

VITA

Joyce E. Bono

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BIOGRAPHICAL DATA

Education

Ph.D. in Business Administration, University of Iowa, May 2001

Department of Management and Organizations

Organizational Behavior (major), Personality and Social Psychology (minor)

Dissertation Title: Self-determination at Work: The Motivational Effects of Transformational Leaders. Chair: Timothy A. Judge, Ph.D.

M.S. in Administration, University of Notre Dame, January 1995

College of Business Administration

B.A., Spring Arbor College, May 1990

Human Resource Management (major)

Professional Experience

September 2007 – present: *Associate Professor with tenure.*

Department of Human Resources and Industrial Relations, Carlson School of Management, University of Minnesota.

August 2001 - May 2007: *Assistant Professor.*

Marvin D. Dunnette Professor in Industrial and Organizational Psychology.

Department of Psychology, University of Minnesota.

September 1997 to May 2001: *Research Assistant, Teaching Assistant, and Instructor.*

Department of Management and Organizations, College of Business Administration, University of Iowa.

1983 – 1996: *Health Care Management and Educational Administration*

- *Dean of Indiana Operations, Davenport College, Granger, IN*
- *Vice President, Grand Rapids Educational Center, Grand Rapids, MI*
- *Physician Recruiter & Medical Practice Manager, Grand Rapids, MI*

SCHOLARSHIP

Refereed Journal Articles

1. Judge, T.A., Erez, A., & Bono J.E. (1998). The power of being positive: The relationship between positive self-concept and job performance. *Human Performance, 11*, 167-187.
2. Judge, T.A., & Bono, J.E. (2000) Five-factor model of personality and transformational leadership. *Journal of Applied Psychology, 85*, 751-765.
3. Judge, T.A., Bono, J.E., & Locke, E.A. (2000) Personality and job satisfaction: The mediating role of job characteristics. *Journal of Applied Psychology, 85*, 237-249.
4. Judge, T.A., & Bono, J.E. (2001) Relationship of core self-evaluations traits – self-esteem, generalized self-efficacy, locus of control, and emotional stability – with job satisfaction and job performance: A meta-analysis. *Journal of Applied Psychology, 86*, 80 -92.
5. Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction-job performance relationship: A qualitative and quantitative review. *Psychological Bulletin, 127*, 376-407 (winner of the 2002 Academy of Management, Human Resources Division, Scholarly Achievement Award).
6. Judge, T.A., Bono, J.E., Ilies, R., & Werner, M. (2002). Personality and leadership: A qualitative and quantitative review. *Journal of Applied Psychology, 87*, 765-780. (nominated for 2003 Academy of Management, Human Resources Division, Scholarly Achievement Award).
7. Judge, T.A., Erez, A., Bono, J.E., & Thoresen, C. (2002). Discriminant and incremental validity of four personality traits: Are measures of self-esteem, neuroticism, locus of control, and generalized self-efficacy indicators of a common core construct? *Journal of Personality and Social Psychology, 83*, 693-710
8. Bono, J.E., Boles, T.L., Judge, T.A., & Lauver, K. J. (2002) The role of personality in task and relationship conflict. *Journal of Personality, 70*, 311-344.
9. Bono, J. E., & Judge, T. A. (2003). Core self-evaluations: A review of the trait and its role in job satisfaction and job performance. *European Journal of Personality, 17*, S5 - S18.
10. Judge, T. A., Erez, A., Bono, J.E., & Thoresen, C. J. (2003). The core self-evaluations scale: Development of a measure. *Personnel Psychology, 56*, 303-331.
11. Bono, J. E., & Judge, T. A. (2003). Self-Concordance at work: Toward understanding the motivational effects of transformational leaders. *Academy of Management Journal, 46*, 554 - 571.
12. Bono, J.E., & Judge, T.A. (2004). Personality and transformational and transactional leadership: A meta-analysis. *Journal of Applied Psychology, 89*, 901-910.
13. Bono, J. E., & Colbert, A. (2005) Understanding responses to feedback: The role of core self-evaluations. *Personnel Psychology, 58*, 171-203.
14. Judge, T. A, Bono, J. E., Erez, A., & Locke, E. A. (2005) Core self-evaluations and job and life satisfaction: The role of self-concordance and goal attainment. *Journal of Applied Psychology, 90*, 257-268

15. Bono, J. E., & Anderson, Marc H. (2005) Advice and influence networks of transformational leaders. *Journal of Applied Psychology, 90*, 1306-1314.
16. Purvanova, I., Bono, J. E., & Dziewiczyński, J. (2006) Transformational leadership, job characteristics, and organizational citizenship performance. *Human Performance, 19*, 1-22.
17. Bono, J. E., & Ilies, R. (2006). Charisma, positive emotions, and mood contagion. *Leadership Quarterly, 17*, 317-334.
18. Duehr, E., & Bono, J.E. (2006). Men, women, and managers: Are stereotypes finally changing? *Personnel Psychology, 59*, 815.
19. Bono, J. E., & Vey, M. A. (2007). Personality and emotional performance: Extraversion, neuroticism, and self-monitoring. *Journal of Occupational Health Psychology, 12*, 177-192.
20. Bono, J. E., Jackson, H. L., Vinson, G. A., & Muros, J. P. (2007). Workplace emotional regulation: The role of supervision and leadership. *Journal of Applied Psychology, 92*, 1357-1367.
21. Purvanova, R. K., & Bono, J. E. (conditional accept) Leadership behavior in context: Face to Face and Virtual Teams. *Leadership Quarterly*

Book Chapters and Other Publications

22. Rynes, S. L., & Bono, J. E. (2000). Psychological research on determinants of pay: Review, evaluation, and suggestions for future research. In S. L. Rynes & B. Gerhart (Eds.), *Compensation in organizations: Progress and prospects*. San Francisco: New Lexington Press, pp.
23. Judge, T. A., & Bono, J. E. (2001). A rose by any other name...Are neuroticism, self-esteem, locus of control, and generalized self-efficacy indicators of a common construct? In B. W. Roberts & R. T. Hogan (Eds.), *Applied personality psychology: The intersection of personality and I/O psychology*. Washington, DC: American Psychological Association, pp. 93-118.
24. Judge, T. A., Bono, J. E., Erez, A., Locke, E. A., & Thoresen, C. J. (2002). The scientific merit of valid measures of general concepts: Personality research and core self-evaluations. In J. Brett & F. Drasgow (Eds.), *The psychology of work: Theoretically based empirical research*. Mahwah, NJ: Erlbaum, pp. 55 - 78.
25. Bono, J. E., & Vey, M. A. (2004). Toward understanding emotional management at work: A quantitative review of emotional labor research In N. Ashkanasy and C. Hartel (Eds.) *Emotions in Organizational Behavior*. Mahwah, NJ: Erlbaum.
26. Bono, J.E. (2006). Core self-evaluations. Entry in the *Encyclopedia of Industrial and Organizational Psychology*, S. Rogelberg & C. Reeve (Eds). Mahway, NJ: Erlbaum.
27. Colbert, A. E., Bono, J. E., & Purvanova, R. K. (2007). Generative leadership in business organizations: Enhancing employee cooperation and well-being through high-quality relationships. In Sullivan, B.A., Snyder, M., & Sullivan, J.L. (Eds) *Cooperation as the Basis of Individual and Group Functioning*.

28. Bono, J. E., & Barron, Laura G. (forthcoming, 2008). Ashkanasy, N. M., & Cooper, C. L. (Eds.), *Research companion to emotions in organizations*. Cheltenham, UK: Edwin Elgar Publishing (New Horizons in Management Series).

Manuscripts under review

1. Hooper, A., & Bono, J. E. (revision requested October, 2007). The influence of follower personality on ratings of leadership behavior: Why don't raters agree? For *Journal of Applied Psychology*

Manuscripts under preparation

2. Piccolo, R., Judge, T., & Bono, J. E. The full range of leadership behaviors: Which ones really matter? For *Journal of Applied Psychology*
3. Bono, J. E., Purvanova, I, Towler, A, & Peterson, D. Executive coaching: Do training and background predict practices? For *Personnel Psychology*
4. Bono, J.E., & Snyder, M. Motives for community leadership. For *Journal of Personality and Social Psychology*
5. Bono, J. E., Mehra, A. A network study of community leaders: Antecedents and outcomes of structural position. For *Administrative Science Quarterly*
6. Duehr, E. E., Bono, J. E. Personality and Leadership: Differential Associations for Men and Women? For *Journal of Applied Psychology*.
7. Bono, J. E. & Campana, K. Leadership spillover: Assessing the effects of supervisor's on employee health and well-being. For *Journal of Applied Psychology*

Paper Presentations and Conference Activities

1. Rynes, S.L., Bono, J.E., & Gerhart, B. (1997). *Psychologists and compensation research: Where have we been and where might we go?* Paper presented at the Twelfth Annual Conference of the Society for Industrial and Organizational Psychology Annual Meetings, St. Louis, MO.
2. Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (1998). *The job satisfaction-job performance relationship: 1939-1998*. Paper presentation at the Academy of Management National Meeting, San Diego, CA.
3. Beckett, S., Boles, T., Bono, J., Gupta, R., & Hauserman, N. (1998) *Dynamics of organizational conflict: Learning from natural science*. Paper presented at the Iowa Association for Dispute Resolution, 8th Annual Statewide Conference on Conflict Resolution, Newton, IA.
4. Bono, J. E., Boles, T., Judge, T. A., & Lauver, K.J. (1999). *The role of personality in the experience and interpretation of conflict*. Paper presented at the International Association for Conflict Management, San Sebastian, Spain.
5. Judge, T. A., & Bono, J. (1999). *Core self-evaluations and construct breadth: Effects on job satisfaction and job performance*. In M. R. Barrick & G. L. Stewart (Chairs), *Answers to lingering questions about personality research*. Symposium presentation at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

6. Kristof-Brown, A., Bono, J. E., & Lauver, K. J. (1999). *A multi-dimensional model of socialization and person-environment fit*. In J. Rentsch (Chair), *Person-Environment Fit: Alternative Conceptualizations at Different Phases of Organizational Entry*. Symposium presentation at the Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
7. Bono, J. E. & Judge, T. A. (2000). *Responses to transformational leadership: Are some followers immune?* In J. E. Bono (Chair), *Follower perceptions of leaders: The joint effects of follower characteristics, social networks, and contextual factors*. Symposium presentation at the Academy of Management National Meeting, Toronto, CA.
8. Judge, T. A., Bono, J. E., Erez, A., Locke, E. A., & Thoresen, C. J. (2000). *The scientific merit of valid measures of general concepts: The case with respect to dispositional influences on job satisfaction*. Paper presentation at the conference, *The psychology of work: Theoretically based empirical research*, Champaign, IL.
9. Bono, J. E., & Judge, T. A. (2000). *Who are the best leaders? The dispositional source of leadership*. In J. M. Conway & C. Viswesvaran (Chairs), *Expanding the role of personality in explaining organizational behavior: New horizons*. Symposium presentation at the Fifteenth Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
10. Bono, J. E., Boles, T., Judge, T. A., & Lauver, K.J. (2000). *Personality and Task vs. Relationship Conflict: Implications for Interpersonal Relationships*. Paper presented at the First Annual Conference of the Society for Personality and Social Psychology, Nashville, TN.
11. Judge, T. A., Bono, J. E., Ilies, R., & Werner, M. (2001). *Trait theory of leadership: An appraisal of the literature*. In P. T. Costa (Chair), *Emerging trends in personality and leadership*. Symposium presentation at the Academy of Management National Meeting, Washington, DC.
12. Bono, J.E., & Judge, T.A. (2001) *Does vision matter? Examining the role of vision in followers' responses to transformational leaders*. Presentation at the Bernard M. Bass Festschrift Conference, Binhamton, NY.
13. Bono, J.E. & Ilies, R. (2001). *Using Web-based Technology in the Management of Complex, Multi-level Data*. Presentation at the Sixteenth Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
14. Erez, A., Bono, J. E. & Judge, T.A. (2001). *Self-esteem: A core-evaluations approach*. Paper presented at the second annual conference of the Society for Personality and Social Psychology, San Antonio, TX.
15. Judge, T. A., Erez, A., Bono, J. E., & Thoresen, C. J. (2002). *The measurement of self-esteem, locus of control, emotional stability, and generalized self-efficacy: A departure*. Paper presented in the symposium, *Personality measurement in industrial-organizational psychology: On the cutting edge* at the American Psychological Society Annual Meetings, New Orleans, LA.
16. Bono, J. E. & Ilies, R. (2002). *The Transference of Positive Emotions: From Leader to Follower?* In J. E. Bono (Chair), *Leadership and Emotions: A Multiple Perspective Approach*. Symposium presentation at the Seventeenth Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, CA.

17. Thoresen, C. J., & Bono, J. E. (2002). *The Core Self-Evaluations Scale: Development of a New Measure* In R. Ilies and E. A. Locke (Chairs), *Core Self-Evaluations: New Developments and Research Findings*. Symposium presentation at the Seventeenth Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, CA.
18. Bono, J. E. (2002) *Self-Concordance at Work: Understanding the Motivational Effects of Transformational Leaders*. Paper presented at the Academy of Management National Meeting, Denver, CO.
19. Bono, J. E., & Judge, T. A. (2002). *Followers' Reactions to Leaders' Vision: A Process Model*. Paper presented at the Academy of Management National Meeting, Denver, CO.
20. Bono, J. E., & Judge, T. A. (2002). *Cynicism, Self-Esteem and "g": Do Individual Differences Affect Follower Responses to Transformation*. Paper presented at the Academy of Management National Meeting, Denver, CO.
21. Bono, J. E. (2002). *Self-concordance Goals at Work: Multiple Determinants*. Paper presented at the American Psychological Association annual conference, Chicago, IL.
22. Bono, J. E. & Judge, T. A. (2003) *Personality and Transformational and Transactional Leadership: A Meta-analysis*. In M. Rotundo (Chair) *The Determinants of Leadership: Personality, Intelligence, & Genetics*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
23. Bono, J. E., & Ilies, R. (2003) *A Multilevel Examination of Links between Leaders and Followers*. In N. Ashkanasy (Chair) *Multi-Level Perspectives on Emotions in Organizations*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
24. Vey, M.A., & Bono, J. E. (2003) *Emotional Labor: Is it Labor for Everyone?* In M. Vey and T. Glomb (Chairs) *Individual Differences Impact On Emotional Labor Antecedents, Processes, And Outcomes*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
25. Colbert, A., Bono, J. E., & Judge, T. A. (2003) *Personality, Responses to Feedback, and Leadership Development*. In A. Towler & J. Bono (Chairs) *Current Issues in Leadership and Personality*. Symposium presentation at the Eighteenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
26. Purvanova, I, Bono, J. E., & Dziewieczynski, J. (2004) *Transformational Leadership, Job Characteristics, and Organizational Citizenship Performance*. Paper presented at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
27. Vinson, G. A. & Bono J. E. (2004). *Reasons for Emotional Labor: Beyond the Customer Service Role* In A. Grandey (Chair) *Toward an understanding of the motivation behind emotional labor*. Symposium presentation at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
28. Judge, T. A, Bono, J. E., Erez, A., & Locke, E. A. (2004). *Core Self-Evaluations and Job Satisfaction: The Role of Self-Concordance*. In M. Gerhardt (Chair) *Positive I-O Psychology: A Discussion of Approaches and Directions*. Symposium presentation at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
29. Vinson, G. A., Lowry, C. L., & Bono, J. E. (2004). *Emotional labor in the workplace: Which emotions matter?* Paper presented at the annual meeting of the American Psychological Society, Chicago, IL.
30. Bono, J. E., & Anderson, M.A. (2004). *The Direct and Indirect Influence of Transformational Leaders: A Network Study*. Paper presented at the Academy of Management National Meeting, New Orleans, LA.

31. Bono, J. E., Snyder, M., Deuhr, E. (2005). *Types of Community Involvement: The Role of Personality and Motives*. Paper presentation at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
32. Purvanova, R. K., Bono, J. E., Peterson, D. B., & Towler, A. (2005). *A Comparison of the Practices of Psychologist versus Non-Psychologist and U.S. versus International Executive Coaches*. Paper presented at the Twelfth Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey.
33. Purvanova, R. K., & Bono, J. E. (2005). *Leadership Behaviors in Context: Face to Face versus Electronic Groups*. Paper presented at the Twelfth Bi-Annual European Congress of Work and Organizational Psychology, Istanbul, Turkey.
34. Bono, J. E., & Ilies, R. (2005). *Linking Leader Emotions to Follower Responses: Alternative Explanations?* In D. van Knippenberg (Chair) *Leadership, Affect, and Emotions*. Symposium presentation at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
35. Jackson, H., Duehr, E. E., & Bono, J. E.. (2005). *Relative Usefulness of MLQ and ELQ in Predicting Leadership Outcomes*. Poster presentation at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology., Los Angeles, CA.
36. Bono, J. E., Purvanova, R., Peterson, D.B., & Towler, A. (2005). *A Comparison of the Practices of Psychologist and Non-Psychologist Executive Coaches*. In J. Muros and D. Peterson (Co-Chairs) *What Value Does Psychology Add to Executive Coaching?*. Academic-Practitioner Forum at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
37. Vinson, G., Jackson, H., Bono, J., & Muros, J. (2005). *Felt and Expressed Emotions at Work: Examining the Role of Interaction Partners*. In R. Ilies and M. Johnson (Co-Chairs) *Work-Related Social Interactions and Mood: Tests of Affective Events Theory*. Symposium presentation at the Twentieth Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
38. Bono, J. E., Jackson, H., Vinson, G., & Muros, J. (2005). *Emotional Regulation at Work: Examining Links with Supervision, Stress, and Job Satisfaction -- at Work and at Home*. Invited presented at international conference on Affect in Organizations, Rotterdam, The Netherlands.
39. Duehr, E. E., & Bono, J. E. (2005). *Men, Women, and Managers: Changing Stereotypes*. Paper presentation at the Academy of Management Annual Conference, Honolulu, HA.
40. Duehr, E. E., & Bono, J. E. (2006). *Leadership Outside the Organization: A Longitudinal Study of Personality and Motivational Predictors of Volunteer Community Leadership*. In Leaetta Hough and Michael Ingerink (Co-Chairs) *What Makes a "Great" Leader? Refining the Personality-Leadership Relationship*. Symposium presentation at the Twenty-first Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
41. Purvanova, R. K., & Bono, J. E. (2006). *Customer Service Performance: "Be Enthusiastic" or "Be Yourself"?* In S. Wilk and N Rothbard (Co-Chairs) *Service with a Smile, Regardless: Emotions and Customer Service Work*. Symposium presentation at the Twenty-first Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
42. Hooper, A., & Bono, J. E. (2006). *Impact of Rater Personality on Transformational and Transactional Leadership Rating*. Poster presentation at the Twenty-first Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

43. Bono, J.E., Duehr, E.E., & Synder, M. (2006). *Recreating Athena: Identifying and Developing Community Leaders*. Symposium presentation at the 26th International Congress of Applied Psychology, Athens, Greece.
44. Bono, J.E. (2006). *Cascading emotions: The transfer of positive emotions across levels*. Symposium presentation at the 26th International Congress of Applied Psychology, Athens, Greece.
45. Bono, J. E. & Campana, K. (2007). *Linking Negative Work Events and Employee Health: Does Social Support Matter?* Symposium presentation at the 22nd Annual Conference for the Society of Industrial and Organizational Psychology, New York City.
46. Campana, K & Bono, J (2007). *Negative Work Events, Mood, and Motivation: The Role of Core Self Evaluations*. Symposium presentation at the 22nd Annual Conference for the Society of Industrial and Organizational Psychology, New York City.
47. Piccolo, R., Bono, J., & Judge, T. (2007). A reconsideration of the augmentation effect: Does contingent reward predict beyond transformational leadership? Symposium presentation at the Academy of Management Annual Meeting, Philadelphia, PA
48. Bono J., Snyder, M., & Davies, S. (2007). Individual Characteristics, Performance, and Network Centrality: Does Performance Lead to Network Centrality or Does Network Centrality Lead to Performance? Symposium presentation at the Academy of Management Annual Meeting, Philadelphia, PA

Invited Addresses and Presentations

- *The Motivational Effects of Transformational Leaders: So how does it really work??*
- Department of Psychology, University of Colorado at Denver, November 2001
- *Transformational Leadership: What we know, Why you should care.*
- Minnesota Professionals for Psychology Applied to Work, Minneapolis, MN, September 2002
- *Influence in Organizations: Personality and Transformational Leadership*
- Olin School of Business, Washington University, St. Louis, MO, March 2003
- *Transformational Leadership*
- City of Minneapolis Management Conference, Keynote Speaker, Minneapolis, MN, March 2003
- *Leaders as Emotional Managers.*
- Invited seminar as part of Distinguished Speaker Series, University of Amsterdam, The Netherlands 2007.

Research in Progress

1. Unmeasured, ineffective leadership behaviors: A critical incidents study. (with S. Eitel, R. Rasch, W. Shen)
2. Behind closed doors: An observational study of executive coaches (with D. Peterson & J. Muros)
3. The role of accurate assessment in leadership: Examining meta-perceptions (with R. Purvanova and B. Connelly)
4. High Quality Work Relationships: Do they serve different functions for Men and Women? (with R. Purvanova and A. Colbert)

TEACHING AND ADVISING

Graduate Student Advisees - Ph.D. completed

1. Gregory Vinson, Department of Psychology, Ph.D. (Co-Chair, 2006)
Dissertation Title: Aggressive humor and workplace leadership: Investigating the types and outcomes of workplace leaders' aggressive humor
2. Emily Duehr, Department of Psychology, Ph.D (Chair, pending 2006)
Dissertation Title: Personality, Gender, and Transformational Leadership: Investigating Differential Prediction for Male and Female Leaders

Graduate Student Advisees - current

Radostina Purvanova, Department of Psychology, 2002 - present
John Muros, Department of Psychology, 2003 - present
Kristie Campana, Department of Psychology, 2005 - present
Stacy Eitel, Department of Psychology, 2006
Rena Rasch, Department of Psychology, 2006
Winnie Shen, Department of Psychology, 2006

Member of Graduate Student Committees (Ph.D.) - current

Heather Mortensen, Psychology
Zehn Zhang, Human Resources and Industrial Relations
Adib Birkland, Human Resources and Industrial Relations
Freyr Halldorsen, Human Resources and Industrial Relations
Ginny Boyum, Human Resource Development (College of Education)

Member of Graduate Student Committees (Ph.D.) - completed

Ahart, Allison, Psychology
Benson, Michael, Psychology
Devore, Cynthia (M.A.) Psychology
Hezlett, Sarah, Psychology
Kowske, Brenda, Education
Saetang, Duangduen, Education
Song, Zhaoli, Human Resources and Industrial Relations
Sorenson, Sarah Human Resources and Industrial Relations
Van Dijk, Marika, Education
Maureen Steinwall, I-O Psychology, Capella University

Courses - University of Minnesota

PSY:3711 *Introduction to I/O Psychology* (undergrad elective), 2001 - 2006
PSY: 3960 *Research in Leadership and Influence Processes* (undergrad seminar), 2003, 2004
PSY:3960 *Supervisors, Workers, and Work* (undergrad seminar), 2006-2007
PSY: 3960 *Leadership and Personal Development* (undergrad honor seminar), 2007
PSY:5708 *Organizational Psychology* (undergrad elective, grad required), 2003, 2004, 2005
PSY:8701 *Topics in Industrial Psychology* (required doctoral seminar), 2001
PSY:8702 *Topics in Organizational Behavior* (required doctoral seminar), 2002, 2006
PSY:8703 *Organizational Interventions* (required doctoral seminar), 2002
PSY:4/8993 *Research/Readings in Organizational Psychology*, 2002 - 2006
PSY:8960 *Leadership, Power, and Influence* (doctoral seminar), 2004

Courses - University of Iowa

- 6N:262 *Leadership and Personal Development (MBA elective), Summer 2000 – Summer 2001*
6N:212 *Organizational Behavior (MBA core), Spring 2000*

SERVICE

External – Professional

- ❑ Editorial board member, *Academy of Management Journal* (2004 – present); *Leadership Quarterly* (2004 – present); *Personnel Psychology* (2007 – present).
- ❑ Ad hoc reviewer (1997-present) *Human Performance, Journal of Occupational and Organizational Psychology, Personality and Individual Differences, European Journal of Work and Organizational Psychology, International Journal of Selection and Assessment, Personnel Psychology, Experimental Psychology, Journal of Personality and Social Psychology, Journal of Personality, Journal of Applied Social Psychology, Political Psychology, Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, International Journal of Psychology, Journal of Occupational Health Psychology.*
- ❑ Assist. Program Chair, *Society for Industrial and Organizational Psychology, Dallas, TX, 1998.*
- ❑ Program committee member, *International Association for Conflict Management, 1999 - 2001.*
- ❑ Program committee member, *Human Resources Division - Academy of Management, 2000 - 2005.*
- ❑ Program committee member, *Organizational Behavior Division, Academy of Management, 2005 - 2006.*
- ❑ Program committee member, *Conflict Management Division - Academy of Management, 2001 - 2003.*
- ❑ VP-elect program, *Minnesota Professionals for Psychology Applied to Work, 2002/2003*
- ❑ VP program, *Minnesota Professionals for Psychology Applied to Work, 2003/2004*
- ❑ Member, *Professional Practice Subcommittee, Society for Industrial and Organizational Psychology, 2003/2004*
- ❑ Chair, *SIOP Awards Committee, 2005 – 2007.*
- ❑ Co-Chair, *SIOP Junior Faculty Consortium, 2005 – 2007*

External - Community

- ❑ Member, Advisory Council, Center for 4-H Youth Development, "Youth Leadership Development in the 21st Century," University of Minnesota Extension Service, 2006
- ❑ Leadership Institute Committee, St. Paul Area Chamber of Commerce Foundation Board, 2004 - present

Internal

- ❑ Member, Curriculum Committee (2002-present), Teaching Assistant Committee (2005-2006), & Development Committee (2005-2006), Department of Psychology, University of Minnesota
- ❑ Member, Course Review Committee, College of Liberal Arts, University of Minnesota, 2004 - 2006; Chair 2005-2006
- ❑ Elected Member of CLA Assembly (2006)
- ❑ Member, Institutional Review Board, University of Minnesota, 2005 - present

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

Association for Research in Personality

Minnesota Professionals for Psychology Applied to Work

Society for Industrial and Organizational Psychology

Society for Personality and Social Psychology

HONORS, AWARDS, GRANTS, FELLOWSHIPS

Research Grants

University of Iowa Student Government Research Grant, 1999 (\$650.00); Ponder Summer Research Grant, University of Iowa, 1997, 1998, 1999, 2000 (\$1300 - \$2800).

HumRRO Fellowship in I/O Psychology, 2000 (\$10,000).

Grant in Aid of Research and Artistry, 2002, Graduate College, University of Minnesota (\$22,731). Personality and Emotional Labor: Labor for Everyone?

Faculty advisor of Undergraduate Research Opportunity Program (UROP) awarded to David Motanya for work on personality and stress, 2002. (Grant Amount \$1700.00)

Faculty advisor of Undergraduate Research Partnership Program (UROP) awarded to Crystal Lowry for "Emotional Management in the Workplace," Spring 2003. (Grant Amount \$2950.00)

University of Minnesota Faculty Summer Research Fellowship (FSR), "Practices and Outcomes of Effective Executive Coaches: A Multi-Method Examination," Summer 2004 (Grant Amount \$5,000)

Graduate Research Partnership Program (GRPP) with Radostina Purvanova for "Practices and Outcomes of Effective Executive Coaches: A Multi-Method Examination," Summer 2004 (Grant Amount \$5402).

Faculty advisor of Undergraduate Research Opportunity Program (UROP) awarded to Amanda Koch for work on mood and problem solving performance, 2004 (Grant Amount \$1675.00)

Unrestricted private contributions in support of Leadership Lab research: St. Paul Area Chamber of Commerce (\$1,500.00, 2003; \$2,400, 2005); University of Minnesota Physicians (\$5,000.00, 2004); Personnel Decisions International (\$5,000.00, 2004; \$2,800, 2005, \$2,800, 2006); Community Leadership Association (\$5,000.00, 2003, to Center for the Study of Individual and Society); Leadership Twin Cities (\$1075.00, 2006).

Faculty advisor of Undergraduate Research Opportunity Program (UROP) awarded to Jessica VanderHeuvel for research on work-life spillover, 2006 (Grant Amount \$1650.00)

Graduate Research Partnership Program (GRPP) with Radostina Purvanova for "Reconceptualizing self-other agreement," Summer 2006 (Grant Amount \$7500?).

Awards

2002 Academy of Management, Human Resources Division, Scholarly Achievement Award for Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction-job performance relationship: A qualitative and quantitative review. *Psychological Bulletin*, 127, 376-407.

Winner of the Early Career Award (2007), APA, Division 14 (Society for Industrial and Organizational Psychology).