

# **Roger A. Dean**

**Washington and Lee University**  
**Williams School of Commerce, Economics, and Politics**  
**Lexington, VA 24450**  
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## **EDUCATION**

**Michigan State University**, East Lansing, Michigan

Ph.D., Business Administration, 1981.

Major: Organizational Behavior and Human Resource Management.

Minors: Psychology, and Labor and Industrial Relations.

**University of Queensland**, Brisbane, Australia

Master of Business Administration program

**University of Queensland**, Brisbane, Australia

Bachelor of Commerce, 1974

Majors: Accounting, and Information Systems and Computers

## **PROFESSIONAL QUALIFICATIONS**

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

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

## **ACADEMIC POSITIONS**

**Washington and Lee University**

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

Professor of Management, Promoted July 1991

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

Assistant Professor of Administration, January 1984 - June 1985.

**John Cabot University**

Rome, Italy

Visiting Professor, Summer 2010

**National University of Ireland, Galway**

Faculty of Commerce, Department of Management

Visiting Academic, January – June 2010

Visiting Professor of Management, August – December 2004

**University of Western Australia**

Department of Organisational and Labour Studies, Perth, Australia

Visiting Professor of Management, July - December 1999

**Southern Methodist University**

Edwin L. Cox School of Business, Dallas, Texas

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

**Michigan State University**

Department of Management, East Lansing, Michigan

Instructor in Management, September 1979 - August 1980

Teaching Assistant, September 1976 - August 1979

**University of Queensland**

Department of Commerce, St Lucia, Brisbane, Australia

Tutor, February 1975 - August 1976

**PROFESSIONAL DEVELOPMENT**

**Washington and Lee University, Office of International Education**

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

*Immigration and Identity within the European Context*

**National Humanities Center**

2001 Jessie Ball DuPont Summer Seminar, Research Triangle, NC

*Power and Influence: The Ethics of Incentives*

**National Humanities Center**

1997 Jessie Ball DuPont Summer Seminar, Research Triangle, NC

*The Cultural Politics of the Family*

**Council on International Educational Exchange**

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

*Images of a Divided Society: Conflict Resolution in Northern Ireland*

## **COURSES TAUGHT**

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

## **PUBLICATIONS**

### **Text**

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

### **Test Banks**

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

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

### **Refereed Journals**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **Book Review**

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

### **Refereed Conference Presentations and Proceedings**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **RECENT SERVICE**

### **University**

Business Administration Department – Promotion and Tenure Review Committee

Business Administration Department - Major Advisor, Freshman Advisor

Employee Benefits Committee – Member since 2010

International Education Committee – Member since 2011

International Education Subcommittee to study assessment, 2011/12

Johnson Scholars Interview Panel, 2011

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

University Scholars – Candidate Interview Panel, 2007

W&L Students for Life – Faculty Advisor, since 2005

Williams School International Integration Task Force, 2011

Williams School – Scholarship Selection Committee

### **Professional**

Cengage Learning – Consultant and text book reviewer, 2008

Emerald Group Publishing Limited – Reviewer, 2011

Houghton Mifflin – Text book reviewer, 2007

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

Organizational Behavior Teaching Society – Reviewer for 2008, 2009, 2011, 2012 Conferences

Pearson Educational Publishing – Reviewer, 2011

Psychology Press – Reviewer 2012/13

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

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