*Guanxi: Good Connections as Substitutes for Institutional Support*  
Panelist, *International Management Doctoral Consortium* Annual  
Academy of Management Annual Meeting
- The Costs of Organizational Distrust; Discussant, Eastern Block Countries in  
Transition*  
Third Biennial Conference of the International Western Academy of Management
- Chair, *Ascendant Scholar Symposium*  
Panelist, *Doctoral and Junior Faculty Consortium*  
Western Academy of Management Annual Meeting
- 1993      *The Role of Human Resources Departments as Mediating Institutions in the  
Maintenance of Institutional Trust*  
Fifth International Conference: Managing in a Global Economy
- The Challenges of Management Development Training and Education in Eastern  
Europe, Constructing the New 21st Century Organizations: Internal Structures*  
Panelist, *Doctoral and Junior Faculty Consortium*  
Western Academy of Management Annual Meeting
- Conversation Hour: Human Resources Management and Change in Former  
Communist Countries*  
Society for Industrial and Organizational Psychology Annual Meeting



## Conference Presentations (continued)

- 1993     *The Effects of Pay Systems on Employees Perceptions of Others*  
*On the Transferability of Pedagogical Methods, Materials, and Practices to Post-Socialist Cultures*  
Discussant, *Research Methods Best Paper Session*  
Panelist, *Organizational Behavior, Organization Development and Change, Organization & Management Theory Doctoral Consortium*  
Academy of Management Annual Meeting
- 1992     *Adaptive Interaction Patterns in Socialist and Post-socialist Hungary: Institutional Trust*  
Fourth Annual International Conference of The Society for the Advancement of Socio-Economics
- The Organizational Behavior of Contract Laborers and their Effects on Employees*  
Western Academy of Management Annual Meeting
- Person-based Reward Systems: A Theory of Organizational Reward Practices in Reform-communist Organizations*  
Second Biennial International Conference of the Western Academy of Management
- 1991     *The Back Door: Spontaneous Privatization in Hungary*  
Public Versus Private Enterprise, International Center of Research and Information on the Public and Cooperative Economy  
Université de Liège Conference
- The Psychological Effects of Detachment: The Experiences of Temporary Workers*  
Society for Industrial and Organizational Psychology Annual Meeting
- Chair, *Systematic Empirical Research on the Transformation of Communist Enterprise*  
*Reconceptualizing the Employee-organization Relationship*  
Academy of Management Annual Meeting
- The Psychological Effects of Bureaucratic Decline*  
Twenty-Second International Congress of Applied Psychology
- 1990     Chair, *Reforming Management Education in Reforming Socialist Countries*  
*The Performance and Affective Effects of Competition: Theoretical Rationale and Empirical Evidence*  
Academy of Management Annual Meeting

Conference Presentations (continued)

- 1990      *Socialism to Capitalism: Preliminary Observations of Hungarian Organizational Behavior*  
Western Academy of Management Annual Meeting
- 1989      *Legal/Rational and Traditional Management: Empirical Comparison of Practices in Saudi Arabia and the United States*  
Third International Conference: Managing in a Global Economy
- Invited Address, *Selecting for Collaboration and Loyalty: Ideas from Recent Organizational Behavior Theory*  
Personnel Testing Council of Northern California Annual Conference
- A Goal Setting Experiment: Learning from Failure to Reject the Null Hypothesis*  
Society for Industrial and Organizational Psychology Annual Meeting
- Symposium Participant, *Expectations in Ph.D. Programs*  
Organizational Behavior Teaching Annual Conference
- 1988      Symposium Participant, *Practitioners in Volunteerism Discuss Research*  
Association of Voluntary Action Scholars Annual Meeting
- Human Resources Management Strategies in Large Bureaucratic Organizations*  
*Palace Politics and Radical Innovation*  
Academy of Management Annual Meeting
- Chair and Discussant, *Interviewing: Impacts on the Interviewer and Interviewee*  
Western Academy of Management Annual Meeting
- Human Resource Management in Non-small Non-start-up High Technology Firms*  
High-Technology Management Conference, University of Colorado at Boulder
- 1987      Chair, *Issues in Participation in Nonprofit and Voluntary Organizations*  
*Managing Volunteers: The Role of Ambiguity in Volunteer Motivation*  
Association of Voluntary Action Scholars Annual Meeting
- Formal Structure and Cooperative Interaction within Organizations*  
Eleventh World Congress of Sociology
- Chair, *Child's View of Managerial Life*  
Symposium Participant, *Reflections on the Field of Organizational Behavior Pay for Performance in the Organizational Context: An Evaluation of Three Compensation Systems for Managers*  
Academy of Management Annual Meeting

## Conference Presentations (continued)

- 1987     *Merit Pay: Analysis from an Organizational Perspective*  
Western Academy of Management Annual Meeting
- 1985     Invited Presentation, Ascendant Scholars  
Western Academy of Management Annual Meeting
- Coalitions in the Organizational Context*  
Negotiations within Organizations Conference, Duke University
- 1984     Symposium Participant, *A History of the Organizational Behavior Division*  
Academy of Management Annual Meeting
- Symposium Participant, *Are Objective Performance Appraisal Systems Possible?*  
American Society for Public Administration Annual Conference
- 1983     *Labor that Is Worth Nothing: The Paradox of Volunteers*  
Conference on Managing Voluntary Organizations, York University
- Contingent Pay for Managers and Organizational Performance: A Time Series Analysis*  
Academy of Management Annual Meeting
- Effective Advisory Boards: A Test of the Generalizability of Group Dynamics Research*  
Western Academy of Management Annual Meeting
- Symposium Participant, *Coalition Building: The Unexplored Dimension in Nonprofit Leadership*  
Association of Voluntary Action Scholars Annual Meeting
- 1980     *Does Paying for Work Reduce Motivation? Results of a Field Test Comparing Volunteers and Employees*  
Chairperson, *Motivating Volunteer and Citizen Participation*  
*Volunteer Unreliability: An Organizational Perspective*  
Association of Voluntary Action Scholars Annual Meeting
- Empirical Assessment of Merit Pay in Five Federal Organizations*  
Annual Meeting of the American Society for Public Administration  
Chairperson and Discussant, *Regulation: The Process and Its Consequences for Three Organizational Settings*  
Western Academy of Management Annual Meeting
- Sufficiency of Justification: Field Test and Extension of a Hypothesis*  
Academy of Management Annual Meeting

## Conference Presentations (continued)

- 1980      *Strategic Management in Public Organizations: The Case of Civil Service Reform Employer-employee Exchange: A Marketplace Transaction within an Intimate Relationship*  
Western Academy of Management Annual Meeting
- Chairperson, *The Civil Service Reform Act of 1978--Three Approaches to Evaluation Research*  
Academy of Management Annual Meeting
- Chairperson and Discussant, *Organization-environment Relations*  
Pacific Sociological Association Annual Meeting
- 1979      *I Don't Know Why I Work Here: The Psychological Contract in Voluntary Associations*  
*Causes and Consequences of Leaderlessness in Organizations*  
Association of Voluntary Action Scholars Annual Meeting
- Reflections on Uncertainty Encouragement*  
Eastern Academy of Management Annual Meeting
- 1978      *The Avoidance of Leadership Positions by U.S. Volunteers*  
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## PUBLICATIONS

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2. 认识组织行为：成为高效管理者/（美）忻榕，（美）凉·皮尔斯（Jone L. Pearce）著，—北京：机械工业出版社，2020.9 (Xin, K., & Pearce, J. L. 2020. *Organizational behavior*. Beijing: China Machine Press).
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## Edited Journal Special Issues

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#### Invited Articles, Essays, Book Reviews, and Reports

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