

Roger A. Dean

**2006 Woodside Crossing
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EDUCATION

Michigan State University, East Lansing, Michigan

Ph.D., Business Administration, 1981.

Major: Organizational Behavior and Human Resource Management.

Minors: Psychology, and Labor and Industrial Relations.

University of Queensland, Brisbane, Australia

Master of Business Administration program

University of Queensland, Brisbane, Australia

Bachelor of Commerce, 1974

Majors: Accounting, and Information Systems & Computers

PROFESSIONAL QUALIFICATIONS

Senior Professional in Human Resources (SPHR) – Awarded by the Society for Human Resource Management, 1995

Associate of the Australia Society of Accountants (AASA) – Awarded by the Australia Society of Accountants, 1975

ACADEMIC POSITIONS

Washington and Lee University

Williams School of Commerce, Economics, and Politics, Lexington, Virginia

Professor of Management, Emeritus, July 2019.

Professor of Management, July 1991 - June 2019.

Associate Professor of Administration, with tenure, July 1985 - June 1991.

Assistant Professor of Administration, January 1984 - June 1985.

John Cabot University

Rome, Italy

Visiting Professor, July - August 2010

National University of Ireland, Galway

Faculty of Commerce, Department of Management

Visiting Academic, January – June 2010

Visiting Professor of Management, August – December 2004

University of Western Australia

Department of Organisational and Labour Studies, Perth, Australia

Visiting Professor of Management, July - December 1999

Southern Methodist University

Edwin L. Cox School of Business, Dallas, Texas

Assistant Professor, Organizational Behavior and Administration, Sept 1980 - Dec 1983

Michigan State University

Department of Management, East Lansing, Michigan

Instructor in Management, September 1979 - August 1980

Teaching Assistant, September 1976 - August 1979

University of Queensland

Department of Commerce, St Lucia, Brisbane, Australia

Tutor, February 1975 - August 1976

PROFESSIONAL DEVELOPMENT

Washington and Lee University, Office of International Education

2004 Faculty Development Seminar, Lexington, VA; Copenhagen; Rome

Immigration and Identity within the European Context

National Humanities Center

2001 Jessie Ball DuPont Summer Seminar, Research Triangle, NC

Power and Influence: The Ethics of Incentives

National Humanities Center

1997 Jessie Ball DuPont Summer Seminar, Research Triangle, NC

The Cultural Politics of the Family

Council on International Educational Exchange

International Faculty Development Seminar, University of Ulster, Coleraine, Northern Ireland, January 1995

Images of a Divided Society: Conflict Resolution in Northern Ireland

COURSES TAUGHT

Global Human Resource Management
Leadership Themes in Classic Films
Management and Organizational Behavior
Strategic Management
Supervised Business Administration Study Abroad (The Culture & Business of Ireland)

PUBLICATIONS

Text

Coltrin, S. A., and R. A. Dean. (1997) *Human Resource Management Resource Guide, eighth edition*. West

Test Banks

I wrote the test banks for Jerry Greenberg, *Managing Behavior in Organizations, Fourth and Fifth Editions*, Prentice-Hall, 2004, 2009.

I wrote the test banks to accompany the 7th, 8th, 9th, and 10th editions of Mathis, R. L. & J.H. Jackson *Human Resource Management*, South-Western. Published in 1994, 1997, 1999, and 2003 respectively.

Book Chapter

Kester, George W., Gregory J. Cooper, Roger A. Dean, Peter T. Gianiodis, and Michael G. Goldsby, (2012) "Hollywood in the Classroom: A Resource for Teaching Business Ethics to Undergraduates," in *Handbook of Research on Teaching Ethics in Business and Management Education, Volume 1*, Charles Wankel and Agata Stachowicz-Stanusch (editors), IGI Global, Hershey, Pennsylvania, 2012, pp. 622-639.

Refereed Journals

Dean, R. A. (2018) Study-abroad programs: Promoting global engagement while maintaining academic integrity, *2017 Financial Education Association/Academy of Business Education Proceedings*.

Kester, G.W., Anderson, M.A., Dean, R.A, Dieng, D.K., du Plessis, A., Hoover, S.A., and M. Skully, (2008) The Views of Students Outside the United States on the Case Method of Learning. *Advances in Financial Education*, Volume 6 (Winter), pp. 159-172.

Kester, G.W., Dean, R.A., Dieng, D.K., Hoover, S.A., and M. Skully, (2005) The Views of Students Outside the United States on Cases Versus Lectures. *Journal of the Academy of Business Education*, Vol. 6, 2005

Dean, R. A. and P. Benham. (2002) The Link between Research and Human Resource Management. *HR News*, December

Colarelli, S. M., Dean, R. A., and C. Konstans. (1991) The influence of college characteristics on early job outcomes of accountants. *Canadian Journal of Higher Education*, XXI-3

Dean, R. A., Ferris, K. R. and C. Konstans. (1988) Occupational reality shock and organizational commitment: Evidence from the accounting profession. *Accounting, Organizations and Society*, Vol. 13, No. 3, pp. 235-250.

Colarelli, S. M., Dean, R. A. and C. Konstans. (1987) Comparative effects of personal and situational influences on job outcomes of new professionals. *Journal of Applied Psychology*, Vol. 72, No. 4, pp. 558-566.

Dean, R. A. and J. P. Wanous. (1986) Effects of realistic job previews on hiring bank tellers. In Heneman, H. G., III and D.P. Schwab. *Perspectives on Personnel/Human Resources Management, third edition*. Irwin.

Dean, R. A. (1985) Affirmative action: 20 years later. *Washington and Lee Political Review*, Vol. 4, No. 2, pp. 5-6.

Dean, R. A., Ferris, K. R. and C. Konstans. (1985) Reality shock: reducing the organizational commitment of professionals. *Personnel Administrator*, June.

Dean, R. A., Ferris, K. R. and C. Konstans. (1984) Reality Shock: What happens when a new job doesn't match expectations. *Management Research News*, Vol. 7, No. 4, pp. 27-31.

Dean, R. A. (1984) *Reality Shock: A Predictor of the Organizational Commitment of Professionals*. American Society for Personnel Administration.

Dean, R. A. and J. P. Wanous. (1984) Effects of realistic job previews on hiring bank tellers. *Journal of Applied Psychology*, Vol. 69, No. 1, pp. 61-68.

Dean, R. A. (1983) Reality shock: The link between socialization and organizational commitment. *Journal of Management Development*, Vol. 2, No. 3, pp. 55-65.

Book Review

Dean, R. A. (1988) Recruiting, Training, and Retaining New Employees, by Jack J. Phillips, Jossey-Bass, 1987. *Journal of Organizational Behavior*, Vol. 9, No. 4, pp. 380-381.

Refereed Conference Presentations

Management & Organizational Behavior Teaching Society Conference, Conway, SC, June 2018. *Reflective Reinvention: Addressing the Skeletons in our Past.*

Academy of Economics & Finance Conference, Houston, TX, February 2018. *Study-abroad programs: Promoting global engagement while maintaining academic integrity*

Organizational Behavior Teaching Conference, Providence, RI, June 2017. *Navigating the Plethora of Study-abroad Opportunities: What Should We Advise Our Students?*

Organizational Behavior Teaching Conference, La Verne, CA, June 2015. *Does Political Correctness Dictate How We Teach Ethical Decision Making?*

Organizational Behavior Teaching Conference, St. Catharines, ON, Canada, June 2012. *Study Abroad Programs: Can We Sustain Academic Standards?*

Academy of Management Meetings, San Antonio, TX, August 2011. *Educating Managers about Integrity: Sensitizing Learners to Universal Values and Cultural Variation* (with Charles Wankel, St. John's University).

Organizational Behavior Teaching Conference, Milwaukee, WI, June 2011. *A Seanthai in the Classroom: Stories, Myths, and Legends.*

Financial Education Association 2009 Annual Meeting, Fort Lauderdale, FL, September 2009. *Hollywood Movies in the Classroom: Bringing Finance and Business Ethics Alive.* (With G.J. Cooper, PT. Gianiodis, M.G. Goldsby, and G.W. Kester.

Organizational Behavior Teaching Conference, Wellesley, MA, June 2008. *What Can OB Learn from Hollywood?*

Organizational Behavior Teaching Conference, Scranton, PA, June 2005. *Teaching Business Ethics after Arthur Andersen.*

Financial Education Association Conference, Orlando, FL, April 2005. *The Views of Students Outside the United States on Cases Versus Lectures.* (With D. Dieng, S. Hoover, G. Kester, and M. Skully.)

Virginia Society for Human Resource Management, Richmond, VA, October 2000. *Work and Family: Can HR provide the Balance?*

Society for Human Resource Management, Chicago, IL, June 1996. *Genetic testing.*

Organizational Behavior Teaching Conference, Richmond, VA, June 1990. *Using debates as a format for presenting and discussing controversial current issues.*

American Psychological Association 95th Annual Convention, New York, NY, August 1987.
Selective recruiting: College characteristics and job outcomes. (With S. M. Colarelli and C. Konstans)

American Psychological Association 94th Annual Convention, Washington, D.C., August 1986.
Predicting job success among the best and the brightest. (With S. M. Colarelli and C. Konstans)

American Psychological Association 93rd Annual Convention, Los Angeles, CA, August 1985.
Reality shock: What happens when a new job doesn't match expectations? (With K. R. Ferris and C. Konstans)

American Psychological Association 91st Annual Convention, Anaheim, CA, August 1983.
Reality shock and commitment: A study of new employees' expectations. (With J. P. Wanous)

Academy of Management National Meetings, Dallas, TX, August 1983. *Effects of realistic job previews on hiring bank tellers.* (With J. P. Wanous)

Academy of Management National Meetings, New York, NY, August 1982. *Reality shock: What a new employee's expectations don't match reality.* (With J. P. Wanous)

Academy of Management National Meetings, New York, NY, August 1982. *Newcomers, Insiders, and Old-Timers: The Effects of Experience in an Organization.* (With J. P. Wanous)

American Institute for Decision Sciences Annual Meeting, San Francisco, CA, November 1982.
Reality shock: The link between socialization and organizational commitment.

Organizational Behavior Teaching Conference, Harvard, MA, June 1981. *How do you simultaneously develop the research and teaching skills of new O.B. faculty?*

National O.B. & I/O Psychology Graduate Students Conference, Columbus, OH, April 1980.
The interaction of expectations, organizational entry, and commitment: A study of the bank teller's job.

RECENT SERVICE

University

Business Administration Department – Promotion and Tenure Review Committee

Business Administration Department - Major Advisor, Freshman Advisor

Employee Benefits Committee – Member 2010-2014

International Education Committee – Member 2011-2015

Johnson Scholars Interview Panel, 2011, 2012, 2013, 2014, 2015, 2016, 2017

University Initiatives on Substance Abuse, Greek Sub-Committee, 2005/06

Williams School International Integration Task Force, 2011

Professional

Cengage Learning – Consultant and textbook reviewer, 2008

Emerald Group Publishing Limited – Reviewer, 2011

Houghton Mifflin – Textbook reviewer, 2007

Human Resource Certification Institute – Member of the Item Review Panel, 2002-2004

Management & Organizational Behavior Teaching Society – Reviewer for 2008, 2009, 2011-2017
Conferences

Pearson Educational Publishing – Reviewer, 2011

Psychology Press – Reviewer 2012/13

Sage Publications, Inc. – Consultant and Text Reviewer, 2014

Sage Publications Inc. - Consultant/focus group member on the complete revision of *Essentials
of Organizational Behavior, Second Edition* by Terri A Scandura, 2017

Ursinus College – External reviewer for Promotion and Tenure Committee, 2012/13

Washington & Jefferson College – External reviewer for tenure candidate, 2007