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Professional: Rice University: Dean, Jones Graduate School of Management (2005–); H. Joe Nelson III Professor of Business Economics. Arizona State University: Chair, Department of Management (1995–2005); College of Business Dean's Council of 100 Distinguished Scholar (1995–2005); Professor (1995–2005). INSEAD: Visiting Professor (2002). The University of Texas at Austin: Director: Business Honors Program (1993–95); Associate Professor (1987–95); Assistant Professor (1981–1987).

Member: Academy of Management. Decision Sciences Institute. Institute for Operations Research and the Management Sciences. Strategic Management Society.

Fellowships, Awards, Honors: University of North Texas Department of Management Raymond E. Miles Distinguished Scholar Award (2001). *Academy of Management Journal* Award, Best Article of the Year (1993). One of 33 Charter Members of the *Academy of Management Journal's* Hall of Fame, Bronze Level. One of the Top 100 Authors in Management. Southern Management Association, Ascendent Scholar Award (1987). Academy of Management (Organization Behavior Division), Best Competitive Paper Award (1983).

University of Michigan: AB, Psychology, 1975

University of California at Berkeley: PhD. Organization Behavior and Industrial Relations. 1981