

MARK A. MONE

Education Ph.D., Management (Organizational Behavior and Organization Theory). Washington State University, 1988. Dissertation title: The determinants and consequences of goal choice: A self regulatory, attributional model.

M.B.A., Idaho State University, 1984.

B.A., Organizational Management, English minor. Central Washington University, 1982.

Academic Leadership Chancellor, University of Wisconsin-Milwaukee, December 2014 to present

Interim Chancellor, University of Wisconsin-Milwaukee, May-December, 2014

Chancellor's Designee for Strategic Planning & Campus Climate, University of Wisconsin-Milwaukee, 2012-2014.

Chancellor's Designee for Campus Climate, University of Wisconsin-Milwaukee, 2011-2012.

Associate Dean, Executive Education & Business Engagement, Lubar School of Business, University of Wisconsin-Milwaukee, 1997-2013.

Academic Experience Professor, Lubar School of Business, University of Wisconsin-Milwaukee, 1999-present.

Associate Professor, Lubar School of Business, University of Wisconsin-Milwaukee, 1994-1999.

Assistant Professor, Lubar School of Business, University of Wisconsin-Milwaukee, 1989-1994.

Assistant Professor of Management, College of Business & Economics, Washington State University, 1988-1989.

Pre-Doctoral Lecturer, College of Business & Economics, Washington State University, 1985-1988.

Graduate Teaching and Research Assistant, College of Business Administration, Idaho State University, 1983-1984.

Administrative Interim Chancellor:

Duties

- * Work with senior campus leadership, faculty, staff, students, University of Wisconsin System staff and Board of Regents, alumni, community and business leaders, elected officials and others to manage the day-to-day and long-term, strategic directions of the University.
- * Changing the broader trajectory and impacts of the university, including completing and implementing aspects of our new campus strategic plan, bolstering enrollments (undergraduate, graduate, international, and on-line), elevating donor support for our comprehensive campaign, and strengthening community engagements.
- * Positive outcomes in each of these areas achieved through focused, directive leadership and collective teamwork.

Chancellor's Designee for Strategic Planning & Campus Climate:

- * Serving on the Chancellor's Cabinet and working with the Provost, governance groups, and diverse internal and external stakeholders to create the campus' 2014-2020 strategic plan, integrating academic and research planning, budget model revisions, and critical campus activities and initiatives into a coherent roadmap, in support of our campus' mission, vision, and values.
- * Responsible for leading initiatives aimed at improving campus climate, which is central to our campus' vision and mission statement. Notable accomplishments include establishing an Office of Conflict Resolution and Ombuds Council, implementing scores of Quick Wins, creating Health, Stress and Wellness Programs, recognizing Best Place to Work Champions, and establishing and extending climate-related activities in schools, colleges and divisions.

UW System Strategic Planning Steering Committee:

- * Recently invited by Pres. Ray Cross to serve on this Steering Committee

Chancellor's Director for TechStar and Regional Economic Development:

- * Worked with area universities, business, legal, and other entities to increase technology transfer and promote economic development, receiving \$1.5MM in state funding.
- * TechStar was instrumental in establishing the external research arm of the campus, including today's UWM Research Foundation.
- * With support from Wisconsin Department of Commerce, working with John Torinus, Tim Sheehy, Nancy Zimpher and Brenda Blanchard, I co-authored manuscripts, one of which became the central blueprint for subsequent State of Wisconsin economic development summits.
- * Coordinated campus activities prior to and following State Economic Summits, including the formation of a seven-county strategic alliance, the forerunner of what is known today as Milwaukee 7 (M7).
- * Chancellor's Campus Coordinator for the Lynde and Harry Bradley School of Technology and Trades.

Lubar School of Business Associate Dean for Executive Education & Business Engagement:

- * Led the Executive MBA, customized executive and management programs, Career Services and other external relations. Program has over 1,000 alumni from whom the campus gains support for other academic programs, improves research access, comprehensive campaign efforts, and enhances the university's role as an engine for regional economic development.
- * Responsibilities included the administration, staffing, and curriculum oversight of these programs and their coordination with the Office of the Dean and Academic Affairs.
- * Centrally involved with strategic planning, financial planning and budgeting, AACSB re-accreditation, fundraising and development efforts.

Committee Memberships:**University Level:**

Coordinating and Administrative Committees, Master's in Industrial & Labor Relations and Master's in Human Resources and Labor Relations Program
Executive Committee, Division of the Professions
Graduate Faculty Council (Chair)

Graduate School Budget and Planning Committee
Graduate School Research Awards Committee (Chair)
Graduate School Steering Committee
Interim Co-Director, Master's in Industrial & Labor Relations Program
Chancellor's Task Force on Campus Reorganization
Search Committee for Vice Chancellor, Finance & Administrative Affairs (Chair)
Search Committee for Human Resource Management Director (Chair)
Higher Learning Commission NCA Re-Accreditation Committee
Chancellor's Panther Pride Task Force

Lubar School of Business:

Committee on Committees (Chair)
Dean's Task Force on Gender Issues and Junior Faculty Retention
Executive Committee
Management Area Subcommittee (Chair)
PhD Preliminary Exam Committee (Chair)
Executive MBA Program Committee (Chair)
Executive MBA AACSB Program Review Task Force (Chair)
Graduate Studies Council
Grievance Subcommittee (Chair), Undergraduate Program Committee
M.S. Program Committee
Ph.D. Program Committee
Undergraduate Program Committee
Undergraduate HRM AACSB Program Review Task Force (Co-Chair)
AACSB Re-Accreditation Steering Committee
Academic Planning Committee

Awards

Lubar School of Business' "Gold Star Teaching Award," University of Wisconsin-Milwaukee, 2007, 2008, 2009, 2010 (top 10% of Business School faculty).

Izzet Sahin Memorial School of Business Administration Business Advisory Council Research Award, Fall, 2000 (one recipient annually).

School of Business Advisory Council's Annual Teaching Award, University of Wisconsin-Milwaukee, 1993 (one recipient annually).

Outstanding Graduate Student Teaching Award, Washington State University, 1987. Four awarded from 900 graduate teaching assistants annually.

Recipient of Graduate School Research Committee Award, University of Wisconsin-Milwaukee, Summer, 1992

Editorial Activity

Editorial Board Memberships:

Journal of Organizational & Leadership Studies (2005-13)

Journal of Management Inquiry (2003-2010)

Academy of Management Review (1997-2002)

Facilitator at AMR Theory Development Workshop, Academy of Management Annual Meetings, Chicago, August, 1999, Toronto, August, 2000, & Washington, D.C., 2001

Ad-Hoc Reviewer:

Academy of Management Journal

Organizational Behavior and Human Decision Processes

Administrative Science Quarterly

Human Performance

Journal of Organizational Behavior

Organization Science

Perceptual & Motor Skills Psychological Reports

Strategic Management Journal

National Science Foundation

Oxford University Press

Society for Industrial and Organizational Psychologists

National, Southern, Western, Midwestern, and Southwestern Academy of Management Conferences

National and Western Decision Sciences Institute Conferences

Ralph Alexander Dissertation Award Committee, 2001, Human Resources Division of the Academy of Management.

Best AMR Paper Award Committee, 2001.

Outstanding OB Paper Award Committee, 1998.

**Courses
Taught**

Undergraduate:

Human Resource Management, Principles of Management, Business Policy & Strategy

Graduate:

Human Resource Management, Organizational Behavior, International Human Resource Management

Executive MBA:

Organizational Behavior, Team-Building & Communication, Legal Compliance in Employment Decisions, Performance Evaluations, Management Development; International Business; Business Strategy: International Business Acquisition Simulation (M&As); International Residency; Managing the Organization (on-site at Kohl's corporate headquarters), in conjunction with UW-Madison Wisconsin School of Business.

Doctoral Level Seminar:

Behavioral Research Methods

**International
Teaching**

Coordinated and escorted Executive MBA class to Shanghai and Hong Kong, May-June, 2002.

Coordinated and escorted Executive MBA class to Milan and Paris, June, 2001.

Coordinated and escorted Executive MBA class to London and Paris, June 2000.

Taught Management and Organizational Behavior course (3 credit) at Cesar Ritz, Hotel-Consult (June-July, 1989), Le Bouveret, Switzerland.

Executive Teaching Develop curriculum, coordinate faculty involvement, and teach leadership, managing change, team building, performance management, business strategy & execution and related topics in executive development programs for:

American Transmission Co.	Kohler Company	Modine Manufacturing
ABB Automation	Johnson Controls, Inc.	Norlight Telecommunication
Briggs & Stratton	Manpower, Inc.	Rockwell Automation
BloodCenter of Wisconsin	Medical College of Wisconsin	Serigraph
Brady Corporation	MillerCoors	Simplicity Manufacturing
Kohl's, Inc.	Milwaukee Journal Sentinel	We Energies
Regal-Beloit Corporation	Case New Holland	Childrens' Hospital of WI

GE grant (\$450,000) facilitator on the *Ensuring Quality Leadership* program (1997-2000): The Lubar School of Business, UWM School of Education, and local CEOs worked with Milwaukee Public Schools to (1) enhance leadership skills of 35 k-12 principals and (2) inform the Milwaukee business community as to the significant challenges facing school administrators and students.

Managerial Experience Ten years managerial experience in hospitality and foodservice.

Research Interests Self-efficacy and goal setting theory and applications; organizational structure and strategy; decline, downsizing and turnaround; and research methods topics.

Publications Self-Efficacy, Goals, and Individual Differences

Kim, S., Mone, M.A., & Kim, S. (2008). Relationships among Self-Efficacy, Pay-for-Performance Perceptions, and Pay Satisfaction: A Korean Examination. *Human Performance*, 21, 158-179.

O'Neill, B.S., & Mone, M.A. (2005, July (3rd Quarter/Summer)). Psychological influences on referent choice. *Journal of Managerial Issues*, 17(3), 273-292.

O'Neill, B.S., & Mone, M.A. (1998). Equity sensitivity as a moderator of relationships between self-efficacy and work-related outcomes. *Journal of Applied Psychology*, 83, 805-816.

Shalley, C. E., & Mone, M. A. (1998). Reconciling goals and quality: How goal setting can work with quality management initiatives. In D. Fedor and S. Ghosh (Eds.), *Advances in the Management of Organizational Quality*, Greenwich, CT: JAI Press. Vol. 3, pp. 57-87.

Mone, M. A., Baker, D. D., & Jeffries, F. (1995). Predictive validity and time dependency of self-efficacy, self-esteem, personal goals, and academic performance. *Educational and Psychological Measurement*, 55, 716-727.

Mone, M. A., & Shalley, C. E. (1995). Effects of task complexity and goal specificity on change in strategy and performance over time. *Human Performance*, 8, 243-262.

Mone, M. A. (1994). Comparative validity of two measures of self-efficacy in predicting academic goals and performance. *Educational and Psychological Measurement*, 54, 516-529.

Mone, M. A. (1994). Relationships between self-concepts, aspirations, emotional responses and intent to leave a downsizing organization. *Human Resource Management*, 33, 281-298.

Mone, M. A., & Kelly, D. (1994). Self-efficacy, self-esteem, and behavior in organizations. Ch. 5 in R. Kilmann, I. Kilmann, and Associates (Eds.), *Managing ego energy: The transformation of personal meaning into organizational success*. San Francisco: Jossey-Bass.

Mone, M. A., & Baker, D. D. (1992). Cognitive, affective, and behavioral determinants and consequences of self-set goals: An integrative, dynamic model. *Human Performance*, 5, 213-234.

Mone, M. A., & Baker, D. D. (1992). A social-cognitive, attributional model of personal goals: An empirical evaluation. *Motivation and Emotion*, 16, 297-321.

Mone, M. A., & Baker, D. D. (1989). Stage of task learning as a moderator of the goal-performance relationship. *Human Performance*, 2, 85-99.

Mone, M. A., & Umbreit, T. W. (1989). Making the transition from single-unit to multi-unit hospitality management: What are the requisite skills and educational needs? *Hospitality Education and Research Journal*, 13, 319-331.

Organizational Structure & Strategy: Downsizing, Decline, and Turnaround

Reihlen, M. & Mone, M.A. (2012). Professional Service Firms, Knowledge-based Competition, and the Heterarchical Organization Form. In Reihlen, M & Werr, A. (Eds.), *Handbook of Research on Entrepreneurship in Professional Services*. Cheltenham, UK: Elgar Publishing.

Mone, M.A. (2008). Structural determinism. In S. Clegg and J.R. Bailey (Eds.), *International Encyclopaedia of Organization Studies*. Thousand Oaks, CA: Sage.

Mueller, G.C., Mone, M.A., & Barker, V.L. III. (2007) Formal strategic analyses and organizational performance: Decomposing the rational model. *Organization Studies*, 28, 853-883.

Mueller, G. C., McKinley, W., Mone, M.A., & Barker, III, V.L. (2001). Making organizational decline a stimulus for innovation. *Business Horizons*.

Barker, V. L. III, & Mone, M. A. (1998). The mechanistic structure shift and strategic change in firms attempting turnarounds. *Human Relations*, 51, 1227-1258.

McKinley, W., Mone, M. A., & Barker, V. L. III. (1998). Some consequences of an ideological spirit of downsizing. *Journal of Management Inquiry*, 7, 198-212. **16th most-cited article in Journal of Management Inquiry.**

Mone, M. A., McKinley, W. & Barker, V. L. III. (1998). Organizational decline and innovation: A contingency framework. *Academy of Management Review*, 23, 115-132.

Barker, V. L. B. III., Mone, M. A., Mueller, G. C., & Freeman, S. F. (1998). Does it add up? An empirical study of the value of downsizing for firm turnaround. In D. J. Ketchen, Jr. (Ed.), *Advances in Applied Business Strategy*, Greenwich, CT: JAI Press. Vol. 5, pp. 57-82.

Mone, M. A. (1997). How we got along after the downsizing: Post-downsizing trust as a double-edged sword. *Public Administration Quarterly*, 21, 309-336.

Barker, V. L., III, & Mone, M. A. (1994). Retrenchment: Cause of turnaround or consequence of decline? *Strategic Management Journal*, 15, 395-405.

Quantitative Research Methods and Theory Development

Vitharana, P., & Mone, M.A. (2008). Measuring critical factors of software quality management: Development and validation of an instrument. *Information Resources Management Journal*, 21, 18-37.

Updated and republished as Vitharana, P., & Mone, M.A. (2009), Software quality management: Measurement and research directions. In (M. Khosrow-Pour, Ed.), *Global, Social, and Organizational Implications of Emerging Information Resources Management: Concepts and Applications* IGI Global: Hershey, PA.

McKinley, W., & Mone, M.A. (2003). Micro and macro perspectives in organization theory: A Tale of incommensurability. In Knudsen, C. & Tsoukas, H. (Eds.), *The Oxford handbook of organization theory: Meta-theoretical perspectives*. Oxford: Oxford University Press, pp. 345-372.

Vadapalli, A., & Mone, M. A. (2000). Managing user participation architecture: A cross-disciplinary model and validation. *Journal of Engineering and Technology Management*, 17, 127-151.

McKinley, W., Mone, M. A., & Moon, G. (1999). The determinants and development of schools in organization theory. *Academy of Management Review*, 24, 634-648.

Translated into Portuguese and reprinted in the Brazilian *RAE-revista de Administracao de Empresas*, 43, n. 3, 85-99, 2003, as “Determinantes e Desenvolvimento de Escolas na Teoria Organizacional.”

McKinley, W., & Mone, M. A. (1998). The re-construction of organization studies: Wrestling with incommensurability. *Organization*, 5, 169-189.

Mone, M. A., Mueller, G. C., & Mauland, W. (1996). The perceptions and usage of statistical power in applied psychology and management research. *Personnel Psychology*, 49, 103-120.

Weinzimmer, L. G., Mone, M. A., & Alwan, L. C. (1994). An examination of perceptions and usage of regression diagnostics in organization studies. *Journal of Management*, 20, 179-192.

Mone, M. A., & McKinley, W. (1993). The uniqueness value and its consequences for organizational studies. *Journal of Management Inquiry*, 2, 284-296. **13th most-cited article in Journal of Management Inquiry.**

Other Publications

Wyland, R., Winkel, D., Lester, S. and Mone, M.A. (forthcoming). Work and school at the same time? A conflict perspective of the work-school interface. *Journal of Leadership and Organizational Studies*.

Mone, M.A. (2008). Book Review: Sandy Kristin Piderit, Ronald E. Fry, and David L. Cooperrider (eds.), *Handbook of transformative cooperation: New designs and dynamics*. *Administrative Science Quarterly*, Vol. 53.

Mone, M.A. (2003). Reflections on a University's Role in Regional Economic Development. In R. Sugden, R. Cheng, & R. Meadows (Eds.) *Urban and regional prosperity in a globalised, new economy*. Edward Elgar Publishing, Ltd., Cheltenham, UK, pp. 240-280.

Kochar, M. S., Robertson, R. G., and Mone, M. A. (2003). A faculty leadership development program at the Medical College of Wisconsin. *Wisconsin Medical Journal*, 102, 24-28.

Mone, M.A. (2003). Book review: Allan C. Bluedorn, The human organization of time: Temporal realities and experience. *Administrative Science Quarterly*, Vol. 48, No. 4 (Dec., 2003), pp. 705-709.

Mone, M.A. (2002). Book review: Lars Engwall and Vera Zamagni, eds., Management education in historical perspective. *Administrative Science Quarterly*, Vol. 47, No. 3 (Sep., 2002), pp. 591-594.

- Proceedings** Mueller, G.C., Mone, M.A., & Barker, V.L. III. (2000). Strategic decision making and performance: Decision processes and environmental effects. *Best Papers Proceedings of the Annual Academy of Management Meeting*.
- Vitharana, P., & Mone, M.A. (1998). Critical factors of software quality management (SQM). *Proceedings of the Third AIS Americas Conference on Information Systems*.
- Mone, M. A., Mueller, G. C., & Mauland, W. (1995). The perceptions and usage of statistical power in applied psychology and management research. *Proceedings of the Southern Management Association*, 477-479.
- Mone, M. A., & Shalley, C. (1994). The effects of task complexity and goal difficulty on task strategy and performance over time. *Nebraska Symposium on Motivation*, 41, 242.
- Ambrose, B. W., & Mone, M. A. (1991). A test of the efficiency of parameter estimation from cross-section/time series data with randomly missing data. *Proceedings of the Twentieth Annual Western Decision Sciences Institute Meeting*, 748-750.
- Mone, M. A., & Kelly, D. (1991). The relationship between self-efficacy and self-esteem in work behavior. *Proceedings of the Twentieth Annual Western Decision Sciences Institute Meeting*, 499-501.
- Mone, M. A., & McKinley, W. (1988). The growth of decline: Research streams in the current literature on organizational decline. *Decision Sciences Institute Proceedings*, Volume II, 867-869.

- Work in Progress** Arendt, L.S., & Mone, M.A. Leader's use of positive humor: Effects on follower's self efficacy and creative performance.
- Wyland, R., Dimitrova, M., & Mone, M.A. Multiple life-role demands' and their effects on stress. Under review at *Journal of Occupational Health Psychology*.
- Wyland, R., Dimitrova, M., & Mone, M.A. Does involvement in school impact job performance? The mediating role of school-work conflict. Under review at *Journal of Organizational Behavior*.

- Conference Papers** Wyland, R., Dimitrova, M., & Mone, M. Multiple life roles' demands and resources and their effects on stress. Accepted for presentation at the APA National Conference, Orlando, August, 2012.

Mone, M.A. & Wright, G.A. Building on a Legacy: The Revolutionary Transformation of an EMBA Program. Presented at the Executive MBA Council, Miami, October, 2011.

Reihlen, M., & Mone, M.A. Professional Service Firms, Knowledge-based Competition and the Heterarchical Organization Form. Presented at the Clifford Chance Conference on Professional Service Firms, Chicago, July, 2007.

Arendt, L.S., & Mone, M.A. Leader's use of positive humor: Effects on follower's self efficacy and creative performance. Presented at the Academy of Management Annual Meeting, Honolulu, August, 2005.

Kim, S., Mone, M.A. & Kim, S. The moderating effects of pay-for-performance perceptions on relations between self-efficacy and pay satisfaction. Presented at the Academy of Management Annual Meeting, New Orleans, August, 2004.

Robertson, R., Kochar, M., & Mone, M.A. An empirical examination of the outcomes of a physician-faculty leadership development program. Presented at the Association of American Medical Colleges Annual Meeting, Tampa, January, 2004.

O'Neill, B.S., & Mone, M.A. Is the grass really greener? A contingency approach to referent selection. Presented at the Annual Academy of Management Meeting, Washington, D.C., August, 2001.

Mone, M.A., & O'Neill, B.S. Managing people in a dynamic environment: The broader role of self-efficacy. Presented at the Western Academy of Management Meeting, Sun Valley, ID, April, 2001.

Zimpher, N.L., Mone, M.A., White, S., Sheehy, T., & Piwek, K. Southeastern Wisconsin regional paper. Presented at the Wisconsin State Economic Summit, Milwaukee, December, 2000, and at *L'institute: 2nd Annual Symposium on Regional and Urban Economic Development*, Milwaukee, July, 2001.

Mone, M.A., Torinus, J.B., Jr., Blanchard, B., Sheehy, T., & Shepley, J. Critical success factors for knowledge-based industrial clusters in Wisconsin. Presented at the Wisconsin State Economic Summit, Milwaukee, December, 2000.

Mueller, G.C., Mone, M.A., & Barker, V.L. III. Strategic decision making and performance: Decision processes and environmental effects. Presented at the Annual Academy of Management Meeting, Toronto, August, 2000. **Published in Best Papers Proceedings.**

O'Neill, B.S., & Mone, M.A. An empirical look at social comparisons and education levels: Do they influence how hard we work? Presented at the Annual Western Academy of Management Meeting, Hilo, April, 2000.

Mone, M. A., Moss, M., & White, L. The mediating role of task cognition and strategies on relations between the Big Five personality dimensions and achievement. Presented at the Annual Academy of Management Meeting, Chicago, August, 1999.

O'Neill, B.S., & Mone, M.A. Investigating equity sensitivity as a moderator of relations between self-efficacy and work-place attitudes. Presented at the Annual Academy of Management Meeting, San Diego, August, 1998.

O'Neill, B.S., & Mone, M.A. Social comparisons involving education level and work outcomes: An exploratory study. Presented at the Annual Academy of Management Meeting, San Diego, August, 1998.

- Vitharana, P., & Mone, M.A. Critical factors of software quality management (SQM). Presented at the Third AIS Americas Conference on Information Systems, Baltimore, August, 1998.
- Mone, M.A. (Symposium Chair), Longitudinal examinations of self-efficacy: Methodological, theoretical, and practical contributions. Presented at the Society of Industrial & Organizational Psychology Annual Meeting, Dallas, April, 1998.
- Mone, M.A. (Symposium Chair), Contextual challenges in goal setting applications: Responding to Current Issues. Presented at the Annual Academy of Management National Meeting, Boston, August, 1997.
- Mone, M.A., & Barker, V.L. III. A post-modern Dr. Strangelove: Or, how we got along after the downsizing. Presented at the Annual Academy of Management National Meeting, Cincinnati, August, 1996.
- McKinley, W., & Mone, M.A. The reconstruction of organization studies: Wrestling with incommensurability. Presented at the Annual Academy of Management National Meeting, Cincinnati, August, 1996.
- Mone, M. A., Mueller, G. C., & Mauland, W. The perceptions and usage of statistical power in organizational management research. Presented at the Annual Meeting of the Southern Management Association, Orlando, November, 1995.
- Barker, V. L. III, Mueller, G. C., & Mone, M. A. Does it add up? An empirical study of the value of downsizing for firm turnaround. Presented at the Annual Academy of Management National Meeting, Vancouver, B.C., August, 1995.
- McKinley, W., Mone, M. A., Sanchez, C. A., & Moon, G. The schooling of organization theory: The first day of school. Presented at the Annual Academy of Management National Meeting, Dallas, August, 1994.
- McKinley, W., & Mone, M. A. Organizational decline and adaptation: A reconciliation. Presented at the 13th Annual Strategic Management Society Conference, Chicago, September, 1993.
- Mone, M. A. Relationships between antecedents of intent to leave under conditions of impending downsizing. Presented at the Annual Academy of Management National Meeting, Atlanta, August, 1993.
- Mone, M. A., Baker, D. D., & Jeffries, F. Self-efficacy, self-esteem, and personal goals: A longitudinal study. Presented at the Fifth Annual American Psychological Society Conference, Chicago, June, 1993.
- Mone, M. A. A longitudinal study of changes in outcome vs. process self-efficacy, personal goals and performance. Presented at the Eighth Annual Conference of the Society for Industrial and Organizational Psychology San Francisco, May, 1993.
- Mone, M. A., & Kelly, D. Relationships between self-efficacy, self-esteem, and behavior in organizations. Accepted for presentation at the *Managing Ego Energy* Conference, Joseph M. Katz Graduate School of Business, University of Pittsburgh, Pittsburgh, October, 1992.
- Mone, M. A., & Shalley, C. The effects of task complexity and goal difficulty on task strategy and performance over time. Presented at the Nebraska Symposium on Motivation, Lincoln, October, 1992.

Mone, M. A., & Baker, D. D. A social-cognitive, attributional model of personal goals: An empirical evaluation. Presented at the Annual Academy of Management Annual Meeting, Las Vegas, August, 1992.

McKinley, W., & Mone, M. A. The uniqueness value and its consequences for organizational studies. Presented at the Western Academy of Management Meeting, Spokane, WA, April, 1992. **Finalist for Best Paper Award.**

McKinley, W., & Mone, M. A. The fallacy of misplaced uniqueness: Dysfunctional consequences of the 'uniqueness value' in organizational studies. Presented to the *Academy of Management Review* Theory Development Workshop at the Annual Academy of Management National Meeting, Miami Beach, August, 1991.

Ambrose, B. W., & Mone, M. A. A test of the efficiency of parameter estimation from cross-section/time series data with randomly missing data. Presented at the Twentieth Annual Western Decision Sciences Institute Meeting, Lihue, HI, March, 1991.

Mone, M. A., & Kelly, D. The relationship between self-efficacy and self-esteem in work behavior. Presented at the Twentieth Annual Western Decision Sciences Institute Meeting, Lihue, HI, March, 1991.

Mone, M. A. Self-efficacy and self-set goals over multiple performance trials. Presented at the 2nd Annual American Psychological Society National Meeting, Dallas, June, 1990.

Mone, M. A. Cognitive mechanisms underlying the goal-performance relationship. Presented at the Annual Academy of Management National Meeting, Washington, D.C., August, 1989.

Mone, M. A., & Umbreit, T. W. Making the transition from single-unit to multi-unit hospitality management: What are the requisite skills and educational needs? Presented at the CHRIE International Meeting, Las Vegas, July, 1989.

Mone, M. A., & McKinley, W. The growth of decline: Research streams in the current literature on organizational decline. Presented at the Decision Sciences Institute Meeting, Las Vegas, November, 1988.

Mone, M. A., & Baker, D. D. Stage of task learning as a moderator of the goal-performance relationship. Presented at the Western Academy of Management Annual Meeting, Big Sky, MT, March, 1988.

**Graduate
Advising
and
Supervising**

Doctoral-level: Advise doctoral students in Management and chair or serve on doctoral student committees. Chaired two and co-chaired three dissertations in Management, co-chaired a dissertation in MIS, and served on 20 doctoral committees in Management, Marketing, Finance, Administrative Leadership, Urban Education, Architecture, and Psychology.

Ph.D. Dissertations (selected):

Lucy Arendt (**Chair**), Leaders' use of positive humor: Effects on creative self-efficacy, performance, and satisfaction, Management, December, 2006.

Virginia Baeten, "Top Management Team Characteristics Affecting Strategic Choice in Non-Profit Agencies," Management, May, 2001.

Peter Barrett, "Factors Affecting Corporate Dividend Policy: A Survey Investigation of the Beliefs of Market Participants," Finance, December, 1994.

Kyle Ehrhardt, "Understanding the role of workplace relationships in employee commitment and engagement: A complementary fit perspective," *Management*, scheduled defense May, 2013.

Yu-Shan Hsu, "A Process Model of Self-Initiated Expatriate Career Transition: A Self-Determination Theory Perspective," *Management*, May, 2012.

Catherine Lageson, "The Roles of the Nurse Manager: A Study in Health Care Quality Perception & Provisions," *Nursing*, May, 2001.

Ying Lu, "IT Capability, Uncertainty, and Organizational Performance," *Management Information Systems*, December, 2005.

Jean M. Lundin, "Determinants of Administrative Intensity: A Multivariate Analysis of Mass-Transit Organizations," *Organizations and Strategic Management*, May, 1992.

Wade Mauland, "Analysis of Factors Influencing the Formal Evaluation of Urban Adult and Continuing Education Programs," *Administrative Leadership/Adult Education*, August, 1997.

Gloria Miller, "The effect of cultural and emotional intelligence on mentor and protégé expectations and satisfactions in diverse mentoring relationships," *Management*.

George C. Mueller (**Co-Chair**), "Strategic Decision Making and Performance: Decision Processes and Environmental Effects," *Management*, August, 1998.

C. Robert Newberry, "Predicting Readiness-to-Purchase Based on a Consumer's Ability to Differentiate Among Alternatives," *Marketing*, December, 1997.

Bonnie S. O'Neill (**Chair**), "A contingency approach to referent selection: A model and empirical test," *Management*, December, 2000.

Daniel A. Schroeder, "The Role of Learning Style in the Preferences of Museum Visitors: Implications for Exhibition Design," *Psychology*, May 1991.

Belinda Shippy (**Co-Chair**), "Agile information technology systems staffing strategies," *Management Information Systems*, December, 2007.

Simpson, Michelle, "Effects of Quality Management and Leadership Characteristics on Patient Satisfaction Outcomes," *Nursing*, August, 2008.

Amy Verbos, "The affective outcomes of mentoring relationships: Development and test of the construct of close mentoring bond", *Management*, May 2009.

Alla Wilson, "Organizational Climate and the Adoption of Technological Innovations by Hospitals," *Management*, December, May 1996.

Doan Winkel, "Applying social cognitive career theory to the work-family domain: A lifespan approach to studying work-family balance among family business owners," *Management*, May, 2010.

Rebecca Wyland (**Chair**), "A school-work facilitation and conflict model from a regulatory focus perspective: The impact of school involvement on job performance," *Management*, August 2011.

Dilek Yunlu, "An Integrated View of Personal, Relational, and Organizational Resources: How They Ignite Creative Behavior," *Management*, Defense scheduled for May, 2013.

Zhuo Zhang, "Matching and the Application of the Constant Ratio rule in Concurrent Scheduling with Pigeons," *Psychology*, December, 1996.

Master's level: Supervised the completion of 16 Master's theses in Organization Science and 14 theses in Industrial Labor Relations and served on committees of 3 theses in HealthCare and Communications.

M.S. Organization Science, Healthcare & MILR Theses (selected):

James Bettendorf, "An Evaluation of the Current U.S. Healthcare System and its Future Course," December, 1992.

Lisa Buth, "A Comprehensive Evaluation of Job Descriptions Questionnaire Processes and a Case Application," May, 1996.

Tracy Evans, "Extending Person-Organization Fit to Job Search and Recruitment Activities," August, 1997.

Christine Gurnik, "The Successful Selection of U.S. Expatriates: Identification and Application of Appropriate Criteria," August, 1997.

William Jackson, "Evaluating Employee Training Programs," May, 1996.

Dawn Kubiak, "Are Ozaukee County Employees Ready for the Unskilled and Skilled Labor Shortage of 2000?" May, 1997.

Katherine McClosky, "A Workbook for Evaluating Selection Procedures," May, 1993.

Carol Mills, "Factors Influencing Nurses' Decisions to Return to Work Following Childbirth," May, 1992.

Bonnie O'Neill, "Equity Sensitivity as a Moderator of Self-Efficacy and Individual and Organizational Outcomes," December, 1996.

Tanya Podvrsan, "A Guide for Expatriate Selection and Cross-Cultural Training Methods," August, 1996.

Debbie Reed, "Team Building Training at Bay View Industries," May, 1996.

Lauri Schwefel, "Issues in the Retention and Attrition of Women and Minority Police Officers," December, 1992.

Cheryl Williams, "Recommendations to Reduce Negative Survivor Reaction: Downsizing Through Convergence," April, 1996.

Professional Affiliations American Association of Collegiate Schools of Business (AACSB)
Academy of Management
Society for Industrial and Organization Psychology
Milwaukee Succeeds (Executive Leadership Council)
Milwaukee Education Partnership (Board member)
Global Water Council (Executive Committee)
Horizon League (Board of Directors, Executive Committee)
M7 Regional Economic Development Executive Committee

Service Activities Invited keynote speaker at corporate sites on leadership, motivation, teams, strategy, human resource management topics at the American College of Physician Executives, American Society for Training & Development (State chapter), R.W. Baird, FIS, Froedtert Lutheran Memorial

Hospital, Johnson Controls, Inc., Kohl's, Medical College of Wisconsin, Project Management Institute, Norlight Telecommunications, Northwestern Mutual, M&I Bank, Metavante, Society for Human Resource Management (State chapter), Reinhart et al., S.C., Rockwell Automation, Aurora Health Care, Milwaukee Public Schools, Aurora Healthcare Visiting Nurse Association, Midwest Academy of Physicians, and UWM Alumni College.

Invited faculty for the week-long *Door County Summer Institute*, teaching healthcare management series on "Strengthening Organizational Culture and Leadership" (2001, 2002, 2003, 2006, 2008, 2010, 2011).

Consultant and executive coach for ABB Automation, Aqua-Chem, Aurora Health Care, Brady Corporation, Briggs & Stratton, Children's Hospital (Orthopaedics Department), Credit Union Executive Society, In-Sink-Erator, Kohler Company, MasterLock, Medical College of Wisconsin (Anesthesiology Department), Milwaukee County Medical Society, Milwaukee Jewish Federation, Sprecher Brewing, UW-Milwaukee, United Methodist Church-Whitefish Bay, Wisconsin Psychiatric Association, and Young Presidents' Organization.

Faculty advisor for Student Chapter of the Society of Human Resource Management (1989-1997), UW-Milwaukee.

Serve as expert witness (on behalf of both defendants and plaintiffs) in cases involving alleged discrimination in employment, negligent hiring and retention, corporate culture, lack of due process, wage and hour issues, and change management.

Interviewed for articles published in *The Christian Science Monitor*, *The Milwaukee Journal*, *The Milwaukee Sentinel*, *The Milwaukee Business Journal*, *The Milwaukee Journal-Sentinel*, and *Credit Union Management*.

Regularly interviewed for local and regional radio and television appearances on contemporary management, technology transfer, and regional economic development issues.

OMT Junior Faculty workshop participant, Annual Academy of Management National Meeting, Anaheim, August, 1988.