

CURRICULUM VITAE

BRIAN R. DINEEN

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EDUCATION

Ph.D., The Ohio State University, 2003

- *Major*: Labor and Human Resources
- *Minor*: Quantitative Psychology/Psychometrics
- *Dissertation*: The effects of customizing recruitment information to individual job seekers in a Web-based recruitment context: A multi-level experimental investigation
 - Winner of the 2004 Ralph Alexander Dissertation competition sponsored by the Human Resources Division of the Academy of Management
 - Committee: Raymond Noe (chair), Roy Lewicki, Howard Klein, John Wanous

Masters in Labor and Human Resources, The Ohio State University, 2002.

B.B.A. University of Notre Dame, *With Honors*, 1993

- *Major*: Marketing
- *Minor*: Psychology

ACADEMIC APPOINTMENTS

University of Kentucky (2003-present). Assistant Professor of Management, Gatton College of Business and Economics.

RESEARCH INTERESTS

Issues related to recruitment and job search. More specifically, investigations of factors that influence the quality of initial applicant pools in organizations, to include workforce planning decisions as well as mass customization of messages to individual job seekers. Corresponding topics include applicant attraction, information search costs, application decisions in Web-based recruitment contexts, and resume fraud among job seekers. Issues related to team dynamics and counterproductive behavior in social contexts; specifically, the impact of supervisory influence, fluid team membership, and attitudinal diversity on team processes and counterproductive behavior.

PUBLICATIONS

- Dineen, B.R. & Noe, R.A. (in press). Effects of customization on application decisions and applicant pool characteristics in a Web-based recruitment context. To appear in the *Journal of Applied Psychology*.
- Shaw, J.D., Dineen, B.R., Fang, R., & Vellela, R. (in press). Employee-organization exchange relationships, HRM practices, and quit rates of good and poor performers. To appear in the *Academy of Management Journal*.
- Dineen, B.R., Noe, R.A., Shaw, J.D., Duffy, M.K., & Wiethoff, C. (2007). Level and dispersion of satisfaction in teams: Using foci and social context to explain the satisfaction-absenteeism relationship. *Academy of Management Journal*, *50*, 623-643.
- Dineen, B.R., Ling, J., Ash, S.R., & DelVecchio, D. (2007). Aesthetic properties and message customization: Navigating the dark side of Web recruitment. *Journal of Applied Psychology*, *92*, 356-372.
- Dineen, B.R., Lewicki, R.J., & Tomlinson, E.C. (2006). Supervisory guidance and behavioral integrity: Relationships with employee citizenship and deviant behavior. *Journal of Applied Psychology*, *91*, 622-635.
- Dineen, B.R. (2005). TeamXchange: A team project experience involving virtual teams and fluid team membership. *Journal of Management Education*, *29*, 593-616.
- Dineen, B.R., Noe, R.A., & Wang, C. (2004). Perceived fairness of Web-based applicant screening procedures: Weighing the rules of justice and the role of individual differences. *Human Resource Management*, *43*, 127-145.
- Dineen, B.R. & Noe, R.A. (2003). The impact of team fluidity and its implications for Human Resource Management research and practice. In J. Martocchio and G. Ferris (Eds.) *Research in Personnel and Human Resources Management* (Vol. 22, pp. 1-37). Elsevier.
- Dineen, B.R., Ash, S.R., & Noe, R.A. (2002). A web of applicant attraction: Person-organization fit in the context of Web-based recruitment. *Journal of Applied Psychology*, *87*, 723-734.
- Brower, H., Lester, S., Korsgaard, A., & Dineen, B.R. (in press). A closer look at trust between managers and subordinates: Understanding the effects of both trusting and being trusted on subordinate outcomes. To appear in the *Journal of Management*.
- Tomlinson, E.C., Dineen, B.R. & Lewicki, R.J. (in press). Trust congruence among integrative negotiators as a predictor of joint behavioral outcomes. To appear in the *International Journal of Conflict Management*.

- DelVecchio, D., Jarvis, C.B., Klink, R.R., & Dineen, B.R. (2007). Leveraging brand equity to attract human capital. *Marketing Letters*, *18*, 149-164.
- Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2004). The road to reconciliation: Antecedents of victim willingness to reconcile following a broken promise. *Journal of Management*, *30*, 165-188.
- Dixon, M., Wang, S., Calvin, J., Dineen, B.R., & Tomlinson, E.C. (2002). The panel interview: A review of empirical research and guidelines for practice. *Public Personnel Management*, *31*, 397-428.
- Lewicki, R.J. & Dineen, B.R. (2002). Negotiation in virtual organizations. In R.L. Heneman & D.B. Greenberger (Eds.) *Human Resource Management in virtual organizations* (pp. 263-294). Greenwich, CT: Information Age.
- Lewicki, R.J., Dineen, B.R., & Tomlinson, E.C. (2002). Organizational Theory Chapter Addendum: The 1990s. In V.A. Kremenyuk (Ed.) *International negotiation: Analysis, approaches, issues* (2nd ed., pp. 175-185). San Francisco, CA: Jossey Bass.

MANUSCRIPTS AND OTHER WORK IN PROGRESS

- Dineen, B.R., VandeWalle, D., Noe, R.A., & Lockhart, D. Learning goal orientation in recruitment and employment contexts: Effects on information recall, attraction, and satisfaction. Manuscript invited for revise and resubmit at *Personnel Psychology*.
- Dineen, B.R. & Williamson, I.O. Effects of environmental and organization attributes on recruitment message orientation and applicant pool quality. Manuscript under first review at the *Journal of Applied Psychology*.
- Yao, E., Fang, R., Dineen, B.R., & Yao, X. Effects of customer feedback level and (in)consistency on new product acceptance in the click-and-mortar context. Manuscript under second review at the *Journal of Business Research*.
- Dineen, B.R., Ling, J., & Noe, R.A. The effects of team fluidity on social loafing. Working paper targeted for submission to the *Academy of Management Journal*.
- Dineen, B.R., Williamson, I.O., & Ling, J. Internal transfers: A tale of human capital, social capital, and the manager as agent or steward. Working paper targeted for submission to the *Academy of Management Review*.
- Dineen, B.R. & Soltis, S.M. Recruitment: Updating the literature. Chapter (in progress) to appear in S. Zedeck (Ed.) *APA Handbook of Industrial and Organizational Psychology*.

Dineen, B.R. & Lockhart, D. Study in a banking organization that investigates issues related to employees' alignment with the top management team in perceptions of the culture of the organization, and how such alignment relates to deviant behavior among work groups in the bank. Data analysis in progress.

Dineen, B.R. & Swanberg, J. Field study examining the practices of companies applying for Kentucky's Best Places to Work competition. This is a collaborative effort with the Best Places to Work Foundation whereby we intend to investigate issues related to organizational culture alignment between employees and top management at companies applying for the 2009 Best Places to Work competition. In addition, we will examine long term recruitment outcomes of companies that make the Best Places to Work list versus those that do not. Best Places to Work survey will be distributed to companies beginning in November of 2008. Data analysis to begin in the Spring of 2009.

Williamson, I.O. & Dineen, B.R. Field study examining the antecedents of recruitment strategies adopted by a third party staffing firm. This is a follow-up study to an earlier effort to link firm- and environmental-level predictors to recruitment messaging strategies. Specifically, this study is in collaboration with a third party staffing firm which advertises job vacancies for firms that oftentimes wish to remain anonymous during the initial application phase. Thus, one of the main focuses of this study is examining the effects of using a screening oriented approach to recruitment on applicant pool quality when firms are known or unknown, and if known, how firm reputation influences this relationship. Data analysis to begin in the Winter of 2009.

Dineen, B.R., Henle, C.A., & Duffy, M.K. Series of studies investigating the antecedents and consequences of resume fraud among job seekers. Pilot work completed, multi-study data collection being designed.

Dineen, B.R., Borgatti, S., Labianca, G., Kidwell, G., & Grosser, T. Study examining the social and job search networks of MBA students in a one year immersive MBA program. This is a multi-wave, multi-year data collection effort in which individual, situational, and network variables are being used to predict job search activity, success, and post-graduation job-related outcomes. Initial data collection complete. Have commenced second year of longitudinal data collection as of July 2008.

- *Grant proposal under review for the Graduate Management Admissions Council's (GMAC) Management Education Research Institute Grant Program.*

CONFERENCE PRESENTATIONS

Dineen, B.R., VandeWalle, D., Noe, R.A., & Lockhart, D. (2008). Learning orientation in job search and employment contexts: Effects on recall and cultural alignment. Presented at the annual meeting of the Academy of Management, Anaheim CA.

Dineen, B.R. & Henle, C.A. (2008). Deviant behavior by job applicants: An investigation of the antecedents of resume fraud. Presented at the annual meeting of the Academy of Management, Anaheim, CA.

- Dineen, B.R. & Williamson, I.O. (2008). Effects of environmental and organizational attributes on recruitment message orientation. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Francisco, CA.
- Dineen, B.R. & Noe, R.A. (2007). Customizing Web-based recruiting: Theoretical development and empirical investigation. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Dineen, B.R., Vandewalle, D., Noe, R.A., & Lockhart, D. (2007). Goal orientation: Effects on cultural understanding, perceived PO fit, and satisfaction. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, New York, NY.
- Dineen, B.R. & Lockhart, D. (2006). Beyond PO fit: The impact of cultural understanding on individual and unit-level outcomes. Presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
- Dineen, B.R. & Lockhart, D. (2006). Reigning in and leveraging the World Wide Web: Understanding its shortcomings and exploring its possibilities as an effective recruitment platform. Caucus facilitator at the annual meeting of the Academy of Management, Atlanta, GA.
- Dineen, B.R. & Williamson, I.O. (2006). Labor market forces, recruiter incentives, and applicant pool quality: Implications for Web-based recruitment strategizing. Presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Dineen, B.R. (2005). Negativity and contrast effects related to Web-based customization of recruitment material. Presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Dineen, B.R., Noe, R.A., & Wiethoff, C. (2005). Satisfaction configurations, absenteeism, and injuries in teams. Presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Dineen, B.R. & Noe, R.A. (2005). Job seeker goal orientation and the relative weighing of P-O and demands-abilities fit perceptions in making application decisions. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA.
- Dineen, B.R., Ling, J. & Ash, S.R. (2005). Substance versus style: Customization and aesthetic effects on recruitment outcomes. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA.
- Dineen, B.R. & Noe, R.A. (2004). Web-based recruitment messages: Effects of information customization and value preferences. Presented at the annual meeting of the Academy of Management, New Orleans, LA.

- Dineen, B.R. & Noe, R.A. (2004). Half empty or half full: The effects of individual difference variables on interpretations of P-E fit feedback information. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Dineen, B.R. (2003). The effects of customizing P-E fit information to job seekers in a Web-based recruitment context. Presented at the annual meeting of the Academy of Management, Seattle, WA.
- Dineen, B.R. (2003). The effects of customizing recruitment information to individual job seekers in an Internet-based recruitment context. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Dineen, B.R. (2002). TeamXchange: A team project experience involving virtual teams and fluid team membership. Presented at the annual meeting of the Midwest Academy of Management, Indianapolis, IN.
- *Winner of Best Student Paper Award.*
- Dineen, B.R., Noe, R.A., & Wang, C. (2002). Perceived fairness of a web-based applicant screening system: Weighing the rules of justice. Presented at the annual meeting of the Academy of Management, Denver, CO.
- Dineen, B.R., Ash, S.R., & Noe, R.A. (2001). Internet-based recruitment: Does interactive P-O fit feedback matter? Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.
- Dineen, B.R. & Noe, R.A. (2001). Teams turning over: A proposed framework of the effects of team fluidity on team process variables. Presented at the annual meeting of the Academy of Management, Washington, DC.
- Dineen, B.R., Noe, R.A., & Wiethoff, C. (2001). Attitudinal diversity and team outcomes: Do interdependence and size moderate? Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.
- Brower, H., Lester, S., & Dineen, B.R. (2004). Two heads better than one? Effects and antecedents of convergence in dyadic perceptions of trust. Presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Klein, H.J., Dineen, B.R., & Alge, B.J. (2004). Temporal and hierarchical considerations in predicting subsequent self-set goals. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Klein, H.J. & Dineen, B.R. (2002). Predicting changes in goals from goal-performance discrepancies: What's the difference? Presented at the annual meeting of the Academy of Management, Denver, CO.

- Lewicki, R.J., Dineen, B.R., & Tomlinson, E.C. (2004). Walking the talk: A field study examining supervisory coaching and modeling behaviors as antecedents of employee discretionary behavior. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.
- Lewicki, R.J., Dineen, B.R., & Tomlinson, E.C. (2001). Coaching versus modeling: Examining supervisory impact on climate and attitudinal outcomes at the branch level of analysis. Presented at the annual meeting of the Academy of Management, Washington, DC.
- Ling, J. & Dineen, B.R. (2005). Internal transfers: A tale of human capital, social capital, and the manager as agent or steward. Presented at the annual meeting of the Southern Management Association, Charleston, SC.
- Shaw, J.D., Mitra, A., & Dineen, B.R. (2005). Quit rate functionality, HRM investments, and innovation: Development and test of a theory of changes to HRM systems. Presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2002). Trust fit among negotiators as a predictor of joint behavioral outcomes. Presented at the annual meeting of the Midwest Academy of Management, Indianapolis, IN.
- Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2001). The road to reconciliation: The antecedents of reconciled trust following a broken promise. Presented at the annual meeting of the Midwest Academy of Management, Toledo, OH.
- *Nominated for Best Paper Award.*
- Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2001). Reconciliation following a broken promise: Antecedents for victim willingness to reconcile an identification-based trust relationship. Presented at the annual meeting of the International Association of Conflict Management, Paris, France.
- Tomlinson, E.C., Lewicki, R.J., & Dineen, B.R. (2002). Dealing with damaged trust: How to rebuild trust and temper distrust. Presented at the annual meeting of the Academy of Management, Denver, CO.
- Yao, E., Fang, R. & Dineen, B.R. (2006). New product acceptance in the click and mortar context: The effects of previous customer feedback. Presented at the annual meeting of the Academy of Management, Atlanta, GA.

MEDIA COVERAGE

- Sloan, S. (2008, January 28). Lexmark changes evaluation system. Quotation appearing in the *Lexington Herald-Leader*.
- Wellner, A. (2006, June). Making amends. *Inc. Magazine*.

- Haddix, D. (2004, June 4). Study: Apologies are good for business. *The Washington Times*, <http://washingtontimes.com/upi-breaking/20040603-092338-3268r.htm>
- Follick, J. (2003, September 7). MSD plans worker layoffs. Quotation appearing in *The Courier Journal*.
- (2002, September 24). Cultural fit and web-based recruiting. *The HRM Guide Network*. www.hrnguide.net.
- Troisi, D. (2002, September 12). Provides a description and link to an abstract of our August, 2002 *Journal of Applied Psychology* article. *Interbiznet Bugler: Internet Recruiting Industry News*. www.interbiznet.com
- Deuschle, S. (2002, September 6). Online Recruiting: Most U.S. firms now use Web sites for hiring. *Columbus Business First*, pp. A25-26.
- McDonald, A. (2002, July 26). Cultural fit survey may mean fewer applicants, higher employee retention. *The Daily Reporter*, pp. 1, 4.

HONORS AND AWARDS

- Gatton College of Business and Economics Summer Grant Award, 2006-2008.
- Nominated to stand for election to the Academy of Management Human Resources Division Executive Committee, 2008.
- Human Resources Division Best Reviewer Award for the Academy of Management Conference, 2005.
- Ralph Alexander Best Dissertation Award for Human Resources Division of the Academy of Management, 2004.
- Fisher College of Business Pace Setters Award, 2002-2003.
- William Green Memorial Fellowship recipient, The Ohio State University, 2002-2003.
- Winner of Best Graduate Student Paper Award, annual meeting of the Midwest Academy of Management, April, 2002.
- Business Administration Division winner of the Edward F. Hayes Graduate Research Forum, The Ohio State University, April, 2002.
- University Fellowship recipient, The Ohio State University, 1998-1999.
- Navy Achievement Medal, U.S. Navy, 1997.

ACADEMIC EMPLOYMENT

Teaching, University of Kentucky:

Ph.D. Level Courses – Teaching evaluation: 4.0/4.0

- *Seminar in Human Resource Management* (MGT 780; Spring 2006, scheduled to teach Spring 2009).

MBA Level Courses – Average teaching evaluation: 3.4/4.0

- *Rapid Immersion in Leadership* (MBA 602, 6 sections, 2006-2008). Full-time core MBA module covering leadership, decision making, and team building topics.
- *Human Resource Management* (MBA 604, 4 sections, 2007-2008). Full-time core MBA module covering Human Resource Management topics.
- *Personnel and Industrial Relations* (MGT 620; 3 sections, 2003-2005). Evening MBA course covering Human Resource Management and Industrial Relations topics.

Undergraduate Courses – Average teaching evaluation: 3.5/4.0

- *Personnel and Industrial Relations* (MGT 320; 9 sections, 2004-2008). Survey course covering Human Resource Management and Industrial Relations topics.

Executive Education – Evaluation data forthcoming

- *Hitachi Leadership Program* (2008). Taught a session on decision making biases to 26 managers from Hitachi Automotive Products, Inc.

Teaching, The Ohio State University:

Undergraduate Courses – Average teaching evaluation: 4.4/5.0

- *Introduction to Human Resource Management* (1 section, 2003). Survey course covering Human Resource Management topics.
- *Introduction to Organizational Behavior* (3 sections; 2001-2002). Survey course covering Organizational Behavior topics.

Continuing Education Courses – Teaching evaluation: 3.2/4.0

- *Building and Facilitating High Performance Teams* (1 section, 2001). Eight-week Continuing Education course covering principles and practical applications of team dynamics for managers.

SERVICE ACTIVITIES

- Editorial Boards, *Journal of Applied Psychology* and *Organizational Behavior and Human Decision Processes*.
- Ad hoc reviewer for *Administrative Science Quarterly*, *Academy of Management Journal*, *Journal of Applied Psychology*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Journal of Occupational and Organizational Psychology*, *Journal of Managerial Psychology*, *Journal of Business and Psychology*.
- Reviewer, Human Resource Management Division, 2002-2008 Academy of Management; 2003 Midwest Academy of Management; 2003-2006 Southern Management Association; 2005, 2007-2008 Society for Industrial and Organizational Psychology.
- Society for Industrial/Organizational Psychology Graduate Student Scholarship Committee, 2008 (Invited by Frederick Morgeson).
- Scholarly Achievement Award Committee, Human Resources Division of the Academy of Management, 2007 (Invited by Amy Kristof-Brown).
- Society for Human Resource Management Dissertation Proposal Grant Competition Committee, Human Resources Division of the Academy of Management, 2007 (Invited by Lynn Shore).
- Invited speaker, 2007 Industrial Organizational and Organizational Behavior Conference.
- Invited panelist for sessions on job search during the 2005-2006 Human Resources Division Doctoral Consortia, and teaching during the 2008 Organizational Behavior Division Doctoral Consortium, Academy of Management meetings.
- Best Dissertation Competition Awards Committee, Human Resources Division of the Academy of Management, 2006.
- Gatton College of Business and Economics Search Committee for Associate Dean position, 2007.
- Member of comprehensive examination committee for three doctoral students in Management area and one doctoral student in Communications Department.
- Member of dissertation committee for one doctoral student in Management area and one doctoral student in Communications Department.
- Developed and coordinated annual performance appraisal system for Management area doctoral students.

- Acting Director of Graduate Studies (DGS) during area DGS periodic out-of-country engagements, 2006-2008.
- Faculty Coordinator, Beta Gamma Sigma Business Honorary, 2006-2008.
- Gatton College of Business and Economics Undergraduate Studies Committee, 2006-2008.
- Gatton College of Business and Economics Learning Outcomes and Assessment Committee, 2008-2009.
- Gatton College of Business and Economics Web Site Committee, 2003-2004.
- Academic advising, University of Kentucky Management area, 2004-2008.
- Experiential education advisor for undergraduate students, Autumn 2004, Summer 2005, Summer 2007, Autumn 2007, Spring 2008, Autumn 2008.
- Regional student group advisor, Bluegrass Chapter of the Society for Human Resource Management, 2004-2005.
- Current member of: Academy of Management, American Psychological Association, Society for Industrial/Organizational Psychology, Local Bluegrass Chapter and National Society for Human Resource Management (SHRM).

PROFESSIONAL EMPLOYMENT

- 1997- **ADECCO Personnel Services** (Cincinnati, Ohio)
 1998 *Global Product Supply Administration for **The Procter & Gamble Company***
- 1994- **United States Navy – USS ELROD (FFG-55)** (Norfolk, Virginia)
 1997 *Electronics Readiness Officer (1994-1995)*
Ordnance Officer (1995-1997)
Legal Officer (1995-1997)

CONSULTING

- 2001 **The Ohio State University Medical Center** (Columbus, Ohio)
 Organizational Development initiative sponsored by the Fisher College of Business Executive Education Program Office.
- 2000 **Society for Marketing Professional Services (SMPS)** (Columbus, Ohio)
 Created and conducted telephone survey for a local consortium of architectural, engineering, and construction (AEC) firms pertaining to potential uses of the Internet for client/AEC interface.
- *Feedback report published on the National Society for Marketing Professional Services Web site.*
 - *Summary of the report published in the national SMPS newsletter.*