

## **CHRISTOPHER J. MEYER, PH.D.**

Associate Professor  
Department of Management

Hankamer School of Business  
Baylor University  
One Bear Place #98006  
Waco, Texas 76798-8006  
christopher\_meyer@baylor.edu

### ***EDUCATION***

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- Ph.D.**            **Michigan State University, East Lansing, MI (2006)**  
Major: Organizational Behavior and Human Resources Management  
Minor: Industrial-Organizational Psychology
- B.B.A.**            **Northwood University, Midland, MI (1992) – Magna Cum Laude**  
Majors: Management and Marketing

### ***SCHOLARSHIP – RESEARCH ACTIVITY***

#### **PUBLICATIONS**

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- Meyer, C. J., (2020-2021). The Negotiation Innovation Podcast. Wrote and produced 83 episodes. Listeners were attracted across more than 80 countries.
- Meyer, C. J., McCormick, B., & Osler, M. (2019). Negotiation lessons from former wiseguy, Michael Franzese. *Journal of Management Inquiry*, 28(4), 431-440.
- Meyer, C. J. (2019). Breaking the Paradigm: Using Literary Fiction as a Negotiation Case Study. *College Teaching*, 67(4), 1.
- Meyer, C. J. (2016). *High Performance Leadership Podcast*, Guest on five episodes.
- Meyer, C. J., Schoen, J. E., Klinefelter, D. A. (2014). Campbell-Lessing Farms, In Lewicki & Barry (Eds.), *Negotiation: Readings, Exercises, and Cases 6E*, New York: McGraw-Hill, Irwin.
- Meyer, C. J. (2013). A new perspective on coalitions: What motivates membership? *Group Dynamics: Theory, Research, and Practice*, 17, 124-136.
- Meyer, C. J., McCormick, B., Clement, A., Woods, R., & Fifield, C. (2012). Scissors cut paper: Proactive and contingent strategies in a conflict situation. *International Journal of Conflict Management*, 23, 344-361.
- Wagner, J. A. III, Humphrey, S. E., Meyer, C. J., & Hollenbeck, J. R. (2012). Individualism-collectivism and team member performance: Another look. *Journal of Organizational Behavior*, 33, 946-963.
- Zinko, R. A., Ferris, G. R., Humphrey, S. E., Meyer, C. J., & Aime, F. (2011). The nature of personal reputation in organizations: Two complementary studies aimed at construct and criterion-related validity. *Journal of Occupational and Organizational Psychology*, 85, 156-180.

## PUBLICATIONS (CONTINUED)

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- Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2011). Personality configurations in self-managed teams: A natural experiment on the effects of maximizing and minimizing variance in traits. *Journal of Applied Social Psychology, 41*, 1701-1732.
- Ross, W. H., Meyer, C. J., Chen, J. C. V., & Keaton, P. (2009). The role of human resource management in protecting information at telecommunications firms. *Journal of Information Privacy & Security, 5*, 49-77.
- Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2007). Trait configurations in self-managed teams: A conceptual examination of the use of seeding to maximize and minimize trait variance in teams. *Journal of Applied Psychology, 92*, 885-892.
- Conlon, D. E., Meyer, C. J., Lytle, A., Wilaby, H. (2007). Third party interventions across cultures: No "one best choice." In Martocchio, J. J. (Ed.), *Research in Personnel and Human Resources Management*, Oxford: Elsevier Science Ltd.
- Johnson, M. J., Morgeson, F. P., Ilgen, D. R., Meyer, C. J., & Lloyd, J. (2006). Multiple professional identities: Examining differences in identification across work-related targets. *Journal of Applied Psychology, 91*, 498-506.
- Johnson, M. J., Hollenbeck, J. R., Humphrey, S. E., Ilgen, D. R., Jundt, D. K., & Meyer, C. J. (2006). Cutthroat cooperation: Asymmetrical adaptation of team reward structures. *Academy of Management Journal, 49*, 103-119.
- Conlon, D. E., Meyer, C. J., & Nowakowski, J. M. (2005). How does organizational justice affect performance, withdrawal, and counterproductive behavior? In Greenberg, J. and Colquitt, J. (Eds.), *Handbook of Organizational Justice: Fundamental Questions about Fairness in the Workplace*. Mahwah, NJ: Erlbaum.
- Wagner, J. A. III, Meyer, C. J., Humphrey, S. E., & Hollenbeck, J. R. (2005). Effects of utilitarian & ontological individualism-collectivism on multitask performance in teams. *Best Paper Proceedings at the 64<sup>th</sup> Annual Meeting of the Academy of Management*, Honolulu, HI.
- Conlon, D. E., & Meyer, C. J. (2004). Contractual versus emergent third party intervention. In Brett, J., & Gelfand, M. (Eds.), *The Handbook of Negotiation and Culture*. Palo Alto, CA: Stanford Univ Press.
- Ilgen, D. R., Lloyd, J. W., Morgeson, F. P., Johnson, M. D., Meyer, C. J., & Marrinan, M. (2004). Letters to Editor (response to letter about article). *Journal of the American Veterinary Medical Association, 224*, 500-501.
- Ilgen, D. R., Lloyd, J. W., Morgeson, F. P., Johnson, M. D., Meyer, C. J., & Marrinan, M. (2003). Personal characteristics, knowledge of the veterinary profession, and influences on career choice among students in the veterinary school applicant pool. *Journal of the American Veterinary Medical Association, 223*, 1587-1594.

## **PUBLICATIONS (CONTINUED)**

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Ilgen, D. R., Lloyd, J. W., Morgeson, F. P., Johnson, M. D., Meyer, C. J., & Marrinan, M. (2003). Veterinary medicine careers: Present practices and future needs as seen by veterinarians and college students. Final report for the American Veterinary Medical Association and the National Committee of Veterinary Economic Issues.

Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2002). Hierarchical team decision making. In Ferris, G. R. & Martocchio, J. J. (Eds.), *Research in Personnel and Human Resource Management* (Vol. 21, pp. 175-214). Oxford: Elsevier Science Ltd.

## **GRANTS AND SPONSORED RESEARCH**

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Investigating Suspicion in a Distributed Technology Based System (2009-2012)  
Grant from Air Force Institute of Technology, AFOSR, U.S. Air Force - \$147, 965

Semester Sabbatical – Baylor University, Fall 2009  
Semester Sabbatical – Baylor University, Fall 2015  
Summer Sabbatical – Baylor University, 2005-2016

## **CONFERENCE PRESENTATIONS**

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Meyer, C. J. (2015). Addressing the idiosyncratic nature of negotiation by teaching with fiction, presented at the 28th Annual Conference of the International Association for Conflict Management, Clearwater Beach, FL.

Meyer, C. J. (2011). A new perspective on coalitions: What motivates membership? Presented at the 70th Annual Meeting of the Academy of Management, San Antonio, TX.

Meyer, C. J. (2011). Suspicion, trust, and online negotiations. Presented at Air Force Office of Scientific Research (AFOSR) Trust and Suspicion Workshop, Dayton, OH.

Zinko, R. A., Ferris, G. R., Humphrey, S. E., Meyer, C. J., & Aime, F. (2010). The nature of personal reputation in organizations: Two complementary studies aimed at construct and criterion-related validity. Presented at the 69th Annual Meeting of the Academy of Management, Montreal, Ontario, CAN.

Meyer, C. J. & Barelka, A. J. (2010). Suspicion in online negotiations. Presented at Air Force Office of Scientific Research (AFOSR) Information Operations and Security Annual Review, Washington, D.C.

Aime, F. A., Meyer, C. J., & Humphrey, S. E. (2009). Legitimacy of group rewards: Analyzing legitimacy as a condition for the effectiveness of group incentive designs. Presented at the 24<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

## CONFERENCE PRESENTATIONS (CONTINUED)

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- Ross, W. H., Meyer, C. J., Chen, J. C. V., & Keaton, P. (2008). The role of human resource management in protecting information at telecommunications firms. Presented at the Association for Global Business, Newport Beach, CA.
- Ferguson, M. & Meyer, C. J. (2008). Get what you expect? Expectations, outcomes, and satisfaction in negotiation. Presented at the 67th Annual Meeting of the Academy of Management, Anaheim, CA.
- Meyer, C. J. & Neubert, M. (2008). Moral credentials in negotiation: The higher they are, the harder they fall. Presented at the 21<sup>st</sup> Annual Meeting of the International Association for Conflict Management, Chicago, IL.
- Meyer, C. J., Humphrey, S. E., & Conlon, D. E. (2007). What you see is what you get: Antecedents, moderators, and outcomes of justice expectations. Presented at the 66th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Meyer, C. J., McCormick, B., Clement, A., Woods, R., & Fifield, C. (2007). Scissors cut paper: Proactive and contingent strategies in a conflict situation. Presented at the 66th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Ferguson, M., Meyer, C. J., Higgins, A., Ingle, H., Morgan, C., Smith, D., Thompson, T. (2007). The effect of expectancy violations on negotiation outcomes. Presented at the 20<sup>th</sup> Annual Meeting of the International Association for Conflict Management, Budapest, Hungary.
- Wilaby, H., Conlon, D. E., Lytle, A., & Meyer, C. J. (2006). Third party interventions: Implications of cultural context. Paper presented at the 19<sup>th</sup> Annual Meeting of the International Association of Conflict Management, Montreal, Quebec, Canada.
- Wagner, J. A. III, Meyer, C. J., Humphrey, S. E., & Hollenbeck, J. R. (2005). Effects of utilitarian & ontological individualism-collectivism on multitask performance in teams. Paper presented at the 65<sup>th</sup> Annual Meeting of the Academy of Management, Honolulu, HI.
- Jundt, D. K., Ilgen, D. R., Hollenbeck, J. R., Humphrey, S. E., Johnson, M. D., & Meyer, C. J. (2005). The impact of hybrid team structures on performance and adaptation. Paper presented at the 20<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Homan, A. C., Hollenbeck, J. R., Humphrey, S. E., van Knippenberg, D., Jundt, D. K., Meyer, C. J., & Ilgen, D. R. (2005). Diversity in teams: How reward structure and openness to experience can influence categorization and performance. Presented at the 20<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Humphrey, S. E., Meyer, C. J., & Conlon, D. E. (2004). The impact of disclaimers and customer self-efficacy on reactions to brokered ultimatum games. Presented at the 64<sup>th</sup> Annual Meeting of the Academy of Management, New Orleans, LA.

## CONFERENCE PRESENTATIONS (CONTINUED)

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Meyer, C. J. (2004). On the operation of emotion in justice judgments: There's more than unfairness to injustice. Presented at the 17<sup>th</sup> Annual Meeting of the International Association for Conflict Management, Pittsburgh, PA.

Jundt, D. K., Ilgen, D. R., Hollenbeck, J. R., Humphrey, S. E., Johnson, M. D., & Meyer, C. J. (2004). The impact of hybrid team structures on performance and adaptation: Beyond mechanistic and organic prototypes. Presented at the Annual Command and Control Research and Technology Symposium, San Diego, CA.

Humphrey, S. E., Hollenbeck, J. R., Meyer, C. J., & Ilgen, D. R. (2003). Conscientious extroverts, agreeable extroverts and self-managed teams: A configuration approach. Presented at the 18<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Meyer, C. J., & Conlon, D. E. (2003). Take the money and run: The effects of job delays, job rescissions, and compensation on organizational attractiveness and organizational justice. Presented at the 63<sup>rd</sup> Annual Meeting of the Academy of Management, Seattle, WA.

Johnson, M. J., Meyer, C. J., Morgeson, F. P., Ilgen, D. R., & Lloyd, J. (2003). Examining differences in cognitive and affective identification across professional, organizational, and workgroup targets. Presented at the 63<sup>rd</sup> Annual Meeting of the Academy of Management, Seattle, WA.

Ilgen, D. R., Lloyd, J., Morgeson, F. P., Johnson, M., Meyer, C. J., & Marrinan, M. (2003). Veterinary medicine careers: Views of veterinarians and college students. Presented at the Association of American Veterinary Medical Colleges SKAs Colloquium, Des Moines, IA.

Meyer, C. J., & Conlon, D. E. (2003). The unhiring dilemma: The effects of job delays, job rescissions, and reparations on new hire reactions. Presented at the 16<sup>th</sup> Annual Meeting of the International Association for Conflict Management, Melbourne, Australia.

Ilgen, D. R., Lloyd, J., Johnson, M., Meyer, C. J., Morgeson, F. P., & Marrinan, M. (2002). Veterinarian job activities and attitudes: A preliminary report on a study of insider and potential applicant views. Presented at the National Workshop on Core Competencies in the Veterinarian Profession, Indianapolis, IN.

## TEACHING – TRAINING – CONSULTING ACTIVITY

### TEACHING HONORS

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**Baylor Senior Fellow** – Baylor University, 2015-2016

**Baylor Fellow** – Baylor University, 2014-2015

**Faculty Interest Group Facilitator “Compelling Scholarship”** – Baylor University, 2015

**Provost’s Faculty Forum Presenter** – Baylor University, 2014

**Outstanding Professor Award** – Executive MBA – Austin, Baylor University, 2012

**Outstanding Professor Award** – Executive MBA – Austin, Baylor University, 2009

**Teaching Excellence Award** – Hankamer School of Business, Baylor University, 2009

## TEACHING EXPERIENCE

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### **MGT 4320 Negotiation and Conflict Resolution**

Undergraduate Course: *Fall 2005 – Spring 2009, Fall 2020- Spring 2023*

### **MGT 3301 Managing People in Organizations**

Undergraduate Course: *Summer 2020-2022*

### **MGT 5430 Negotiation and Conflict Resolution – Baylor University**

Executive MBA course – Dallas and Austin: *Spring 2017, Spring 2018, Spring 2019-2021*

MBA level course: *Spring 2010 – Spring 2015, Spring 2016 – Spring 2017, Spring 2019-2021*

### **MGT 5402 Negotiation – Baylor University**

Online MBA course: *2014-2022*

### **MGT 3305 Organizational Behavior – Baylor University**

Undergraduate course: *Fall 2017- Fall 2019* Online: *Summers 2017-2019*

### **Administration and Leadership in Public Health – Baylor University: October 2018, 2019, 2020**

Master's of Public Health program: *Negotiation in a Healthcare Environment*

### **MGT 5284 Negotiation: Maximizing Multiparty Outcomes – Baylor University**

Executive MBA course - Dallas and Austin programs: *Spring 2008 – Spring 2017*

### **MGT 5184 Negotiation: Power and Influence – Baylor University**

Executive MBA course - Dallas and Austin programs: *Fall 2007 – Fall 2016*

### **MGT 5V98-2 Independent Study – Baylor University**

MBA student - *Negotiating Standardized Contracts: Spring 2011*

### **Baylor MBA Case Competition Class – Baylor University**

*Spring 2013 – Faculty Advisor, Coach*

### **Baylor MBA New York City Trip – Baylor University**

*Fall 2012 – Faculty Discussion Facilitator*

### **MBA Orientation – Baylor University: Fall 2009, Fall 2010, Fall 2011, Fall 2012, Fall 2013**

*Defining Interests, Negotiation, Emotions in Negotiations*

### **MGT 5885 Global Strategic Management, EMBA International Trip – Baylor University**

*Spring 2014 – Faculty Facilitator (Santiago, Chile & Buenos Aires, Argentina)*

*Spring 2012 – Faculty Facilitator (Singapore & Hong Kong, PRC)*

*Spring 2011 – Faculty Facilitator (Ho Chi Minh City, Vietnam & Hong Kong, PRC)*

*Spring 2010 – Faculty Facilitator (Beijing, PRC & Tokyo, Japan)*

*Spring 2008 – Faculty Facilitator (Ho Chi Minh City, Vietnam & Hong Kong, PRC)*

## TEACHING EXPERIENCE (CONTINUED)

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### **EMBA Negotiation Seminar – Baylor University**

Austin Program – Mastering Dyadic Negotiation: *Spring 2007*

### **STRA 6217 Master Negotiation – Southern Methodist University**

MBA and Professional MBA course: *Spring 2004*

### **MGT 325 Organizational Behavior – Michigan State University**

Undergraduate survey course: *Summer 2001 – Spring 2003, Summer 2004 – Summer 2005*

### **WMBA 873 Organizational Change and WMBA 800 Managerial Skills – Michigan State University**

Teaching Assistant for Weekend MBA courses: *Summer 2001*

## TEACHING EXPERIENCE –DISSERTATION, MASTERS DEGREE, HONORS COMMITTEE MEMBER

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**Sarah Halami – Honors 2019** Health Sciences, Baylor University

**Ashley Benevides – MA 2018** Communication, Baylor University

**Gerard DeLeoz – PhD 2017** Hankamer School of Business (MIS), Baylor University

**Sonia Parker – PhD 2016** Education Psychology, Baylor University

## CONSULTING, EXECUTIVE EDUCATION, AND INVITED PRESENTATIONS

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**Polyurethane Manufacturers Association Annual Conference:** May 2019

Joint Gain Negotiation

**NueHealth National Leadership Conference:** September 2018

Negotiating Through Change

**The Online MBA Experience – Baylor University:** March 2015

**Ignite Leadership Conference – Baylor University:** November 2012

Organizational Health

**Trinity Industries:** March 2012

Negotiation and Organizational Fairness

**Hankamer School of Business Advisory Board Meeting – Baylor University:** February 2012

Emotions in Negotiation

**Baylor Business Network – Austin, TX & Dallas, TX:** October 2011 & January 2012

Difficult Emotions in Negotiations

**Panidea Online Negotiation Training:** July, 2011

Effective Framing in Negotiation

## **CONSULTING, EXECUTIVE EDUCATION, AND INVITED PRESENTATIONS (CONTINUED)**

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**Executive MBA Sponsors Luncheon – Dallas, TX:** December 2009

Managing Emotions in a Negotiation

**Baylor Executive Acceleration Program (Baylor Health Systems) – Dallas, TX:** October 2009

Organizational and Team Dynamics

**Southern Methodist University – Managing the entrepreneurial business II:** July 2009

Leveraging negotiation structure for joint gain

**buydentalequipment.com – Wichita Falls, TX:** June 2009

Understanding negotiation structure to maximize gain, in the context of Christian values

**Association of Agricultural Production Executives – Tucson, AZ:** February 2009

Understanding negotiation structure to maximize gain in agribusiness negotiations

**The CEO Institute – Dallas, TX:** January 2009 (Multiple programs)

Prophets or profits: The balance of Christian values and good business negotiation

**New Mexico Family Business Alliance – Albuquerque, NM:** September 2008

Exorcising power demons: Leveraging the power in negotiation structure to maximize gain in family business negotiations

**Tuesday Morning Breakfast Rotary Club of Waco:** March 2008

The impact of mood and motive on gain-based conflict resolution

**Executive Education Seminar – Baylor University Austin & Dallas programs:** Fall 2006 – Spring 2007

Negotiation: Preparation and planning

**Southern Methodist University – Managing the family-owned and closely-held business:** April 2007

Focusing failures in (family business) negotiations

**Executive Education Seminar – Baylor University Austin & Waco programs:** Fall 2006 – Spring 2007

Moving from multiparty negotiation difficulty to maximized integrative deals

**Michigan State University – MGT 491 and MGT 832 – Negotiation:** September 2004, November 2004

Game theory and individual differences, Justice and affiliation bias in mediated decisions

## **SERVICE ACTIVITY**

### **SERVICE TO THE DEPARTMENT, COLLEGE, AND UNIVERSITY**

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Faculty Development Committee – Baylor University (2021-Present)  
Teaching Committee, Management Dept – Baylor University (2022-Present)  
DIVE (Designing Instruction for Virtual Engagement) Facilitator – Baylor University (2022-2023)  
Wesley House Faculty Mentor – Baylor University (2018-2022)  
Selection Committee OMBA Instructional Designer – Baylor University (2022)  
Worship Leader – Management Dept Retreat – Baylor University (2021-2022)  
Negotiation Competition Faculty Assistant – Baylor University (2021-2022)  
Management Major Update Committee Chair – Baylor University (2021-2022)  
Course Load Committee, Management Department – Baylor University (2021-2022)  
Teaching Evaluation Committee, Management Department – Baylor University (2021)  
General Education Committee – Baylor University (2017-2021)  
Teaching/Learning Technology Committee – Baylor University (2014-2017)  
Re-imagining Education Workshop Facilitator – Hankamer School of Business (2014)  
Teaching Methods Consulting Group – Hankamer School of Business (2014)  
OB Faculty Search Committee Chair – Dept. of Management and Entrepreneurship (2013)  
Behavioral Lab Committee Member – Hankamer School of Business (2013-2014)  
Emerging Scholars Lunch, Faculty Participant – Hankamer School of Business (2013)  
Office Manager Search Committee – Dept. of Management and Entrepreneurship (2013)  
Strategic Leadership Council – Hankamer School of Business (2012-present)  
Search Committee Member, AEMBA Director – Hankamer School of Business (2012)  
Strategic Planning Task Force, Hankamer School of Business (2011-2012)  
Scholarship Strategic Planning Committee, Chair, Hankamer School of Business (2011-2012)  
Provost's Forum on Transformational Teaching, Baylor University (2012, 2013)  
Office Manager Search Committee – Dept. of Management and Entrepreneurship (2011)  
Career Development Committee Member, Hankamer School of Business (2010-Present)  
Hankamer Ethics Breakfasts – Hankamer School of Business (2010)  
Search Committee Member, AEMBA Director – Hankamer School of Business (2009)  
OB Faculty Search Committee – Dept. of Management and Entrepreneurship (2008)  
Ph.D. Degree Steering Committee – Dept. of Management and Entrepreneurship (2008-2009)  
Faculty Participant – EMBA Hooding Ceremony (2008-2010, 2012-2013)  
Presenter, *Careers in Human Resources Management*, Baylor Business Women (2008)  
Faculty Participant – EMBA Admissions – Hankamer School of Business (2007-Present)  
SACS Accreditation – Service to the Human Resources Major (2006-2009)  
Committee on Endowed Chairs – Member – Hankamer School of Business (2006-2007)  
Presenter, Baylor Business Majors Fair – Hankamer School of Business (2005-2009)

### **SERVICE TO THE PROFESSION**

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*Africa Journal of Management* – Editorial Review Board Member (2014 – present)  
*Academy of Management Review* – Editorial Review Board Member (2012 – 2014)

#### **Ad Hoc Reviewer:**

*Academy of Management Journal*  
*Academy of Management Review*

*Journal of Applied Social Psychology*  
*Journal of Organizational Behavior*  
*Negotiation and Conflict Management Research*  
*Organizational Behavior and Human Decision Processes*  
*Organizational Psychology Review*  
*Personnel Psychology*  
*Perceptual and Motor Skills*  
*Psychological Reports*  
McGraw-Hill Irwin, Reviewer, Textbook  
Prentice-Hall, Reviewer, Textbook  
Routledge, Reviewer, Textbook

Academy of Management Conference – Session Chair (2008)  
International Association of Conflict Management – Best Article Committee Member (2006)  
Academy of Management – New Doctoral Student Consortium, Presenter (2003)

## **SERVICE TO THE COMMUNITY**

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Worship Band, Guitarist - First United Methodist Church of Waco (2017-Present)  
Leadership Committee Member - First United Methodist Church of Waco (2016-Present)  
Nominating Committee - First United Methodist Church of Waco (2021-Present)  
Reading Buddies – Waco Independent School District (2018-2019)  
Lay Vision Committee - First United Methodist Church of Waco (2018-2022)  
Finance Committee Member - First United Methodist Church of Waco (2016-2019)  
Short Term Mission to Chincha, Peru – First United Methodist Church of Waco (2015)  
Board of Directors – Texas District, Lutheran Church Missouri Synod (2009-2014)  
Audit Committee Member – Texas District, Lutheran Church Missouri Synod (2009-2014)  
Volunteer – Peace Lutheran Church (2006-2014)  
Volunteer – Waco Montessori School (2005-Present)  
Basketball Coach – Waco Montessori School (2016-2018)  
Volunteer Mediator – McLennan County Alternative Dispute Resolution Center (2005-2006)

## **EMPLOYMENT HISTORY**

### **ACADEMIC EXPERIENCE**

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Aug 2011 - Present	<b>Associate Professor</b> – Baylor University, Hankamer School of Business
Aug 2005 - Jul 2011	<b>Assistant Professor</b> – Baylor University, Hankamer School of Business
Jan 2004 - Apr 2004	<b>Visiting Instructor</b> – Southern Methodist University, Cox School of Business
Jul 2001 - May 2005	<b>Instructor</b> – Michigan State University, Eli Broad School of Business
2002 –2003	<b>Research Assistant</b> – Michigan State University - Department of Management - Team Effectiveness Research Laboratory - College of Veterinary Medicine

## **PROFESSIONAL EXPERIENCE PRIOR TO ACADEMIA (1993 – 2001)**

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I have over eight years of experience in various high-tech start-up firms, holding positions that included management, sales, and marketing. My responsibilities have included; management of sales (both domestic and international), training, sales presentations, advertising and public relations development and implementation, product development planning, corporate branding, and writing and executing business plans. Positions included:

### **Director of Sales**

Cimulus Software Development – Ann Arbor, MI

### **Channel Manager** (in charge of third party sales worldwide)

Wise Solutions – Canton, MI

### **Regional Sales Manager, Michigan**

SoftChoice Corporation – Toronto, Ontario, Canada

### **Marketing Manager**

Transom Technologies – Ann Arbor, MI

Imageware – Ann Arbor, MI

### **Sales Account Manager**

Kronos Incorporated – Novi, MI

Allied Office Interiors – Bay City, MI

## **AREAS OF SPECIALIZATION**

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**Research:** Negotiation (including social and psychological determinants of outcomes, third parties and alternative dispute resolution, coalitions), Organizational justice, Affect, Motivation

**Teaching:** Negotiation, Organizational behavior, Power and influence strategies, Motivation, Emotion

**Training – Consulting – Executive Education:** Leveraging negotiation structure for mutual gain, Understanding complex multiparty negotiation, Using power and influence