

P. CHRISTOPHER EARLEY

EDUCATION

- Ph.D.** 1984 University of Illinois, Urbana-Champaign.
Field: Industrial/Organizational Psychology
Minors: Quantitative and Social Psychology
- M.A.** 1981 University of Illinois, Urbana-Champaign.
- B.A.** 1980 Knox College.

Personal Background: USA Citizen, Age 55

POSITIONS HELD

- 9/14 - James Brooke Henderson Chair in Management
Krannert School of Management at Purdue University
- 11/11 - 9/14 Dean, Krannert School of Management at Purdue University
James Brooke Henderson Chair in Management
- 1/08 - 11/11 Dean, University of Connecticut School of Business
Auran J. Fox Chair in Business
- 6/05 – 12/07 Dean, National University of Singapore Business School
- 9/02 – 6/05 Chair and Professor of Organizational Behavior, London Business School,
London, England
- 6/98 – 12/02 Randall L. Tobias Chair of Global Leadership, Kelley School of Business,
Indiana University [Visiting Professor, Sasin Business School Chulalongkorn
Univ, Bangkok, Thailand (6/99, 6/2000); Nanyang Professor, Nanyang Business
School (Singapore) (3-year honorary chair); Cycle and Carriage Visiting
Professor, National University of Singapore (12/2001)]
- 8/97 - 6/98 Professor of Organizational Behavior, London Business School,
London, England
- 7/94 - 6/97 Corporate Partners Research Professor of Management, Graduate
School of Management, University of California, Irvine.
[Visiting Professor, Hong Kong University of Science and
Technology, Hong Kong (1/95-7/95); Visiting Professor, Sasin
Business School Chulalongkorn Univ, Bangkok, Thailand (1995, 1996); Visiting
Professor London Business School (1997)]

- 7/92 - 6/94 Associate Professor of Management, Graduate School of Management, University of California, Irvine. [Visiting Professor, Czechoslovak Management Center, Prague, Czech Republic (1/94-2/94)]
- 7/89 - 6/92 Associate Professor of Management, Dept. of Strategic Management and Organization, University of Minnesota.
[Visiting Associate Professor of Management, Technion - Israel Institute of Technology, Haifa, Israel (9/90 - 6/91)]
- 7/86 - 6/89 Assistant Professor of Management, Dept. of Management, U. of Arizona.
[Visiting Professor, Institute of Foreign Trade, Guangzhou, People's Republic of China (5/88 - 6/88)]
- 7/84 - 6/86 Assistant Professor of Psychology, Claremont McKenna College.

Key Administrative Experience:

Board of Advisors, Foundry Investment Corp, LLC.
Board of Advisors, Tianjin College of Management and Economics
Board of Advisors, Lingnan University at National Sun Yat-Sen University (China)
Dean, Krannert School of Management at Purdue University
Dean, University of Connecticut School of Business
Board of Advisors, HEC Lausanne (Switzerland)
Board of Advisors, Confucius Institute of Purdue University
Board of Advisors, Global Policy Research Institute of Purdue University
AACSB School Reviewer and Chair
Chair, International Executive Council University of Connecticut
University-wide task force for global education and research
Board of Advisors, Knox College
Dean, National University of Singapore Business School
Management Board, Risk Management Institute (NUS-UC Berkeley)
Board of Advisors, Institute for South Asian Studies
Board of Advisors, Institute for South East Asian Studies
Department Chair, London Business School
Internal Reviewer, London Business School Department of Finance
External Examiner, National University of Singapore Business School
Chair, Faculty Promotion and Tenure Committee, University of California, Irvine

**KEY ACCOMPLISHMENTS AS DEAN AT PURDUE UNIVERSITY, KRANNERT
SCHOOL OF MANAGEMENT**

Fund-Raising:

\$3 million each yr for 2011-13 including the development of a Leadership Cabinet of key advisors to the business Dean; YTD for 2014 \$4.5M with the kickoff of a \$7.5M campaign for the Cornell Bell Business Leadership Center

Global Recognition of Academic Programs at Krannert:

Ranked 28th in the USA by Forbes (up from 40th in 2013)
Ranked 30th in the USA by Financial Times and 58th globally for MBA (up from 66th in 2013)
Ranked 20th in US News and World Report for Undergraduate Program (up from 21st in 2013)
Ranked 40th in US News and World Report for MBA (up from 44th in 2013)
Ranked 30th in the world for EMBA by Economist (15th in USA first time ranking)
Ranked 18th in the world by Businessinsider.com
Ranked 18th among public universities by Bloomberg-Businessweek
Ranked 11th in the USA by EDUNIVERSAL

Strategic Planning

Prior to my term, Krannert was positioned as a generalist business school. Our mission now reconnects us with the core strengths of Purdue University – Science, Technology, Engineering and Mathematics, or STEM.

We seek to become a preeminent school of business and management integrated into one of the world's leading engineering, science and technology universities. Our education, research and outreach activities will create analytic and innovative individuals who will become global leaders able to connect fundamental discoveries with leading business opportunities able to impact the global community.

Attraction and Enhancement to Top Faculty Performers:

While the pool of money for annual performance increases at Purdue University has been severely limited, I worked with the University Provost to award our top performing faculty with significant market adjustments. Despite having a very modest salary range for our faculty, we've been able to retain 7 of 8 retention cases as well as hire individuals trained at Wharton, Berkeley, MIT, UT Austin, HEC Paris to name a few.

Enhancements to Academic Programs during my term as Dean:

International partnerships and alliances has been a core activity of my deanship. To this end, we have established partnerships throughout the world including the development of joint educational initiatives with a number of global universities including EMLyon, Zhejiang University, Tianjin University, Shanghai Jiaotong University, FGV Rio, among others.

During my term as Dean, our international partnerships have doubled and we joined a global partnership around the area of innovation and entrepreneurship with EMLyon and Zhejiang University for the MS in Global Entrepreneurship. We have launched a global program on supply chain management with partners in China, India and Mexico for a MS in Global Supply Chain Management.

Additionally, we went through double accreditation in 2013-14. We received a 5-year renewal for our AACSB accreditation and we joined EFMD as a new academic member and attained EQUIS accreditation in 2014.

KEY ACCOMPLISHMENTS AS DEAN AT UCONN SCHOOL OF BUSINESS

Fund-Raising:

\$6.2 million for 2007-2009 including the development of a Leadership Cabinet of key advisors to the business Dean

Global Recognition of Academic Programs during my term as Dean:

Ranked 27th in the USA of all MBA programs by Forbes, Inc. (previously unranked)
Ranked 11th in the USA for Accounting (2008) by Business Week (up from 22nd)
Ranked in top 15 for Accounting (2009) by Princeton Review (previously unranked)
Ranked 26th public university business school by US News and World Report
Ranked 5th in Real Estate
Ranked top 45th by Business Week for MBA programs in the USA (up from 52nd)

Strategic Planning

During 2008-09 we engaged in a process of developing an academic and strategic plan for the upcoming decade (11 year plan). This document specifies our mission, key pillars of foci (globalization, experiential learning and academic excellence) as well as specific areas of opportunity and excellence.

Attraction and Enhancement to Top Faculty Performers:

While the pool of money for annual performance increases at the University of Connecticut has been severely limited, I worked with the University Provost to award our top performing faculty with significant market adjustments. In recent years, there is a hiring freeze at the University due to the economic crisis. Despite this, through fiscal responsibility planning and cost savings we were able to secure additional funding for three additional senior faculty lines with endowed professorships including two in the area of finance (real estate-finance and healthcare-finance) and one in marketing.

Enhancements to Academic Programs during my term as Dean:

Created programs in MS in Financial Risk Management as well developing a specialized one-year professional MBA to capture our unique market in Stamford. Likewise, we are developing a specialized MS in Business Analytics, a new BS degree in Business Administration for our regional campuses and a variety of new online initiatives.

Created new learning accelerator called SCOPE – Sustainable Community Outreach and Public Engagement. A hallmark of our program are learning accelerators, or joint learning activities involving students, faculty and companies. Unlike a typical consulting practicum, these accelerators combine learning opportunities around company-based

projects but taking place at the university with company personnel, 1-2 faculty members and 4-5 students (MBA, graduate, and some undergraduates) and working over a 14 week period. The new accelerator focuses on social innovation and social entrepreneurship including long-term partnerships with Special Olympics, a program for disabled veterans returning from the Middle East, and a program geared for providing healthcare and health-related outreach for diverse communities. This accelerator works on the principle that people can pursue for-profit careers but still support and engage in social innovation activities.

International partnerships and alliances has been a core activity of my deanship. To this end, we are in the process of establishing partnerships throughout the world including the development of joint educational initiatives with Australian National University, University of Queensland, National University of Singapore, National Taiwan University, Beijing Jiaotong University, Shandong University, Indian Institute of Management (IIM) – Lucknow, United Arab Emirates University, Sabanci University (Turkey), among others.

During my term as Dean, our international partnerships have doubled and we are now embarking on creating a global partnership around the area of innovation and entrepreneurship that will involve universities from Australia, Asia, Europe and the Middle East.

Enhancements to Infrastructure and Organizational Context:

During my term we professionalized the governance and operations of the business school. Previously many operations were run by faculty in administrative positions with little managerial support. Upon assuming the deanship, I completed a strategic review of the business school with my senior staff to guide our goal of becoming a top 50 globally recognized business school and a top 30 ranked school in the USA.

To help achieve these targets, I created new positions for professional managers to run the operations for the Undergraduate, Graduate, and Executive Education Offices. At a time that the university instituted a policy of reducing non-academic staff, I created or justified a significant expansion of several key areas within the school including: the Office of Corporate Development and Communications, the Career Services Office, and the Office of Executive Education.

With these various innovations as well as substantive changes to teaching loads and eliminating unnecessary teaching overloads and streamlining operations we have been able to pay off a \$3.6 million loan that we owed for building renovations incurred before my Deanship. So despite a budget cut of 5.5% in 2008-09 and an anticipated further cut of 5% for 2009-10 we have been able to implement a research spending account for all of our faculty for the first time in the history of the school as well as summer research support (based on research and teaching proposals) plus fund three new endowed professorships.

KEY ACCOMPLISHMENTS AS DEAN AT NUS BUSINESS SCHOOL

Fund-Raising:

S\$45 million (app. \$33 million US) with government matching for naming rights to a new building, endowed professorships and student scholarships.

Global Recognition of Academic Programs during my term as Dean (note: this year's rankings reflect my term as Dean as they are lagged by two years by most rating groups):

Ranked top 20 in world for Executive MBA (Financial Times) after previously being unranked prior to my deanship. In the year after my departure (rankings are lagged by 2 years) the ranking has gone up from unranked to 29th to 20th.

Ranked 3rd in Asia for MBA Programs by recruiters according to TopMBA (behind only INSEAD and Melbourne Business School) in 2008 up from #8 in 2005

Ranked 35th in world for Full-time MBA (2008, Financial Times) after previously being unranked prior to my deanship.

Ranked 5th in the world for Full-time MBA (Financial Times) for sub-category of International mobility and 11th for International Experience.

Ranked 7th best research business school outside of the USA and 52nd overall (based on a 2006 University of Texas, Dallas survey).

Retention and Enhancement to Top Faculty Performers:

While the pool of money for annual performance increases at the National University of Singapore was limited to 1.5-3%, I worked with the University Provost to award our top performing 1/3 of the faculty an average increase of 28% in 2005-2006. The result has been the highest retention rate in recent years. We were able to keep 4 out of 5 faculty who were considering leaving and we were able to attract four more senior faculty to return to NUS after being on unpaid leaves of absence at other institutions.

Enhancements to Academic Programs during my term as Dean:

Daytime MBA Program enrollments grew over 120% (from 142 prior to my term to 310).

Executive Program enrollments grew 80%-120% (80% for our Executive MBA and over 120% for our UCLA-NUS Executive MBA).

Office of Executive Education profits increased nearly five-fold (from approximately \$400K to \$1.9 million based on revenue of approximately \$6.8 million) including the addition of clients such as a three-year program conducted jointly with Nestle and London Business School.

Undergraduate enrollments grew over 50% (from 424 to over 677; this upper limit is imposed by the Singapore government for intake although actual demand is higher) with an increase in quality of freshmen greater than 15%.

The introduction of several innovative new programs for the Undergraduate Studies area including a double-degrees with Business-Law, Business-Engineering and Business-Communications; a combination Bachelor's degree with a Master's degree in Public Policy; a specialization in Accounting and Management; and a specialized Leadership Track for highly talented undergraduate business students.

The development of a three-country/university initiative for an Asian MBA involving a joint program run at Fudan University (Shanghai), Korea University (Seoul), and NUS.

Enhancements to Infrastructure and Organizational Context:

During my term we professionalized the governance and operations of the business school. Previously all operations were run by faculty in administrative positions with little managerial support. Upon assuming the deanship, I completed a strategic review of the business school (in conjunction with a strategic review conducted by the entire university) with my senior staff to guide our goal of becoming a top 30 globally recognized business school and number one in Asia.

To help achieve these targets, I created new positions for professional managers to run the operations for the Undergraduate, Graduate, and Executive Education Offices. At a time that the university instituted a policy of reducing non-academic staff, I created or justified a significant expansion of several key areas within the school including: the Office of Corporate Development and Communications, the Career Services Office, and the Office of Executive Education.

During my term, we also secured the university's commitment for a new business school and expanded the project from an original 9,000 sq. meters to a 15,000 sq meter facility that will provide a state-of-the-art setting for global outreach efforts. Our fund-raising efforts provided the necessary capital to underwrite this project and expand our original plans for the building.

AWARDS AND GRANTS

- 2014 Program Chair, EFMD Deans and Directors Conference (Gothenberg, Sweden)
- 2013 Co-PI for grant on Diversity and Inclusion research \$290,000 (Purdue grant)
- 2009 Elected as a Fellow of the Association for Psychological Science
- 2009 President's Business Advisory Council, Knox College.
- 2006 Elected as a Fellow of the Academy of Management
- 2004 Teaching Innovation Award 2004 (with R. Peterson), London Business School, Global Leadership and Management Programme.
- 2003 Guest Editor, Group and Organization Management on Culture and Intelligence in Organizations (with Kok-Yee Ng)
- 2001 Award for Best Paper Published in the Area of Human Resources Management in 2000, awarded by the Academy of Management
- Paper: Earley, P.C., & Mosakowski, E. (2000). Creating Hybrid Team Cultures: An Empirical Test of International Team Functioning. *Academy of Management Journal*, 43, 26-49.
- 2001 National University of Singapore Business School, Cycle & Carriage Chair Visiting Professor of Management, Singapore
- 2000 Nanyang Professorship, Nanyang Business School, Nanyang Technological University, Singapore (3 year honorary chair)
- 1998 Randall L. Tobias Chair of Global Leadership, Indiana University
- 1995 Award for Best Paper Published in the Area of Human Resources Management in 1994, awarded by the Academy of Management
- Paper: Earley, P.C. (1994). Self or group? Cultural effects of training on self-efficacy and performance. *Administrative Science Quarterly*, 39, 89-117.
- 1995 Corporate Partners Research Professorship in Management, University of California, Irvine
- 1993-4 Guest Editor, Academy of Management Journal, on International Management
- 1990-1991 Fulbright Senior Research Fellow, Technion - Israel Institute of Technology

- 1991 Best Competitive Paper of the Organization Behavior Division,
Academy of Management
- 1990-1991 Research Grant, University of Minnesota, to study group processes in the
United States and the People's Republic of China (\$14,000)
- 1987-1988 Research Grant from National Science Foundation and Center for Innovation
Management Studies - Lehigh University to assess manager-researcher
communication processes with Drs. D. Tansik, G. Northcraft (\$35,000)
- 1985-1987 Research Grant from Exxon Foundation to study training methods in
preparing individuals for overseas placements (\$15,000)
- 1985-1986 Research Grant from Claremont McKenna College to study
individuals' acceptance of feedback in multi-cultural settings (\$1,200)
- 1984-1985 Research and Travel Grant from Claremont McKenna College (\$2,500)
- 1984 Award for Excellence in Teaching at University of Illinois

PROFESSIONAL AFFILIATIONS

Society for Organization Behavior	Academy of Management
International Association of Applied Psychology	Society for Industrial/ Organizational Psychology
Association of Psychological Science	

PROFESSIONAL ACTIVITIES

Fellow of the Association for Psychological Science (elected 2009)

Fellow of the Academy of Management (elected 2006)

Program Chair, Division 1 (Work and Organizational Psychology), International Congress
Of Applied Psychology (2001-2002)

Editorial Activities

- Editor: *Group and Organization Management (1998-2002)*
- Associate Editor: *Academy of Management Review (1997-1999)*
Group and Organization Management (1995-1997)
- Editorial Board Member for: *Administrative Science Quarterly (1992-2005)*
Journal of Applied Psychology (2002-2005)
Journal of World Business (1996-present)
Asia Pacific Journal of Management (2001-present)
Academy of Management Learning and Education (2004-2008)
Academy of Management Journal (1987-1993)
Academy of Management Review (1993-1997; 2005-2008)
Journal of International Business Studies (1997-2003)
Journal of Management (1988-1998)
California Management Review (1994-1997)
Group and Organization Management (1984-1995)
Journal of Management Inquiry (1993-1997)
- Ad Hoc Reviewer for: *Organizational Behavior and Human Decision Processes*
Journal of Personality and Social Psychology
Basic and Applied Social Psychology
Human Relations
Personnel Psychology
Journal of Cross-Cultural Psychology
Journal of Experimental Social Psychology

ACADEMIC BACKGROUND

BOOKS

Earley, P.C., Ang, S., Tan, J.S. (2006). *CQ: Developing Cultural Intelligence at Work*. Palo Alto: Stanford University Press.

Earley, P.C. & Ang, S. (2003). *Cultural Intelligence: Individual Interactions across Cultures*. Palo Alto: Stanford University Press.

Earley, P.C., & Gibson, C.B. (2002). *Multinational Work Teams: A New Perspective*. New Jersey: Lawrence Erlbaum Associates.

Cooper, C.A., Cartwright, S., & Earley, P.C. (Eds.) (2001). *Handbook of Organizational Culture*. London: Blackwell Publishers.

Earley, P.C., & Singh, H. (Eds.) (2000). *Innovations in International and Cross-Cultural Management*. Thousand Oaks, CA: Sage Publications.

Earley, P.C. (1997). *Face, Harmony, and Social Structure: An Analysis of Organizational Behavior across Cultures*. N.Y.: Oxford University Press.

Earley, P.C., & Erez, M. (Eds.) (1997). *New Perspectives on International Industrial/Organizational Psychology*. San Diego, CA.: Jossey-Bass Publishers.

Earley, P.C., & Erez, M. (1997). *The Transplanted Executive*. N.Y.: Oxford University Press.

Erez, M., & Earley, P.C. (1993). *Culture, Self-Identity, and Work*. N.Y.: Oxford University Press.

Earley, P.C. *Redefining Cross-cultural Frameworks in Organizations*. (proposal under development).

JOURNAL ARTICLES

Mosakowski, E., Calic, G, & Earley, P.C. (2013). Cultures as Learning Laboratories: What Makes Some More Effective Than Others. *Academy of Management and Learning Education*.

Haynie, M., Mosakowski, E., Shepherd, D., & Earley, P.C. (2010). The Entrepreneur as Motivated Tactician: Motivation, Context, and Metacognition. *Journal of Business Venturing*.

Randel, A.E., & Earley, P.C. (2009). Organizational Culture and Similarity Among Team Members' Salience of Multiple Diversity Characteristics. *Journal of Applied Social Psychology*, 39 (4), 804-833.

Gibson, C.B. & Earley, P.C. (2007). Collective cognition in action: Accumulation, interaction, examination and accommodation in the development and operation of group efficacy beliefs in the workplace. *Academy of Management Review*, 32, 438-458.

Earley, P.C. (2006). Leading cultural research in the future: A matter of paradigms and taste. *Journal of International Business Studies*, 37, 922-931

Ng, K.Y. & Earley, P.C. (2006). Culture + intelligence: Old constructs, new frontiers. *Group and Organization Management*, 31, 4-19.

Earley, P.C. & Mosakowski, E. (2004). Cultural Intelligence. *Harvard Business Review*. October, 139-146.

Earley, P.C. & Mosakowski, E. (2004). Toward Cultural Intelligence: Turning Cultural Differences into a Workplace Advantage. *Academy of Management Executive*, 18(3): 151-157.

Earley, P.C., & Peterson, R.S. (2004). The elusive cultural chameleon: Cultural intelligence as a new approach to intercultural training for the global manager. *Academy of Management Learning and Education*, 3, 100-116.

Earley, P.C. (2002). A theory of cultural intelligence in organizations. In B.M. Staw & R. Kramer (Eds.), *Research in Organizational Behavior*, 24, 271-299, Greenwich, CT: JAI Press.

Mosakowski, E., & Earley, P.C. (2000). A selective review of time assumptions in strategy research. *Academy of Management Review*, 25, 796-812.

Earley, P.C., & Mosakowski, E. (2000). Creating hybrid team cultures: An empirical test of international team functioning. *Academy of Management Journal*, 43, 26-49.

Gibson, C.B., Randel, A., & Earley, P.C. (2000). Work team efficacy: An assessment of group confidence estimation methods. *Group and Organization Management*, 25, 67-97.

Earley, P.C. (1999). Playing follow the leader: Status-determining traits in relation to collective efficacy across cultures. *Organizational Behavior and Human Decision Processes*, 80, 192-212.

Earley, P.C., Gibson, C.B., & Chen, C.C. (1999). How did I do versus how did we do? Intercultural contrasts of performance feedback search and self efficacy. *Journal of Cross-Cultural Psychology*, 30, 596-621.

Earley, P.C., & Gibson, C.B. (1998). Taking stock in our progress of individualism and collectivism: 100 years of solidarity and community. *Journal of Management*, 24, 265-304.

Farh, J.L., Earley, P.C., & Lin, S.C. (1997). Impetus for action: A cultural analysis of justice and extra-role behavior in Chinese society. *Administrative Science Quarterly*, 42, 421-444.

Earley, P.C., & Singh, H. (1995). International and intercultural research: What's next? *Academy of Management Journal*, 38, 1-14.

Lee, C., Jamieson, C., & Earley, P.C. (1995). Beliefs and fears and Type A behavior implications for academic performance and psychiatric disorder symptoms. *Journal of Organizational Behavior*, 16, 1-29.

Earley, P.C. (1994). Self or group? Cultural effects of training on self-efficacy and performance. *Administrative Science Quarterly*, 39, 89-117.

Northcraft, G.B., Neale, M.A., & Earley, P.C. (1994). The joint effects of goal-setting and expertise on negotiation performance. *Human Performance*, 7, 257-272.

Earley, P.C. (1993). East meets west meets mideast: Further explorations of collectivistic and individualistic work groups. *Academy of Management Journal*, 36, 319-348.

Saavedra, R., Earley, P.C., & Van Dyne, L. (1993). Complex interdependence in task-performing groups. *Journal of Applied Psychology*, 71, 61-72.

Ang, S., Straub, D.W., Cummings, L.L., & Earley, P.C. (1993). Effects of information technology on feedback seeking. *Information Systems Research*, 4, 240-261.

Earley, P.C. & Brittain, J. (1993). Cross-level analysis of organizations: Social resource management model. In L.L. Cummings and B.M. Staw (Eds.), *Research in Organizational Behavior*. Greenwich, CT.: JAI Press.

Earley, P.C., Shalley, C., Northcraft, G.B. (1992). I think I can, I think I can...processing time and strategy effects of goal acceptance/rejection decisions. *Organizational Behavior and Human Decision Processes*, 53, 1-13.

Lind, E.A., & Earley, P.C. (1992). Procedural justice and culture. *International Journal of Psychology*, 27, 227-242.

Earley, P.C., & Erez, M. (1991). Time dependency effects of goals and norms: An examination of alternative methods to influence performance. *Journal of Applied Psychology*, 76, 717-724.

Earley, P.C., & Lituchy, T.R. (1991). Delineating goal and efficacy effects: A Test of three models. *Journal of Applied Psychology*, 76, 81-98.

Saavedra, R., & Earley, P.C. (1991). Development of task and goal strategies under conditions of general and specific affective inducement. *Motivation and Emotion*, 15, 45-65.

Lee, C., Bobko, P., Earley, P.C., & Locke, E.A. (1991). An empirical analysis of a goal setting measure. *Journal of Organizational Behavior*, 12, 467-482.

Lee, C., Earley, P.C., Lituchy, T.R., & Wagner, M. (1991). Relation of goal setting and goal sharing to performance and conflict for interdependent tasks. *British Journal of Management*, 2, 33-39.

Lind, E.A., Kanfer, R., & Earley, P.C. (1990). Voice, control, and procedural justice: Instrumental and noninstrumental concerns in fairness judgments. *Journal of Personality and Social Psychology*, 59, 952-959.

Earley, P.C., Northcraft, G.B., Lee, C., & Lituchy, T.R. (1990). Impact of process and outcome feedback on the relation of goal setting to performance. *Academy of Management Journal*, 33, 87-105.

Earley, P.C., Lee, C., & Hanson, L.A. (1990). Joint moderating effects of job experience and task component complexity: Relations among goal setting, task strategies, and performance. *Journal of Organizational Behavior*, 11, 3-15.

Northcraft, G.B., & Earley, P.C. (1989). Technology, credibility, and feedback use. *Organizational Behavior and Human Decision Processes*, 44, 83-96.

Earley, P.C., Connolly, T., & Ekegren, G. (1989). Goals, strategy development and task performance: Some limits on the efficacy of goal setting. *Journal of Applied Psychology*, 74, 24-33.

Earley, P.C., Connolly, T., & Lee, C. (1989). Task strategy interventions in goal setting: The importance of search in strategy development. *Journal of Management*, 15, 589-602.

Earley, P.C. (1989). Social loafing and collectivism: A comparison of the United States with the People's Republic of China. *Administrative Science Quarterly*, 34, 565-581.

Earley, P.C., & Stubblebine, P. (1989). Multi-cultural examination of performance feedback. *Group and Organization Studies*, 14, 161-181.

Earley, P.C. (1988). Computer-generated performance feedback in the Subscription-processing industry. *Organizational Behavior and Human Decision Processes*, 41, 50-64.

Lee, C., Earley, P.C., & Hanson, L.A. (1988). Are Type A's better performers? *Journal of Organizational Behavior*, 9, 263-269.

Earley, P.C., & Lind, E.A. (1987). Procedural justice and participation in task selection: Control-mediated effects of voice in procedural and task decisions. *Journal of Personality and Social Psychology*, 52, 1148-1160.

Kanfer, R., Sawyer, J., Earley, P.C., & Lind, E.A. (1987). Information exchange in evaluation procedures: The effects of input and knowledge on performance and attitudes. *Social Justice Review, 1*, 235-249.

Earley, P.C. (1987). Intercultural training for managers: A comparison of documentary and interpersonal methods. *Academy of Management Journal, 30*, 685-698.

Erez, M., & Earley, P.C. (1987). Comparative analysis of goal-setting strategies across cultures. *Journal of Applied Psychology, 72*, 658-665.

Earley, P.C., Wojnarowski, P., & Prest, W. (1987). Task planning and energy expended: An exploration of how goals influence performance. *Journal of Applied Psychology, 72*, 107-114.

Earley, P.C., & Perry, B. (1987). Work strategy availability and goal performance: An assessment of prior training on subsequent task completion. *Organizational Behavior and Human Decision Processes, 39*, 279-302.

Earley, P.C. (1986). Supervisors and shop stewards as sources of contextual information in goal setting: A comparison of the U.S. with England. *Journal of Applied Psychology, 71*, 111-117.

Earley, P.C. (1986). Trust, perceived importance of praise and criticism, and work performance: A model of feedback in the U.S. and England. *Journal of Management, 12*, 457-473.

Earley, P.C., & Kanfer, R. (1985). The influence of component participation and role models on goal acceptance, goal satisfaction and performance. *Organizational Behavior and Human Decision Processes, 36*, 378-390.

Earley, P.C. (1985). The influence of information, choice and task complexity upon goal acceptance, performance and personal goals. *Journal of Applied Psychology, 70*, 481-491.

Erez, M., Earley, P.C., & Hulin, C. (1985). The impact of participation upon goal acceptance and performance: A two-step model. *Academy of Management Journal, 28*, 50-66.

Earley, P.C. (1984). Social interaction: The frequency of use and valuation in the United States, England, and Ghana. *Journal of Cross-Cultural Psychology, 15*, 477-485.

Laughlin, P.R., & Earley, P.C. (1982). Social combination models, persuasive arguments theory, social comparison theory, and choice shift. *Journal of Personality and Social Psychology, 42*, 273-280.

BOOK CHAPTERS

Earley, P.C. (forthcoming). Balancing Profession with Ego: The Frailty of Tenure Decisions. To appear in R. Sternberg and S. Fiske (Eds.), *Challenges to Ethical Behavior in Research, Teaching and Service* (tentative title). Cambridge: Cambridge University Press.

- Earley, P.C. (2010). So What Kind of Atheist Are You? Exploring Cultural Universals and Differences. In C. Nakata (Ed.), *Beyond Hofstede: Culture Frameworks for Global Marketing and Management*. NY: MacMillan.
- Earley, P.C., Murnieks, C., & Mosakowski, E. (2008). Cultural intelligence and the global mindset. In M. Javidan, R. Steers & M. Hitt (Eds.), *Advances in International Management*. NY: Elsevier.
- Earley, P.C. & Gardner, H. (2007). Cross-cultural work in organizational behavior. In C. Cooper & (Eds.), *Handbook of Organisational Behaviour*. NY: Elsevier.
- Offermann, L.R. & Earley, P.C. (2007). Wisdom, culture, organizations. In Kessler & J. Bailey, *Handbook of Organizational Wisdom*. San Diego, CA: Jossey-Bass.
- Moynihan, L., Peterson, R.S., & Earley, P.C. (2006). Exploring new aspects of multinational teams. In Y.R. Chen (Ed.), *Research in the Management of Groups and Teams*. Greenwich, CT: JAI Press.
- Earley, P.C., & Gardner, H. (2005). Internal dynamics and cultural intelligence in multinational teams. In D. Shapiro, M.A. Von Glinow & J. Cheng (Eds.), *Advances in International and Comparative Management*. Greenwich, CT: JAI Press.
- Randel, A., Lee, C.H., & Earley, P.C. (2004). It's not just about differences: An integration of role identity theory and status characteristics theory. In E. Mannix & M. Thomas-Hunt (Eds.), *Research in the Management of Groups and Teams*. Greenwich, CT: JAI Press.
- Earley, P.C. (2003). Definitions of cross-cultural research and culture. In N. Nicholson & M. Pillutla (Eds.), *Blackwell Dictionary of Organizational Behavior (2nd Ed.)*. London: Blackwell Publishers, Inc.
- Earley, P.C., & Mosakowski, E. (2002). Linking culture and behavior in organizations: Suggestions for theory development and research methodology. In F. Dansereau & F. Yammarino (Eds.), *Advances in Cross-Level Organizational Research*. Greenwich, CT: JAI Press.
- Earley, P.C., & Mosakowski, E. (2002). A rejoinder to commentary by Alutto, Morris and Young. In F. Dansereau & F. Yammarino (Eds.), *Advances in Cross-Level Organizational Research*. Greenwich, CT: JAI Press.
- Earley, P.C., & Francis, C. (2002). International perspectives on emotion and work. In R. Klimoski, R. Lord, & R. Kanfer (Eds.), *Emotion in Work*. San Diego: New Lexington Press.
- Butler, C., & Earley, P.C. (2001). National diversity and social structural concerns of work groups. In C. Cooper, S. Cartwright, & P.C. Earley (Eds.), *Handbook of Organization Culture*. London: Blackwell Publishers.

Earley, P.C., & Laubach, M. (2000). Cross-cultural perspectives on work groups: Linking culture with context. In M. Gannon & K. Newman (Eds.), *Blackwell Handbook of Culture and Management*. London: Blackwell Publishers.

Olk, P., & Earley, P.C. (2000). A micro look at international joint ventures. In M. de Rond & D. Boddy (Eds.), *Cooperative Strategies: Economic, Business and Organizational Issues*. Oxford: Oxford University Press.

Earley, P.C. & Singh, H. (2000). Redirecting cross-national and cross-cultural research in organizations: A Crossroads perspective. In P.C. Earley & H. Singh (Eds.), *Innovations in International and Cross-Cultural Management*. Thousand Oaks, CA: Sage Publications.

Earley, P.C. (1999). Creating value from scientific endeavor: Can and should we translate research results for the practitioner? In L. Larwood & U. Gattiker (Eds.), *Practical Value: Closing the Gap Between Academic Research and Practice*. NY: Lawrence Erlbaum Pub.

Earley, P.C. (1999). Understanding social motivation from an interpersonal perspective: Organizational face theory. In H. Thierry & M. Erez (Eds.), *Global Perspectives on Work Motivation*. NY: Lawrence Erlbaum Pub.

Earley, P.C. (1998). Exploring new directions in cultural context. In J.Cheng & R. Peterson (Eds.), *Advances in International and Comparative Management*. Greenwich, CT.: JAI Press.

Earley, P.C., & Randel, A. (1997). Culture without borders: An individual-level approach to cross-cultural research in organizational behavior. In C. Cooper & S. Jackson (Eds.), *Creating Tomorrow's Organizations*. London: Blackwell Publishers, Inc.

Earley, P.C. (1997). Doing an about face: Social motivation and cross-cultural currents. In P.C. Earley & M. Erez (Eds.), *New Perspectives on International Industrial/Organizational Psychology*. San Diego, CA.: Jossey-Bass, Pub.

Earley, P.C., & Randel, A. (1997). Self and other: Face and work group dynamics. In C. Granrose & S. Oskamp (Eds.), *Claremont Symposium on Applied Social Psychology*. Sage Publications.

Lewis, K., & Earley, P.C. (1996). Quality assessment across cultures. In D. Fedor & V.Shoush (Eds.), *Research in Quality Management*. Greenwich, CT.: JAI Press.

Olk, P., & Earley, P.C. (1996). Rediscovering the individual in the formation of international joint ventures. In P. Baumberger, S.Bacharach & M. Erez (Eds.), *Research in the Sociology of Organizations*. Greenwich, CT.: JAI Press.

Earley, P.C., & Mosakowski, E. (1996). Experimental international management research. In B.J. Punnett & O. Shenkar (Eds.), *Handbook of International Management Research* (pp. 83-114). London: Blackwell Publishers, Inc.

Earley, P.C. (1995). Management by objectives, knowledge of results, and social loafing. In N. Nicholson, *Blackwell Dictionary of Organizational Behavior*. London: Blackwell Publishers, Inc.

Earley, P.C. (1992). Cross-cultural issues of human resource management. In H.J. Bernardin & J.E.A. Russell (Eds.), *Human Resource Management: An Experiential Approach* (pp.228-234). N.Y.: McGraw-Hill.

Cummings, L.L. & Earley, P.C. (1992). Commentary on notable methodologies in organizational research. In P.J. Frost and R. Stablein (Eds.), *Doing Exemplary Organizational Research* (pp. 167-172). Newbury Park, CA.: Sage Publications.

Earley, P.C. & Shalley, C.E. (1991). New perspectives on work performance: Merging motivation and cognition. In G. Ferris and K. Rowland (Eds.), *Research in Personnel and Human Resource Management* (Vol.9: 121-157). Greenwich, CT: JAI Press.

Earley, P.C. (1990). Compensation for multinational personnel. In R. Moran (Ed.), *Beacham's International Management Reference*. N.Y.: Beacham Pub.

Earley, P.C. (1990). Training for intercultural placements. In R. Moran (Ed.), *Beacham's International Management Reference*. N.Y.: Beacham Pub.

Earley, P.C., & Northcraft, G.B. (1989). Goal-setting, interdependence, and conflict resolution. In M.A. Rahim (Ed.), *Managing Conflict: An Interdisciplinary Perspective*. New York: Praeger Pub. Co.

Earley, P.C. (1983). *Industrial Psychology*. Champaign, Il.: University of Illinois. (Teaching Guide to *People, Work, and Organizations*, by B.M. Bass & G.V. Barrett)

INVITED PAPERS

Earley, P.C., & Randel, A. (1995). Cognitive causal mechanisms in human agency: Etic and emic considerations. *Journal of Behavior Therapy and Experimental Psychiatry*, 26, 221-227.

Lee, C., & Earley, P.C. (1992). Comparative peer evaluations of organizational behavior theories. *Organization Development Journal*, 10, 37-42.

Earley, P.C. (1986). Perceived legitimacy of worker participation. *Cross-cultural Psychology Bulletin*, 20, 15-20.

REFEREED PROCEEDINGS PAPERS AND BOOK REVIEWS

Earley, P.C., & Lewis, K. (1996). The faces of culture: A new twist on a "face" scale. *Academy of Management Electronic Proceedings*.

Earley, P.C. (1995). Of culture, quagmires, and perspectives. *Contemporary Psychology*. (review of J. Martin's *Cultures in Organizations*).

Earley, P.C. (1991). East meets west meets mideast: Further explorations of collectivistic and individualistic work groups. *Academy of Management Proceedings* (best competitive paper of OB Division, 1991), 205-209.

Ang, S., Straub, D.W., Cummings, L.L., & Earley, P.C. (1991). Effects of information technology on feedback seeking. In J.J. DeGross, I. Benbarat, G. DeSanctis, & C. Beath (Eds.), *Proceedings of the Twelfth International Conference on Information Systems*, New York, NY, 165-175.

Earley, P.C., Northcraft, G.B., Lee, C., & Lituchy, T.R. (1989). Impact of process and outcome feedback on the relation of goal setting to performance. *Academy of Management Proceedings*, 204-208.

Earley, P.C. (1989). Review of F. David Schoorman and Benjamin Schneider (Eds.), *Facilitating Work Effectiveness*. *Administrative Science Quarterly*, 34, 511-515.

Lee, C., Locke, E.A., Earley, P.C. (1988). Preliminary empirical analysis of a goal setting measure. *Eastern Academy of Management Proceedings*.

Earley, P.C., Hanson, L.A., & Lee, C. (1986). Relation of task complexity, task strategies, individual differences and goals to performance. *Academy of Management Proceedings*, 184-188.

Earley, P.C. (1986). An examination of the mechanisms underlying the relation of feedback to performance. *Academy of Management Proceedings*, 214-218.

Earley, P.C. (1985). The role of praise and criticism across cultures: A study of the U.S. and England. *Academy of Management Proceedings*, 206-209.

PAPERS SUBMITTED FOR PUBLICATION OR WORK IN PROGRESS

Earley, P.C. *Social status and team dynamics: Who makes the best team member?* Manuscript in Preparation.

Earley, P.C. *Creating Effective Transnational Teams: Exploring the GR2T Formulation*. Work in Progress.

Pillutla, M.M., Law, K.S., Lee, C., & Earley, P.C. *When does procedural justice matter? an investigation of group value and instrumental models of procedural justice*. Work in Progress.

Earley, P.C. *Social status and team dynamics: Who makes the best team member?* Work in Progress.

Randel, A.E., Earley, P.C., Lee, C.H. *Role identities across cultures*. Work in Progress.

Earley, P.C., & Mosakowski, E. *An examination of trait hierarchies across cultural boundaries*. Work in Progress.

CONFERENCE PRESENTATIONS (since 1987)

Earley, P.C. (2014). Presenter on Social Innovation. Vancouver, CA: Academy of International Business.

Earley, P.C. (2014). Presenter on Culture and Global Perspectives Issues. Philadelphia, PA: Academy of Management.

Earley, P.C. (2014). Discussant on Cultural Intelligence. Philadelphia, PA: Academy of Management.

Earley, P.C. (2014). Chair on International HRM Issues. Philadelphia, PA: Academy of Management.

Earley, P.C. (2014). Deans and Directors Global Conference (Program Chair). Göthenburg, Sweden: EFMD.

Earley, P.C. (2014). Cross-disciplinary business education – Bringing in STEM Collaborations. Göthenburg, Sweden: EFMD.

Earley, P.C. & Lenway, S. (2013). Redesigning Undergraduate Curricula. AACSB: Tampa, FL.

Earley, P.C. (2012). Global Business Deans Panel. Academy of Management: New Orleans.

Earley, P.C. (2010). Business Education in a Global Context. AACSB: Tampa, FL.

Earley, P.C. (2009). Globalization of Business Schools and Business Education: How Far Have We Traveled? In P. Podsakoff and N. Podsakoff symposium. Academy of Management Conference, Chicago, IL.

Earley, P.C. (2009). Discussant. In IMD BAH Eminent Scholar Award (Harry Triandis). Academy of Management Conference, Chicago, IL.

- Earley, P.C. (2009). Cultural Intelligence in Global Leadership. Keynote Address for George Mason University Conference Teaching and Training Workplace Diversity, Best Practices and Research Conference, Fairfax, Virginia.
- Earley, P.C. (2007). New directions for individualism and collectivism. In Y.R. Chen & M. Brewer symposium. Academy of Management Conference, Philadelphia, PA.
- Earley, P.C. (2007). Focusing on new cultural characteristics. In S. Oreg symposium on Organizational Resistance to Change. Academy of Management Conference, Philadelphia, PA.
- Earley, P.C. (2005). Asian business research in the 21st century. In Bernard Tan Cheng Yian symposium, Management in the 21st Century: Perspectives from the Pacific Rim. Academy of Management Conference, Honolulu, HI.
- Haynie, M., Mosakowski, E., & Earley, P.C. (2005). The motivated tactician: A study of entrepreneurship. Academy of Management Conference, Honolulu, HI.
- Earley, P.C. (2004). Future directions for research on cultural intelligence. In L. Van Dyne and S. Ang symposium, Cultural Intelligence at Work in the 21st Century. Academy of Management Conference, New Orleans, LA.
- Earley, P.C. (2004). The unapologetic individual: Multinational teams research trends. In J. Salk symposium, PDW Workshop on Multinational Teams. Academy of Management Conference, New Orleans, LA.
- Earley, P.C. (2004). Managing Cultural Diversity: Making it Work. Centre for Organisational Studies and EADA Business School. Barcelona, Spain.
- Earley, P.C. (2004). International research in organizational behavior. In J. Salk symposium. Academy of Management Conference, Baltimore, MD.
- Earley, P.C., & Gardner, H. (2004). Cultural intelligence and multinational work teams. University of Maryland International Groups Conference, College Park, MD.
- Randel, A., Lee, C.H. & Earley, P.C. (2003). Role identities across cultures. Cornell University Conference on Managing Groups and Teams, Ithaca, NY.
- Randel, A., & Earley, P.C. (2002). Status characteristics and organizational action. Academy of Management Conference, Denver, CO.
- Gibson, C.B., & Earley, P.C. (2002). Toward a construct of group efficacy. Academy of Management Conference, Denver, CO.

- Earley, P.C. (2002). Cultural intelligence in organizations. Academy of Management Conference, Denver, CO.
- Earley, P.C. (2002). Exploring the role of cultural intelligence in cross-cultural management. International Congress of Applied Psychology, Singapore.
- Earley, P.C. (2002). Criteria for publishing cross-cultural research: Meet the editors. International Congress of Applied Psychology, Singapore.
- Earley, P.C. (2001). Understanding cultural dynamics in the workplace. In D. Shapiro. Academy of Management Conference, Washington, D.C.
- Earley, P.C. (2001). Discussant for All Academy Symposium. Academy of Management Conference, Washington, D.C.
- Earley, P.C. (2001). Discussant for International Management Session on Multinational Teams. Academy of Management Conference, Washington, D.C.
- Earley, P.C. (2000). Social identities in the context of domestic and international diversity. In A. Joshi and S. Jackson, "Managing Multicultural Organizations: A Meeting of the Minds." Academy of Management Conference, Toronto, Canada.
- Earley, P.C. (2000). Reflections and reactions to new team trends. In C. Gibson and S. Cohen, "Virtual Teams: A New Team Form For the New Century? A Multi-disciplinary Scholar-Practitioner Debate that Explores How Different Virtual Teams are from Traditional Teams." Academy of Management Conference, Toronto, Canada.
- Earley, P.C. (2000). Analyzing the new path: Directions for cross-cultural management. In R. Bhagat, "New Approaches to Cross-cultural Management." Academy of Management Conference, Toronto, Canada.
- Earley, P.C. (1999). Transnational teams and the HRM function. International Conference of Cross-Cultural Human Resources Management, Hangzhou, PRC.
- Earley, P.C. (1999). Integrating sociological and psychological perspectives on individualism-collectivism. Academy of Management, Chicago, IL.
- Earley, P.C. (1999). Getting published: But is it an "A" journal? Invited panel discussion on pluralistic approaches to publishing for all academy symposium. Academy of Management, Chicago, IL.
- Earley, P.C. (1999). Using the Triandis typology: Organizational face theory. Academy of Management, Chicago, IL.
- Earley, P.C. & Erez, M. (1999). A new twist on an old theme: Alternative views concerning people in relation to others. Academy of Management, Chicago, IL.

Earley, P.C., & Olk, P. (1998). Putting the individual back into international joint ventures. Academy of Management, San Diego, CA.

Earley, P.C. (1998). New themes in understanding intragroup processes in transnational teams. International Association for Cross-Cultural Psychology, Bellingham, WA.

Earley, P.C. (1998). Critical commentary on advances in applied I/O cross-cultural psychology. (Discussant) International Association for Cross-Cultural Psychology, Bellingham, WA.

Earley, P.C., & Randel, A. (1997). Innovations concerning transnational teams. Academy of Management, Boston, MA.

Randel, A., & Earley, P.C. (1997). Some conceptual issues concerning transnational work teams. Academy of Management, Boston, MA.

Earley, P.C. (1997). Advances in group dynamics. (Discussant) Academy of Management, Boston, MA.

Earley, P.C. & Randel, A. (1996). New directions for cross-cultural OB: Organizational Face Theory. Association of International Business, Banff, Canada.

Earley, P.C. & Lewis, K. (1996). The faces of culture: A new twist on a "face" scale. Academy of Management, Cincinnati, Ohio.

Earley, P.C. (1996). Innovations on individualism and collectivism. (Discussant) Academy of Management, Cincinnati, Ohio.

Randel, A., Lewis, K., & Earley, P.C. (1996). The role of face and power distance in group-based negotiations. Academy of Management, Cincinnati, Ohio.

Earley, P.C., & Randel, A. (1996). Self and other: Face and work group dynamics. Association of International Business, Banff, Canada.

Earley, P.C. (1996). Individual-level perspectives on cross-level research. International Association of Cross-Cultural Psychology, Montreal, Canada.

Earley, P.C. (1996). Self concept and face: Some new perspectives. Congress of Cross-Cultural Psychology, Montreal, Canada.

Earley, P.C. (1996). Doing an about face: Implications for social action. Paper presented at the Israel Symposium of Work Motivation, Ein Gedi, Israel.

Earley, P.C. (1995). The faces of culture: A preliminary conceptual framework for cultural OB research. Paper presented at the Academy of Management, Vancouver, Canada.

Earley, P.C. (1994). Face, sex roles, and organizations in an international context. Paper presented at the Congress of Cross-Cultural Psychology, Pamplona, Spain.

Earley, P.C. (1994). Toward a general model of face and social structure in work organizations. Paper presented at the International Association of Applied Psychology, Madrid, Spain.

Earley, P.C. (1994). Methods and styles of reviewing manuscripts. Participant in the *Craft of Review Workshop*, Academy of Management, Dallas, TX.

Earley, P.C. (1994). Panelist for Social Issues in Management Division on discussion of editorial processes and practices, Academy of Management, Dallas, TX.

Earley, P.C. (1994). Styles of conducting international management research. Paper presented at the Society for Organization Behavior.

Earley, P.C. (1993). Design and research concerns in conducting international and intercultural research. Paper presented at the International Conference for Information Systems, Orlando, FL.

Earley, P.C. (1993). A theoretical analysis of experiments in intercultural research. Paper presented at the Academy of Management, Atlanta, GA.

Earley, P.C., & Erez, M. (1993). Methodological issues concerning intercultural experimentation. Paper presented at the Academy of Management, Atlanta, GA.

Earley, P.C. (1993). The craft of review: Technical issues concerning manuscript reviewing. Paper presented at the Academy of Management, Atlanta, GA.

Earley, P.C., & Erez, M. (1992). Toward a theory of self and culture: A preliminary test of cultural self-representation theory. Paper presented at Academy of Management, Las Vegas, Nevada.

Earley, P.C., & Erez, M. (1992). Cultural self-representation theory: The significance of self-identity to individualism and collectivism. Paper presented at the Academy of Management, Las Vegas, Nevada.

Erez, M., & Earley, P.C. (1992). Societal/culture influences on the concept of self: Implications for motivational conceptualization in different countries. Paper presented at the Society for Industrial/Organizational Psychology, Montreal, Canada.

Earley, P.C. (1991). Intercultural research in micro-organizational behavior: Understanding the mechanics. Invited panel discussion for an All Academy Symposium on International Research, Academy of Management, Miami, Florida.

Earley, P.C. (1991). East meets west meets mideast: Further explorations of collectivistic and individualistic work groups. Paper presented at the Academy of Management, Miami, Florida.

Earley, P.C. (1991). A theory of culture and work. Invited address at the European Congress of Psychology, Budapest, Hungary.

Saavedra, R., & Earley, P.C. (1991). Development of Task and Goal Strategies Under Conditions of General and Specific Affective Inducement. Paper presented at the Society for Industrial and Organizational Psychology.

Earley, P.C. (1990). Toward a conceptual framework of group and self-interest motives across cultures. Paper presented at the International Association of Applied Psychology, Kyoto, Japan.

Earley, P.C., Shalley, C.E., & Northcraft, G.B. (1990). A two-stage model of goal acceptance and task strategy: What does information processing have to offer us? In P.C. Earley (Chair), *Goal setting: Merging motivation and cognition in complex task situations*. Paper presented at the Society for Industrial and Organizational Psychology.

Van Dyne, L., Cummings, L.L., & Earley, P.C. (1990). Feedback seeking behavior, self esteem, self efficacy, and performance. In A. Kluger (Chair), *Conflicts in the feedback process: Do we always want to hear the news?* Paper presented at the Society for Industrial and Organizational Psychology.

Earley, P.C., Northcraft, G.B., Lee, C., & Lituchy, T.R. (1989). Impact of process and outcome feedback on the relation of goal setting to performance. Paper presented at the Academy of Management, Washington, D.C.

Lee, C., & Earley, P.C. (1989). A cross-cultural examination of Type A personality and performance. Paper presented at the Eastern Academy of Management, Hong Kong.

Earley, P.C. (1989). Directional and motivational aspects of feedback. Paper presented at the Society for Industrial and Organizational Psychology, Boston, MA.

Earley, P.C. (1989). A debate of the importance of control theory in organizations. Moderator at the Society for Industrial and Organizational Psychology, Boston, MA.

Earley, P.C. (1989). Approaches to conduct organizational research in laboratory settings: How do we capture the dynamics of life? Paper presented at the Western Academy of Management, San Francisco, CA.

Earley, P.C., Lee, C., & Lituchy, T.R. (1988). Task strategy and judgments in goal setting. Paper presented at the Academy of Management, Anaheim, California.

Earley, P.C. (1988). New developments in goal setting. Paper presented at the American Psychological Association, Atlanta, Georgia.

Lee, C., Locke, E.A., & Earley, P.C. (1988). Preliminary empirical analysis of a goal setting measure. Paper presented at the Eastern Academy of Management, Arlington, VI.

Earley, P.C. (1988). Role of cultural variables in the examination of performance feedback. Paper presented at the Society for Industrial and Organizational Psychology, Dallas, TX.

Earley, P.C. & Connolly, T. (1987). Boundary conditions for goal setting. In D. Dossett (chair), *New perspectives on employee motivation*. Paper presented at the American Psychological Association.

Earley, P.C. (1987). Intercultural training for managers: A comparison of documentary and interpersonal methods. Paper presented at the Academy of Management, New Orleans, LA.

Earley, P.C., & Stubblebine, P. (1987). Multi-cultural examination of feedback in the United States, England, and Ghana. Paper presented at the Academy of Management, New Orleans, LA.

Earley, P.C., Ekegren, G., & Connolly, T. (1987). Goals, strategy development and task performance: Toward boundary conditions for the goal setting model. Paper presented at the Academy of Management, New Orleans, LA.

Earley, P.C., & Northcraft, G.B. (1987). Goal setting, interdependence, and conflict resolution. Paper presented at the First International Conference of the Conflict Management Group.

Earley, P.C. (1987). The role of participation in the development of effective work strategies for nurses. Paper presented at TIMS-ORSA, New Orleans, LA.

PROFESSIONAL ACTIVITIES - TEACHING

Courses taught:

Cross-Cultural Management - classes in both executive and full-time MBA programs
Organizational Analysis - classes in both the executive MBA (EMBA) and fully-employed MBA (FEMBA) programs
Creating Effective Work Teams – MBA
International Business (team taught) - MBA, Ph.D.
Seminar on Organizational Behavior - Ph.D.
Practicum in Research Design - Ph.D.
Introduction to Management - undergraduate, MBA
Psychology of Management - MBA
Organization Development - MBA
Organizational Behavior – MBA, undergraduate
Organizational Theory and Behavioral Relations - MBA
Human Resource Management - MBA
Leadership, Motivation and Job Morale in Industry - Ph.D.
Marketing, Negotiation, and Decision Tactics – MBA, undergraduate
Managerial Psychology - undergraduate
Industrial and Organizational Psychology - undergraduate
Human Resource Management – MBA, undergraduate
Leadership, Motivation and Morale in Industry - mixed
Cross-cultural Aspects of Organizations – all levels
General and Social Psychology - undergraduate

Ph.D. Thesis Research Advisor

London Business School: Heidi Gardner (chair) – placed at Harvard Business School
Christina Butler (chair) – placed at Kingston University, London
Svenja Tams (transfer committee member)
Congcong Zheng (transfer committee member)
Jay Narayanan (transfer committee member)
Srikanth Kannan (transfer committee member)

Indiana University: Arthur Sherwood (co-chair)
Marty Laubach (committee member)
Clyde Hull (committee member)
Wade Dennis (committee member)
Robert Linhares (committee member)
Michael Evans (committee member)
Clare Francis (advisor)
Marc Kelly (undergraduate honors thesis chair)

University of California, Irvine: Cristina Gibson (chair) – placed at
University of Southern California
Kristi Lewis (chair) – placed at Oregon State U.
Amy Randel (committee member)
Katherine Xin (committee member)
Ed Hernandez (committee member)
Wang-qian Bing (committee member)
Gary Henderson (advisor)

University of Minnesota: Linn Van Dyne (PhD co-advisor) – placed at
Michigan State University
Hyong Moon (committee member)
Soon Ang (committee member)

University of Arizona: Terri Lituchy (PhD advisor)

Claremont Graduate School: William Lindsey (PhD advisor & committee member)
Pauline Wojnaroski (committee member)
Patrick Stubblebine (committee member)

Executive Education:

National University of Singapore, Executive Education
University of California, Berkeley, Executive Education
London Business School, Executive Program
Executive Short Course developed for London Business School
Senior Executive Program
Accelerated Development Program
Sloan Master's Program
Indiana University, Executive Program
Thailand Executive Education, Northwestern University
Czechoslovak Management Center Executive MBA
Hong Kong University of Science and Technology Executive MBA
Minnesota Carlson Executive MBA Program
Minnesota Management Academy
Duke University Executive Training
Guangzhou Institute of Foreign Trade
Arizona Executive Program
Arizona Executive Development Course

OTHER PROFESSIONAL ACTIVITIES - NON-TEACHING

Interview with National Public Radio, 2012.

- Interview with Indiana Business Review, 2011
- Interview with Indiana Business Journal, 2011.
- Interview with Hartford Courant, 2009.
- Interview with Hartford Business Journal, 2009.
- Interview with National Public Radio, 2008.
- Television interview with NBC Connecticut, 2008.
- Interview with Financial Times, 2005.
- Interview with Straits Times, 2005.
- Interview with BBC Five Radio, 2003.
- Interview with CNN News, 2003.
- Promotion Review Committee, London Business School, 2003.
- Research Centre Review Committee, London Business School, 2003-2005.
- Global Business Programme Presenter, Malaysia, India, 2003.
- KSOB International Programs Committee, 2001-2002.
- Television Commentator for TV Show, Indiana Business Week 2000.
- PhD & KSOB Research Committee, 2000-2002.
- Keynote Speaker for International HRM Congress, Shanghai, P.R.C. 1999.
- Speaker for International MBA interest group, Indiana University 1999.
- Television Commentator for TV Show, Indiana Business Week 1999.
- PhD and Undergraduate Honors Committee, Indiana University 1998-2000.
- Marketing Chair Search Committee, London Business School. 1998.
- Speaker for HR Business Exchange, London Business School. 1997.
- Co-Chair, Education Abroad Committee, UCI university-wide committee. 1994-1997.
- Coordinator (Chair), Organizational Behavior Group for Graduate School of Management (GSM), University of California, Irvine. 1995-1997.
- Chair, International Program Committee for GSM. 1994-1997.
- Member of OB Recruiting Committee for GSM. 1994-1995.
- Member of Personnel Committee for GSM. 1994-1995.
- Chair, Personnel Committee for GSM. 1993-1994.
- Member of International Program Committee for GSM. 1992-1994.
- Member of International Education Committee for UC, Irvine. 1993-1994.
- Member of Ph.D. Committee for GSM. Fall 1992.
- Director of Ph.D. Program for Strategic Management and Organization, University of Minnesota. 1991-1992.
- Member of University of Minnesota Ph.D. Program Committee. 1989-1990.
- Co-chair of Recruiting Committee for Department of Management and Policy at University of Arizona. 1987-1988.
- Member of Graduate Program Committee and director of doctoral student recruiting/advising for Department of Management and Policy at University of Arizona. 1987-1988, 1988-1989.
- Member of the Board of Directors and Director of Studies Staff, InterFuture Corporation. 1982-1996.
- Member of Ad-hoc Committee on International Programs at University of Arizona. Spring, 1987.
- Member of Recruiting Committee for Department of Management and Policy at University of Arizona. 1986-87. 1988-1989.
- Undergraduate Business Major Advisor at University of Arizona. 1986-1988.

Conference Chair for InterFuture Scholars Methodology Conference. 1983, 1985.

EXECUTIVE EDUCATION AND CONSULTING EXPERIENCE

Cisco Systems, 2005-2009.
Nestle, 2005-2007.
Islamic Development Bank, 2004.
IBM Corporation, 2004.
Deutsche Bank, London, New York, 2003-6.
CUES Programme, London, 2003, 2004.
Thames Water, London, 2003.
General Motors, Detroit, 2002-2003.
ERGO, Inc. Dusseldorf and London, 2001, 2002.
Unilever, Inc. London, 1997-2001.
Lilly Pharmaceuticals, 2000.
BMW Motors, London, 1998.
British Aerospace, London, 1997.
British American Tobacco, London, 1997.
Merrill Lynch/Mercury Asset Management, London, 1997, 1999.
General Motors, London, 1997.
Aegis Ltd., London, 1997, 2000.
Electricite de France, London, 1996.
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Invited Presentations: University of Chicago
(partial listing) University of Michigan
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George Washington University
George Mason University
University of Denver
University of Southern California
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National University of Singapore
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Chinese University of Hong Kong
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University of South Carolina
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References Available Upon Request