

## VITA

Daniel M. Cable, Ph.D.  
London Business School  
Regent's Park, London NW1 4SA

Tel: 44 (0) 20-7000-8906  
Email: dcable@london.edu

### EDUCATION

- Ph.D.            Cornell University, Ithaca, NY, May 1995  
Dissertation: The role of person-organization fit in organizational entry.
- M.S.            Cornell University, Ithaca, NY, May 1993
- B.A.            The Pennsylvania State University, State College, PA, May 1991

### EMPLOYMENT HISTORY

- 2010 to present        Professor of Organisational Behaviour  
London Business School
- 2011 to 2014        Department Chair, Organisational Behaviour  
2016 to 2017        London Business School
- 2004 to 2010        Townsend Distinguished Professor of Management  
University of North Carolina at Chapel Hill
- 1999 to 2004        Associate Professor of Management  
University of North Carolina at Chapel Hill
- 1997 to 1999        Assistant Professor of Management  
University of North Carolina at Chapel Hill
- 1995 to 1997        Assistant Professor of Management  
Georgia Institute of Technology

### BOOKS

Cable, D. M. 2018. Alive at work: The Neuroscience of Helping Your People Love What They Do. Boston, MA: Harvard Business School Press.

Yu, K. Y. T. & Cable, D. M. (2014). Oxford Handbook of Recruitment. New York: Oxford University Press.

Cable, D. M. 2007. Change to Strange: Create a Great Organization by Building a Strange Workforce. Saddlepack, NJ: Wharton Business Press.

Rynes, S. & Cable, D. M. (2003). Recruitment. Borman, W., Ilgen, D., & Klimoski, R. (Eds.), Handbook of Psychology Volume 12: Industrial and Organizational Psychology. Tampa, FL. John Wiley & Sons, Inc.

### **PRACTITIONER ARTICLES**

Cable, D. 2017. *Financial Times*. Interview advice for MBAs: be as open as you dare. <https://www.ft.com/content/34b599aa-8112-11e7-94e2-c5b903247afd>

Cable, D., & Elsbach, K. 2017. Winning Ways. London Business School Review, 3, 74-77.

Birkinshaw, J. & Cable, D. M. 2017. Too Much information. London Business School Review, 3, 30-33.

Steinhage, A., Cable, D., & Wardley, D. 2017. The Pros and Cons of Competition Among Employees. Harvard Business Review, March. [https://hbr.org/2017/03/the-pros-and-cons-of-competition-among-employees?utm\\_source=twitter&utm\\_medium=social&utm\\_campaign=hbr](https://hbr.org/2017/03/the-pros-and-cons-of-competition-among-employees?utm_source=twitter&utm_medium=social&utm_campaign=hbr)

Birkinshaw, J. & Cable, D. M. 2017. The dark side of transparency. McKinsey Quarterly. February. <http://www.mckinsey.com/business-functions/organization/our-insights/the-dark-side-of-transparency>

Cable, D. M. 2016. Creative Job Titles Can Energize Workers. Harvard Business Review, May, 24-25. <https://hbr.org/2016/05/creative-job-titles-can-energize-workers>

Cable, D. M. & Vermeulen, F. 2016 Stop Paying Executives for Performance. Harvard Business Review Online. <https://hbr.org/2016/02/stop-paying-executives-for-performance>. Feb 23.

Cable, D. M., Gino, F. & Staats, B. 2013. Reinventing Employee Onboarding. MIT Sloan Management Review, 54, 23-28. Reprint 54321.

Elsbach, K., & Cable, D. M.. 2012. Why Showing Your Face at Work Matters. MIT Sloan Management Review, 53: 10-12.

Cable, D. M. (2008). Strange success. Business Strategy Review, 19, 44-47.

### **REFEREED ARTICLES**

48. Zou , X., Wildschut , T., Cable, D. M., & Sedikides , C. 2018. Nostalgia for Host Culture Facilitates Repatriation Success: The Role of Self-Continuity. Self and Identity.

47. Moore, C., Lee, Kim, K. & Cable. 2017. The Advantage of Being Oneself: The Role of Applicant Self-Verification in Organizational Hiring Decisions. Journal of Applied Psychology.

46. Inesi, E., & Cable, D. M. 2015. When Accomplishments Come Back to Haunt You: The Negative Effect of Competence Signals on Women’s Performance Evaluations. Personnel Psychology, 68: 463 – 719. Paper subsequently awarded “Best Paper of 2015.”

45. Slaughter, J., Cable, D. M., & Turban, D. 2014. Changing Job Seekers’ Image Perceptions during Recruitment Visits: The Moderating Role of Belief Confidence. Journal of Applied Psychology, 99, 1146–1158.

44. Grant, A., Berg, J., & Cable, D. M. 2014. Job Titles as Identity Badges: How Self-Reflective Titles can Reduce Emotional Exhaustion. Academy of Management Journal, 57, 1201-1225.
43. Carson Marr, J. & Cable, D. M. 2014. Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments. Academy of Management Journal, 57: 624-651.
42. Cable, D. M., Gino, F. & Staats, B. 2013. Breaking them in or eliciting their best? Reframing socialization around newcomers' authentic self-expression. Administrative Science Quarterly, 58: 1-36. Awarded "Best paper published during 2013" by the Academy of Management (OB Division).
41. Cable, D. M. & Kay, V. 2012. Striving for self verification during organizational entry. Academy of Management Journal, 55: 360–380. Paper was awarded "Best Competitive Paper" by the Academy of Management (OB Division), and also was awarded McKinsey's "Best Practical Implications" Award.
40. Sumanth, J., & Cable, D. M. 2011. Status and organizational entry: How organizational and individual career status affect reactions to hiring processes. Personnel Psychology, 64: 963–1000
39. Judge, T. A., & Cable, D. M. 2011. When It Comes To Pay, Do the Thin Win? The Effect of Weight on Pay for Men and Women. Journal of Applied Psychology, 96: 95-112.
38. Yu, K. Y. T., & Cable, D. M. 2011. Exploring the identity and reputation of departmental groups: Whose opinions matter most to their members? Human Resource Management Journal, 21(2): 105-121.
37. Elsbach, K., & Cable, D. M.. 2010. How passive "face time" affects perceptions of employees: Evidence of spontaneous trait inference. Human Relations, 63: 735–760. Awarded 'Paper of the Year 2010' by Human Relations.
36. Edwards, J. R., & Cable, D. M. (2009). The value of value congruence. Journal of Applied Psychology, 94, 654-677.
35. Kim, T. Y., Cable, D., Kim, S., & Wang, J. (2009). Emotional competence and work performance – the mediating effect of proactivity and the moderating effect of job autonomy. Journal of Organizational Behavior.
34. Furst, S. A., & Cable, D. M. (2008). Employee resistance to organizational change – Managerial influence tactics and leader-member exchange. Journal of Applied Psychology, 93, 453-462.
33. Judge, T. A., Colbert, A., Cable, D. M., & Rynes, S. (2007). What causes a management article to be cited - article, author, or journal? Academy of Management Journal, 50, 491 – 506.
32. Voss, Z., Cable, D.M., & Voss G. (2006). Organizational identity and firm performance: What happens when leaders disagree about 'who we are?' Organization Science, 17: 741-755.
31. Cable, D. M., & Yu, T. K. Y. (2006). Managing Job Seekers' Organizational Image Beliefs: The Role of Media Richness and Media Credibility. Journal of Applied Psychology, 91, 828-840.
30. Edwards, J.R., Cable, D., Williamson, I., Lambert, L., & Shipp, A. (2006). The Phenomenology of Fit: Linking the Person and Environment to the Subjective Experience of Person-Environment Fit. Journal of Applied Psychology, 91, 802–827.

29. Kim, T. Y., Cable, D. & Kim, S. P. (2005). Socialization Tactics, Employee Proactivity, and Person-Organization Fit. Journal of Applied Psychology, 90, 232-241.
28. Judge, T. A., Cable, D. M. (2004). The effect of physical height on workplace success and income. Journal of Applied Psychology, 89, 428-441.
27. Cable, D. M & Edwards, J. R. (2004). Complementary and Supplementary Fit: A Theoretical and Empirical Integration. Journal of Applied Psychology, 89, 822-834.
26. Williamson, I. O., & Cable, D. M. (2003). Predicting early career research productivity: The case of management faculty. Journal of Organizational Behavior, 24, 25-44.
25. Cable, D. & Turban, D. (2003). The value of reputation in a recruitment context. Journal of Applied Social Psychology, 33, 2244-2266.
24. Lambert, L., Edwards, J.R., Cable, D. M. (2003). Breach and Fulfillment of the Psychological Contract: A Comparison of Traditional and Expanded Views. Personnel Psychology, 56, 895-934.
23. Turban, D. & Cable, D. (2003). Firm Reputation and Applicant Pool Characteristics. Journal of Organizational Behavior, 24, 733-751.
22. Williamson, I. O., & Cable, D. M. (2003). Interfirm network ties, interorganizational imitation, and organizational hiring patterns. Academy of Management Journal, 46, 349-358.
21. Cable, D. M. & Judge, T. A. (2003). Managers' Upward Influence Tactic Strategies: The Role of Manager Personality and Supervisor Leadership Style. Journal of Organizational Behavior, 24, 197-214.
20. Cable, D. M., & DeRue, S. (2002). The Construct, Convergent, and Discriminant Validity of Subjective Fit Perceptions. Journal of Applied Psychology, 87, 875-884.
19. Shane, S., & Cable, D. (2002). Network ties, reputation, and the financing of new ventures. Management Science, 48, 364-381.
18. Cable, D. M. & Parsons, C. (2001). Socialization Tactics and Person-Organization Fit. Personnel Psychology, 54, 1-22.
17. Aiman-Smith, L., Bauer, T., & Cable, D. M. (2001) Are you attracted? Do you intend to pursue? A recruiting policy-capturing study. Journal of Business and Psychology, 16, 219-237.
16. Cable, D. M. & Parsons, C. (2001). Cutting Off Your Nose to Spite Your Face: Effects of Justice on Students' Decisions to Damage the Reputational Rankings of Their Alma Maters. Journal of Applied Social Psychology, 31, 59-72.
15. Graham, M., & Cable, D. M. (2001). Consideration of the incomplete block design for policy-capturing research. Organizational Research Methods, 4, 26-45. Paper won Best Paper Award in the Research Methods Division at the 1998 National Academy of Management Meetings.
14. Voss, G., Cable, D., & Voss, Z. (2000). Linking Organizational Values to Relationships with External Constituents: A Study of Nonprofit Professional Theatres. Organization Science, 11, 330-347.

13. Judge, T. A., Higgins, C. A., & Cable, D. M. (2000). The employment interview: A review of recent research and recommendations for future research. Human Resource Management Review, 10, 383-406.
12. Cable, D. M., & Graham, M. (2000). The Determinants of Organizational Reputation: A Job Search Perspective. Journal of Organizational Behavior, 21, 929-947.
11. Cable, D. M., Mulvey, P., Aiman-Smith, L., & Edwards, J. R. (2000). The sources and accuracy of job seekers' organizational culture beliefs. Academy of Management Journal, 43, 1076-1085.
10. Parsons, C.K., Cable, D., & Wilkerson, J.M. (1999). Assessment of applicant work values through interviews: The impact of focus and functional relevance. Journal of Occupational and Organizational Psychology, 72, 561-566.
9. Cable, D. M. & Murray, B. (1999). Tournament vs. sponsored mobility determinants of job search success. Academy of Management Journal, 42, 439-449.
8. Cable, D. M., & Gilovich, T. (1998). Looked-over or overlooked? The effect of interviewers' prescreening decisions on post-interview evaluations. Journal of Applied Psychology, 83, 501-508.
7. Cable, D. M., & Shane, S. (1997). A prisoner's dilemma approach to entrepreneur-venture capitalist relationships. Academy of Management Review, 22, 142-176. Paper subsequently printed in Paul Westhead and Michael Wright (Eds.) *Advances in Entrepreneurship*, London: Edward Elgar Publishing, 1999.
6. Judge, T. A. & Cable, D. (1997). Applicant personality, organizational culture, and job choice decisions. Personnel Psychology, 50, 359-394.
5. Cable, D., & Judge, T. A. (1997). Interviewers' perceptions of person-organization fit and organizational selection decisions. Journal of Applied Psychology, 82, 546-561.
4. Cable, D., & Judge, T. A. (1996). Person-organization fit, job choice decisions, and organizational entry. Organizational Behavior and Human Decision Processes, 67, 294-311.
3. Welbourne, T., & Cable, D. (1995). Group incentives and pay satisfaction: Understanding the relationship through an identity theory perspective. Human Relations, 48, 711-726.
2. Judge, T. A., Cable, D. M., Boudreau, J. W. & Bretz, R. D. Jr. (1995). An empirical investigation of the predictors of executive career success. Personnel Psychology, 48, 485-519.
1. Cable, D. M., & Judge, T. A. (1994). Pay preferences and job search decisions: A person-organization fit perspective. Personnel Psychology, 47, 317-348.

#### **SUBMITTED REFEREED ARTICLES**

Lee, J., Gino, F., Cable, D. M., & Staats, B. Best-Self Activation and team processes. Under revision, Administrative Science Quarterly.

Cable, D. M., Lee, J., Gino, F. & Staats, B. Bringing Employees' Best Selves to Employment Relationships Reduces Burnout. Under revision, Organization Science.

Elsbach, K. & Cable, D. M. Identification with NASCAR. Under revision, Organization Studies.

Effron, D. A., Kakker, H., & Cable, D. M. All together? Positive and negative consequences of presenting an organization as a unified entity. Under revision, Organization Science.

Zou, X., Wang, D., Wildschut, T., Sedikides, C., & Cable, D. Cultural Distance and Intercultural Exchange: Unpacking the Psychological Pathway of Inspiration. Under revision, Academy of Management Journal.

### **WORKING PAPERS / CURRENT RESEARCH**

Kouchaki, Gino, & Cable. The role of time of day in interviews. Target journal: Academy of Management Journal.

Tumasjan, A., Moser, K. & Cable, D. Brand Engagement through social media. Target journal: Academy of Management Journal.

Lee, Cable, Gino, Staats. Best-Self Activation and physiological reactions. Target journal: Journal of Applied Psychology

### **BLOGS**

November 14, 2017. Cable, D. M. Job crafting. <https://www.linkedin.com/pulse/job-crafting-dan-cable/?trackingId=1CmBl6AHl3TvB6gg8Ne23g%3D%3D>

November 15, 2016. Cable, D. M. A Whiff Of Cat Fur. [http://www.huffingtonpost.com/dan-cable/a-whiff-of-cat-fur\\_b\\_12744988.html](http://www.huffingtonpost.com/dan-cable/a-whiff-of-cat-fur_b_12744988.html)

July 5, 2016. Seven Questions To Ask Before Leading Change. Forbes. <http://www.forbes.com/sites/lbsbusinessstrategyreview/2016/07/05/seven-questions-to-ask-before-leading-change/#619e86812779>

Feb 23, 2016. Cable, D. M. & Vermeulen, F. Stop Paying Executives for Performance. <https://hbr.org/2016/02/stop-paying-executives-for-performance>

Dec 10, 2015. Cable, D. M. & Nandkishore, N. Performance Evaluations: Gaussian Curve or Playing to Strengths? [http://www.huffingtonpost.com/dan-cable/performance-evaluations-g\\_b\\_8760936.html](http://www.huffingtonpost.com/dan-cable/performance-evaluations-g_b_8760936.html)

Nov 26 2015. Cable, D. M., Gino, F., & Staats, B. The Powerful Way Onboarding Can Encourage Authenticity. [https://hbr.org/2015/11/the-powerful-way-onboarding-can-encourage-authenticity?utm\\_source=twitter&utm\\_medium=social&utm\\_campaign=harvardbiz](https://hbr.org/2015/11/the-powerful-way-onboarding-can-encourage-authenticity?utm_source=twitter&utm_medium=social&utm_campaign=harvardbiz)

Feb 2, 2015. Cable, D. M. A View From Davos: Putting Purpose to Work. [http://www.huffingtonpost.com/dan-cable/a-view-from-davos-putting\\_b\\_6599104.html?1422911475](http://www.huffingtonpost.com/dan-cable/a-view-from-davos-putting_b_6599104.html?1422911475)

## **BOOK CHAPTERS**

Cable, D. M., & Yu, T. K. Y. (2014). Recruitment and Competitive Advantage: A Brand Equity Perspective. Oxford Handbook of Industrial and Organizational Psychology.

Cable, D. M., & Yu, T. K. Y. (2007). The Genesis of Fit Judgments: How Selection and Recruitment Practices Develop the Beliefs used to Assess Fit. In T. Judge & C. Ostroff (Eds.) Perspectives on organizational fit. San Francisco: Jossey-Bass.

Williamson, I.O., Cable, D.M., & Aldrich, H. (2002). Smaller but not necessarily weaker: How small businesses can overcome barriers to recruitment. In J. Katz & T. Welbourne (Eds.), Advances in Entrepreneurship, Firm Emergence, and Firm Growth, vol. 5, pp. 83-106. Greenwich, CT : JAI Press.

Cable, D. M. & Turban, D. (2001). Establishing the Dimensions, Sources and Value of Job Seekers' Employer knowledge during recruitment. In G. Ferris (Ed.), Research in Personnel / Human Resource Management, Volume 20. Greenwich, CT: JAI Press.

Parsons, C., Cable, D. M., & Liden, B. (1999). Establishing person-organization fit. In B. Eder (Ed.), The employment interview: Theory, research, and practice (2nd Edition). Sage Publications.

## **PROCEEDINGS**

Carson, J., & Cable, D. M. 2012. Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments. Academy of Management Best Papers Proceedings.

Voss, G., Voss, Z. & Cable, D. (2005). The Effects of Authenticity Rift on Firm Performance. AMA Winter Marketing Educators' Conference Proceedings.

Williamson, I.O. & Cable, D.M. (2001). Interfirm network ties, interorganizational imitation, and organizational hiring patterns. Proceedings of the Southern Management Association. A longer version of this paper won "Best Dissertation" in the Human Resources Division of the 2001 National Academy of Management meetings.

Graham, M., & Cable, D. M. (1998). A comparison of full versus fractional factorial designs in policy-capturing studies. Academy of Management Best Papers Proceedings.

## **PRESENTATIONS**

77. Lee, J. J., Gino, F, Cable, D, & Staats, B. 2016. Preparing the Self for Team Entry: How Relationally Affirming One's Self Views Influences Team Performance. Academy of Management Annual Conference, Anaheim, CA

76. Lee, J. J., Gino, F, Cable, D, & Staats, B. 2016. The Power of Relational Self-Affirmation. Google re: Work Conference on Changing the Nature of Work, Mountain View, CA

75. Lee, J. J., Gino, F, Cable, D, & Staats, B. 2016. Preparing the Self for Team Entry: How Relationally Affirming One's Self Views Influences Team Performance. Collective Intelligence Conference, New York University, NY

74.     Zho, Cable, Sedikides, Wildschut. So far away yet so close: Nostalgia for a Distant Host Culture Predicts Repatriates' Job Satisfaction. Paper presented at the 2015 Academy of Management Meeting in Vancouver, Canada.
73.     Steinhage, A. L., & Cable, D. M. 2015. Winning Through Cheating or Creativity: How Emotions Influence Behavioral Choice in Competition. Paper presented at the 2015 Academy of Management Meeting in Vancouver, Canada.
72.     Smith, I. H., Kouchaki, M., Gino, F., & Cable, D. M. 2015. It's all about timing: How the time of day affects judgments and decisions. Paper presented at the 2015 Academy of Management Meeting in Vancouver, Canada.
71.     Moore, C., Lee, Kim, K. & Cable, D. M.. 2014. The advantage of being oneself: The role of self-verification in successful job search. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
70.     Zho, X., Cable, D. M., Sedikides, C., & Wildschut, T. 2014. So far away yet so close: Nostalgia for a Distant Host Culture Predicts Repatriates' Job Satisfaction. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
69.     Lee, J., Cable, D. M., Gino, F., & Staats, B. 2014. Endure and Innovate: Effects of Reflected Best Self Exercise on Resilience and Creativity. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
68.     Elsbach, K., & Cable, D. M. 2014. Walking the Talk: Advancing the Concept of Authenticity Across Levels of Analysis. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
67.     Inesi, E. & Cable, D. M. 2013. Putting them in their place: The negative effects of women's past achievements on performance evaluations. Paper presented at the 2013 Academy of Management Annual Meeting, Miami Florida.
66.     Cable, D. M., Gino, F. & Staats, B. 2012. Breaking Them In or Revealing Their Best? Reframing Socialization Around Newcomers' Self Expression. Paper presented at the 2012 Academy of Management Annual Meeting, Boston, Massachusetts.
65.     Carson, J., & Cable, D. M. 2012. Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments". Paper presented at the 2012 Academy of Management Annual Meeting, Boston, Massachusetts.
64.     Slaughter, J., Cable, D. M., & Turban, D. 2012. New Directions in Research on Recruitment in Organizations. Discussant in symposium at the Society for Industrial and Organizational Psychology Conference in San Diego.
63.     Bauer, T., Cable, D. M., Erdogan, B., & Truxillo, D. 2011. Directions for Research on Socialization and Newcomers. Paper presented at the 2011 Academy of Management Meeting, San Antonio, Texas.



62. Cable, D. M. & Kay, V. 2010. Striving for self verification during organizational entry. Paper presented at the 2010 Academy of Management Annual Meeting in Vancouver Canada. Paper was awarded OB Division's 2010 Award for Best Competitive Paper, and the OB Division's McKinsey Best Practical Implications Award.
61. Gino, F., Bauer, T., Cable, D., & Erdogan, B. 2010. When Good Apples Spoil the Barrel: Predicting the Impact and Acceptance of Newcomers' Ideas. Paper presented at the 2009 Academy of Management Annual Meeting in Vancouver Canada.
60. Yu, T. K. Y., & Cable, D. M. 2009. Informational Diversity, Team Cooperation, and Team Members' Long-term Orientation. Paper presented at the 2009 Academy of Management Annual Meeting in Chicago, Illinois.
59. Juillerat, T., & Cable, D. M. 2009. Status Goggles. Paper presented at the 2009 Academy of Management Annual Meeting in Chicago, Illinois.
58. Sumanth, J., & Cable, D. M. 2009. The paradox of status: How firm and career status moderate applicant reactions to selection tests. Paper presented at the 2009 Academy of Management Annual Meeting in Chicago, Illinois.
57. Cable, D. M. 2009. Person-Environment Fit: Uses for Recruitment, Selection, and Beyond. Discussant in symposium at the at the Society for Industrial and Organizational Psychology in New Orleans, April.
56. Cable, D. M., & Turban, D. 2008. Modifying Job Applicants' Organizational Image Beliefs. Paper presented at the National Academy of Management Meetings, Anaheim, California.
55. Kim, T. Y., Cable, D. & Kim, S. P. 2008. Emotional Intelligence, Proactivity, and Performance. Symposium at the at the Society for Industrial and Organizational Psychology in San Francisco, CA, April.
54. Cable, D. M., & Yu, T. K. Y. 2007. Team identity, Team reputation, and member satisfaction: Whose opinions matter most? Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, Philadelphia, Pennsylvania.
53. Yu, T. K. Y, Cable, D. M. & Edwards, J.R. (2006). Person-group fit: A value congruence. Paper presented at the National Academy of Management Annual Meeting, Atlanta, Georgia.
52. Cable, D. M. & Edwards, J.R. (2006). The value of value congruence. Paper presented at the National Academy of Management Annual Meeting, Atlanta, Georgia.
51. Cable, D. M., & Bloom, M. (2006). Organizational risk, pay risk, and managers' reactions. Paper presented at the National Academy of Management Annual Meeting, Atlanta, Georgia. Won "best paper" for the Human Resources Division of the Academy of Management.
50. Cable, D. M. (2005). Self verification in the interview: Job seekers' battle of the wills. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Hawaii.

49. Voss, Z., Cable, D., & Voss, G. (2005). When we disagree about who we are: Ideographic identity and firm performance. Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, Hawaii.
48. Voss, G., Voss, Z. & Cable, D. (2005). The Effects of Authenticity Rift on Firm Performance. Paper presented at the AMA Winter Marketing Educators' Conference.
47. Cable, D. M., & Yu, T. K. Y. 2004. Media Richness, Media Credibility, and Organizational Image Beliefs. Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, New Orleans.
46. Elsbach, K. & Cable, D. M. 2004. "'Face Time" and Performance Appraisal: Symbolic and Practical Implications of Being Seen at Work. Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, New Orleans.
45. Kim, T. Y., & Cable, D. M. 2004. Socialization Tactics, Newcomer Proactivity, and Person-Organization Fit?. Symposium at the at the Society for Industrial and Organizational Psychology in Chicago, IL, April.
44. Cable, D. M. 2004. Current Person-Based and Message-Based Approaches to Understanding Recruitment. Symposium discussant at the at the Society for Industrial and Organizational Psychology in Chicago, IL, April.
43. Cable, D. M. & Edwards, J.R. 2003. Complementary and Supplementary Fit. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Seattle.
42. Lambert, L., Edwards, J.R., & Cable, D.M. 2002. A Cognitive Approach to Breach in the Psychological Contract. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Denver.
41. Edwards, J.R. & Cable, D.M. 2002. Person-environment fit in management research: Toward a comprehensive theory-testing approach. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Denver.
40. Cable, D. M., Judge, T. A. 2002. Predicting Managers' Influence Tactic Strategies Presentation given at the at the Society for Industrial and Organizational Psychology in n Toronto, Canada, April.
39. Cable, D. M. 2001. Personal Research Productivity. Paper presented at the Research Methods Division at the National Academy of Management Meetings, Washington, D.C.
38. Cable, D. M., & DeRue, S. 2001. The Construct, Convergent, and Discriminant Validity of Subjective Fit Perceptions. Paper presented at the National Academy of Management Meetings, Washington, D.C.
37. Furst, S.A., Cable, D.M., & Edwards, J.R. 2001. Managers' Reactions to Espoused and Enacted Values: Does "Walking the Talk" Really Matter? Paper presented at the National Academy of Management Meetings, Washington, D.C.
36. Cable, D. M. 2001. Integrating Image and Fit in Applicant Attraction Research. Symposium discussant at the at the Society for Industrial and Organizational Psychology in Dan Diego, CA, April.

35. Cable, D. M. 2000. Researching with coauthors. Presentation given to the Academy of Management OMT / OB Division doctoral consortium.
34. Cable, D. M. 2000. Careers in academia. Presentation given to the Academy of Management HR Division doctoral consortium.
33. Cable, D. M. & Turban, D. 2000. The value of reputation in a recruitment context. Presentation given at the at the Society for Industrial and Organizational Psychology in New Orleans, LA, April.
32. Lambert, L., Edwards, J. R., Cable, D. M. 2000. An exploration of the cognitive comparisons leading to breach in the psychological contract. Presentation given at the at the Society for Industrial and Organizational Psychology in New Orleans, LA, April.
31. Edwards, J. R., Cable, D. M., & Williamson, I. O. 2000. The Phenomenology of Fit: Linking the Person and Environment to the Subjective Experience of Fit. Presentation given at the at the Society for Industrial and Organizational Psychology in New Orleans, LA, April.
30. Edwards, J. R., Cable, D. M., & Williamson, I. O. 1999. The phenominology of fit. Presentation given at the Society of Organizational Behavior in Toronto, Canada.
29. Cable, D. M. & Parsons, C. (1999). Establishing Person-Organization Fit During Organizational Entry. Presentation given at the at Human Resources Management Division of the Academy of Management National Meeting, Chicago, IL.
28. Cable, D. M. & Parsons, C. (1999). Cutting Off Your Nose to Spite Your Face: Effects of Justice on Students' Decisions to Damage the Reputational Rankings of Their Alma Maters. Presentation given at the at Organizational Behavior Division of the Academy of Management National Meeting, Chicago, IL.
27. Williamson, I. O., & Cable, D. M. (1999). Determinants of early academic research productivity. Presentation given at the at Organizational Behavior Division of the Academy of Management National Meeting, Chicago, IL.
26. Cable, D. M. (1999). A Beginner's Manual: Keys to Academic Success. Presentation given at the at the Society for Industrial and Organizational Psychology in Atlanta, GA, April.
25. Aiman-Smith, L., Bauer, T., & Cable, D. M. (1999). Organizational attraction versus job choice intentions. Paper presented at the at the Society for Industrial and Organizational Psychology in Atlanta, GA, April.
24. Cable, D. M. (1999). Opening the "Black Box" in the Recruitment Literature Through a Brand Equity Perspective. Presentation given at the at the Society for Industrial and Organizational Psychology in Atlanta, GA, April.
23. Graham, M., & Cable, D. M. (1998). A comparison of full versus fractional factorial designs in policy-capturing studies. Paper presented in the Research Methods Division of the Academy of Management National Meeting, San Diego, CA. Paper subsequently won the Sage Award for Best Paper and published in the 1998 Academy of Management Best Papers Proceedings.

22. Cable, D. M., Aiman-Smith, L., Mulvey, P., & Edwards, J. R. (1998). The Sources and Accuracy of Job Seekers' Perceptions of Organizational Culture. Paper presented at the Society for Industrial and Organizational Psychology in Dallas, TX, April.
21. Cable, D. M. & Murray, B. (1998). A Signaling Theory Perspective on Academic Hiring Decisions. Paper presented at the Society for Industrial and Organizational Psychology in Dallas, TX, April.
20. Cable, D. M. & Bloom, M. (1998). Pay Systems, Personality, and Person-Organization Fit. Paper presented at the Society for Industrial and Organizational Psychology in Dallas, TX, April.
19. Cable, D. M., Johnson, D. E. & Blancero, D. (1997). Effect of Perceived Selection System Validity and Fairness on Job Search Decisions. Symposium presented in the Organizational Behavior Division of the Academy of Management National Meeting, Boston, MA.
18. Cable, D. M. & Judge, T. A. (1997). Role of organizational information sessions in applicant job search and choice processes. Symposium presented in the Human Resources Division of the Academy of Management National Meeting, Boston, MA.
17. Cable, D. M., & Graham, M. (1997). The determinants of organizational reputation among job seekers: A verbal protocol analysis. Paper presented in the Human Resources Division of the Academy of Management National Meeting, Boston, MA.
16. Cable, D. M., & Gilovich, T. (1997). Looked-over or overlooked? The effect of interviewers' prescreening decisions on post-interview evaluations. Paper presented at the Society for Industrial and Organizational Psychology in St. Louis, MO, May.
15. Cable, D. M. (1997). Sex Differences and "Self-Insight" Regarding Job Attribute Preferences: A Review and Extension. Paper presented at the Society for Industrial and Organizational Psychology in St. Louis, MO, May.
14. Cable, D. M. (1997). "Person-Organization Fit and Organizational Entry." Paper presented at the Society for Industrial and Organizational Psychology.
13. Judge, T. A., & Cable, D. M. (1996). The dispositional basis of organizational culture preferences. Paper presented at the Academy of Management National Meeting, Cincinnati, OH.
12. Cable, D. M., Chatman, J. A., Edwards, J. R., Kristof-Brown, A. L., & Schneider, B. (1996). The Goldilocks Pursuit: A Discussion of the Search for "Just Right" in Person-Organization Fit. Discussion session held at the 1996 Academy of Management Annual Meetings in Cincinnati, OH, August.
11. Cable, D. M., & Shane, S. (1996). "A Prisoner's Dilemma Approach to Entrepreneur-Venture Capitalist Relationships." Paper presented at the 1996 Academy of Management Annual Meetings in Cincinnati, OH, August.
10. Cable, D. M., & Judge, T. A. (1996). "Person-Organization Fit, Job Choice Decisions, and Organizational Entry." Paper accepted for presentation at the Society for Industrial and Organizational Psychology in San Diego, CA, May.

9. Judge, T. A. & Cable, D. M. (1996). "Applicant Personality, Organizational Culture Preferences, and Person-Organization Fit." Paper accepted for presentation at the Society for Industrial and Organizational Psychology in San Diego, CA, May.
8. Cable, D. M., & Judge, T. A. (1995). "The Role of Person-Organization Fit in Organizational Selection Decisions." Presented as a Competitive Paper in the Human Resources Division of the 1995 Academy of Management Annual Meetings in Vancouver, August. Paper chosen as the Best Student Paper in the Human Resources Division.
7. Judge, T. A., Blancero, D., Cable, D. M., & Johnson, D. E. (1995) "Selection systems and job search decisions." Paper presented at the Society for Industrial and Organizational Psychology in Orlando, FL, May.
6. Judge, T. A., Cable, D. M., Boudreau, J. W. & Bretz, R. D. Jr. (1994). "An Empirical Investigation of the Determinants of Executive Career Success." Paper presented at the 1994 Academy of Management Annual Meetings in Dallas, TX, August. Paper nominated for Best Paper Award.
5. Cable, D., & Judge, T. A. (1994). "Pay Preferences and Job Search Decisions." Paper presented at the Society for Industrial and Organizational Psychology in Nashville, TN, May.
4. Welbourne, T., & Cable, D. (1993). "Group Incentives and Pay Satisfaction: Understanding the Relationship Through an Identity Theory Perspective." Paper presented at the Academy of Management National Meetings in Atlanta, GA, August.
3. Cable, D., & Judge, T. A. (1993). "Compensation Systems and Job Search: An Application of Signaling Theory." Paper presented at the Industrial Relations Research Association Annual Meetings, Boston, MA. Paper subsequently accepted as a top competitive paper in the IRRA Working Papers Series, January.
2. Cable, D. M. & Welbourne, T. M. (1994). "Understanding the effect of organizational change on employees through a combined social identity theory / identity theory perspective." Paper presented at the Organizational Studies Conference in Seattle, WA, October.
1. Cable, D. (1994). "Pay Preferences." Paper presented at the University of Montreal School of Industrial Relations in Montreal, Quebec, March

**RECENT TEACHING**

Course Number and Name	# of Students	Date	Evaluation
Accelerated Development	39	January 2018	4.9

Program			
Leading Change	35	November 2017	4.9
Essentials of Leadership	60	November 2017	4.8
Accelerated Development Program	40	November 2017	4.9
Essentials of Leadership	60	September 2017	4.7
Leading Change	30	September 2017	4.8
Essentials of Leadership	60	June 2017	4.8
Essentials of Leadership	55	April 2017	5.0
Essentials of Leadership	52	February 2017	5.0
Essentials of Leadership	52	November 2016	4.9
Accelerated Development Program	40	Jan 2017	4.5
Leading Change	30	December 2016	4.8
Essentials of Leadership	50	September 2016	4.8
Leading Change	26	Sept 2016	4.7
Accelerated Development Program	40	May 2016	4.7
Leading Change	16	May 2016	4.4
Essentials of Leadership	50	March 2016	4.9
Leading Change	30	March 2016	5.0
Essentials of Leadership	50	February 2016	4.8
Accelerated Development Program	40	February 2016	4.8
Essentials of Leadership	60	October 2015	4.4
Accelerated Development Program	40	Sept 2015	4.8
Leading Change	40	September 2015	4.8
Essentials of	60	July 2015	4.6

Leadership			
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Executive Education:

Program	Date	Session Title	Score
HSBC	Feb 2017	Positive psychology	4.8/5.0
Deloitte	January 2018	Leading change	4.9/5.0
Carlsberg	December 2017	Leading change	4.9/5.0
Porsche Holding	October 2017	Innovation culture	4.8/5.0
Lloyds	October 2017	Innovation culture	4.7/5.0
HSBC	Feb 2017	Positive psychology	4.7/5.0
Nordea	January 2017	Experiments	4.6/5.0
Transmed	January 2017	Best Self	8.6/10
EY	December 2016	Playing to strengths	4.9/5.0
Ericsson	September 2016	Making an impact	4.9/5.0
Rabobank	September 2016	Leading change	4.9/5.0
AT Kearney	Jan 2016	Co-creation, ISelf	4.8/5.0
Prudential	October 2015	Purpose and engagement	4.7/5.0
Ericsson	September 2015	Making an impact	4.2/5.0
Deutsche Bank	June 2015	Leading change	4.3/5.0
Nordea	June 2015	People and competitive advantage	4.8/5.0
Ericsson	June 2015	Making an impact	4.8/5.0
Lloyds	May 2015	Innovation and change	4.9/5.0
Deutsche Bank	April 2015	Leading change	4.6/5.0
Rabobank	April 2015	Leading change	4.9/5.0
Arla Foods	Match 2015	Leading change	4.3/5.0
Nordea	Feb 2015	People and competitive advantage	4.9/5.0
Carlsberg	Jan 2015	Leading change	4.8/5.0
AT Kearney	Jan 2015	Co-creation, ISelf	4.7/5.0
Arla Foods	Jan 2015	Leadership	4.8/5.0
Sanofi	Jan 2015	Innovation and sustained competitive advantage	4.9/5.0

**RECENT MEDIA REFERENCES**

20 December 2017. *Financial Times*. From Brexit to interview advice: 2017's top business school blogs  
 18 September 2017. *Financial Times*. Interview advice for MBAs: be as open as you dare.  
 10 August. *CNBC*. Demonstrating this trait could boost your chances of getting hired.

18 July 2017. *Harvard Business Review*. How to Ask for the Job Title You Deserve.  
12 July, 2017. *CIO.com*. Keeping pace with the digital transformation: From rhetoric to action.  
23 June 2017. *Telegraph*. Being honest about weaknesses is key to landing top jobs, new study finds.  
23 June 2017. *Mail Online*. It pays to tell the truth in job interviews:  
1 June 2017. *The New York Times*, Had a Job Interview but No Callback? Here's What to Do Next Time.  
30 April 2017. *Business Daily*. Be your true self at work.  
17 March 2017. *CPA Trendlines*. How Job Titles Can Rebrand Your Firm.  
17 February, 2017. *The Globe and Mail*. The dark side of transparency.  
3 February, 2017. *Daily Mirror*. The dark side of transparency.  
25 November, 2016. *TechCrunch*. Giving corporate innovation a jolt.  
27 October, 2016. *True Viral News*. Let Your Workers Rebel.  
14 August, 2016. *The National*. Executive pay should not be linked to performance.  
4 August 2016. *Financial Times*. Motivating staff: Majestic Wine CEO tries sharing his shares.  
5 July, 2016. *Forbes*. Seven Questions To Ask Before Leading Change.  
26 April, *Harvard Business Review*. Teams Who Share Personal Stories Are More Effective  
1 March. *Quartz*. The biggest problem with CEO bonuses isn't the obscene pay.  
Feb 26 2016. *Bloomberg*. Heresy! Stop Paying CEOs Performance Bonuses,  
Feb 12 2016. *City A.M.* How to stay authentic in stressful situations.  
November 1 2015 *Fortune*. Latest Research Says Praising Employees Boosts Productivity After All.  
June 22 2015. *Bloomberg*. U.K. Bankers More Likely to Misbehave Under Pressure.  
June 21 2015. *The Sunday Times*. How to fix bad boy bankers.  
March 26, 2015. *Financial Times*. The pros and cons of corporate democracy, Guardian-style  
November 7, 2014. *CNN*. Introverts' secrets of success.  
September 9 2014. *Fast Company*. Why your job title means a lot more than you think.  
September 9 2014. *National Public Radio*. In Some Jobs, Past Achievements May Work Against Female Workers  
September 3 2014. *Fast Company*. The Case For Letting Employees Choose Their Own Job Titles.  
September 1 2014. *Chicago Tribune*. Finding your inner work identity.  
August 12, 2014. *Harvard Business Review*. Why You Shouldn't Try to Win Over a Candidate During the Job Interview.  
July 31, 2014. *The Atlantic*. Why Taco Bell Likes to Call Its Workers 'Champions.' The perils of corporate euphemisms.  
June 6, 2014. *Fast Company*. Why homeworking is bad for your career.  
April 22, 2014. *The Huffington Post*. Coaching for Values as an Onboarding Learning Experience.  
March 27, 2014. *Fast Company*. Five reasons you need to instill values in your organization.  
February 14 2014. *Financial Times*. In romance follow your head not your heart (interview + print)  
February 2014, *Cosmopolitan*. The science of dating: do we spend too much time selling ourselves?  
February 2014, *Yahoo! Style* – Hong Kong. Do we spend too much time selling ourselves?  
September 2013 *Fast Company*. How to solve your new job's awkward alienation problem  
August 2013, *BBC4* Interview. Teleworking.  
April 2013, *McKinsey Quarterly*. Givers take all: The hidden dimension of corporate culture.  
April, 2013. *Harvard Business Review.com*. Creating the Best Workplace on Earth  
April 5, 2013. *Financial Times*. The bottom line vs the picket line.  
April 1, 2013. *Forbes*. First Minutes Are Critical in New-Employee Orientation.  
March 18, 2013. *Huffington Post*. How Feeling Fat Makes You Steal.  
April 27, 2012. *The Sunday Times*. Something for the weekend: Self verification.

## **RECENT INVITED TALKS**



Columbia (2018)  
University of Maryland (2018)  
University of Bologna (2017)  
University of Zurich (2017)  
Boston College (2016)  
Carnegie Mellon (2016)  
UCLA (2016)  
UC Santa Barbara (2016)  
University of Southern California, (2016)  
Harvard NOM (2015)  
Wharton Management (2015)  
Technological University of Munich (2015)  
INSEAD (2015)  
Erasmus Rotterdam, (2014)

### **AWARDS AND HONORS**

2012 Ranked 22<sup>nd</sup> most influential management scholar who received degree after 1991 (Scholarly Impact Revisited, *Academy of Management Perspectives*).

2010 “Best Competitive Paper Award” and “McKinsey’s Best Practical Implications Award” of the 2010 Academy of Management Annual Meetings

2006 Won “best paper” of the Academy of Management Annual Meetings

2006 Weatherspoon Distinguished Researcher Award

2003 MBA Master Teacher award

2003 UNC Research all-star award

2003 UNC Teaching all-star award, executive education

2001 Ernest J. McCormick Award for Distinguished Early Career Contributions, Society for Industrial and Organizational Psychology

2000 Invited to join Personnel and Human Resources Research Group

2000 Selected by Ones & Viswesvaran’s as “most published authors during the 1990s” The Industrial Psychologist, April.

1999 Weatherspoon BSBA Best Teacher Award

1998 Sage Award for Best Paper, Research Methods Division, Academy of Management

1998 Belk Research Fellow, University of North Carolina at Chapel Hill

1996 Best Dissertation Award, Human Resources Division, Academy of Management

1996 S. Rains Wallace Best Dissertation Award, Society of Industrial/Organizational Psychology

1995 Best Student Paper, Human Resources Division, Academy of Management

1994 Martin Catherwood Award for outstanding publication in human resource management

1990 Hinman Industrial and Organizational Psychology Scholarship for undergraduate research

### **PROFESSIONAL AFFILIATIONS**

Phi Beta Kappa, 1988-  
Academy of Management, 1990-  
The Society for Industrial and Organizational Psychology, 1990-  
American Psychological Society, 1995-  
Personnel and Human Resources Research Group, 2001-

### **SERVICE**

London Business School

2018 Chair of Full Professor 5-year reviews (Derek Bunn, Kamalini Ramdas, Sendil Ethiraj, Rajesh Chandy, Bruce Hardie, and Lucrezia Reichlin)  
2018 Gave talks at the Executive Education Contributors Day, Alumni Reunion, HR Strategy Forum, Marketing and Communications Department meeting  
2017 Gave talks at the Alumni Reunion, the HR Strategy Forum, LBS Contributor Day, and Away Day for the OB area assistants  
2016 Member of the Strategy and Entrepreneurship Subject Area review committee  
2015 Global Leadership Summit  
2015 Management Practice Committee  
2014 Associate Professor Performance Review Committee for Paolo Surico and Isabel Fernandez-Mateo  
2011-2014 Chair of Organisational Behaviour Department  
2011-2014 Coordinator for change management concentration  
2011 MBA Curriculum Review Committee  
2011 Associate Professor Performance Review Committee for Francisco Gomez  
2011 Associate Professor Performance Review Committee for Paolo Volpin  
2010-2011 MBA Curriculum Review Committee

Kenan-Flagler Service

2008 Chair of our research impact team, Strategy Implementation Team  
OB Faculty search chair, 2005 and 2006  
Promotion and Tenure Committee, 2004-2005  
OB Faculty search committee, 2003  
Member of Steve Hoeffler's reappointment committee, 2002  
Member of Rebecca Ratner's reappointment committee, 2001  
Member of Dave Hofmann's tenure committee, 2001  
Ph.D. Representative for OB Area, 2000-2003  
Member of Wendell Gilland's reappointment committee, 2000  
Leader of Faculty and Staff MBA program self-assessment, 2000  
OB Faculty Search Co-Chair, 2000-2001  
Faculty Director, Young Managers Program, 2000. 2001  
Undergraduate Teaching Award Committee Chair, 2000  
Kenan-Flagler OB Comprehensive Exam Committee, 1999  
Kenan-Flagler MBA Team Development Workshop Leader, 1999

Student Committee Memberships:

Soo Baik  
Anna Steinhage  
Trevor Yu: Dissertation committee, 2007-2008  
Abbie Shipp: Dissertation committee 2005-2006  
Stacie Furst, Chair 2004-2005  
Lisa Lambert: Dissertation committee 2003-2004  
Leigh Selander (2002 BS), honors thesis chair  
Ian Williamson (2000 PhD), chair. Dissertation subsequently won 2002 Ralph Alexander  
Dissertation Award of the HR Division of the Academy of Management  
Paula Simms (1999, Executive MBA), advisor  
Marcus Stewart (1999, PhD), committee member  
Scott DeRue (1999 BS), honors thesis chair  
Jarred Hayes (1998 BS), honors thesis committee member  
Paul Mastropolo (1998 BS), honors thesis committee member

Summer Papers:

Tina Juillerat  
John Sumath  
Stacie Furst  
Lisa Lambert

Academic Journal Service

2000-2004, 2011-present Editorial Board, Academy of Management Journal  
2009-2012 Editorial Board, Organizational Behavior and Human Decision Processing  
2008-2012 Editorial Board, Journal of Management  
2002- 2012 Consulting Editor, Journal of Applied Psychology  
1999-2004 Editorial Board, Journal of Organizational Behavior

Professional Service Activities:

2016 Selection committee for Academy of Management's OB Mentoring Award  
2015 Selection committee for Academy of Management's OB Best Paper Award  
2015 Selection committee for Academy of Management's HR early career award  
2015 Selection committee for Academy of Management's OB Mentoring Award  
2014 Selection committee for Academy of Management's HR early career award  
2012-2013 Selection committee for Academy of Management Journal Best Article Award  
2012-2013 Selection committee for OB Division's Lifetime Achievement Award, Academy of Management  
2011 Selection Committee for OB Division's Innovative Student Paper Award, Academy of Management  
2008 Dissertation Proposal Workshop for OMT of the Academy of Management  
2006 Judge for Ernest J. McCormick Award for Distinguished Early Career Contributions, Society for Industrial and Organizational Psychology  
2003-2006 Elected to Executive Committee of Human Resources Division of the Academy of Management  
2005-2006 Chair of Awards Committee, Human Resources Division of the Academy of Management  
2004 Society for Industrial and Organizational Psychology Early Career Contributions Award committee  
2002 Awards Committee, Society for Industrial and Organizational Psychology  
2002 Academy of Management's Newman Award Committee  
2001 Academy of Management Awards Committee  
2000 Organizational Behavior Doctoral Consortium, Academy of Management  
2000 Academy of Management Awards Committee  
2000 Academy of Management, panel member in doctoral consortium for OMT / OB Division  
1999 Academy of Management, panel member in doctoral consortium for HR Division  
1999 National Undergraduate HR Program Evaluation committee, Society for Human Resource Management  
1999 Academy of Management Program Committee, Organizational Behavior Division  
1999 Society for Industrial and Organizational Psychology, Reviewer  
1999 Awards Committee, Society for Industrial and Organizational Psychology  
1998 Academy of Management, panel member in doctoral consortium for HR Division  
1998 Academy of Management Program Committee for Organizational Behavior, Human Resource Management Divisions  
1998 Awards Committee, Society for Industrial and Organizational Psychology  
1998 Society for Industrial and Organizational Psychology, Reviewer

1997 Academy of Management Awards Committee for Best Dissertation Award  
1997 Academy of Management Meetings, Reviewer  
1996 Awards Committee, Society for Industrial and Organizational Psychology  
1996 Awards Committee, Academy of Management HR Division, Scholarly Achievement  
1995-20010 Ad Hoc Reviewer for most management journals