

Roger A. Dean

**Washington and Lee University
Williams School of Commerce, Economics, and Politics
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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

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.

National University of Ireland, Galway

Faculty of Commerce, Department of Management

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

Human Resource Management
Leadership Themes in Classic Films
Management of Organizational Change
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 bank for Jerry Greenberg, *Managing Behavior in Organizations, Fourth Edition*, Prentice-Hall, 2004.

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

Journals

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

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.

Case Study

Dean, R. A., DeVogt, J. F., Henneman, E. O., Lamont, L. M. and A. Schroer-Lamont. (1989) *Succession at the Hansen Company*. The Family Business Institute at Washington and Lee University.

Conference Presentations and Proceedings

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

Financial Education Association Conference, Orlando, VA, 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.

SERVICE

University

Business Administration Major Advisor

Freshman Advisor

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

Professional

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

Society for Human Resource Management – National Research Committee, 2001-2003

Community

Grace Presbyterian Church (PCA), Deacon and Church Treasurer