

CURRICULUM VITA

PAUL D. SWEENEY

Dept. of Management/Marketing
School of Business
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Education

Ph.D., University of Pittsburgh, 1984
M.S., University of Pittsburgh, 1980
B.A., California State University, Los Angeles, 1978

Awards and Honors:

NIMH Postdoctoral Research Fellowship, 1984-1985, Indiana University
NIMH Predoctoral Research Fellowship, 1978-1982, University of Pittsburgh
SIGMA XI Research Prize for Scientific Achievement, 1981
Member, Delta Sigma Pi, PSI CHI
Faculty Development Award, Graduate School, Marquette University: 1988,
1990, 1993-95
Professor of the Year, Marquette University College of Business, 1999, 1995
Summer Research Fellowship, Miles Fund, Marquette University: 1987-89,
91-93, 1995, 1997
Summer Research Fellowship, University of Dayton, 2001-2003
University Research Fellowship, Marquette University: 1990, 1992, 1995
Best Reviewer Awards: JOM, 2006; AOM, 2008, 2010, 2014-15

Professional Experience/Positions Held:

2009 – 2013 Associate Dean, School of Business, University of Dayton,
Dayton, Dayton OH.

Main responsibilities include: graduate programs, assurance of
learning/assessment (AACSB & HLC/NCA), international programs,
representation on many university committees; budget responsibilities
for several units; teaching; research; various other duties.

2001 - Present Professor, Department of Management &
Marketing, University of
Dayton, Dayton OH.

Main responsibilities include: research; university, school, and department service activity; teaching (Mgt301; Mgt 401; Mgt403; Mgt404; Mgt410; INB352; MBA610; MBA611; MBA670; MBA694), both online and in person.

2003 – 2007

Associate Dean, School of Business, University of Dayton,
Dayton, Dayton OH.

Main responsibilities include: budgeting, faculty development & evaluation, graduate programs, accreditation & assessment (AACSB & HLC/NCA), international programs, diversity programs and assurance; representation on various university committees; various other duties

1998 - 2001 Professor and Chair, Department of
Management, University of
Central Florida.

Main responsibilities included: budgeting, faculty development & evaluation, P&T matters, class scheduling, assessment, hiring, and more in a large (8,500 student) business school. Also responsible for faculty hiring and course delivery at the main and 6 area campuses in the Orlando area for undergraduate, masters and doctoral programs. Development of new Ph.D. program, Masters program in H.R., and Ent undergraduate program. Sponsored national business conventions to increase posture of school, department, and faculty. Other duties.

1997 - 2003 Adjunct Professor of Preventative Medicine,
Medical College of
Wisconsin

Taught on-line classes in statistics and management to physicians seeking a Master's degree. Developed online exercises, tests, and active learning mechanisms for class.

1995 - 1998 Professor and Chair, Marquette University,
Department
of Management

Main responsibilities included: budgeting, faculty development & evaluation, AACSB preparation, class scheduling, assessment, hiring, promotion & tenure preparation and more. College representative to various university-level committees.

1992 - 1995 Associate Professor, Marquette
University, Department of Management.

1987 - 1991	Assistant Professor, Marquette University, Department of Management
1985 - 1987	Member of Technical Staff, AT&T Bell Laboratories, New Jersey.
1984 - 1985	Visiting Assistant Professor, Indiana University.
1980 - 1983	Instructor, University of Pittsburgh.

Professional Activities

Ad Hoc Reviewer:

- Academy of Management Journal
- Academy of Management Meetings
- Academy of Management Review
- Administrative Science Quarterly
- Basic & Applied Social Psychology
- Human Relations
- Journal of Applied Psychology
- Journal of Applied Social Psychology
- Journal of Business and Psychology
- Journal of Cross-Cultural Psychology
- Journal of International Business Studies
- Journal of Management
- Journal of Managerial Psychology
- Journal of Organizational Behavior
- Journal of Personality and Social Psychology
- Organizational Behavior & Human Decision Processes
- Personnel Psychology
- Social Justice Research

Editorial Boards

- Journal of Management, 2006-2011; 12-14
- Academy of Management Journal
- Journal of Personality and Social Psychology
- Replications in Social Psychology
- Social Psychology Quarterly
- Assistant Editor, Social Psychology Quarterly, 1983-1986

Member:

- Academy of Management (OB & Int Div.)
- American Psychological Association (Div. 8 & 14)
- Eastern Academy of Management
- Midwest Academy of Management

- Society for Industrial and Organizational Psychology
- Southern Management Association

Grant Review

- National Institute of Mental Health, Reviewer
- National Science Foundation, Reviewer

Program Committees

- Midwest Academy of Management
- National Academy of Management, International & OB Sections
- Society for Industrial and Organizational Psychology
- USASBE

Textbook Reviewer: Houghton-Mifflin, ITP, Prentice-Hall, Thompson, Wiley

Publications:

- Sweeney, P. D., & McFarlin, D. B. (in press). International Organizational Behavior: Transcending Borders and Cultures. New York: Routledge Press (2st Ed.).
- Sweeney, P. D., & McFarlin, D. B. (2016). International Management: Strategic Opportunities & Cultural Challenges. New York: Routledge Press (5th Ed.).
- Sweeney, P. D. (2014). Going the extra mile: Recovery of employee support after an ethical lapse by the firm. Academy of Management Perspectives, 28, 3, 8-12. (<http://dx.doi.org/10.5465/amp.2014.0063>)
- Sweeney, P. D. (2014). Emerging markets go organic: Does organizational culture impact market responsiveness and firm performance? Academy of Management Perspectives, 28, 4, 7-10. (<http://dx.doi.org/10.5465/amp.2014.0064>)
- Sweeney, P. D. (2013). Bringing performance down to Earth: Can Venus (Marketing) align with Mars (Information Technology)? Academy of Management Perspectives, 27, 2, 4-7. (<http://dx.doi.org/10.5465/amp.2013.0065>)
- Sweeney, P. D. (2013). Controlling and unleashing sales professionals' performance: Managers need to carefully consider the job demands-job resources tradeoff. Academy of Management Perspectives, 27, 2, 1-3. (<http://dx.doi.org/10.5465/amp.2013.0066>)
- Enns, H., McFarlin, D. B., & Sweeney, P. D. (2012). How CIO's overcome the competing values challenge: Irish CIO's perspectives. Communications of the Association for Information Systems, 28, 549-560.
- McFarlin, D. B., & Sweeney, P. D. (2013). International Organizational Behavior: Transcending Borders and Cultures. New York: Routledge Press (1st Ed.).

- McFarlin, D. B., & Sweeney, P. D. (2011). International Management: Strategic Opportunities and Cultural Challenges. New York, NY: Routledge Press (4th Ed.).
- Sweeney, P. D. & McFarlin, D. B. (2010). The Corporate Reflecting Pool: Antecedents and consequences of narcissism in executives. In Hansbrough, T. & Schyns, B. When leadership goes wrong: Destructive leadership, mistakes and ethical failures. Charlotte, NC: Information Age Publishing.
- Sweeney, P. D., (2008). Corporate Governance Across Borders: Do Market Maturity and culture matter? Academy of Management Perspectives, 22, 118-120.
- Sweeney, P. D., (2007). Organizational chaos and relative powerlessness: Breeding ground for bully bosses? Academy of Management Perspectives, 21, 77-79.
- Roberts, T., Sweeney, P. D., & Lowry, P. B. (2007). An evaluation of the impact of social presence through group size and the use of collaborative software on group member "voice" in face-to-face and computer-mediated task groups. IEEE Transactions on Professional Communication, 49, 1, 28-43.
- Sweeney, P. D. & McFarlin, D. B. (2005). Wage comparisons with similar and dissimilar others. Journal of Occupational & Organizational Psychology. 78, 1-20.
- McFarlin, D. B., & Sweeney, P. D. (2005). International Management. Boston, MA: Houghton-Mifflin (3rd Ed.).
- Sweeney, P. D. & McFarlin, D. B. (2004). It's all relative: Social comparisons of income across 14 different countries. Journal of Occupational & Organizational Psychology, 77, 147-155.
- Roberts, T., Cheney, P., Sweeney, P. D., & Hightower, R. (2004). The effects of information technology project complexity on group interaction. Journal of Management Information Systems, 21, 3, 223-248.
- McFarlin, D. B., & Sweeney, P. D. (2003). International Management. Boston, MA: Houghton-Mifflin (2nd Ed.).
- Roberts, T., Sweeney, P., D., & Cheney, P. (2002). Project characteristics and group communication: A study of IS project teams. IEEE Transactions on Professional Communication, 45, 2, 84-98.
- Roberts, T. & Sweeney, P.D. (2002). Group process and performance in technical project teams. Engineering Management Journal, 36, 128-137
- Sweeney, P. D., & McFarlin, D. B. (2002). Organizational behavior: Solutions for management. Burr Ridge, IL.: Irwin McGraw-Hill.

- McFarlin, D. B. & Sweeney, P. D. (2001). Cross-cultural applications of organizational justice. In R. Cropanzano (Ed.), Justice in the Workplace: From Theory to Practice (Vol. 2). Mahwah, NJ: Lawrence Erlbaum Publishers.
- McFarlin, D. B., & Sweeney, P. D. (2000). Where egos dare: The untold truth about narcissistic leaders and how to survive them. London: Kogan-Page.
- McFarlin, D. B., & Sweeney, P. D. (1998). International Management: Trends, Challenges, & Opportunities. Cincinnati, OH.: South-Western Publishers.
- McFarlin, D. B., Sweeney, P. D., & Nixon-Holland, A. (1998). Instructor's Manual & Test Bank to Accompany International Management. Cincinnati, OH.: South-Western Publishers.
- Sweeney, P. D., & McFarlin, D. B. (1997). Process and outcome: Gender differences in the assessment of organizational justice. Journal of Organizational Behavior, 18, 83-98.
- McFarlin, D. B. and Sweeney, P. D. (1996). Does having a say only matter if you get your way? Instrumental and value-expressive effects of employee voice. Basic and Applied Psychology, 18, 289-304.
- Sweeney, P. D., & McFarlin, D. B. (1993). The "ends" and the "means": A comparative test of four models of their influence on satisfaction. Organizational Behavior and Human Decision Processes, 55, 23-40.
- McFarlin, D. B., Sweeney, P. D., and Cotton, J. (1993). Attitudes toward employee participation in decision making: A comparison of European and American Managers in a U.S. multinational company. Human Resource Management Journal, 31, 363-383.
- Cotton, J., McFarlin, D. B. and Sweeney, P. D. (1993). A cross-national comparison of employee participation: Insights for American management. Journal of Managerial Psychology, 8, 10-19.
- McFarlin, D. B., & Sweeney, P. D. (1992). Distributive and procedural justice as predictors of satisfaction with personal and organizational outcomes. Academy of Management Journal, 35, 626-637.
- Sweeney, P. D., McFarlin, D. B., & Cotton, J. L. (1991). Locus of control as a moderator of the voice and procedural justice relationship at work. Human Relations, 44, 333-342.
- Sweeney, P. D., McFarlin, D. B., & Inderrieden, E. J. (1990). Using relative deprivation theory to explain income and pay satisfaction. Academy of Management Journal, 33, 423-436.

- Sweeney, P. D. & Wells, L. E. (1990). Reactions to feedback about performance: Another look at three competing models. Journal of Applied Social Psychology, 20, 818-834.
- Sweeney, P. D. (1990). Distributive justice and pay satisfaction: A field test of an equity theory prediction. Journal of Business and Psychology, 4, 329-341.
- Benassi, V. A., Sweeney, P. D., & Dufour, C. (1988). Is there a relation between locus of control orientation and depression? Journal of Abnormal Psychology, 97, 357-367.
- Sweeney, P. D., Anderson, K., & Bailey, S. (1986). Attributional style and depression: A meta-analysis of 104 studies. Journal of Personality and Social Psychology, 50, 974-991.
- Sweeney, P. D. & Wells, L. E. (1986). A test of three theories of bias in self-assessment of performance. Social Psychology Quarterly, 49, 1-10.
- Franzoi, S. L., & Sweeney, P. D. (1986). Another look at the relationship between private self-consciousness and self-attribution. Journal of Research in Personality, 20, 187-206.
- Sweeney, P. D., & Gruber, K. L. (1984). Selective exposure to disconfirming information: Voter information preferences and the Watergate affair. Journal of Personality and Social Psychology, 46, 1208-1221.
- Moreland, R. L., & Sweeney, P. D. (1984). Self-expectancies and affective and cognitive reactions to evaluations of personal performance. Journal of Personality, 52, 156-176.
- Sweeney, P. D., Shaeffer, D. E., & Golin, S. (1982). Attributions about self and others in depression. Personality and Social Psychology Bulletin, 8, 37-42.
- Sweeney, P. D., Shaeffer, D. E., & Golin, S. (1982). Pleasant events, unpleasant events, and depression. Journal of Personality and Social Psychology, 43, 136-145.
- Sweeney, P. D., Moreland, R. L., & Gruber, K. L. (1982). Gender differences in performance attributions: Students' explanations for personal success and failure. Sex Roles, 8, 359-373.
- Golin, S., Sweeney, P. D., & Shaeffer, D. (1981). The causality of causal attributions in predicting negative affect: A cross-lagged correlational analysis. Journal of Abnormal Psychology, 90, 14-22.
- Benassi, V. A., Roher, C., Reynolds, C., & Sweeney, P. (1981). Perceived control over chance events. Replications in Social Psychology, 2, 24-26.
- Benassi, V. A., Sweeney, P. D., & Drevno, G. E. (1979). Mind over matter: Determinants of perceived success and control. Journal of Personality and Social Psychology, 37, 1377-1386.

Referred Conference Proceedings

McFarlin, D. B., Sweeney, P. D., & Cotton, J. C. (1991). Attitudes toward employee participation in decision-making: An empirical comparison of European and American managers. Proceedings of the Eastern Academy of Managements's Fourth Biannual Conference on Managing in a Global Economy, 113-116.

Sweeney, P. D., McFarlin, D. B., & Cotton, J. C. (1991). Locus of control and employee input to decision-making. Proceedings of the Eastern Academy of Managements's Fourth Biannual Conference on Managing in a Global Economy, 143-145.

Sweeney, P. D., McFarlin, D. B., & Cotton, J. C. (1990). Employee participation and mental health: A test of a mediation model. IRRA 43rd Annual Proceedings, 390-396.

Sweeney, P. D., McFarlin, D. B., & Inderrieden, E. (1990). Pay satisfaction and social comparison theory. IRRA 43rd Annual Proceedings, 390-396.

Presentations

Kiewitz, C., Restubog, S., Sweeney, P. D., & Garcia, P. (2016). Don't make me look bad!" Employees' Job Neglect, Supervisors' Ego Threat, Narcissism and Abuse. Paper submitted to the Academy of Management, Anaheim, CA.

Sweeney, P. D. (2013). Justice research applied to social problems. Presented at the Academy of Management, Orlando, FL. (Discusant).

Untener, J. A., & Sweeney, P. D. (2010). Increasing the Impact of General Education Assessment Through Alignment with Professional Schools. Paper presented at the National Assessment Conference, 10th Annual Meeting, Texas A&M University, Texas.

Sweeney, P. D. (2008). Organizing for success: One institution's approach to writing a purposeful self-study. Paper presented at the national conference of the Higher Learning Commission of the North Central Association, Chicago, IL.

Sweeney, P. D. & Olive, J. (2008). Development and deployment of a virtual resource room for assessment and accreditation purposes: A "toolkit" approach. Paper to be presented at the national conference of the Higher Learning Commission of the North Central Association, Chicago, IL.

Roberts, T., Sweeney, P. D., & Lowry, P. B. (2004). The impact of proximity, group size, and tool choices on the "voice effect": A comparison of individual voicing in traditional face-to-face, computer-mediated face-to face, and virtual computer-mediated groups. Paper presented to HICSS-2004, Honolulu, Hawaii.

- Sweeney, P. D. & McFarlin, D. B. (2003). Culture as a fulcrum point for research on ethics and organizational justice. Paper presented to the Academy of Management, Seattle, WA.
- Roberts, T., & Sweeney, P. D. (2003). Satisfaction and performance in project teams: investigation of causal directions. Paper presented to DSI, San Diego, CA.
- Sweeney, P.D. (2002). The use and analysis of international archival data in organizational behavior. Paper presented to the Midwestern Academy of Management, Indianapolis, IN.
- Sweeney, P. D. (2002). Participant in roundtable entitled “The Professor’s job from the administrator’s perspective”. Presented to the Midwestern Academy of Management, Indianapolis, IN.
- Roberts, T., Sweeney, P. & Cheney, P. (2002). Group interaction constructs for hands-on LAN projects. Proceedings of the 35th Annual Hawaii International Conference on System Sciences, January 2002, Kona, HI.
- McFarlin, D. B., & Sweeney, P. D. (2000). Do American justice concepts travel? Some lessons from South Africa. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.
- Sweeney, P. D. (1998). Chair & Discussant: Cultural aspects of organizational justice. Symposium presented to the Academy of Management Meetings, San Diego, CA.
- Sweeney, P. D. (1997). Chair: Contributions to Organizational Justice. Symposium presented to the Academy of Management Meetings, Boston, MA.
- McFarlin, D. B., & Sweeney, P. D., (1996). The impact of culture on organizational justice. Paper presented at the Society for Industrial and Organizational Psychology, San Diego, CA.
- McFarlin, D. B., & Sweeney, P. D. (1995). Hierarchical regression methods in organizational justice research. Paper presented at the Academy of Management Meetings, Vancouver, B.C., Canada.
- Sweeney, P. D., & McFarlin, D. B. (1995). Using LISREL to model relations between distributive and procedural justice. Paper presented at the Academy of Management Meetings, Vancouver, B.C., Canada.
- McFarlin, D. B., & Sweeney, P. D. (1995). Instrumental and value-expressive effects of employee voice. Paper presented at the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Sweeney, P. D. . (1994). A competitive test of models of employee reactions to performance feedback. Paper presented to the American Psychological Association Meeting, New York.

- Sweeney, P. D. and McFarlin, D. B. (1992). Gender and the psychology of procedural and distributive justice at work. Paper presented at the Society for Industrial and Organizational Psychology Meetings, Montreal.
- McFarlin, D. B., Sweeney, P. D., & Cotton, J. C. (1992). European and American managers' views on employee participation. Paper presented at the Society for Industrial and Organizational Psychology Meetings, Montreal.
- McFarlin, D., & Sweeney, P. D. (1991). Attitudes toward employee participation in decision-making: An empirical comparison of European and American managers. Paper presented at the Eastern Academy of Management, Fourth Annual Conference on Managing in a Global Economy, Nice, France.
- Sweeney, P. D. & McFarlin, D. B. (1991). A cross-national examination of differences in employee voice. Paper presented at the Eastern Academy of Management, Fourth Annual Conference on Managing in a Global Economy, Nice, France.
- McFarlin, D. B. & Sweeney, P. D. (1990). Distributive and procedural justice: A comparative test of four models of their influence on satisfaction. Paper presented at the Society for Industrial and Organizational Psychology Meetings, St. Louis, MO.
- Sweeney, P. D. Workers' evaluations of the "ends" and the "means": The interrelation of procedural and distributive justice. Invited research Colloquium, University of New Hampshire, March, 1991.
- Sweeney, P. D., Cotton, J., & McFarlin, D. B. (1990). A further test of the strain-reducing effects of control. Paper presented to the Industrial Relations Research Association, Washington, D.C.
- Sweeney, P. D., McFarlin, D. B., & Cotton, J. L. (1990). The impact of employee participation on mental health. Paper presented to the Academy of Management Meetings, San Francisco, CA.
- Sweeney, P. D., & McFarlin, D. B. (1990). The effect of voice on procedural justice as moderated by locus of control. Paper presented to the society for Industrial and Organizational Psychology, Miami, FL.
- Cotton, J. L. & Sweeney, P.D. (1990). A cross-national comparison of employee participation. Paper presented to the Academy of Management Meetings, San Francisco, CA.
- McFarlin, D. B., & Sweeney, P. D. (1990). Distributive and procedural justice as predictors of outcome satisfaction. Paper presented to the society for Industrial and Organizational Psychology, Miami, FL.
- Sweeney, P. D., & McFarlin, D. B. (1989). Wage comparisons with similar and dissimilar others. Paper presented to the Academy of Management Meetings, 1989.

- McFarlin, D. B., & Sweeney, P. D. (1989). Using relative deprivation theory to explain pay level satisfaction: A multi-study examination. Paper presented at the Society for Industrial and Organizational Psychology, Boston, MA.
- Sweeney, P. D., McFarlin, D. B., & Inderrieden, E. J. (1988). An application of relative deprivation theory to understanding pay satisfaction. Paper presented at the Industrial Relations Research Association meetings, New York.
- Inderrieden, E. J., Sweeney, P. D., & Cotton, J. L. (1988). Sources of pay satisfaction: A life cycle perspective. Paper presented at the Industrial Relations Research Association, New York.
- Sweeney, P. D. (1987). Standards used to evaluate feedback: Implications for performance appraisals. Invited Research Presentation, AT & T, Bell Laboratories, Red Bank, New Jersey.
- Sweeney, P. D. (1986). Social comparison, self-comparison and reactions to feedback from others. Paper presented to the Midwestern Psychological Association.
- Sweeney, P. D. (1986). The effect of feedback depends on the comparison standard chosen and provided. Invited Research Presentation, University of Texas.
- Sweeney, P. D., & Wells, L. E. (1986). Cognitive and affective reactions as a function of level and stability of self-esteem. Paper presented to the Midwestern Psychological Association.
- Sweeney, P. D. (1986). Attributions for multiple successes and failures. Paper presented to the Midwestern Psych. Assoc.
- Sweeney, P. D., & Benassi, V. A. (1985). Self-blame, uncontrollability in depression: A meta-analysis and some new data. Paper presented to the American Psychological Assoc.
- Sweeney, P. D. (1985). Self and temporal comparison as methods of evaluating performance. Invited Research Presentation, Marquette University, Department of Psychology.
- Sweeney, P. D. (1985). Preferences for information sources as a function of depression and self-esteem. Invited Research Presentation, University of Kentucky.
- Sweeney, P. D. (1985). An examination of a six stage model of reactions to performance feedback. Paper presented to the American Psychological Association.
- Franzoi, S. L. & Sweeney, P. D. (1985). A closer look at the attributional biasing effects of private self-consciousness. Paper presented to the Midwestern Psychological Association.

- Sweeney, P. D., Anderson, K. & Bailey, S. (1984). Attributions of causality and depression: A meta-analysis of 79 studies. Paper presented to the Midwestern Psychological Association.
- Sweeney, P. D., Golin, S., & Whitley, B. (1984). A latent trait comparison of three models of the relationship between sex-role self-concept and well-being. Paper presented to the Midwestern Psychological Association.
- McHugh, M. C., & Sweeney, P. D. (1984). Preferred sources of feedback in an achievement situation. Paper presented to the American Educational Research Association.
- Sweeney, P. D. & Gruber, K. L. (1983). Selective exposure to political information. Paper presented to the Midwestern Psychological Association.
- Sweeney, P. D., & Moreland, R. L. (1982). Students' general and specific expectancies and reactions to performance feedback. Paper presented to the American Educational Research Association.
- Moreland, R. L., & Sweeney, P. D. (1982). A path-analytic investigation of academic self-evaluations. Paper presented to the Midwestern Psychological Association.
- Whitley, B. E. & Sweeney, P. D. (1981). Sex-role self-concept and attributional style. Paper presented to the Midwestern Psychological Association.
- Sweeney, P. D., & Moreland, R. L. (1980). Self-schemas and the perseverance of impressions about the self. Paper presented to the American Psychological Association.
- Sweeney, P. D., Golin, S., & Schaeffer, D. (1980). A cross-lagged panel correlation analysis of the attribution model of depression. Paper presented to the American Psychological Association.
- Sweeney, P. D., & Benassi, V. A. (1980). Transience and persistence of feelings of control. Paper presented to the American Psychological Association.
- Sweeney, P. D. & Butler, R. A. (1979). Modification and prediction of procrastination in a personalized instruction course. Paper presented to the American Psychological Association.
- Butler, R. A., & Sweeney, P. D. (1979). Predicting procrastination while developing intervention strategies in a personal instruction course. Paper presented to the Western Psychological Association.
- Sweeney, P. D., Drevno, G., & Benassi, V. A. (1978). Perceived success on "psychic" tasks: A review of social influences. Paper presented to the Western Psychological Association.

Drevno, G., Benassi, V. A., & Sweeney, P. D. (1978). Mind over matter: Perceptions of perceived control over psychokinesis. Paper presented to the Western Psychological Association.

Grants:

Global Opportunities – Enhancing International Business Prospects for the Southwest Ohio Community. Grant submitted to the Department of Education, Business & International Education Unit. Requested \$337,500 for two years (DOE grant program suspended). Co-principal investigators: Sweeney, Lau, & Wagner.

A meta-analysis of personality variables and entrepreneurial behavior. Grant submitted to the Kauffman Foundation, 2007 (not funded). Co-principal investigators: Sweeney, Gove, & Janney.

Assessing the link between self-directed work teams and mental health: A longitudinal analysis. Funded by the National Institutes of Health (\$59,028). Co-principal investigators: Sweeney, McFarlin, & Cotton.

Determining the relation between participation in work decisions and political participation. Funded by the Bradley Institute for American Democracy (\$12,600). Co-principal investigators: McFarlin, Sweeney, & Cotton.

An examination of the long-term effect of perceived influence on decision-making at work. Graduate School, Marquette University, \$17,750.

Research Interests:

Control, satisfaction and justice. Discrepancy models of work satisfaction and justice; social comparison & self-comparison; cognitive models of control and justice.

International organizational behavior. Cultural differences in work values and perceptions of organizational justice.

Interpretation and reaction to performance feedback. The influence of the self-image and prior expectations; form of feedback; personal strategies used to define success and failure.

University Service (examples from Marquette, Univ. of Cen. Fl, & UD)

● Accreditation

- Accreditation Coordinator, HLC/AACSB (UD)
- HLC/NCA Self-Study Steering Committee (UD) – member of 4 person team formed to direct a 3 year preparation process toward a comprehensive self-study and successful peer review team visit.
- Various HLC/NCA Self-Study Subcommittees (UD)

- Grad School Assessment Committee (UD)
 - University Assessment Committee (UD) & associated sub-committees
 - Responsible for annual AACSB reporting (UD, UCF, MU)
 - AACSB Preparation Committee (UCF, MU)
 - SACS coordinator (UCF)
- Assessment Coordinator, SACS/HLC/AACSB (UD, UCF, MU)
- Associate Dean (UD)
 - Directed graduate programs and development
 - Responsible for undergraduate and graduate international overseas study; student/faculty exchange programs; visiting foreign scholar grant & program; international business major
 - Primary responsibility for AACSB AOL activities
 - Primary responsibility for faculty evaluation and development (developed on-line information systems for P&T; developed interface for Digital Measures faculty data collection tool, worked with candidates and committees alike to prepare and share information, other accomplishments)
 - Other duties & accomplishments (diversity engagement, alumni events and contact, websites and faculty development database development and maintenance; AACSB reporting and policy development; assessment at the school and university level)
- College of Business Advertising & Promotion Committee (MU)
- Dean Search Committee
 - University of Dayton
 - Marquette University
- Diversity Promotion & Reporting, & School Representative to Univ. Comm. (UD)
- Executive Council of the Dean, College of Business (UD, UCF, MU)
- Faculty Advisor,
 - Delta Sigma Pi (UD, UCF, MU)
 - Management Student Association (UCF, MU)
 - Alpha Kappa Psi (UCF)
- Faculty Development Committee (UD, MU)
- Faculty Search Committees (UD, UCF, MU)
 - Over 40 hiring committees at these various institutions and many other staff hiring committees as well

- Chair of many of these committees
- Developed innovative recruiting tools/methods
- Worked to orient & develop new faculty after hiring
- Faculty Grade Appeals Committees (UD, UCF, MU)
 - Served on both graduate and undergraduate committees
 - Both standing committees and ad hoc service; worked to improve appeal process
- Faculty Graduate Committee, College of Business (UD, UCF, MU)
 - Member & Chair of many hiring committees
 - Staff & faculty level hiring within SBA and across university
 - Developed evaluation forms, schedules, decision making tools for effective selection
- Hiring Committees (UD, UCF, MU)
 - Dean, Department Chairs, Endowed Chair, various faculty members (Chair), Honors Director/Associate Director, Executive Education Director, Assessment Coordinator, MBA Director/Associate Director, Study Abroad Director, Institutional Research Director, many more
- International Business/Study Abroad (UD, MU, UCF)
 - Responsible for School of Business Study Abroad Programs (UD)
 - Member of University Study Abroad Committee (UD, UCF)
 - Chair & Member of Strategic Taskforce on International Education (UD)
 - Partner Exchange Coordinator/Developer (UD, UCF)
 - Primary interface to parents, students, & other stakeholders during students 5-week experience overseas (UD)
 - Wrote/received grant to host series of foreign scholars on UD campus
 - Hosted many international visitors (UD, UCF)
- Internship Coordinator (MU, UCF)
- Library Committee, University Committee (UD, MU)
- Management Department Chair (UCF & MU)
- New Department Major Committee (MU, UCF, UD)
- New Student Orientation Coordinator (MU, UCF)
- Promotion & Tenure Committee (UD, MU: Chair)
 - Member of Department P&T (UD, UCF, MU)
 - Chair, Department P&T (UD, MU)
 - Member, University P&T Committee (UCF, MU, UD)
 - Chair, Department P&T and university responsibility as Associate Dean (UD)
 - Developed on-line system for tracking candidate materials across years and for presenting information to committee members conveniently & efficiently
- Sabbatical Awards Committee (UD: Chair, UCF, MU; UD) – approximately 20 such committees

- Scholarship Award Committee (UD, UCF, MU)
- Student Awards Committee (UD, UCF, MU)
- Student Recruitment Committees, Grad & Undergrad (UCF, MU; UD)
- Summer Research Award Committee & Chair (Member & Chair: MU & UD)
- University Teaching Award Committee (UD, MU)
- Undergraduate Committee (UD, MU)
- University & Department Library Committee (UD, MU)
- University Equal Opportunity Committee (UCF, MU)
- University Safety Committee (MU)