

CURRICULUM VITAE

THOMAS SCOTT BATEMAN

Bank of America Scholar and Professor of Management
McIntire School of Commerce
University of Virginia
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EDUCATION

| | | | |
|-----|--------------------|------|-------------------------|
| DBA | Indiana University | 1980 | Organizational Behavior |
| MBA | Indiana University | 1978 | Personnel |
| BA | Miami University | 1974 | Psychology |

Dissertation: A longitudinal investigation of role overload and its relationships with work behaviors and job satisfaction.
(Chair: Dennis Organ)

PREVIOUS ACADEMIC APPOINTMENTS

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| 1999-2000 | Willard J. Graham Distinguished Professor of Management Kenan-Flagler Business School |
| 1996-1998 | Professor of Management IMD International Lausanne, Switzerland |
| 1995-1996 | Chair of Management Department Kenan-Flagler Business School |
| 1990- | Professor of Management Kenan-Flagler Business School University of North Carolina - Chapel Hill |
| 1986-1990 | Associate Professor of Management School of Business Administration University of North Carolina - Chapel Hill |

- 1981-1986 Associate Professor of Management
College of Business Administration
Texas A&M University
- 1979-1981 Assistant Professor of Organizational Behavior
School of Business
Tulane University
- 1978-1979 Lecturer of Administrative and Behavioral Studies
School of Business
Indiana University
- 1976-1977 Associate Instructor
School of Business
Indiana University
- 1974-1976 Research Assistant
Department of Psychology
Indiana University

HONORS AND ACTIVITIES

Honorary Professor, University of St. Andrews, 2013-
Editorial Review Board, Academy of Management Journal, 2010-
Editorial Review Board, Academy of Management Review, 2009-
Committee Member, Organizational Behavior division Lifetime Achievement Award, 2012.
Finalist, Best Article in Academy of Management Journal, 2001.
Grant Reviewer, Environmental Protection Agency, 2001.
Cato Faculty Fellow, 1999.
Book Review Consulting Editor, Personnel Psychology, 1995-1999.
Willard J. Graham Distinguished Chair of Business Administration, 1995-2000.
Kenan Institute Fellow, 1995-1996.
Editorial Review Board, Academy of Management Journal, 1990-1994.
Editorial Review Board, Journal of Management 1987-1992.
PhD Teaching Award, Kenan-Flagler Business School, 1993.
Chair, Academy of Management Journal Best Article Award, 1992.
Kenan Institute Research Award, 1992.
Academy of Management OB Division Awards Committee, "Outstanding Publication in Organizational Behavior Award," 1990.
Distinguished Teaching Award, Indiana University School of Business, 1977-1978.
Teacher Honor Roll, Tulane University, School of Business, 1979-1980, 1980-1981.
President, Indiana University DBA Association, 1977-1978.
Indiana University Academic Fellowship, 1977-1978.
Outstanding Graduate Student Paper Award, Midwest Division of the Academy of Management, 1979.

Ad hoc reviewer for: Proceedings of the National Academy of Sciences
Academy of Management Review
Academy of Management Journal
Organizational Behavior and Human Decision Processes
Journal of Applied Psychology
Administrative Science Quarterly
Organization Science
Personnel Psychology
Decision Sciences
Human Relations
Management Science
Journal of Business Research
Journal of Applied Social Psychology
Journal of Management Studies
British Journal of Psychology
Journal of Organizational Behavior
Academy of Management
OB Division
ONE Division

CONSULTING

Clients have included Nokia, Singapore Airlines, Nature Conservancy, U.S. Chamber of Commerce, EMC, Bank of America, BAT, Union Carbide, Louisiana Department of Labor, privately-owned hospitals, Mayflower Co., Texas Instruments, Southwestern Bell, and others.

Grant reviewer for the Environmental Protection Agency

CURRENT RESEARCH

Functional Problem-solving for Leader and Follower Effectiveness. Under review,

(with Drew Hess) Broad and deep productivity: Individual differences in working between and within knowledge domains.

(with Kieran O'Connor) Personal dispositions, attitudes, perceptions, and behavioral intentions in the domain of climate change.

Revisiting the controversy surrounding extrinsic rewards and intrinsic motivation: Competing hypotheses and evidence from working adults.

PUBLICATIONS

Bateman, T., and Barry, B. (2013). Masters of the long haul: Pursuing long-term work goals. *Journal of Organizational Behavior*.

- Bateman, T. (2013). Self-management and Personal Agency. *Oxford Bibliographies Online*.
- Bateman, T. (2010). Choosing and pursuing goals: Traditional and new perspectives for self-directed leaders. In M. Rothstein and R. Burke (Eds.), *Self-management and leadership development*.
- Bateman, T. (2010). Leading with competence: Problem-solving by leaders and followers. *Leader to Leader*, Summer.
- Kim, T., Bateman, T., Andersson, L., and Gilbreath, J. (2010). Top management credibility and employee cynicism: A comprehensive model. *Human Relations*.
- Mick, D., Bateman, T., and Luntz, R. (2009). Wisdom: Exploring the pinnacle of human virtues as a central link from micromarketing to macromarketing. *Journal of Macromarketing*, 29, 98-118.
- Bateman, T.S. (2008). Leading for results: Brief-but-powerful lessons from Katrina and Iraq. *Organizational Dynamics*, November/December.
- Porath, C., and Bateman, T. (2006) Self-regulation: From goal orientation to job performance. *Journal of Applied Psychology*, 2006.
- Bateman, T., and Porath, C. (2003). Transcendent behavior. In K. Cameron, J. Dutton, and R. Quinn (Eds.), *Positive organizational scholarship*. San Francisco: Berrett-Koehler.
- Bateman, T., O'Neill, H., and Kenworthy, A. (2002). The goals of the top executive: A comprehensive taxonomy. *Journal of Applied Psychology*, 87, 1134-1148. Nominated for Scholarly Achievement Award, Human Resources Division, Academy of Management.
- Andersson, L.M., and Bateman, T.S. (2000) Individual environmental initiatives: Championing natural environmental issues in U.S. business organizations. *Academy of Management Journal*, 43, 548-570. One of three finalists for Best *AMJ* Article of 2000.
- Crant, J.M., and Bateman, T.S. (1999) Charismatic leadership viewed from above: The impact of proactive personality. *Journal of Organizational Behavior*, 21, 63-75.
- Bateman, T.S., and Crant, J.M. (1999) Proactive behavior: Meaning, impact, and recommendations. *Business Horizons*, (May-June), 63-70.
- Andersson, L., and Bateman, T. (1997) Cynicism in the workplace: Some causes and consequences. *Journal of Organizational Behavior*, 18, 449-469.
- Barry, B., and Bateman, T. (1996) A social trap analysis of the management of diversity. *Academy of Management Review*, 21, 757-790.
- Bateman, T., and Crant, M. (1993) The proactive component of organizational behavior: A measure and correlates. *Journal of Organizational Behavior*, 14, 103-118.

- Crant, M., and Bateman, T. (1993) The assignment of credit and blame for performance outcomes. Academy of Management Journal, 36, 7-27.
- Crant, J.M., and Bateman, T.S., (1993) Potential job applicant reactions to employee drug testing: The effects of program characteristics and individual differences. Journal of Business and Psychology, 7, 279-290.
- Bateman, T., Sakano, T., and Fujita, M. (1992) Roger, me, and my attitude: Film propaganda and public opinion toward corporate leadership and employee layoffs. Journal of Applied Psychology, 77, 768-771.
- Barry, B., and Bateman, T. (1992) Perceptions of influence in managerial dyads: The role of hierarchy, media, and tactics. Human Relations, 45, 555-574.
- Crant, J. M., and Bateman, T. (1990) An experimental test of the impact of drug-testing programs on potential job applicants' attitudes and intentions. Journal of Applied Psychology, 75, 127-131.
- Crant, J. M., and Bateman, T. (1989) A model of employee responses to drug-testing programs. Employee Responsibilities and Rights Journal, 2, 173-190.
- Bateman, T., and Zeithaml, C. (1989) The psychological context of strategic decisions: A test of relevance to practitioners. Strategic Management Journal, 10, 587-592.
- Bateman, T. S., and Zeithaml, C. (1989) The psychological context of managerial decisions: A model and convergent experimental findings. Strategic Management Journal, 10, 5974.
- Head, T., Yates, V., Griffin, R., and Bateman, T. (1988) The priming effect in task design research. Journal of Management, 14, 33-40.
- Griffin, R., Bateman, T., Wayne, S., and Head, T. (1987) Objective and social factors as determinants of task perceptions and responses: An integrative perspective and empirical investigation. Academy of Management Journal, 30, 501-523.
- Bateman, T., Griffin, R., and Rubenstein, D. (1987) Social information processing and group-induced shifts in responses to task design. Group and Organization Studies, 12, 88108.
- Bateman, T., and Schwenk, C. (1987) Biases in stakeholder decision making. The case of John Delorean. Mid-American Journal of Business.
- Bateman, Thomas S. (1986) The escalation of commitment in sequential decision making: Situational and personal moderators and limiting conditions. Decision Sciences, 17, 33-49.
- Wayne, S., Griffin, R., and Bateman, T. (1986) Improving the effectiveness of quality circles. Personnel Administrator, (March), 31, 79-88.
- Bateman, T., Ferris, G. & Strasser, S. (1985) Attributing the causes of job performance: The "why" behind the "what". Management Review, (October), 69-72.

- Bateman, T. S., and Strasser, S., (1984) A longitudinal investigation of the antecedents of organizational commitment. Academy of Management Journal, 27, 95-112.
- Strasser, S., and Bateman, T. S. (1984) What we should study, problems we should solve: Perspectives of two constituencies. Personnel Psychology, 37, 77-92.
- Bateman, T. S., and Organ, D. W. (1983) Job satisfaction and the good soldier: The relationship between affect and employee citizenship. Academy of Management Journal, 27, 587-595.
- Bateman, T. S., and Strasser, S. (1983) A cross-lagged regression analysis of the relationships between job tension and employee satisfaction. Journal of Applied Psychology, 68, 439-445.
- Bateman, T. S., Karwan, K., and Kazee, T. (1983) Getting a fresh start: A natural quasi-experimental test of the performance effects of moving to a new job. Journal of Applied Psychology, 68, 517-524.
- Bateman, T. S., Strasser, S., and Dailey, R. C. (1982) Toward proper specification of the effects of leader punitive behavior: A research note. Journal of Management, 8, 83-94.
- Bateman, Thomas S. (1981) Work overload. Business Horizons, 24, September-October, 23-27.
- Strasser, S., Dailey, R. C., and Bateman, T. S. (1981) Attitudinal moderators and effects of leader punitive behavior. Psychological Reports, 49, 695-698.
- Bateman, Thomas S. (1980) Organizational change and the politics of success. Group and Organizational Studies, 5, 198-209.
- Bateman, Thomas S. (1980) Contingent concession strategies in dyadic bargaining. Organizational Behavior and Human Performance, 26, 212-221.

BOOKS AND BOOK CHAPTERS

- (with Scott Snell) Management: Leading & Collaborating in a Competitive World. McGraw-Hill, 2004, 2007, 2009, 2011, 2013. Printed in English, Chinese, Spanish, Portugese, Greek, and Indonesian.
- (with Scott Snell) Management: Competing in the New Era. Richard D. Irwin, 1996, 1999, 2002.
- (with Carl Zeithaml) Management: Function and Strategy. Richard D. Irwin, Inc., 1987, 1990, 1993.
- (with Ricky Griffin) Job Satisfaction and Organizational Commitment, In C. Cooper and I. Robertson (eds.) International Review of Industrial and Organizational Behavior. Wiley, 1986.
- (with Dennis Organ) Organizational Behavior, Business Publications, Inc. 1987, 1991.

(with Jerry Ferris) Method and Analysis in Organizational Research, Reston Publishing Company, Reston, VA., 1984.

(with Steve Strasser) "Perception and Motivation," In S. Shortell and A. Kaluzny, (eds.). Health Care Management, John Wiley, New York, 1983. (2nd edition, with David Greenberger and Roy Lewicki, 1987).

TEACHING

University of Virginia: Leadership across the Disciplines
Learning to Lead
Managing and Leading, a fourth-year elective
Organizational Behavior in the integrative ICE program

University of North Carolina - Chapel Hill:
BA 250 Organizational Behavior and Management (MBA) BA 150 Organizational Behavior (undergraduate) BA 299 Current Issues (MBA) BA 199 Current Management Thought (undergraduate honors) BA 351 Individual Behavior in Organizations (Ph.D.)

IMD International (Lausanne, Switzerland).
MBA Organizational Behavior (2 years)
International executive education (2 years)

Texas A&M University: MBA and undergraduate required organizational behavior courses. Also undergraduate Principles of Management, a team-taught, large lecture class. Administered as well as taught the principles course, with four sections and 1000 students per semester, six faculty team members, and two graduate assistants.

Tulane University: MBA and undergraduate required and elective courses in organizational behavior.

Dissertations directed: Lynne Andersson, Bruce Barry; Heather Bock; J. Michael Crant, Patricia Fandt, Tammy Hiller, Amy Kenworthy, Chris Porath, Jay Yurkewicz.

Dissertation Committee Member: Todd Weber, Susan Houghton, Pat Doney, Mabel Miguel, David Rubinstein, Andy Boynton, Bill Woodward, Gerald Blakely, Debra Pamham, Rick Abderhalden, Kay Lovelace, Martin Fellenz, Elisa Tsao.

Executive Development

Arthur Andersen
Boeringer Ingleheim
Bristol-Myers Squibb
Lego
Nestle
Quintiles

Singapore Airlines
USPS
Young Executives Institute.
Zurich Insurance
Many other private and public programs.

Other Service

Management Area Coordinator, 2001-
Leadership Minor Director, 2008-
ICE Faculty Team Co-coordinator, 2001- 2007
Consulting Editor, IMD Perspectives, 1997-1998
Book Review Editorial Board, Personnel Psychology (1995-1999)
MBA Program Committee (1995 - 1996)
Cato Institute Research Committee (1994 -1996)
Ph.D. Committee, Management Area Representative (1987- 1994)
Chair, Management Area Faculty Search Committee.
MBA Committee, Management Area Representative (1987-88)
Promotion and Tenure Subcommittees (Chair)
Undergraduate Business Symposium Panel Moderator
HRM Faculty Search Subcommittee (Chair)