

Thomas H. Stone
Carson Priority Excellence Professor
Department of Management
Spears School of Business
Oklahoma State University-Tulsa
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ACADEMIC BACKGROUND

Degrees:

Ph.D., University of Minnesota
Major field of study: Industrial/Organizational Psychology
Minor field of study: Industrial Relations
B.A., University of Michigan, Psychology

Professional certifications:

Name of certification: Senior Professional in Human Resources
Year conferred: 1993
Profession or state conferring certificate: Human Resource Certification Institute

Name of certification: SHRM-SCP
Year conferred: 2015
Profession or state conferring certificate: Society for Human Resource Management

Memberships in professional organizations:

Society of Industrial Organizational Psychology
Academy of Management
Southern Management Association
Society for Human Resource Management
Administrative Sciences Association of Canada
Tulsa Area Human Resource Association
World at Work

ACADEMIC AND ADMINISTRATIVE EXPERIENCE:

Oklahoma State University, Department of Management, Spears School of Business, Professor (1989),
Coordinator of Ph.D. Program (1989-1991, 1993), Graduate Faculty Appointment (1989)

Shanghai, Jiao Tong University, Visiting Associate Professor July, 2013

Shanghai, Jiao Tong University, Visiting Associate Professor June, 1995

University of Minnesota, Carlson School of Management
Visiting Professor, January 2001-December, 2002

Queens University, Kingston Ontario
Visiting Professor, February, 2003

University of Iowa
Assistant Professor and Associate Professor (1969-1988); Coordinator of Industrial Relation and Organizational Behavior, Department of Business Administration (1978-1979)

McMaster University
Visiting Associate Professor of Industrial Relations and Organizational Behavior (1981-1982)

York University
Visiting Associate Professor (1980-1981)

University of Texas – Austin
Visiting Scholar (1979)

HONORS AND AWARDS:

Inaugural member of WorldatWork Journal Editorial Advisory Council
Society for Human Resource Management Student Chapter Advisor of the Year (1998, the 2nd awarded)
Southwest Region Human Resource Educator of the Year (1998)
Senior Professional in Human Resources accreditation (SHRM) (1993)
Queen’s University (Kingston, Ontario) Summer Faculty Scholar (1988)
University of Iowa Faculty Development Leave (1979, 1987)
Outstanding IRHR Faculty Member Award from the Student ASPA Chapter (University of Iowa) (1985)
University of Iowa Old Gold Summer Fellowship (1970)
Nominated for the 1985 Hancher-Finkbine Award (University of Iowa)

INSTRUCTIONAL PROFILE:

Primary Teaching emphasis: Human Resource Management

Courses taught during the past ten years:

Graduate Level:

Seminar in Human Resource Management
Compensation Administration
Managing Teams *
Behavioral Description Interviewing *
Performance Management *
Ethics in HRM *
International HRM *
*(courses I developed at OSU)

Undergraduate Level:

Staffing/ Talent Acquisition
Human Resource Management
Compensation Administration
Talent Development
High Involvement Work Teams Management*
Organization Behavior
Creating Ethical Workplaces*

Doctoral Dissertation Committees:

Committees Chaired:

Millicent Nelson, August 2003 (University of Tulsa Fall, 2003/Middle Tennessee State, Fall, 2004)
Jun Suh Won, completed 1995 (Keymung University)

I.M. Jawahar, completed in 1994 (Illinois State University)
David C. Chown, completed in 1991 (Buena Vista University)
Jin K. Lee, completed in 1987 (Korea University)
Tom Chacko, completed in 1977 (Iowa State University, retired)
Bill Scott, completed in 1973 (Western Illinois)

Instructional Innovation and Development:

Courses developed: Compensation Administration, Training and Development, Management of High Involvement Work Teams, Staffing, Performance Management, Creating Ethical Workplaces, Behavioral Interviewing.

INTELLECTUAL CONTRIBUTIONS

Refereed and Professional Journal Articles:

Jawahar, I. M., Stone, T. H. and Kluemper, D., "When and Why Leaders Trust Followers: LMX as a Mediator and Empowerment as a Moderator of the Trustworthiness-Trust Relationship" forthcoming in *Career Development International*.

Stone, T. H., Jawahar, I. M., Johnsen, G. & Foster, J. "Cutting-Edge Performance Management Innovations: What Do We Know?" *WorldatWork*, 2019, 28-44, 2.

Steinheider, B., Stone, T. H., Ferrell, B., Hoffmeister, V. , Jawahar, I. M. "Cutting-Edge Performance Appraisal Practices: The Disconnect Between Employee Preference and Public Attention", *WorldatWork*, 2018, 27, 4, 21-33.

Gacilo, J. C. G., Steinheider, B., Stone, T. H., Hoffmiester, V., Garrett, T., & Jawahar, I. M. "The Double-Edged Sword of Having a Unique Perspective: Feelings of Discrimination and Perceived Career Advantages among LGBT Employees", *Equality, Diversity and Inclusion: An International Journal*, 2018, 37, 3, 298-312.

Scrimshire, A., Stone, T. H., Kisamore, J.L. & Jawahar, I. M. "Do Birds of a Feather Cheat Together? How Personality and Relationships Affect Student Cheating", *Journal of Academic Ethics*, 2017, 15, 1, 1-22, DOI: 10.1007/s10805-016-9267-

Stone, T. H., Foster, J., Webster, B., Harrison, J. A., & Jawahar, I. M. "Gender Differences in Supervisors' Multi-dimensional Performance Ratings: Large Sample Evidence", *Human Performance*, 2016, 29, 428-446.

Rahn, D., Jawahar, I. M., & Stone, T.H., Scrimshire, A. "Are Leaders Defined by Followers? Role of Follower's ILT and the Mediating Influence of LMX on Follower Outcomes", *Journal of Organizational Effectiveness: People and Performance*, 2016, 3, 1, 1-27.

Jawahar, I. M. & Stone, T. H., "Do Career Satisfaction and Support Mediate Effects of Justice on OCB and CWB?" , *Canadian Journal of Administrative Sciences*, 34, 3, 215-228. 2017.
DOI: 10.1002/cjas.1350

Stone, T. H., Kisamore, J. L., Jawahar, I. M., Bolin, J. H., "Making our measures match perceptions: Do severity and type matter when assessing academic misconduct offenses?" *Journal of Academic Ethics*, 2014, 3, 169-184.

- Stone, T. H., Webster, B. & Schoonover, S., “What Do We Know about Competency Modeling?”, *International Journal of Selection and Assessment*, 2013, 21, 334-338.
- Stone, T. H., Kisamore, J. L., Kluemper, D., Jawahar, I. M., “Whistle-Blowing in the Classroom”, *Journal of Higher Education Theory and Practice*, 2012, 12, 5, 11- 26.
- Jawahar, I. M., Kisamore, J. L., Stone, T. H., & Rahn, D. L., “Differential effect of inter-role conflict on proactive individual's experience of burnout”. *Journal of Business and Psychology*. 2011, 27, 2, 243-254.
- Jawahar, I.M. & Stone, T.H. “Fairness perceptions and satisfaction with components of pay satisfaction.” *Journal of Managerial Psychology*, 26, 4, 2011, 297-312.
- Kisamore, J.L., Jawahar, I.M., Liguori, E.W., Mharapara, T.L., & Stone, T.H. “Conflict and abusive workplace behaviors: The moderating effects of social competencies.” *Career Development International*, 15, 6, 2010, 583-600.
- smith, f. l. [sic], Stone, T. H., Kisamore, J. L., Jawahar, I. M. “Decision-Making Biases and Affective States: Their Potential Impact on Best Practice Innovations.” *Canadian Journal of Administrative Sciences*, 27, 4, 2010, 277-291.
- Stone, T. H., Jawahar, I. M. & Kisamore, J. L., “Predicting Academic Misconduct Intentions and Behavior Using the Theory of Planned Behavior and Personality.” *Basic and Applied Social Psychology*, 32, 2010, 35-45.
- Stone, T. H. & Cooper, W.H., “Emerging Credits.” *The Leadership Quarterly*, 20, 2009, 785-798.
- Stone, T. H., Jawahar, I. M. & Kisamore, J. L., “Using the Theory of Planned Behavior and Justifications to Predict Academic Misconduct” *Career Development International*, 14 (3), 2009, 221-241.
- Stone, T. H., Kisamore, J. L. & Jawahar, I.M. “Predicting students’ perceptions of academic misconduct on the Hogan Personality Inventory Reliability Scale,” *Psychological Reports*, 102, 2008, 495-508.
- M. Nelson, T. H. Stone, C. M. Frye, & D. Chown. “Pay me more: What companies need to know about employee satisfaction”, *Compensation and Benefits Review*, 40, (2), 2008. 35- 42.
- Jawahar, I. M., Stone, T. H. & Kisamore, J. L. “Role Conflict and Burnout: The Direct and Moderating Effects of Political Skill and Perceived Organizational Support on Burnout Dimensions”, *International Journal of Stress Management*, 14, (2), 2007, 142–159.
- Kisamore, J. L., Stone, T. H. & Jawahar, I. J., “Academic Integrity: The Relationship between Individual and Situational Factors on Misconduct Contemplations” *Journal of Business Ethics*, 75, (4), 2007, 381-394.
- Van Emmerik, H, Jawahar, I. J., & T. H. Stone, Association Between Altruism, Burnout Dimensions and Organizational Citizenship Behavior”, *Work and Stress*, 19 (1), 2005, 93-100.
- Van Emmerik, H, Jawahar, I. J., & T. H. Stone, “The Relationship Between Personality and Discretionary Helping Behaviors”, *Psychological Reports*, 95, 2004, 355-65.

- Van Emmerik, H & T. H. Stone, "Engagement in High- and Low-status Volunteering," *Netherlands Journal of Social Sciences*, 38, (3), 2003, 239-51.
- Van Emmerik, H & T. H. Stone, "Motivatie van mannen en vrouwen voor het verrichten van hoge-in Lagestatusvrikkwilligerswerk" *Gedrag & Organisatie*.5, 2002, 334-347.
- Marshall, G. W., T.H. Stone, and I.M. Jawahar, "Selection Decision Making by Sales Managers and Human Resource Managers: Decision Impact, Decision Frame and Time of Evaluation," *Journal of Personal Selling and Sales Management*. 21 (1), 2001, 19-28.
- Stone, T., A. J. Templer, and T.F. Cawsey, "The Human Resource Management Challenge of Contingent Workers," *Workplace Gazette*, 2(3), 1999, 130-133.
- Templer, A.J., T.H. Stone, and T.F. Cawsey, "Managing New Organizations: Yesterday's HR Professionals Need Not Apply," *Human Resources Professional*, June/July, 1999, 38-44.
- Hocutt, M.A. and T.H. Stone, "The Impact of Employee Empowerment on the Quality of a Service Recovery Effort," *Journal of Quality Management*, 3(1), 1998, 117-132.
- Jawahar, I.M. and T.H. Stone, "Rebuttal to Ormond and Sulsky's Critique of Jawahar and Stone's Influence of Raters' Self-Consciousness and Appraisal and Appraisal Purpose on Leniency and Accuracy of Performance Ratings," *Psychological Reports*, 82, 1998, 1-3.
- Jawahar, I.M. and T.H. Stone, "Appraisal Purpose Versus Perceived Consequences: The Effects of Appraisal Purpose, Perceived Consequences, and Rater Self-Monitoring on Leniency of Ratings and Decisions," *Research and Practice in Human Resource Management*, 5, 1997, 33-54.
- Jawahar, I.M. and T.H. Stone, "Influence of Raters' Self-Consciousness and Appraisal Purpose on Leniency and Accuracy of Performance Ratings," *Psychological Reports*, 80, 1997, 323-336.
- Stone, T.H. and f. smith, "A Contingency Theory of Human Resource Management Devolution," *Canadian Journal of Administrative Sciences*, 13(1), 1996, 1-12 (**nominated for best CJAS paper in 1996**).
- Marshall, G.W., J. Mowen, and T.H. Stone, "Risk Taking in Salesforce Selection Decisions: The Impact of Decision Frame, Time and Gender," *Psychology and Marketing*, 12(4), July 1995, 265-285.
- Williams, C.R., C.E. Labig, and T.H. Stone, "Recruitment Sources and Posthire Outcomes for Job Applicants and New Hires: A Test of Two Hypotheses," *Journal of Applied Psychology*, 78(2), 1993, 163-172.
- Conlon, E.J. and T.H. Stone, "Absence Schema and Managerial Judgment," *Journal of Management*, 18(3), 1992, 435-454.
- Mowen, J.C. and T.H. Stone, "An Empirical Analysis of Outcomes Biases in Constituent Evaluations of Public Policy Decision Makers," *Journal of Public Policy and Marketing*, 11(1), Spring 1992, 24-32.
- Stone, T.H. and E.J. Conlon, "Responses to Patterns of Employee Absences," *Journal of Business and Psychology*, 2, 1988, 239-252.
- Karim, A. and T.H. Stone, "An Empirical Examination of Arbitration Considerations in Reversed and Reduction Discharge Decisions" *Labor Studies Journal*, 13(2), 1988, 41-50.
- Karim, A. and T.H. Stone, "Mediation Outcomes and Sources of Impasse: An Empirical Examination," *Journal of Labor Research*, 7, 1986, 309-318.

- Stone, T.H. and J. Fiorito, "A Perceived Uncertainty Model of Human Resource Forecasting Technique Use" *Academy of Management Review*, 11, 1986, 635-642.
- Fiorito, J., T.H. Stone, and C.R. Greer, "Factors Affecting Choice of Human Resource Forecasting Techniques," *Human Resource Planning*, 8(1), 1985, 1-17.
- Stone, T.H., "Absence Control: Is Your Company a Candidate?" *Personnel Administrator*, 25, 1980, 77-84.
- Chacko, T., T.H. Stone, and A.P. Brief, "Participation and Feedback in Goal-Setting Programs: An Attributional Analysis," *Academy of Management Review*, 4(3), 1979.
- Rose, G.L. and T.H. Stone, "Why Good Job Performance May (Not) Be Rewarded: Sex Factors and Career Development," *Journal of Vocational Behavior*, 12, 1978, 197-207.
- Adams, A. and T.H. Stone, "Satisfaction of Need for Achievement in Work and Leisure Time Activities," *Journal of Vocational Behavior*, 11, 1977, 174-181.
- Stone, T.H. and E.A. Slusher, "Attributional Insights into Performance Appraisal," *A.P.A. JSA Catalog of Selected Documents in Psychology*, ms. 964, 5, 1975.
- Stone, T.H., "A Testing of Six Prevalent Assumptions in Performance Appraisal," *Public Personnel Management*, Nov.-Dec. 1973, 408-414.
- Stone, T.H., "Effects of Mode of Organization and Feedback Level on Creative Task Groups," *Journal of Applied Psychology*, 55, 1971, 324-330.
- Stone, T.H., "Source of Evaluator Bias in Performance Appraisal," *A.P.A. Experimental Publication System*, ms. 290, 8, October 1970.
- Stone, T.H. and G.T. Athelstan, "The Strong Vocational Interest Blank for Women and Demographic Variables in the Prediction of Occupational Tenure," *Journal of Applied Psychology*, 53, 1969, 408-412.
- Stone, T.H., "The Effects of Two Variables on the Performance and Satisfaction of Peer-Evaluated, Creative Task Groups," *A.P.A. Experimental Publication System*, ms. 193A, June 1969.

Proceedings:

- Kim, J., Steinheider, B., Stone, T. H. & Jawahar, I. M. "Predicting the Good, the Bad and the Expected Work Behaviors: The Role of Calculative Mindset in Shaping OCB, CWB, and In-Role Performance" to be presented at the Southern Management Association 2019 conference, Social Issues/Ethics/Diversity track.
- Stone, T. H., Steinheider, B., Hoffmeister, V., Ferrell, B. & Jawahar, I. M., "Employee Preferences for Performance Appraisal Feedback." *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, Toronto, May, 2018.
- Gacilo, J. C. G., Stone, T. H., Steinheider, B., Garrett, T., Jawahar, I. M., "International LGBT Workplace Experiences: A Multi-Faceted View on Perceived Discrimination" *Proceedings of the 2016 Southern Management Association*, Oct., 2016, **nominated for best paper** in Social Issues/Ethics/Diversity track.
- Scrimshire, A, Stone, T. H., Kisamore, J. L & Jawahar, I. M. "Birds of a Feather, Cheat Together: What, Who, and Why of Helping Others Cheat", *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, Edmonton, Alberta, June, 2016.

- Harrison, J. A., Budworth, M.H., Stone, T. H., “Gratitude as Felt Positive Regard: A Risk Regulation Perspective”, *Academy of Management Annual Meeting Proceedings* 10/2014; 2014(1):12637-12637
- Stone, T. H., “How Effective is Competency Modeling in Talent Management Systems?” *Proceedings of the 2014 New Zealand Industrial Organizational Psychology conference*, Auckland, New Zealand, Dec. 2, 2013.
- Stone, T. H., Foster, J., Webster, B., & Jawahar, I.M., Harrison, J. A. “Are Gender Differences In Performance Disappearing: Large Sample Evidence?”, *Proceedings of the 2013 Southern Management Association*, November, 2013. (**Best paper award** Social Issues/Ethics/Diversity track).
- Stone, T. H., Foster, J., Webster, B., & Jawahar, I.M., “Gender Differences In Manager Performance: Going, Going, Gone.?” *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, Calgary, Alberta, June, 2013.
- Jawahar, I. M. & Stone, T. H., “Fairness Perceptions and Satisfaction with Components of Pay Satisfaction”, *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, Niagara Falls, Ontario, June, 2009.
- Stone, T. H., Jawahar, I. M. & Kisamore, J. L., “Using the Theory of Planned Behavior and Cheating Justifications to Predict Academic Misconduct”, *Proceedings of the 2008 Southern Management Association*, October, 2008. (**Best paper award** Social Issues/Ethics/Diversity track).
- Stone, T. H., Kisamore, J. L. & Jawahar, I. M., “Predicting Academic Dishonesty: Theory of Planned Behavior and Personality”, *Proceedings of the Management Education Division of the Administrative Sciences Association of Canada*, Ottawa, Ontario, June, 2007.
- Kluemper, D. H., Stone, T. H. & Jawahar, I.M., “Can Hardiness Predict Stress and Job Performance Beyond the Big-5 Personality Factors?” *Proceedings of the 2006 Southern Management Association*, October, 2006.
- Kisamore, J. L. Stone, T. H. & Jawahar, I. M., “Academic Integrity: Personality or Perception of Academic Environment”, *Proceedings of the 2006 Southern Management Association*, October, 2006.
- Stone, T. H. & Cooper, W. H., “Idiosyncrasy Credit Theory Revisited” *Proceedings of the Business History Division of the Administrative Sciences Association of Canada*, Banff, Alberta, June, 2006.
- Jawahar, I. M. & Stone, T. H., “Can Organizational Support and Political Skill Reduce Burnout?” *Proceedings of the Organization Behaviour Division of the Administrative Sciences Association of Canada*, Banff, Alberta, June, 2006.
- Stone, T. H., Smith, f., McCoy, M. & Kisamore, J.L., “Best Practices: How Do Decision-Making Biases and Affect Impact Innovation Decisions?” *Proceedings of the 2005 Southern Management Association*, November, 2005.
- Nelson, M. & T. H. Stone, “The Role of Social Support in Human Resource Management Innovations” *Proceedings of the 2004 Southern Management Association*, November, 2004.
- Van Emmerik, I. J., Stone, T. H., & Jawahar, I. M., "The Relationship between Altruism and Helping Behavior: Some Moderating Effects of Burnout" *Best Paper Proceedings of the 63rd Academy of Management Meetings*, Seattle, WA, August, 2003. **Best paper award** in Careers division.
- Van Emmerik, I. J. H. & Stone, T. H. “Gender Differences in Motives to Engage in High- and Low-Status Volunteering.” *The Proceedings of the Southern Management Association*, Atlanta, GA, November, 2002, 340-344.

- Stone, T.H., Templer, A., & Nelson, M. (2002) “ HR effectiveness and innovation: The knowledge link.” *Proceedings of the VIth IFSAM World Congress*, 10-13 July, Gold Coast Australia. Winner of Division **Best Paper award.**
- P. Satyanarayana & T. H. Stone_“Can Organizational Performance Affect Ratings of In-Role and Extra-Role Behaviors?” *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, 22 (9), June 2001, 87-97.
- Brockman, P., A.J. Templer, and T.H. Stone, "Family Medical Group of Companies," in I. Spencer and J. Varner (eds.), *Administrative Sciences Association of Canada, Case Track Proceedings, Track 5*, 2000.
- Nelson, M.F., D.W. Chown, and T.H. Stone, "Pay Me More: An Examination of Faculty Pay Satisfaction," *Proceedings of the 1999 Southern Management Association*, October 1999, 140-145.
- Templer, A.J., T. F. Cawsey, and T.H. Stone,” The HRM Challenge of Contingent Workers,” *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, 20 (9), June, 1999, 82–93.
- Stone, T.H., L. Falkenberg, and B. Pfeiffer, “Frontier Printers, Inc.,” in I. Spencer and J. Varner (eds.), *Administrative Sciences Association of Canada, Case Track Proceedings, Track 3*, 1998.
- Jawahar, I.M. and T.H. Stone, “Private Judgments or Public Evaluations: The Influence of Rater and Context on Rating Characteristics,” in J.B. Keys and L.N. Dosier (eds.), *Academy of Management Best Papers Proceedings*, 56, 1996, 132-136 (**nominated for Best Paper, HR Division**).
- Rachakonda, S., f. smith, and T.H. Stone, “Externalization of Employment: A Transaction Cost Perspective,” *Proceedings of the 1995 Southern Academy of Management*, M. Schnake (ed.), 203-207.
- Rachakonda, S., B. Pawar, and T.H. Stone, “Cognitive Styles: Their Role in Explaining Different Types of Halo Errors,” *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, 16(9), June 1995, 87-96.
- Jawahar, I.M. and T.H. Stone, “Appraisal Purpose Revisited: The Effects of Budget Constraints and Self-Monitoring on Personnel Decisions,” *Proceedings of the Human Resource Division of the Administrative Sciences Association of Canada*, 15(9), June 1994, 42-53.
- Marshall, G.W., J. Mowen, and T.H. Stone, “Are Sales Managers Influenced by the Fundamental Attribution Error in the Selection and Evaluation of Sales Personnel?” *Proceedings of the American Marketing Association Educator’s Conference*, August 1994.
- Stone, T.H. and smith, f. “The Devolution of Human Resources,” *Proceedings of the Personnel and Human Resources Division of the Administrative Sciences Association of Canada*, 14(9), June 1993, 119-127.
- Jawahar, I.M. and T.H. Stone, “A Model of the Training Process,” *Proceedings of the Personnel and Human Resources Division of the Administrative Sciences Association of Canada*, 13(7), June 1992, 51-64.
- Chown, D.W. and T.H. Stone, “The Role of Self-Esteem in a Model of Job Search and Choice,” *Proceedings of the Organizational Behavior Division of the Administrative Sciences Association of Canada*, 12(7), June 1991, 66-76.
- Stone, T.H. and C.R. Williams, “The Differential Information and Applicant Population Difference Hypotheses in Recruitment Research: A Review and Critique,” *Proceedings of the Personnel and*

- Human Resources Division of the Administrative Sciences Association of Canada*, 11(9), June 1990, 156-165.
- Labig, C.E. and T.H. Stone, "Effects of Recruiting Sources, Job Knowledge and Experience on Turnover and Performance of Staff Nurses," *Proceedings of the Southern Academy of Management*, November 1989, 64-66.
- Stone, T.H., J.K. Lee, and Y.A. Jeong, "Behavioral Versus Attitudinal Commitment in the Prediction of Absenteeism Among New Employees" *Proceedings of the Personnel and Human Resources Division of the Administrative Sciences Association of Canada*, 10(9), June 1989, 169-178.
- Stone, T.H. and J.L. Jordan, "Examination of Absence Proneness Using Traditional and Interval Measures of Absenteeism," *Proceedings of the Personnel and Human Resources Division of the Administrative Sciences Association of Canada meetings*, June 1988, 29-39.
- Stone, T.H. and S. Kuruvilla, "The Wage Comparison Process in a Local Labour Market," *Personnel and Human Resources Proceedings of the Administrative Sciences Association of Canada*, June 1987, 10-19.
- Stone, T.H., "Development and Use of Interval Measures of Absence," *Proceedings of the Administrative Sciences Association of Canada*, Personnel/Human Resources, 7, 1986, 81-90.
- Stone, T.H. and J. Fiorito, "Toward a Model of Organizational Use of Human Resource Forecasting Techniques," *Proceedings of 28th Annual Conference Midwest Academy of Management*, 1985, 135-139.
- Stone, T.H. and E.J. Conlon, "An Attributional Analysis of Employee Absences," *Proceedings of the Administrative Sciences Association of Canada*, Organizational Behavior Division, 6(5), 1985, 128-136.
- Stone, T.H. and J.K. Lee, "An Environmental-level Examination of the Effects of EEO and AA on Employment and Occupational Upgrading," *Proceedings of the Human Resources Management and Organizational Behavior convention*, November 1985.
- Karim, A. and T.H. Stone, "Sources of Impasse and Effectiveness of Mediation: A Cross-cultural Empirical Study," *Proceedings of the 27th Annual Conference Midwest Academy of Management*, 1984, 148-159.
- Stone, T.H. and T.I. Chacko, "A Longitudinal Validation of a New Absence Measure," *Proceedings of the Administrative Sciences Association of Canada*, Organizational Behavior Division, 5(5), 1984, 161-170.
- Stone, T.H., "A Longitudinal Examination of a New Index of Absenteeism," *Proceedings of 26th Annual Conference Midwest Academy of Management*, April 1983, 1-4.
- Chacko, T.I. and T.H. Stone, "Absence and Attendance: Indicators of Employee Work Participation," *Proceedings of the Midwestern American Institute of Decision Sciences convention*, April 1982.
- Stone, T.H., "Critique and New Directions for Absence Control Research," *Proceedings of the Administrative Sciences Association of Canada*, May 1982, 214-222.
- Stone, T.H. and G.L. Rose, "Using Individual Level Absence Data to Evaluate a Program of Absence Control," *Proceedings of the Administrative Sciences Association of Canada*, May 1981, Halifax, Nova Scotia. Also presented at the Canadian Psychological Association meeting in Toronto, June 1981.
- Stone, T.H., "Considerations Affecting the Absence Control Decision," *Southwestern American Institute of Decision Sciences Proceedings*, March 1980, 43-48.

- Stone, T.H. and G.L. Rose, "Evaluation of Absence Control Programs," *American Institute of Decision Sciences Proceedings*, 2, November 1978, 112-114.
- Rose, G.L. and T.H. Stone, "Sources of Sex Discrimination in Managerial Personnel Decisions," *Academy of Management Proceedings*, 1977, 507.
- Capettini, R. and T.H. Stone, "Some Comments on 'Understanding the Management Control Process via Attribution Theory,'" *Proceedings of the American Accounting Association annual meeting*, August 1977.
- Stone, T.H., "Analysis of Variances in Accounting Data via Attribution Theory," *American Institute of Decision Sciences Proceedings*, 1976, 394-396.
- Sprague, D., G.L. Rose, and T.H. Stone, "The Effects of Appropriate and Inappropriate Rank Changes on the Performance of Individuals in Established Groups," *Proceedings of the AIDS Meeting*, November 1975, 319.
- Boe, W.J. and T.H. Stone, "A Comparison of Three Placement Methods, Revised," *Proceedings of the Midwest AIDS Meeting*, April 1975.
- Boe, W.J. and T.H. Stone, "A Comparison of Three Placement Methods," *Academy of Management Proceedings*, August 1973, 372-377.
- Stone, T.H., "Performance Appraisal: Participants in the Process Speak Out," *Academy of Management Proceedings*, 1972, 212-213.

Books:

- Stone, T. H. Test bank for Milkovich, G. T. and Newman, J. M., *Compensation*, eleventh edition, McGraw-Hill, 2013.
- Stone, T. H. Test bank for Milkovich, G. T. and Newman, J. M., *Compensation*, ninth edition, McGraw-Hill, 2007.
- Falkenberg, L., T.H. Stone, and N. Meltz, *Human Resource Management in Canada*, fourth edition. HBJ-Holt, 1999.
- Stone, T.H. and N. Meltz, *Human Resource Management in Canada*, third edition. HBJ-Holt Canada, 1993 (voted best new business and science book of 1994 by book reps).
- Stone, T.H. and N. Meltz, *Human Resource Management in Canada*, second edition. Holt, Rinehart and Winston of Canada, 1988, 611 pages.
- Stone, T.H., L. Stone, and N. Meltz, *Instructor's Manual for Human Resource Management in Canada*. Holt, Rinehart and Winston of Canada, 1988.
- Stone, T.H. and N. Meltz, *Personnel Management for Canadians*. Holt, Rinehart and Winston of Canada, 1983.
- Stone, T.H., *Understanding Personnel Management*. Hinsdale, IL: Dryden Press, 1982 (also sold in Japan).
- Stone, T.H. and L. Stone, *Instructor's Manual for Understanding Personnel Management*. Hinsdale, IL: Dryden Press, 1982.

Book Chapters:

- Stone, T.H. & Jawahar, I. M., Career Implications of Job Performance: Persistence of OCB and CWB Behaviors Across Domains in A. De Vos & B. Van der Heijden (eds.), *Handbook of Research on Sustainable Careers*, Elgar, 2015, 398-414.
- Stone, T. H., I. M. Jawahar, J.L. Kisamore, Predicting Workplace Misconduct using Personality and Academic Behaviors, in R. J. Burke, E. Tomlinson & C. Cooper (eds.), *Crime and Corruption in Organizations*, Farnham, England, Gower, 2011.
- Stone, T.H., five entries (rate ranges, red circle rates, compa-ratios, job-based pay, and derailing) in L. Peters, B. Greer, and S. Youngblood (eds.), *The Blackwell Dictionary of Human Resource Management. 2nd Edition*, Oxford, England: Blackwell, 2004.
- T. H. Stone and L. Falkenberg “Frontier Printers” a case published in *Canadian Cases in HRM* , Cawsey, T; Deszca, G; and Templer, A; (eds), Toronto: Pearson Education, 2001.
- Stone, T.H., five entries (rate ranges, red circle rates, compa-ratios, job-based pay, and derailing) in L. Peters, B. Greer, and S. Youngblood (eds.), *The Blackwell Dictionary of Human Resource Management*. Oxford, England: Blackwell, 1996.
- Jawahar, I.M., T.H. Stone, and W.H. Cooper, “Activating Resources in Organizations,” in R.W. Woodman and W. Pasmore (eds.), *Research in Organizational Change and Development*, Vol. 6. Greenwich, CT: JAI Press, 1992, 153-196.
- Steers, R.M. and T.H. Stone, “Organizational Exit,” in *Personnel Management: New Perspectives*, K. Rowland and G. Ferris (eds.). Boston, MA: Allyn and Bacon, 1982, 462-501.
- Chacko, T., T.H. Stone, and A.P. Brief, “Participation and Feedback in Goal-Setting Programs: An Attributional Analysis,” in *International Handbook of Management by Objectives*, W.J. Reddin and D. Ryan, (eds.), 1981.

Grants and Contracts:

- Hocutt, M.A., N. Watkins, and T.H. Stone, OSU Assessment Grant for \$10,000 to (a) study factors affecting new student adjustment and turnover from OSU and (b) develop a video and accompanying materials to be shown to new students.

Working Papers/Research in Progress:

- Kim, J., Steinheider, B., Stone, T., Jawahar, J., & Ferrell, B. “Predicting the Good, the Bad and the Expected Work Behaviors: The Role of Calculative Mindset in Shaping OCB, CWB, and In-Role Performance.” To be submitted to *Personality and Individual Differences* September, 2019..
- Harrison, J. A., Budworth, M. H. & Stone, T. H. “Gratitude and Prosocial (rule breaking) Behaviors in Supervisor-subordinate Relationships” to be submitted to *Group and Organization Management*, September, 2019.

Research Presentations:

- Samnani, A., Stone, T. H., Jawahar, I. M., Cooper-Thomas, H. “Exploring the Performance-Abusive Supervision Relationship: Contextual Factors That Increase Performance” presented at *of the Human*

Resource Division of the Administrative Sciences Association of Canada, St Catherines, Ontario, Canada, May, 2019.

Steinheider, B., Stone, T. H., Ferrel, N., Kim, J., Garrett, T. and Jawahar, I. M., “Calculative Mindset and Bottom-Line Mentality: Predicting CWB”, poster paper presented at 2019 SIOP convention, Washington, D.C., April, 2019.

Stone, T. H. “The Legal Risks of Competency Models”, part of “Is Competency Modeling Flawed?” symposium presented at the 2018 SIOP convention, Chicago, IL., April, 2018.

Stone, T. H., Jawahar, I. M., & Johnsen, G.” Getting Rid of Performance Ratings?: What Do We Know?” presented at the HR division of the Administrative Sciences of Canada annual conference. June, 2017

Jawahar, I. M., Stone, T. H. and Kluemper, D. “Isn’t our relationship better? LMX as a mediator of the trustworthiness-trust relationship” presented at the OB division of the Academy of Management conference, Atlanta, August, 2017.

Stone, T. H., Johnsen, G. & Cleary, W., “Information Systems in Performance Management Transformation: A Global Survey and the Deloitte Case”, presented at the Academy of Management conference, Anaheim, CA, August, 2016.

Jawahar, I.M., Stone, T. H., Baruch, Y. & Lawrence, M. panel member, “Open Access for Management Scholars”, presented at the Academy of Management conference, Vancouver, Canada, August, 2015.

Stone, T. H., organizer and session chair for “Overcoming Challenges to Talent Management System Implementation: Second Generation Focus”, symposium presented at the 2015 SIOP convention, Philadelphia, PA, April, 2015.

Stone, T. H., panel member, “Using Scientific Research and Best Practices to Drive Competency-Based Solutions”, symposium presented at the 2015 SIOP convention, Philadelphia, PA, April, 2015

Gacilo, J. C. G., Stone, T. H., Steinheider, B. & Jawahar, I. M., “Coming Out at Work: An International Study of LGBT and Race Discrimination”, Presented 2015 Administrative Sciences Association of Canada conference, Halifax, Nova Scotia, Canada, June, 2015.

Jawahar, I.M., Stone, T. H. & Ashkanasy, Neal, panel member “Open Access for Management Scholars” Southern Management Association meeting, Savannah, GA, November, 2014.

Stone, T. H., “Competency Modeling in Talent Management Systems: Working Well?” Presented as part of the Competency Modeling: Disintegrating Challenges to Extend Theory and Practice symposium at the 2014 SIOP convention, Honolulu, Hawaii, May, 2014.

Harrison, J. A., Budworth, M. H. & Stone, T. H., “Gratitude as Felt Positive Regard: A Risk Regulation Perspective”, Presented at the OB Division of the annual Academy of Management conference, Philadelphia, PA, Aug., 2013.

Stone, T. H., Foster, J., Webster, B. & Jawahar, I M., “Gender Differences: Going, Going, Gone?: Large Sample Evidence” Presented at the GDO Division of the annual Academy of Management conference, Orlando, FL., Aug., 2013.

Jawahar, I.M. & Stone, T.H. Career Satisfaction and Support as Mediators of the Relationship between Justice Perceptions and Citizenship and Counterproductive Performance at the 2013 Administrative Sciences Association of Canada conference, Calgary, Alberta, Canada, June, 2013.

Kisamore, J.L., Stone, T.H., Jawahar, I.M., & Holden, J. (2012). Measuring academic misconduct:

Addressing type and severity of offenses. Presented at the Midwest Academy of Management conference, October 4-6, Itasca, IL.

Stone, T. H., Harrison, J. A., Tjstvold, D., Leithman, G. & Jogalu, U. Working beyond formal arrangements: Eastern and Western perspectives on retirement decisions. 2012 Academy of Management conference, All Academy PDW, Boston, August, 2012.

Stone, T. H., Kisamore, J. L. & Jawahar, I.M. Predicting classroom whistle-blowing. 2012 Academy of Management conference, Management Education division, Boston, August 2012.

Stone, T. H. Academic integrity and counterproductive work behavior. Presentation to faculty and doctoral students, Human Resource Management program York University, Toronto, June 7, 2012.

Stone, T. H., Kisamore, J., Jawahar, I. M., & Kluemper, D. (2011, October). Whistle-blowing in the classroom? Paper presented at the 2011 Southern Management Association conference, Savannah, GA.

Stone, T., Kluemper, D., Kisamore, J., & Jawahar, I. M. (2011, July). Forms of academic cheating and counterproductive work behavior. Paper presented at the 2011 Administrative Sciences Association of Canada, Montreal, Quebec, Canada.

Doctoral consortium, Administrative Sciences Association of Canada conference, Montreal, June, 2011.

Rahn, D., I .M Jawahar, & T. H. Stone, Are leaders defined by followers? Role of follower's ILT and the mediating influence of LMX on follower outcomes. Presented at 2010 Academy of Management conference (OB division), August 2010, Montreal, Canada.

Jawahar, I.M. Stone, T.H., & Kisamore, J.L. Can academic misconduct predict OCB and CWB? Presented at the 2009 Academy of Management conference (MED division), August 2009, Chicago, Illinois.

Stone, T. H., Jawahar, I. M., Eastman, K. & Eissa, G. Control charts: Minimizing fundamental attribution error in appraisal decisions", presented at the Society of Industrial Organizational Psychology, Atlanta, April, 2010.

Stone, T. H., "Ethical Decision-Making and Academic Integrity: Applying the Theory of Planned Behavior" presented in the symposium "New Perspectives in Business Ethics Research", Ashville, November, 2009.

Jawahar, I. M., Kisamore, J. L. & Stone, T. H., " The Differential Effect of Inter-role Conflict on Proactive Individual's Experience of Burnout", presented at the Organization Behaviour Division of the Administrative Sciences Association of Canada, Halifax, N.S., May, 2008.

Kisamore, J. L., Jawahar, I. M., Stone, T. H., & Mharapara, T. L. "Do social competencies mitigate or augment abusive behaviors at work?" Presented in the symposium "The individual and international context: New frontiers in social stressors" at the 2008 Academy of Management conference (OB division), August 2008, Anaheim, CA.

Kisamore, J. L., Jawahar, I. M., & Stone, T. H "A comparison of academic misconduct between traditional and online learning environments," Presented at the Hawaii Conference on International Education, January, 2008, Honolulu, Hawaii.

- Stone, T. H., Kisamore, J. L. & Jawahar, I. M., "Effects of a Culture of Academic Integrity," Presented at the Midwest Academy of Management." October, 2007, Kansas City, MO.
- Stone, T. H., Kisamore, J. L. & Jawahar, I. M., "Academic integrity: Personality or Perception of Academic Environment," presented at the Academy of Management conference, August, 2007, Philadelphia, PA.
- Kisamore, J. L., Stone, T. H. & Jawahar, I. M., "Academic Integrity and the HPI Employee Reliability Scale," presented at the national Society of Industrial and Organizational Psychology conference, April, 2007, New York City.
- McCabe, D. & Kisamore, J. "Promoting Academic Integrity in Business Schools," Academy of Management, Professional Development Workshop, (T. H. Stone, session organizer/chair), August, 2005, Honolulu, HI.
- T. H. Stone & M. McCoy, "Adaptation and Failure of Best Practices: A Decision-making Analysis," Organization Behavior Division, Administrative Science Association of Conference, June, 2005. Toronto, Ontario.
- Van Emmerik, I. M. Jawahar, & T. H. Stone, "Discretionary Helping Behaviors and the Role of Personality," presented at the Southern Academy of Management meetings, San Antonio, TX, November, 2004.
- Van Emmerik, I. J. & Stone, T. H., "The Association of Personality with Different Types of Social Behaviour in Strong and Weak Situations," Presented at the 31st Annual Administrative Sciences Association of Canada Conference in Halifax, Nova Scotia (June 23, 2003).
- Stone, T. H. Templer, A. Gosselin, A. "HR Certification in Canada and the US: Progress Towards Professionalization," Presented at the 30th Annual Administrative Sciences Association of Canada Conference in Winnipeg, Manitoba (May 27, 2002).
- Van Emmerik, I. J. H. Sanders, K. & Stone, T. H. "Promoting Healthy and Supportive Workplaces: Moderating Effects of Personal Accomplishment on the Relationship Between Organizational Support and Job Performance," Presented at the Fourth Dutch Conference on Psychology and Health, Kerkrade, The Netherlands (May 13-15, 2002).
- Stone, T.H., "A Compensation System Effectiveness: New Research and Method," A Symposium. Society of Industrial Organizational Psychology Annual Conference, Atlanta, 1999, Session Chair and Discussant.
- Jawahar, I.M., B. Elango, and T.H. Stone, "The Effects of Dispositional and Situational Factors on Computer Learning Performance," Human Resource Division of the 1998 Administrative Sciences Association of Canada Convention, Saskatoon, Saskatchewan, June 1998.
- Stone, T.H. and D.G. Gallagher, "Contingent Workers and Labour Representation: Worker Disposition and Union Prospects," Third International Conference on Emerging Union Structures, Canberra, Australia, December 1997.
- Stone, T.H. and M. Carney, "Unions and Contingent Workers: Will the Chemistry be There?" Human Resource Division of the 1997 Administrative Sciences Association of Canada Convention, St. Johns, Newfoundland, June 1997.
- Carney, M. and T.H. Stone, "On the Future of the Job: How We May Have a Ball Game Without a Ball," Human Resource Division of the 1996 Administrative Sciences Association of Canada convention, Montreal, Quebec, May 1996.

- Stone, T.H. and C. Adkins, "Translating Research into Practice and Practice into Research," a symposium at the Human Resources Division of the 1995 Academy of Management meetings, Vancouver, B.C., August 1995.
- Jawahar, I.M. and T.H. Stone, "The Effects of Appraisal Purpose, Budget Constraints, and Self-Monitoring on Leniency, and Accuracy in Performance Ratings," Human Resource Division of the Academy of Management meetings, 1994.
- Marshall, G.W., T.H. Stone, and J.C. Mowen, "The Effects of Hedonic Relevance and Time on Risk Taking in Employee Selection Decisions," Human Resource Division of the Academy of Management meetings, 1993.
- Jawahar, I.M., T.H. Stone, and W.H. Cooper, "Activating Resources in Organizations" symposium in the Organization Development and Change Division of the Academy of Management meetings, 1992.
- Chown, D.W. and T.H. Stone, "Test of a Model of Job Search and Choice," Careers Division of the Academy of Management meetings, 1991.
- Jawahar, I.M., T.H. Stone, and W.H. Cooper, "A Homeostatic and Self-Efficacy Interpretation of the Change Process," Organization Development Division of the Academy of Management meeting, 1990.
- Conlon, E.J. and T.H. Stone, "The Cognitive Categorization of Absence Distributions by Managers," Organization Behavior Division of the Academy of Management meeting, 1989.
- Lee, J.K. and T.H. Stone, "Test of a Theory of Strategic Scheduling of Absence," Health Care Administration Division, Academy of Management meeting, 1988.
- Conlon, E.J. and T.H. Stone, "Evaluator Responses to Patterns of Absence," Personnel and Human Resources Division of the Academy of Management meetings, 1987.
- Fiorito, J., C.R. Greer, and T.H. Stone, "Human Resource Planning: A Preliminary Model of Forecasting Technique Choice," Personnel/Human Resources Division of the Academy of Management meetings, Boston, 1984.
- Stone, T.H. and D. Chown, "Stability and Dimensionality of Student Evaluations," AIDS national convention, San Francisco, November 1982.
- Stone, T.H. and G.L. Rose, "Alternative Means of Evaluating Absence Control Programs," American Institute of Decision Sciences meeting in Boston, 1981.

Editorial Boards/Editorships:

Associate Editor, *Career Development International*, November, 2007-current.

Editorial Board, *Canadian Journal of Administrative Studies*, September, 2013 – current.

Editorial Board, *Journal of Academic Ethics*, August, 2018- present.

Over the past 25 years, I have reviewed conference submissions most years for the HR and OB divisions of the Administrative Sciences Association of Canada, the HR division of AOM, and Southern Management Association (recently the Social Issues/Ethics/Diversity track)

Reviewer of papers submitted to the Human Resources/Careers and Organization Behavior Divisions of the Southern Management Association (2005, 2006, 2007)

Reviewer of papers submitted to the Personnel/Human Resources and Organization Theory/Behavior divisions of the Academy of Management (1975, 1976), the Management Education Division (1993), and for the Midwest Academy of Management sessions.

Reviewer of papers submitted to the Human Resources and Management of Cognitions divisions of the Academy of Management conference (2004).

Stone, T.H. and J. Le Louran, *Proceedings of the Personnel and Human Resources Division of the Administrative Sciences Association* convention, Halifax, Nova Scotia (June 1988.)

Reviewer of approximately ten manuscripts per year, *Journal of Applied Psychology* (1975-1981)

Ad Hoc Reviewer for *Ethics and Behavior* (2019)

Ad Hoc Reviewer for *Journal of Applied Social Psychology* (2010,2014, 2019)

Ad Hoc Reviewer for *Personnel Review* (2015-17)

Ad Hoc Reviewer for *International Journal of Selection and Assessment* (2018)

Ad Hoc Reviewer for *Ethics and Behavior* (2014)

Ad Hoc Reviewer for *Frontiers in Psychology* (2014)

Ad Hoc Reviewer for *Journal of Academic Ethics* (2014-2018)

Ad Hoc Reviewer for *Journal of Swiss Psychology* (2015)

Ad Hoc Reviewer for *Industrial and Labor Relations Review* (2014)

Ad Hoc Reviewer for *Canadian Journal of Administrative Sciences* (2013-2014)

Ad Hoc Reviewer for *IEEE Transactions on Engineering Management*

Ad Hoc Reviewer for *Academy of Management Journal*

Ad Hoc Reviewer for *Academy of Management Review*

Ad Hoc Reviewer for *Organizational Behavior and Human Performance*

Ad Hoc Reviewer for *Decision Sciences*

Ad Hoc Reviewer for *Journal of Occupational Behavior*

Reviewed manuscript copies and outlines for several personnel and industrial psychology books for Pergamon, Irwin-Dorsey, and Prentice-Hall, including the following: (1) Korman's *Industrial and Organizational Psychology*, 1971; (2) Goldstein and Sorcher's *Changing Supervisor Behavior*, 1976; (3) Landy and Trumbo's *Psychology of Work Behavior*, 1976; (4) Glueck's *Personnel: A Diagnostic Approach*, 2nd edition, 1978; (5) Heneman and Schwab's *Perspectives on Personnel/ Human Resource Management*, 1978; (6) Milkovich and Newman's *Compensation*, 1984; (7) Milkovich and Newman's *Compensation*, 2nd edition, 1987.

Book Reviews:

Stone, T.H., *Compensation: Effective Reward Management*, R.N. Kanungo and M. Mendonca, in *Canadian Journal of Administrative Sciences*, 11(2), 1994, 200-202.

Stone, T.H., *Creative Organization Theory*, Gareth Morgan, in *Journal of Organizational Behavior*, 11(3), 1990, 248-249.

Stone, T.H., *Organization Renewal*, second edition, Gordon Lippitt, in *Contemporary Psychology*, 28(11), 1983, 879-880.

Stone, T.H., *Performance in Organizations: Determinants and Appraisal*, Cummings and Schwab, in *Administrative Science Quarterly*, September 1973.

Stone, T.H., *The Characteristics of Effective Organizations*, Paul Mott, in *Administrative Science Quarterly*, March 1973.

Stone, T.H., *Industrial and Organizational Psychology*, Abraham Korman, in *Administrative Science Quarterly*, December 1971.

Presentations (non-academic):

Stone, T., “Can Competency Modeling Improve Your Organization?”, Oklahoma State Human Resource Conference, May, 2011.

Stone, T. H., “Ethics in HRM”, Oklahoma State Human Resource Conference, May, 2005.

Stone, T. H., “Choosing an HRIS”, Oklahoma State Human Resource Conference, August, 2004, Lawton, OK.

Stone, T. H., “Innovate or Vegetate: The HR Innovation Process” Presentation made to over 100 HR professionals at the HR Southwest Conference, October, 2001, Ft. Worth, TX.

November, 2000 Performance Management presentation to Managers and administrators of Tulsa area “community help programs” such as Salvation Army and work shelters.

March, 2001 Presentation to minority students at U of Texas at San Antonio on performance management. This presentation was done for the GOALS program, which is designed to recruit minorities into human resource management graduate programs.

Oklahoma State Human Resource Management Conference, “Making Better Appraisal Decisions: A Systems Approach” (with Ken Eastman), 1999.

Stillwater Chamber of Commerce, “Recruiting Good Employees,” 1997.

Stillwater Human Resource Management Association, “Developing a Performance Management System,” 1995.

Oklahoma State Human Resource Management Conference, “Selecting Quality Workers,” 1994.

SERVICE CONTRIBUTIONS:

External:

I’ve reviewed manuscripts submitted to the following conferences for the past 25+ years : Academy of Management, Southern Management Association and Administrative Sciences Association of Canada.

Ad hoc reviewer for the following journals : Career Development International, Industrial and Labor Relations Review, Basic and Applied Social Psychology, Journal of Academic Ethics, Personnel Review, Ethics and Behavior.

Division Chair, Organizational Behavior Division, Administrative Science Association of Canada, 2004 Annual conference (2009)

Program Chair for the Organizational Behaviour Division of the Administrative Sciences Association conference (2008).

Academic Reviewer for the Organizational Behaviour Division of the Administrative Sciences Association of Canada (2007).

State Foundation Director for the Oklahoma Society for Human Resource Management (2005-2010).

Division Chair, Human Resource Management Division, Administrative Science Association of Canada, 2004 Annual conference

Program Chair, Human Resource Management Division, Administrative Science Association of Canada, 2003 Annual conference.

Human Resource Certification Institute (HRCI) Forms Review Panel (2003)

Human Resource Committee of Resonance Womens' Center, Tulsa (June, 2002-2006)

Interviewer for Tulsa Works program (help unemployed learn job seeking skills) Jan., '04 to present
Tulsa ASTD Programs Committee (2004- 20010)

Established the Lana B. Stone Diversity Scholarship, College of Education, May, 2000.

College Relations Committee, Society for Human Resource Management (Oct. 1999-Dec. 2003)

Human Resource Certification Institute (HRCI) Western exam item writing panel (Nov. 1999 – 2003)

President, Stillwater Area Human Resource Management Association (1998)

Vice-President of Programs, Oklahoma City Human Resource Society (January-December, 1995)

State Accreditation Director for the Oklahoma Society for Human Resource Management (1993-1996, 1999-2001)

State Diversity Coordinator for the Oklahoma Society for Human Resource Management (2002-2003)

Founder and coordinator of the Progressive Human Resource Interest Group (PHRIG) (1991-1993)

Program Chair of the conventions of Personnel and Human Resources Division of the Administrative Science Association of Canada conference (1987, 1988)

Division Chairman of the Personnel and Human Resources Division of the Administrative Science Association of Canada (1988-1989)

Steering Committee, Human Resource Committee, Iowa City Chamber of Commerce (1983-1988)

Founded the University of Iowa Student SHRM chapter (November, 1976)

University:

Chair College Review of Promotion and Tenure Committee (summer 2017 – current).

Department of Management, Spears School of Business, Faculty Issues committee Chair.

Spears School of Business Assessment committee (2002- 2009)

Founded student chapter of the Society for Human Resource Management (Fall 1976) and served as faculty advisor for seven years at Iowa.

Chapter advisor for student chapter of the Society for Human Resource Management at OSU Fall, 1990- 2014.

OSU Assessment Council (1991-2000)

OSU Assessment Council, Assessment Coordinator for the College of Business (1991-1996)

Chair, University Parking and Traffic Rules and Planning Committee (1996-1998)

University Faculty Council (1993-1996)

Chair, Campus Safety, Facilities, and Security Committee of Faculty Council (1994-1995)

Chair, Department of Management Planning Committee (1993-1994)

Chairman, Ph.D. Committee, College of Business Administration (1989-1991)

Consulting Experience:

City of Tulsa

Goodyear Lawton, OK

Frontier Printers Stillwater, OK

Stillwater Medical Center

Lowrance Electronics Tulsa

Oklahoma State University

Chandler U.S.A. Insurance Chandler, OK

Avis Tulsa

American College Testing Iowa City, Iowa