

James Hamilton Dulebohn, Ph.D.
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Human Resource Management & Organizational Behavior
School of Human Resources & Labor Relations
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Education

Ph.D., Human Resource Management and Organizational Behavior, 1995
University of Illinois at Urbana-Champaign
Minor: Social Psychology

A.M., Labor & Industrial Relations, 1992
University of Illinois at Urbana-Champaign
Major: Human Resource Management

M.A., Teaching English as a Second Language; Applied Linguistics, 1989
University of Central Missouri

B.A., Pre-Law: Majors: History & Political Science, 1981
Oral Roberts University

Academic Employment History

2013 - Present Professor of Human Resource Management
School of Human Resources & Labor Relations
Michigan State University.

2008 - 2015 Associate Director, School of Human Resources & Labor Relations,
Michigan State University.

2007-2008 Deputy Director of Development, School of Human Resources & Labor
Relations, Michigan State University.

2003 – 2012 Associate Professor of Human Resource Management, School of Human
Resources & Labor Relations, Michigan State University.

2006 - 2009 Associate Professor of Management, Adjunct, Eli Broad Graduate School of
Management, Michigan State University.

2004 - 2005 Visiting Professor of Management, Terry College of Business, University
of Georgia.

2001-2003 Assistant Professor of Human Resource Management, School of
Human Resources and Labor Relations, Michigan State University.

- 1998-2001 Assistant Professor of Management. J. Mack Robinson College of Business, Georgia State University.
- 1996-1998 Assistant Professor of Management. College of Business, University of Texas at San Antonio.
- 1995-1996 Visiting Assistant Professor. Institute of Labor and Industrial Relations. University of Illinois at Urbana-Champaign.

Administrative Accomplishments

- 2008 - 2015 Associate Director, School of Human Resources & Labor Relations, Michigan State University.
- Responsible for administering academic unit, graduate programs and providing strategic direction for academic unit activities;
 - Administered and managed academic programs at three campus locations: East Lansing, Michigan; Dubai UAE; and Troy Michigan;
 - MSU Dubai program: Recruited and oversaw faculty to staff all courses; planned and scheduled courses; directed the recruiting, marketing, and admissions process for all applicants; provided required annual reports to the Dubai Academic Authority; negotiated annual budget with MSU central administration;
 - Initiated activities to make Dubai program viable and to build the MSU/SHRLR brand and communicate the value proposition;
 - Managed revisions of master's and Ph.D. degree programs;
 - Provided leadership and oversight of student admissions and student academic affairs;
 - Expanded international programs through increasing graduate study abroad opportunities in Asia;
 - Established S. Korean corporate partnership program that involves having managers from S. Korean companies (from Samsung, LG, and SK) come to East Lansing to complete master's degree program;
 - Initiated MOU to establish a graduate level exchange program between MSU SHRLR and Korea Tech University;
 - Enhanced diversity and inclusion of under-represented graduate students and faculty.
- 2007-2008 Deputy Director of Development, School of Human Resources & Labor Relations, Michigan State University.
- Established effort to increase number of recurring corporate gifts from companies recruiting HRLR master degree graduates. Initiative resulted in a significant growth in corporate fellowships;
 - Initiated and oversaw formal process to systematically communicate with and engage alumni through establishing database of alumni emails and alumni outreach efforts.

Article Publications

- Eisenberger, R., R., Rockstuhl, T., Shoss, M., & Dulebohn, J. H. (2019). Is the employee-organization relationship dying or thriving? A temporal meta-analysis. *Journal of Applied Psychology*. <http://dx.doi.org/10.1037/apl0000390>
- Hoch, J. E., Bommer, W., Dulebohn, J. H., & Wu, D. (2018). Do ethical, authentic, and servant leadership explain variance above and beyond transformational leadership? A meta-analysis. *Journal of Management*. 44: 501-529.
- Dulebohn, J. H., Wu, D., Liao, C. (2017). Does liking explain variance above and beyond LMX? A meta-analysis. *Human Resource Management Review*. 27: 149-166.
- Roehling, M.V., & Dulebohn, J. H. (2017). Obesity-based actual disability claims post-ADAAA: An analysis of conflicting judicial decisions and interdisciplinary assessment of implications. *Labor Law Journal*, 68, 103-114.
- Dulebohn, J. H., & Hoch, J. E. (2017). Virtual teams in organizations. *Human Resource Management Review*. 27: 569-574.
- Hoch, J. E., & Dulebohn, J. H. (2017). Team personality composition, emergent leadership and shared leadership in virtual teams: A theoretical framework. *Human Resource Management Review*. 27: 678-693.
- Johnson, R. D., Li, Y., & Dulebohn, J. H. (in press). Self-efficacy generality: Success, failure, attributions and future efficacy estimations. *AIS Transactions on Human-Computer Interaction*.
- Dulebohn, J. H., Davidson, R., Lee, S. A., Conlon, D. E., McNamara, G., & Sarinopoulos, I. (2016). Gender differences in organizational justice evaluations: Evidence from fMRI. *Journal of Applied Psychology*. 101: 151-173.
- Ulrich, D., & Dulebohn, J.H. (2015). Are We There Yet? What's next for HR. *Human Resource Management Review*. 25: 188-204.
- Dulebohn, J. H., & Johnson, R. D. (2013). Human resource metrics and decision support: A classification framework. *Human Resource Management Review*. 23: 71-83
- Hoch, J., & Dulebohn, J. H. (2013). Improving enterprise resource planning system implementation teams through shared leadership. *Human Resource Management Review*. 23: 114-125.
- Dulebohn, J. H., Bommer, W. H., Liden, R. C., Brouer, R. L., & Ferris, G. R. (2012). A meta-analysis of the antecedents and consequences of leader-member exchange: Integrating the past with an eye toward the future. *Journal of Management*. 38: 1715-1759.
- Received *Journal of Management's* Best Paper Award, 2017.**

- Rockstuhl, T., Dulebohn, J. H., Ang, S., & Shore, L. (2012). Leader-member exchange (LMX) and culture: A meta-analysis of correlates of LMX across 23 countries. *Journal of Applied Psychology*, 97: 1097-1130.
- Dulebohn, J. H., Conlon, D., Sarinopoulos, I., Davidson, R., & McNamara, G. (2009). The biological bases of unfairness: Neurological evidence for the distinctiveness of procedural and distributive justice. *Organizational Behavior and Human Decision Processes*, 110: 140-151.
- Ferris, G. R., Dulebohn, J. H., Frink, D. D., George-Falvy, J., Mitchell, T. R., & Matthews, L. M. (2009). The relationship of locus of control and motives with psychological job and organizational characteristics, accountability, and employee influence. *Journal of Managerial Issues*, 21: 518-533.
- Dulebohn, J. H., Molloy, J., Pilcher, S., & Murray, B. (2009). Employee benefits: Literature review and emerging issues. *Human Resource Management Review*, 19: 86-103.
- Dulebohn, J. H., & Murray, B. (2008). Understanding risk taking in retirement savings through attitude. *TIAA-CREF Trend and Issues* (November 2008): 1-13.
- Dulebohn, J. H., & Murray, B. (2007). Retirement savings behavior of higher education employees. *Research in Higher Education*, 48: 45-582.
- Dulebohn, J. H., & Werling, S. (2007). Compensation research: Yesterday, today, and tomorrow. *Human Resource Management Review*, 17: 191-207.
- Marler, J. H., Lian, X., & Dulebohn, J.H. (2007). Training and effective employee information technology use. *Journal of Management*, 32: 721-743.
- Roehling, M. V., Posthuma, R. A., & Dulebohn, J. H. (2007). Obesity-Related "Perceived Disability" Claims: Legal Standards and Human Resource Implications. *Employee Relations Law Journal*, 32: 30-51.
- Dulebohn, J. H., Shore, L. M., Kunze, M., & Dookeran, D. (2005). The Differential Impact of OCBs and Influence Tactics on Leader Reward Behavior and Performance Ratings over Time. *International Journal of Organizational Analysis*, 13: 73-90.
- Dulebohn, J. H., Murray, B., & Ferris, G. R. (2004). The vicious and virtuous cycles of influence tactics. *International Journal of Organizational Analysis*, 12: 53-74.
- Dulebohn, J. H., & Hsiu-Lang, Chang. (2003). Are Bigger State and Local Pensions More Cost Efficient: An Analysis of Economies of Size. *The Review of Accounting and Finance*, 2: 28-47.
- Dulebohn, J. H. (2002). An investigation of the determinants of investment risk behavior in defined contribution pension plans. *Journal of Management*, 42: 1-25.

- Dulebohn, J. H., Murray, B., & Sun, M. (2000). Selection among employer-sponsored pension plans: The role of individual differences. *Personnel Psychology*, 53: 405-432.
- Dulebohn, J. H., & Ferris, G. R. (1999). The role of influence tactics on fairness perceptions of performance evaluations. *Academy of Management Journal*, 42: 288-303.
- D'Arcy, S. P., Dulebohn, J. H., & Oh, P. (1999). Optimal funding of state employee pension systems. *Journal of Risk and Insurance*, 66: 345-380.
- Cook, G. H., Ferris, G. R., & Dulebohn, J. H. (1999). Politics as moderators of the perceptions of organizational politics--work outcomes relationships. *Journal of Organizational Behavior*, 20: 1093-1106.
- Dulebohn, J. H., & Martocchio, J. J. (1998). Employees' evaluations of the fairness of work group incentive pay plans. *Journal of Management*, 24: 469-488.
- Dulebohn, J. H., & Martocchio, J. J. (1998). Employees' perceptions of the distributive justice of pay raise decisions: A policy capturing approach. *Journal of Business & Psychology*, 13: 41-64.
- Gilmore, D. C., Ferris, G. R., Dulebohn, J. H., & Cook, G. H. (1996). Organizational politics and employee attendance. *Group and Organizational Management*, 21: 481-494.
- Dulebohn, J. H. (1995). A longitudinal and comparative analysis of the funded status of state and local public pension plans. *Public Budgeting and Finance*, 15: 52-71.
- Martocchio, J. J., & Dulebohn, J. (1994). Performance feedback effects in training: The role of perceived controllability. *Personnel Psychology*, 47: 357-373.

Articles Under Review, Revise & Resubmit, and in Progress

- Dulebohn, J. H., Wu, D., Liao, C., & Rockstuhl, T. Supplementary or complementary fit? A meta-analytic test of transformational leadership effects across culture. Under review: *Academy of Management Journal*.
- Wu, D., Dulebohn, J. H., & Liao, C. The dimensionality of transformational leadership. Under review: *Journal of Applied Psychology*.
- Dulebohn, J.H., Wu, D., Sarinopoulos, I., & Roehling, M. A multi-method neuroscience investigation of obesity discrimination. Target journal: *Science Magazine*.
- Liao, C., Liden, R., & Dulebohn, J. H. Social comparison in the workplace: Review of a decade of research. Target journal: *Organizational Behavior and Human Decision Processes*.

Dulebohn, J. H., Shore, L. M., Ehrhart, K., & Liao, C. Impact of the recruiter's employee-organization relationship on job seeker application behavior. Target journal: *Journal of Organizational Behavior*.

Book Chapter Publications

Stone, D., & Dulebohn, J. H. (in press). The only thing constant in human resources management today is "Change.". In Stone, D., & Dulebohn, J.H. (Eds.). *Research in human resource management. Vol. 3*. Charlotte, N.C.: Information Age Publishing.

Dulebohn, J. H., & Murray, B. (in press). Leadership, performance management and team centric organizations: The importance of alignment. In Stone, D., & Dulebohn, J.H. (Eds.). *Research in human resource management. Vol. 3*. Charlotte, N.C.: Information Age Publishing.

Dulebohn, J. H., & Stone, D. (2018). The transformation of human resources management through technology and e-HRM. Dulebohn, J. H. & Stone, D. (Eds.) *Brave new world of e-HRM 2.0 (pp. 1-11)*. Charlotte, N.C.: Information Age Publishing.

Murray, B., Dulebohn, J. H., Roehling, M. & Werling, S. (2016). Cognitive response – cognitive structure framework for messaging's effect on pay attitude. Stone, D., & Dulebohn, J. H. *Research in human resource management (pp. 193-224)*. Charlotte, N.C.: Information Age Publishing.

Stone, D., & Dulebohn, J. H. (2016). Organizational challenges that may prompt changes in human resource management: Theory and research.. Stone, D., & Dulebohn, J. H. *Research in human resource management (pp. 1-14)*. Charlotte, N.C.: Information Age Publishing.

Johnson, R. D., & Dulebohn, J. H. (2013). Systems analysis and design. Kavanagh, M. J., & Thite, M. (Eds.) *Human resource information systems*. 3rd edition. Sage: Los Angeles.

Johnson, R. D., & Dulebohn, J. H. (2011). Systems analysis and design. Kavanagh, M. J., & Thite, M. (Eds.) *Human resource information systems (pp. 122-149)*. 2nd edition. Sage: Los Angeles.

Johnson, R. D., & Dulebohn, J. H. (2009). Systems analysis and design. Kavanagh, M. J., & Thite, M. (Eds.) *Human resource information systems*. (pp. 99-120). Sage: Los Angeles.

Murray, B., and Dulebohn, J. H. (2007). Some psychological concepts essential for human resource managers. In V. Scarpello (Ed.). *The Handbook of Human Resource Management Education: Promoting and Effective and Efficient Curriculum*. Sage Publications.

- Marler, J. , & Dulebohn, J. H. (2005) A Model of Employee Self-Service Technology Use. In Martocchio, J. J. (Ed). *Research in Personnel and Human Resource Management*, (Vol. 24, pp. 137-180). Boston, Elsevier JAI.
- Dulebohn, J. H. & Marler, J. (2005). E-compensation: The potential to transform practice. In D. Stone and H. Gueutal (Eds.) *The Brave New World of eHR*. Jossey-Bass, (pp. 138-165).
- Dulebohn, J. H. (2003). Information technology implementation: The need for compensation system congruency. In D. Stone (Ed). *Advances in Human Performance and Cognitive Engineering Research* (Vol. 3, pp. 153-186). Greenwich, CT: JAI Press.
- Ferris, G. R., Cook, G. H., & Dulebohn, J. H. (2000). Organizational politics: The nature of the relationship between politics perceptions and political behavior. In S. B. Bacharach & E. J. Lawler (Eds.), *Research in the sociology of organizations* (Vol. 17, pp. 89-130). Stamford, CT: JAI Press.
- Dulebohn, J. H. (1997). Social influence in organizational justice evaluations of processes and outcomes of human resources systems. In G. R. Ferris (Ed.), *Research in personnel and human resources management* (Vol. 15, pp. 241-291). Greenwich, CT: JAI Press.
- Dulebohn, J. H., Ferris, G. R., & Stodd, J. T. (1995). The history and evolution of human resource management. In G. R. Ferris, D. T. Barnum, & S. D. Rosen, (Eds.), *Handbook of human resource management* (pp. 18-41). Oxford, UK: Blackwell.
- Ferris, G. R., Barnum, D. T., Rosen, S. D., Holleran, L. P., & Dulebohn, J. H. (1995). Toward business-university partnerships in human resources management: Integration of science and practice. In G. R. Ferris, D. T. Barnum, & S. D. Rosen, (Eds.), *Handbook of human resource management* (pp. 1-17). Oxford, UK: Blackwell.
- Frink, D. D., Dulebohn, J. H., & Ferris, G. R. (1994). The politics of human resources systems in US organizations facing crisis. In H. Kraus, H. Scheff, and A. Gutschelhofer (Eds.), *Human resources management in the Crisis--The crisis of human resources management* (pp. 473-497). Vienna: Linde Verlag.

Book Reviews

- Dulebohn, J. H. (2007). The Shock Doctrine. Author: Naomi Klein. Reviewed in *People and Strategy*.
- Dulebohn, J. H. (2006). Innovation and Entrepreneurship. Author: Peter F. Drucker. HarperBusiness. Reviewed in *Human Resource Planning*, 29(3): 3-38.
- Dulebohn, J. H. (2005). Top down: Why hierarchies are here to stay and how to manage them more effectively. Author: Harold J. Leavitt. Harvard Business School Press. Reviewed in *Human Resource Planning*, 28(1): 62.

Dulebohn, J. H. (2005). Outsourcing America: What's Behind Our National Crisis and How We Can reclaim American Jobs. Author: Ron Hira and Anil Hira. American Management Association. Reviewed in *Human Resource Planning*, 28(3): 46.

Refereed Proceedings

Dulebohn, J. H., Shore, L., Kunze, M., & Dookerman, D. (2002). The Differential Impact of OCBs and Influence Tactics on Relationship Quality and Performance Ratings Over Time. *Proceedings of the Southern Management Association Annual Conference*. Atlanta, GA.

Dulebohn, J. H. (1996). The association between employees' group attitudes and procedural justice perceptions. *Proceedings of the 48th Annual Meeting of the Industrial Relations Research Association*. Madison: IRRA.

Dulebohn, J. H., & Martocchio, J. J. (1995). Employees' perceptions of the procedural justice of factors used for pay raise decisions. *Proceedings of the 47th Annual Meeting of the Industrial Relations Research Association*. Madison: IRRA.

Refereed Presentation Papers and Symposiums

Dulebohn, J. H. Current developments in leader member exchange (LMX): A research Incubator. Symposium. Participation at 2018 Academy of Management Meeting, Chicago, IL., August 12-14.

Wu, D., & Dulebohn, J. H. The nature and dimensionality of transformational leadership. Presentation at 2018 Academy of Management Meeting, Chicago, IL., August 12-14.

Dulebohn, J. H. Staffing: Applicant Reactions to Promotion and Selection Procedures. Session Chair. 2018 Academy of Management Meeting, Chicago, IL., August 12-14.

Dulebohn, J. H., Wu, D., & Liao, C., Hoch, J. E. Transformational leadership and national culture: a meta-analysis across 36 countries. Presentation at 2017 Academy of Management Meeting, Atlanta, GA. August 4-8. *ACAD MANAGE PROC 2017 2017:1 17512*; doi:10.5465/AMBPP.2017.17512abstract.

Dulebohn, J., Shore, L., Liao, C., & Ehrhart, K. What I see is what I expect: Impact of recruiter social exchange on job seeker application behavior. Presentation at 2017 Academy of Management Meeting, Atlanta, GA. August 4-8. *ACAD MANAGE PROC 2017 2017:1 17643*; doi:10.5465/AMBPP.2017.17643symposium.

Hoch, J., Dulebohn, J. H., & Wu, D. Mediators of Servant Leadership and Ethical Leadership: A Meta- Analysis. Presentation at 2017 Academy of Management Meeting, Atlanta, GA. August 4-8. *ACAD MANAGE PROC 2017 2017:1 16369*; doi:10.5465/AMBPP.2017.16369symposium.

- Hoch, J.E., & Dulebohn, J. H. Virtual Teams “in the Wild”: Considering Individual and Contextual Influences. (2017). Presentation at Society for Industrial and Organizational Psychology. 32th Annual Conference. Orlando, FL.
- Hoch, J.E., & Dulebohn, J. H. Virtual Teams “in the Wild”: Considering Individual and Contextual Influences. (2017). Presentation at Society for Industrial and Organizational Psychology. 32th Annual Conference. Orlando, FL. April 28, 2017.
- Dulebohn, J. H., Wu, D., & Bommer, W. H. Recent Findings in Leadership Research: Does Transformational and Transactional Leadership Work Better in Western Versus Eastern Cultures? Presentation at National Business and Economic Society 17th Annual Conference. Cabo, San Lucas, MX, March 10, 2016.
- Wu, D., & Dulebohn, J. H. With LMX, Is Supervisor Affect Needed to Explain Relational Quality: A Meta-analysis. Presentation at 2016 Southern Management Association Annual Meeting. Charlotte, NC, October 27-29.
- Dulebohn, J. H. Neuroscience Insights into Employee Fairness Evaluations and Decision-Making. **Keynote Address**. Presentation at National Business and Economic Society 17th Annual Conference. Cabo, San Lucas, MX, March 10, 2016.
- Dulebohn, J. H., Roehling, M., & Wu, D. An fMRI investigation of obesity discrimination. Accepted for presentation at National Business and Economic Society 16th Annual Conference. Panama City, Panama, March 2015.
- Hoch, J. E., & Dulebohn, J. H. Shared and Vertical Leadership and Virtual Team Innovation: The Moderating Role of Kickoff Meetings. 2015 Southern Management Association Annual Meeting. St. Pete Beach, October 29-31.
- Hoch, J. E., & Dulebohn, J. H. *Shared and Vertical Leadership and Virtual Team Innovation: The Moderating Role of Kickoff Meetings*. 2015 Southern Management Association Annual Meeting. St. Pete Beach, October 29-31.
- Hoch, J. E., & Dulebohn, J. H. Shared Leadership in Virtual Teams: Contingencies of Collective Team Leadership in Virtual Teams", for the 2015 Academy of Management Meeting taking place August 7-11.
- Dulebohn, J. H., Roehling, M., & Wu, D. An fMRI investigation of obesity discrimination. Accepted for presentation at National Business and Economic Society 16th Annual Conference. Panama City, Panama, March 2015.
- Dulebohn, J. H. (2014). Big data, business intelligence and data-driven hr decision-making in teaching and research data driven HRM. Symposium. Academy of Management Annual Meeting, Philadelphia, PA.
- Hoch, J., Kozloski, S., Dulebohn, J. H. (2014). Leadership and teamwork in the global-virtual workplace. Presentation at Academy of Management Annual Meeting, Philadelphia, PA.

- Hoch, J., Kozloski, S., Dulebohn, J. H. (2014). Examining an Input-Process-Output Framework in Virtual Teams. Paper accepted for presentation at the 2014 Southern Management Association Annual Meeting. Savannah, GA. November 12-15, 2014.
- Dulebohn, J. H., & Murray, B. Employee Benefits Satisfaction: A Test of Benefit Administration Service Quality, Expectations, and Usage Determinants. Accepted for presentation at National Business and Economic Society 15th Annual Conference. Hawaii, March 2014.
- Dulebohn, J. H., Conlon, D. E., Davison, R. B., Lee, A., & Hoch, J. E. (2013). Gender differences in organizational justice evaluations: evidence from fMRI. Presentation at Academy of Management Annual Meeting, Orlando, FL.
- Dulebohn, J. H., Murray, B., Roehling, M., Werling, S., & Hoch, J. Effects of Explanation on Reactions to a New Pay Plan. Accepted for presentation at National Business and Economic Society 14th Annual Conference. Costa Rica, March 2013.
- Hoch, J., Kozloski, S., Dulebohn, J. H. (2012). Structural Supports, Kickoff-Meetings, and Shared Leadership in Virtual Teams. Presentation at Academy of Management Annual Meeting, Boston, MA.
- Dulebohn, J. H., Conlon, D., Sarinopoulos, I., Davidson, R., & McNamara, G, & Lee, A. (2012). Gender differences in organizational justice evaluations: Evidence from fMRI. Brain Mind Institute Conference. East Lansing, MI.
- Dulebohn, J. H. & Johnson, R. A Multi-Level Application of Analytics to Human Resource Management. (2012). Presented at Society for Industrial and Organizational Psychology- 27th Annual Conference. San Diego, CA.
- Hoch, J., Kozloski, S., Dulebohn, J. H. Virtual Teams. (2012). Presented at Society for Industrial and Organizational Psychology – 27th Annual Conference. San Diego, CA.
- Hepperlen, M. T., Anand, S. Dulebohn, J. H., Erdogan, B., Hoch, J. Seers, A., Prajya, V.. Leader-Member Exchange: Timeless or Time to Rethink? Debate Session.. Presented at Society for Industrial and Organizational Psychology – 27th Annual Conference. San Diego, CA.
- Dulebohn, J. H., Conlon, D., Sarinopoulos, I., Davidson, R., & McNamara, G, & Hoch, J. (2012). Neuro evidence for individual differences in organizational justice evaluations. National Business and Economic Society Annual Conference. Maui, HI. **Received best conference paper award.**
- Murray, B., Dulebohn, J. H., Roehling, M., Werling, S., & Hoch, J. (2011) Compensation attitude formation from a change in human resource systems. Presentation at Academy of Management Annual Meeting San Antonio, TX.

McNamara, G., Conlon, D. E., Dulebohn, J. H., & Koopman, J. (2011) Examining the neural foundations of escalation of commitment. Presentation at Academy of Management Annual Meeting San Antonio, TX.

Hoch, J. & Dulebohn, J. H. (2011) Personal initiative in virtual teams: Individual and team level conceptions impact on performance. Presentation at Academy of Management Annual Meeting San Antonio, TX.

Dulebohn, J. H. Shared cognition in ERP implementation in cross-functional teams. Presented at the Society of I/O Psychology 26 Annual Conference, Chicago, IL. April 2011.

Hoch, J. E., Pearce, C. L., & Dulebohn, J. H. (2010). Shared leadership questionnaire (SLQ): Developing a short scale to measure shared and vertical leadership in teams. Poster Presented at Society for Industrial and Organizational Psychology – 25th Annual Conference, Atlanta, USA

Dulebohn, J. H. (2010). Assessing Cross-functional Teams in ERP/eHR Implementation Projects: Emerging Issues in Research on Electronic Human Resource Management Systems. Presentation at Academy of Management Annual Meeting Montreal.

Dulebohn, J. H. (2010). Realizing the Potential of an HRIS: Unintended Consequences, Human Agency and the HR Function. Discussant at Academy of Management Annual Meeting Montreal.

Dulebohn, J. H. (2010). The Ins and Outs of Faculty Recruiting. Presentation at Academy of Management Annual Meeting Montreal.

Dulebohn, J. H. (2010). Placement for Applicants. Presentation at Academy of Management Annual Meeting Montreal.

Hoch, J. E. & Dulebohn, J.H. (2009). Shared Leadership Scale Validation. Presentation at Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, GA.

Dulebohn, J. H. (2008). The use of the Internet in Staffing. Symposium Chair. Academy of Management Annual Meeting, Anaheim, CA, 2008. Presenter at the Academy of Management Annual Meeting, Anaheim, CA.

Murray, B., & Dulebohn, J. Retirement at Risk: A Behavioral Perspective on Workers' Risk Taking in Retirement Savings. Presenter at the Academy of Management Annual Meeting, Anaheim, CA.

Dulebohn, J. H., Murray, B., Roehling, M. V., Werling, S. (2008). Effect of explanation on informational justice perceptions and learning in compensation change. Presenter at the Academy of Management Annual Meeting, Anaheim, CA.

- Davidson, R. B., Conlon, D. E., McNamara, G., & Dulebohn, J. (2008). How emotional intelligence and prosocial value orientation influence escalation of commitment. Paper at the Academy of Management Annual Meeting, Anaheim, CA.
- Dulebohn, J. H. & Werling, S. Compensation: Yesterday, Today and Tomorrow. (2008). Symposium presentation at the Society of Industrial Psychologists Annual Meeting, San Francisco, CA.
- Dulebohn, J. H. & Marler, J. (2006). HR Metrics. Symposium presentation at the Society of Industrial Psychologists Annual Meeting, Dallas, Texas.
- Dulebohn, J. H. Technological innovation in the HR curriculum: A new vision of HR Information Systems. (2005). Presenter at the Academy of Management Annual Meeting, Honolulu, Hawaii.
- Marler, J. H., Lian, X., & Dulebohn, J. H. (2004). The Effect of Technology Training on Training Transfer : A Field Study of an Enterprise Resource Planning Software Implementation. Presented at the Academy of Management Annual Meeting, New Orleans.
- Dulebohn, J. H., Shore, L., Kunze, M., & Dookerman, D. (2004). The Role of OCBs and Influence Tactics on Relationship Quality and Performance Ratings Over Time. Presented at the Society of Industrial Organizational Psychologists Annual Meeting.
- Dulebohn, J. H. (2004). Teaching PeopleSoft Skills to Audiences with Non-technical Backgrounds. Presented at Higher Education Users Group (HEUG) in Atlanta, GA.
- Murray, B. & Dulebohn, J.H. (2003). Employee Benefits Satisfaction. Paper presented at the 2003 Academy of Management Association Annual Meeting, Human Resource Management Division, Seattle, Washington.
- Dulebohn, J. H., Marler, J. (2003). Individual Difference Predictors of Web-based Employee Self-Service. Presentation at the Society of Industrial Organizational Psychologists Annual Conference. Orlando, FL.
- Dulebohn, J. H. (2003). Teaching PeopleSoft to Non-Technical Audiences. Presented at Higher Education Users Group (HEUG) in Dallas, TX.
- Dulebohn, J. H., Shore, L., Kunze, M., & Dookerman, D. (2002). The Differential Impact of OCBs and Influence Tactics on Relationship Quality and Performance Ratings Over Time. Paper presented at the Southern Management Association Annual Conference. Atlanta, GA.
- Dulebohn, J. H. (2002). Individual Differences and Risk in Employee Retirement Savings Behavior. Paper presented at the 2002 Academy of Management Association Annual Meeting, Human Resource Management Division, Denver, Colorado.

- Dulebohn, J.H. (2001). The need for compensation congruency in technological change. Paper presented at the Society of Industrial Organizational Psychologists Annual Meeting. San Diego, CA.
- Dulebohn, J. H. (2000). An Investigation of the Determinants of Investment Risk Behavior in Employer-Sponsored Pension Plans. Paper presented at the Academy of Management Association Annual Meeting, Human Resource Management Division, Toronto, Ontario.
- Dulebohn, J. H. & Chen, Hsiu-Lang (1999). Are Bigger State and Local Public Pension Plans More Cost Efficient? An Analysis of Economies of Scale. Presented at the Academy of Management Association Annual Meeting, Nonprofit and Public Sector Division, Chicago, IL.
- Dulebohn, J. H., Ferris, G. R., & Ree, M. (1999). A Longitudinal Investigation of Influence Tactics Effects on Performance Ratings. Presented at the Society for Industrial and Organizational Psychology Annual Meeting, Atlanta, Georgia.
- Dulebohn, J. H., & Murray, B. (1998). An Exploratory Analysis of Retirement Plan Choice by Public University Employees. Presented at the Academy of Management Association Annual Meeting, Nonprofit and Public Sector Division, San Diego, CA.
- McRee, J. R. & Dulebohn, J. H. (1998). The effects of incremental validity on personnel selection. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.
- Dulebohn, J. H. (1997). A longitudinal examination of attitudinal changes resulting from the implementation of work teams in a service organization. Paper presented at the American Society of Public Administration Annual Meeting, Philadelphia, PA.
- Dulebohn, J. H., & Martocchio, J. J. (1996). Employees' evaluations of the fairness of work group incentive pay plans. Presented at the Academy of Management Association Annual Meeting, Human Resource Management Division, Cincinnati, Ohio.
- Ferris, G. R., Cook, G. H., & Dulebohn, J. H. (1996). Politics in the nursing profession: The nature of the relationship between perceptions of politics and political behavior. Presented at the Academy of Management Association Annual Meeting, Health Care Division, Cincinnati, Ohio.
- Ferris, G. R., Dulebohn, J. H., Frink, D. D., Mitchell, T. R., George-Falvy, J., & Matthews, L. M. (1996). Job and organizational characteristics, accountability, and employee influence. Presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA.
- Gilmore, D. C., Ferris, G. R., Dulebohn, J. H., & Cook, G. H. Organizational politics and employee attendance. (1996). Presented at the Society for Industrial and Organizational Psychology Annual Meeting, San Diego, CA. .

Dulebohn, J. H. (1996). The association between employees' attitudes towards their work groups and their procedural justice perceptions: A test of the group-value model. Presented at the Labor Law and Employment Law Division of the Industrial Relations Research Association's 48th Annual Meeting, San Francisco.

Dulebohn, J. H., & Martocchio, J. J. (1995). Public retirees' satisfaction with their defined benefits. Academy of Management Association Annual Meeting, Public and Nonprofit Division, Vancouver, British Columbia, Canada.

Dulebohn, J. H., & Martocchio, J. J. (1995). Employees' perceptions of the procedural justice of factors used for pay raise decisions. Industrial Relations Research Association's 47th Annual Meeting, Washington DC, January.

Martocchio, J. J., & Dulebohn, J. H. (1994). Employees' perceptions of the distributive justice of pay raise decisions. Academy of Management Association Annual Meeting, HRM Division, Dallas, TX.

Martocchio, J. J., & Dulebohn, J. H. (1994). The role of context in training effectiveness. Society for Industrial and Organizational Psychology Annual Meeting, Nashville, TN.

Invited Presentations

Dulebohn, J. H. (2018). Research Findings and Best Practices of High Performance Work Teams. Samsung Economic Research Institute, Seoul.

Dulebohn, J. H. (2017). Neuroscience Insights into Employee Fairness Evaluations and Bias in Decision-Making. Department of Management, C.T. Bauer College of Business, University of Houston.

Dulebohn, J. H. (2017). Transformational leadership and national culture: A meta-analysis across 35 countries. Samsung Economic Research Institute, Seoul.

Dulebohn, J. H. (2016). Neuroscience Insights into Employee Decision-Making, Fairness Evaluations, & Discrimination. Craig School of Business, Fresno State University.

Dulebohn, J. H. (2016). Neuroscience Insights into Employee Decision-Making, Fairness Evaluations, & Discrimination. Boeing Defense Division, Mesa, Arizona.

Dulebohn, J. H. (2013). Managing teams. Pratt & Whitney, Rocketdyne, Los Angeles, CA.

Dulebohn, J. H. (2012). Future of HR: Managing the employee-organization relationship insights from empirical research, Samsung, South Korea.

Dulebohn, J. H. (2010). "Just Auto it." TIAA-CREF Institute President's Forum, Rethinking Defined Contribution Plans. Featured Presenter.

Dulebohn, J. H. (2009). *How Do You Choose? Decision-Making in Human Resource Management*, University of Buffalo, Department of Management.

Dulebohn, J. H. (2008). *Market Pricing and Maintaining Individual Equity in Organizations*, Dubai HR Forum.

Dulebohn, J. H. (2008). *How Do You Choose? Decision-Making in Human Resource Management*, Texas Tech University, Department of Management.

Non-refereed Technical Projects and Reports

Dulebohn, J. H. (2012). *Medtronic: Structural Heart Virtual Team Evaluation Report*. Technical report provided to Medtronic following research study on Medtronic Structural Heart Division's geographically distributed teams for publication purposes.

Dulebohn, J. H. and Hoch, J. E. (2011). *Trustwave Team Evaluation Report*. Technical report provided to Trustwave following research study on Trustwave's geographically distributed teams for publication purposes.

Dulebohn, J. H. and Hoch, J. E. (2011). *Avaya Team Evaluation Report*. Technical report provided to Avaya following research study on Avaya's geographically distributed teams for publication purposes.

Dulebohn, J. H. (2010). *Enterprise Business System Planning Report*. Conducted ERP implementation evaluation follow-up (involved a longitudinal design) for Michigan State University.

Dulebohn, J. H. & Shore, L. M. (2007). *Tracking college engineering job seekers through Raytheon's college recruitment process: Spring and summer 2007*. Report and presentation to Raytheon executive team.

Dulebohn, J. H. (2009). *Enterprise Business System Planning Report*. Conducted project management and team evaluation of ERP implementation process for Michigan State University with recommendations for organizational structure and team structure changes to deal with inefficiencies.

Dulebohn, J. H. (2006). *Survey of Active and Retired Pension Members*. Conducted two web-based surveys to examine attitudes and satisfaction of active employees and retirees of the State University Retirement System of Illinois.

Dulebohn, J. H. (2002). *2002 SURS Employee Survey Report*. Surveyed organization's employees on work related attitudes and behaviors and compared changes between 1996, 1999, and 2000. Report prepared for State Universities Retirement System

- Dulebohn, J. H. (2001). *Survey of Active and Retired Pension Members' Financial Preparation for Retirement*. Report presented the results of two surveys of 3,000 active pension members nearing retirement and 3000 recently retired pension members in the state of Illinois. Report prepared for the State University Retirement System of Illinois.
- Dulebohn, J. H. (2001). 2000 SURS Employee Survey Report. Surveyed organization's employees on work related attitudes and behaviors and compared changes between 1996 and 1995 survey results. Report prepared for State Universities Retirement System
- Dulebohn, J. H. (2000). *Technical Report of Plan Selection and Defaulting by Employees Among Employer Sponsored Retirement Plans During Open Enrollment Periods*. Report prepared for State Universities Retirement System and TIAA-CREF presenting the results of field survey and archival data analysis of occurrence and determinants of defaulting behavior in the benefits selection open enrollment period.
- Dulebohn, J. H. (1999). *Technical Report of Risk Preference of Defined Contribution Participants*. Grant report prepared for TIAA-CREF presenting the results of a series of field surveys of the effect of risk on college and university employees' decision-making behavior in their investment allocations.
- Dulebohn, J. H. (1999). *1999 Survey of Active and Retired Pension Members' Attitudes*. Report presented the results of two surveys of 8,000 active and retired pension members in the state of Illinois. Report prepared for the State University Retirement System of Illinois.
- Dulebohn, J. H. (1999). *1999 Evaluation of SURS Executive Director's Performance*. Report presented the results of internal organizational survey and external stakeholder survey evaluating the States University Retirement System of Illinois executive director's annual performance.
- Dulebohn, J. H. (1998). *360⁰ Performance Review and Personal Development Project for the States University Retirement System of Illinois*. Project involved developing a 360⁰ multi-rater feedback tool for organization, administering the tool, and providing developmental feedback to management staff.
- Dulebohn, J. H. (1998). *1998 Evaluation of SURS Executive Director's Performance*. Report presented the results of internal organizational survey and external stakeholder survey evaluating the States University Retirement System of Illinois executive director's annual performance
- Dulebohn, J. H. (1997). *Estimate of Probable Pension Plan Selection by Current and Future Pension Plan Members*. Report prepared for TIAA-CREF and the State Universities Retirement System of Illinois to present results of a TIAA-CREF grant supported study. Study involved surveying 14,000 new and current retirement plan members.

- Dulebohn, J. H. (1996). *Evaluation of Changes in Employee Attitudes Resulting from the Implementation of Work Groups*. Reported the changes in employee attitudes between 1995 and 1995 resulting from a structural reorganization effort involving the adoption of work teams in a public sector organization.
- Dulebohn, J. H. (1996). *State Universities Retirement System of Illinois' 1996 Active Member Survey Summary and Projection of Active Members Selecting Optional Retirement Plans*. Summary of survey prepared for the State Universities Retirement System of Illinois.
- Dulebohn, J. H. (1995). *Monsanto Company Team Incentive Pay Plan Survey Report*. Presented the results of a group-based incentive pay plan study projected conducted for Monsanto Company's chemical manufacturing division.
- Dulebohn, J. H. (1995). *A Comparative Analysis of the Investment Performance of Investment Managers Over Time*. Results of a survey conducted for the National Association of State Investment Officers (NASIO).
- Dulebohn, J. H. (1995). *State Universities Retirement System of Illinois' 1994 Active Member and Retired Member Survey Summary*. Summary of member survey prepared for the State Universities Retirement System of Illinois.
- Dulebohn, J. H. (1994). *State Universities Retirement System of Illinois' 1994 Active and Retired Member Survey Descriptive Report*. Report presented the results of a survey of 5000 plan members, prepared for the State Universities Retirement System of Illinois.
- Dulebohn, J. H., & Gates, G. (1994). *Creating A Public Service Retirement Corporation: The Need, The Opportunity*. Paper prepared for the Milbank Memorial Fund, New York City, NY.
- Dulebohn, J. H. (1994). *A longitudinal comparison of the funding condition of the State Universities Retirement System with 204 state and local public pension plans*. Paper prepared for the State Universities Retirement System of Illinois.
- Dulebohn, J. H. (1993). *A comparative analysis of the funding condition of the State Universities Retirement System of Illinois: Executive Summary, Update and Revision*. Paper prepared for the State Universities Retirement System of Illinois.
- Dulebohn, J. H. (1992). *A comparative analysis of the funding condition of the State Universities Retirement System of Illinois: Final Report and Executive Summary*. Paper prepared for the State Universities Retirement System of Illinois.

Courses Taught

Michigan State University, August 2001 - present. Compensation; Organizational Behavior; Human Resources Strategies and Decisions; Human Resource Information Systems; Organizational Behavior; Ph.D. Seminar in HRM/OB.

Michigan State University, Eli Broad Graduate School of Management. 2006 – 2009. Weekend MBA. Human Resource Management; Full-time MBA: Human Resource Management.

University of Georgia, August 2004 – May 2005. Organizational Development; Compensation and Benefits; Human Resource Management; Ph.D. seminar in OB/HR.

Georgia State University, August 1998 – August 2001. Research Methods; Human Resources Management; Compensation Management; Leadership.

University of Texas at San Antonio, August 1996 - August 1998. Human Resource Management; Personnel Management Process; Public Personnel Management.

University of Illinois, August 1995 - May 1996. Strategic Human Resource Management; Human Resource Management and Organizational Transformation.

Executive Education

Have taught the following as part of Michigan State University's Human Resource Education Training Center (HRETC) and Eli Broad Executive Development program:

Succession Planning; Controlling Employer Health Care Costs; Adopting a Consumer-Driven Health Approach through Implementing a Defined Contribution Health Care Plan (DCHCP); Human Resource Information Systems.

Research and Professional Experience

State Universities Retirement System of Illinois, Champaign, Illinois. Researcher, 1992 - 1996. Responsibilities included the research design, data collection, data analysis, and writing technical reports and executive summaries for research projects. The results of the results of two studies, that examined the funded status of Illinois pension plans in relation to the other major state and local plans, were presented to the Illinois State Legislature and were used in recent funding-requirement legislation.

Institute of Labor and Industrial Relations, University of Illinois. Graduate Assistant, 1992 - 1995. Appointment involved participation in all research phases of a number of empirical studies.

Rehabilitation Education Center, University of Illinois. Graduate Assistant, 1991 - 1992. Managed the adaptive technology computer laboratory, assisted and taught students with disabilities adaptive technology and computer hardware and software skills.

Cooperative Extension Service, University of Illinois, Instructional Designer, 1990 - 1991. Developed instructional materials to teach employees computer hardware and software skills, taught computer software classes, and assisted students in the computer center.

Central Missouri State University, Department of Instructional Technology, Graduate Teaching Assistant, 1988 - 1989. Assisted professors in classroom instruction and taught computer software classes to students and university staff.

International Business Machines, Inc., St. Louis, MO, Database Programmer, 1987 - 1988. Worked in the National Service Division. Responsible for developing and maintaining databases for warranty expiration and maintenance marketing tracking.

Grants

Michigan State University Department of Radiology. \$22,000 grant funding to cover scanning of 20 subjects for functional magnetic resonance imaging (fMRI) study on discrimination. Title: Neural correlates of obesity discrimination. Principal investigator: James Dulebohn. Duration of award: January 2016 – December 2016.

Samsung Economic Research Institute. \$14,000 research grant to investigate effectiveness of Samsung Electronics' profit sharing plan. August 2014 - January 2015.

Michigan State University Department of Radiology. Funding for functional magnetic resonance imaging (fMRI) study that involved fMRI scanning of 40-45 subjects. Title: A functional imaging examination of procedural and distributive justice perceptions: A validation study of their process distinctiveness. Principal investigator: James Dulebohn; Co-investigator: Don Conlon. Duration of award: May 2006 – May 2008.

Raytheon, \$35,000 grant. Title: The Impact of the Recruiter's Employee-Organization Relationship on Applicant Reactions to the Organization. Principal Investigator: James Dulebohn. (Note: Grant came to School of Human Resources and Labor Relations directly). Duration of award: September 2006 – January 2008.

Dow Chemical Company. \$32,000 grant. Title: Account Balance Medical Plan for Retiree Medical Benefits Survey. Principal Investigator: James Dulebohn. Duration of Award: September 2004 – September 2005.

PeopleSoft: \$1,300,000 grant. Title: Software and instructional training grant. Duration of awarded : January 2003-May 2005.

Spectrum Human Resource Systems Corporation: \$60,000 software and training grant. Duration of award : October 2001-September 2002.

TIAA-CREF : \$25,000 grant. Title: The correlates of faculty members' risk tolerance and investment preferences. Duration of award: June 1998 – May 2000.

TIAA-CREF : \$25,000 grant. Title: Probable pension plan selection by current and future public pension plan members. Duration of award: August 1997 – May 1998.

Awarded \$5,000 summer research grant from UTSA College of Business in 1997.

Internal Service

University:

- University Council, August 2015 to present.
- University Faculty Senate, August 2015 to present.
- Faculty Affairs Health Care Task Force Subcommittee, 2006 to 2016.
- University Committee on Faculty Information System, 2011 to 2014.
- University Search Committee for Assistant Vice President for Human Resources. October 2011-April 2012.
- FIS/HRIS SRD Project Advisory Group, 2011 to 2012.
- Member of the Vice Provost's IT Review Committee, March 2005 to 2008.

College of Social Sciences:

- Faculty Advisory Committee, Chair, August 2015 to present.
- Graduate Programs Committee, 2009 to 2015. Chair 2014-2015.
- Graduate Committee, 2009 to 2015.
- Promotion and Tenure Committee, 2008 to 2012.
- Faculty Awards Committee, 2003-2004.
- Graduate Programs Committee, January 2002 to May 2003.
- Graduate Committee Member: May 2002 to May 2004.

School of Human Resources and Labor Relations:

- Coordinator Korean Partnership Program. August 2010 to present.
- Associate Director, August 2008 to August 2015.
- Associate Director, SHRM in Dubai, September 2008 to May 2015.
- Deputy Director of Development, August 2007 to August 2008.
- Technology Director, August 2006 to July 2007.
- Admissions Committee, January 2006 to 2016.
- Faculty Advisory Committee, September 2003 to September 2005; 2016 to present.
- Ph.D. Program Committee, January 2002 to present.

External Service

Academy of Management Association:

- Director of Placement, August 2008-August 2010.
- Associate Director of Placement, August 2006-August 2008.
- Assistant Director of Placement, April 2005-August 2006
- Placement Committee Member, April 2002- August 2010.
- Human Resource Division Co-Chairperson for Information Technology Committee, 2002.
- Human Resource Division Professional Development Subcommittee member, 2002.
- Human Resource Division: Information Technology Committee Member, 2000 to 2001.

PeopleSoft, Inc. Academic Advisory Committee Member, 1998 to 2006.

Visiting faculty member for the Industrial Relations Council on GOALS (Graduate Opportunities for Advanced Level Studies). Responsible for teaching Compensation in the GOALS survey course, 1999 to 2002.

Reviewer and Editorial Activity

Co-editor: *Research in Human Resource Management Series*. Information Age Publishing.

Editorial Boards:

- *Journal of Management*, 2017 to present.
- *Group and Organization Management*, 2015 to present.
- *Human Resource Management Review*, 2011 to present.
- *Journal of Managerial Psychology*, 2011 to 2016.

Book Review Editor, *Human Resource Planning Review*, 2004 to 2008.

Reviewer: *Academy of Management Journal*; *Academy of Management Review*; *Journal of Management*; *Human Resources Management Review*; *Journal of Occupation and Organizational Psychology*; *Journal of Organizational Behavior*; *Journal of Business Ethics*; *Human Relations*; *Organizational Behavior and Human Decision Processes*.

Research and Advisory Activity

Avaya; Boeing; Dow Chemical; Marriott Hotels; Medtronic; Michigan State University; Monsanto; Raytheon Company; State of Illinois; State of Texas; TIAA-CREF; Trustwave.

Expert Witness Activity

Have participated in a number of human resource management related expert witness testimonies focusing on issues including: Selection Procedures and Validation; Compensation, Market Analysis and Employability; Sexual Harassment; and HRIS. Most recent case involved a class action lawsuit examining a selection instrument and HRIS of a consumer reporting agency.

Professional Associations

Academy of Management; Southern Management Association; Society of Industrial Organizational Psychologists.

References

Theodore Curry III
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John Malanowski
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