

CURRICULUM VITAE

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Robert A. Giacalone, Ph.D.
Daniels Chair in Business Ethics
Director of Ethics Integration
Daniels College of Business

Address:

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University of Denver
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CURRENT POSITION

September 2013-Present:

- ***Daniels Chair in Business Ethics, Director of Ethics Integration at the University of Denver***
Business Ethics and Legal Studies Department
Daniels College of Business
University of Denver, Denver, CO

- **Selected Administrative Accomplishments and Duties:**
 - ***Donor Relationship Management:*** Oversaw the relationship with a \$1.4 billion dollar foundation who is the leading the most extensive and significant initiative in business ethics education. Over a 5-year period, the \$7.5 million dollar initiative has served over 265,000 participants and involves 11 schools in Colorado, New Mexico, Utah, and Wyoming.
 - ***Director of Ethics Integration:*** I develop, integrate, and supervise the ethics programs for the Daniels College of Business. The program I supervise integrates graduate and undergraduate business ethics across 8 departments and schools, at both the graduate and undergraduate ethics, for over 2200 students and 150 faculty. Included in my responsibilities and accomplishments are:
 - *Daniels Strategic Flywheel Action Plan on Ethics, Sustainability, and Social Responsibility*
 - Partnered with Marketing in new MS Marketing Ethics course
 - Developed a proposal and received approval to establish the *Marketing Ethics Behavioral Laboratory*

- *Undergraduate Ethics Honors Program* for students across the University (beginning January 2017)
- *Principled Ethics Luncheons Program* (beginning January 2017)
- *Great Ethics Teaching Seminars* (beginning January 2017)
- *Race and Case Competition* Reformulation
- *Undergraduate Ethics Boot Camp* Interdisciplinary Reformulation
- Development of the *Graduate Ethics Boot Camp*
- Development of the *Principled Leadership Ethics Forum*
- Development of the *Daniels Fund Initiative Speaker Series*
- Co-Development the Finance Ethics Course for MS in Finance
- Program Evaluation (Annual Program Evaluation of Ethics Program, Quarterly and Annual Program Evaluation, Undergraduate Ethics Boot Camp)
- **Supervise Director of the Institute for Enterprise Ethics Programs:** I manage the work of the Director of the Institute and its operations. Since I began in this position, the Institute has implemented several new programs:
 - *Elevate Ethics*
 - *Quarterly Ethics Review*
 - *IEE Internet Video*
 - *The Principled Executive Ethics Educational Forum*
 - *Champions of the Institute* (fund-raising program)
- **Chair, Ethics Integration Committee:** I developed and Chair the *Ethics Integration Committee* (EIC) which is an interdisciplinary team that advises me on the facilitation of ethics across all departments in the College. This committee was designed to create formal, collaborative, participative roles for the various departments and schools. Among my accomplishments as Chair:
 - Developed and Secured Funding for Ethics Educational Programs and Grants
 - Developed a comprehensive plan for Daniels ethics' programs

PREVIOUS FULL-TIME EXPERIENCE

August 2004-July 2013:

- **Professor** of Human Resource Management
- **Acting Director** of the Center for Ethics and Organizational Integrity (2004-2006), Department of Human Resource Management
Fox School of Business Administration
Temple University, Philadelphia, PA.

July 1997-July 2004:

- **Surtman Distinguished Professor of Business Ethics**, Department of Management
- **Faculty Associate**, Center for Professional and Applied Ethics
Department of Management
Belk College of Business
University of North Carolina Charlotte.

June 1988-July 1997:

- **Associate Professor** of Management Systems (Promoted August 1991)
Department of Management Systems
The E. Claiborne Robins School of Business
University of Richmond, Richmond, VA.

August 1985-May 1988:

- **Assistant Professor** of Management
Department of Management
University of Southwestern Louisiana, Lafayette, LA.

August 1983-July 1985:

- **Assistant Professor** of Management
Department of Management
Bryant College, Smithfield, RI.

EDUCATION

1984: Ph. D., The State University of New York at Albany, Albany, NY. (Social Psychology with concentrations in organizational behavior management, impression management, and motivation). *Dissertation Topic*: "Leadership and Follower Endorsement: Impression Management or Self-Esteem?" (Defended on December 28, 1983)

1979: B.A., Cum Laude, Hofstra University, Hempstead, NY. (Psychology, English)

PROFESSIONAL ADMINISTRATIVE, JOURNAL AND SERIES EDITORSHIPS, EDITORIAL BOARDS

Professional Administrative Roles:

Program Chair, Management, Spirituality, and Religion Interest Group, Academy of Management Program for Honolulu, Hawaii (2004-2005)

Professional Development Workshop Chair, Management, Spirituality, and Religion Interest Group, Academy of Management Program for New Orleans, LA (2003-2004)

Editorships:

Editor-in-Chief: *Journal of Management, Spirituality, and Religion* (2009-2012)

New Frontiers Editor: *Journal of Management, Spirituality, and Religion*, (2007-2008)

Special Section Editor: *Teaching Business Ethics, Innovative Practices* (2001-2003)

Special Issue Journal Editorships:

- *Academy of Management Learning and Education*: Ethics and Social Responsibility in Management Education (2006)
- *Journal of Business Ethics*: New Directions in Business Ethics and Social Responsibility Theory and Research (2006)
- *Journal of Business Ethics*: Special Issue on International Aspects of Business Ethics (2001)
- *American Behavioral Scientist*: New Paradigm Thinking in Organizations (2000)
- *American Behavioral Scientist*: Diversity and Impression Management (1994)
- *Journal of Business Ethics*: Behavioral Aspects of Business Ethics (1991)
- *Journal of General Psychology*: Special Issue on Organizational Behavior (1989)

Newsletter Editor: *Self-Presentation Forum* (1987)

Journal Editorial Boards:

- *Journal of Business Ethics Education* (2017-present)
- *Public Integrity* (2014-present)
- *Journal of Management Systems* (1988-1996; 2014-present)
- *Academy of Management Learning and Education* (2008-present)
- *Journal of Management, Spirituality, and Religion* (2005, 2013-present)
- *Journal of Leadership and Organizational Studies*, (2006-2009)
- *Journal of Business Ethics* (1997-2010)
- *Journal of Social Behavior and Personality* (1987-1989)

Book Editorships:

Editor, *Sage Series in Business Ethics* (1992-1997)

- Carroll, S. (1996). *Ethical Dimensions of International Management*. Thousand Oaks, CA: Sage.

- Chonko, L.B. (1995). *Ethical Decision Making in Marketing*. Thousand Oaks, CA: Sage.
- Hopkins, W. (1997). *Ethical Dimensions of Diversity*. Thousand Oaks, CA: Sage.
- Kanungo, R. & Mendonca, M. (1996). *Ethical Dimensions of Leadership*. Thousand Oaks, CA: Sage.
- Mason, R. (1995). *Ethics of Information Management*. Thousand Oaks, CA: Sage.
- Petrick, J. (1997). *Management Ethics: Integrity at Work*. Thousand Oaks, CA: Sage.

Co-Editor, *Ethics in Practice* Book Series (Information Age Publishing) (2002-Present)

- Boje, D. (2008). *Critical Theory and Ethics in Business and Public Administration*. Charlotte, NC: Information Age Publishing.
- Chacko, A. (in progress). *Mysterium Iniquitatis: Wickedness in High Places*. Charlotte, NC: Information Age Publishing.
- Deckop, J. (Ed.) (2006). *Human Resource Management Ethics*. Greenwich, CT: Information Age Publishing.
- Friedland, J. (2009). *Doing Well and Doing Good*. Charlotte, NC: Information Age Publishing.
- Giacalone, R.A., Jurkiewicz, C. L., & Dunn, C. (Eds.) (2005). *Positive Psychology in Business Ethics and Corporate Responsibility*. Greenwich, CT: Information Age Publishing.
- Sekerka, L. (2013). *Ethics Training in Action*. Charlotte, NC: Information Age Publishing.
- Simo, G. (2013). *Achieving the Goals of Social Justice and Ethics in Cross-Sector Collaboration*. Charlotte, NC: Information Age Publishing.
- Svedin, L. (2011). *Ethics in Crisis Management*. Charlotte, NC: Information Age Publishing.
- Svedin, L. (2015). *Ethics in Risk Management*. Charlotte, NC: Information Age Publishing.
- Swanson, D. & Fisher, D. (2008). *Advances in Business Ethics Education*. Charlotte, NC: Information Age Publishing.
- Swanson, D. & Fisher, D. (2011). *Toward Assessing Business Ethics Education*. Charlotte, NC: Information Age Publishing.
- Valentine, S. (2014). *Organizational Ethics and Stakeholder Well-Being in the Business Environment*. Charlotte, NC: Information Age Publishing.

COURSES TAUGHT

Business Ethics/Business and Society Courses (MBA, MA and Undergraduate)

- Business and Society (MBA, Undergraduate)

- Business Ethics (MBA, MA, Undergraduate)
- Managerial Ethics (MBA, Undergraduate)

Organizational Behavior/HRM Courses (Doctoral, MBA, MA and Undergraduate)

- Critical Skills for Effective Managers (Undergraduate)
- Government and Labor Relations (Undergraduate)
- Human Resource Management (MBA and Undergraduate)
- International Management (MBA and Undergraduate)
- Interpersonal Behavior in Organizations (Undergraduate)
- Leading People at Work (Undergraduate)
- Managing People at Work (Undergraduate)
- Organizational Behavior and Theory (Doctoral, MBA, and Undergraduate)
- Organizational Behavior Modification (MBA)

Psychology Courses (Undergraduate)

- Industrial Psychology
- Social Psychology
- Personality
- Research Methodology

AREAS OF SCHOLARSHIP

Business Ethics and Values

- Business Ethics and Well-Being
- Ethical Leadership
- Individual Differences
- Postmaterialism and Materialism
- Workplace Spirituality
- Antisocial Employee Behavior

Business Education

Impression Management

Exit Interviewing and Surveying

PUBLICATIONS: BOOKS

Jurkiewicz, C.A., & Giacalone, R.A. (in progress). *Radical Approaches to Ethical Leadership*. Charlotte, NC: Information Age Press.

Giacalone, R.A. (2015). *The Essence of Living*. Richmond, VA: Agile Writers

- Giacalone, R.A. & Promislo, M.D. (2012). *Handbook of Unethical Work Behavior: Implications for Individual Well-Being*. Armonk, NY: M.E. Sharpe.
- Giacalone, R.A., & Jurkiewicz, C. L. (Eds.) (2010). *Handbook of Workplace Spirituality and Organizational Performance* (Second Edition). Armonk, NY: M.E. Sharpe.
- Giacalone, R.A., Jurkiewicz, C. L., & Dunn, C. (Eds.) (2005). *Positive Psychology in Business Ethics and Corporate Responsibility*. Greenwich, CT: Information Age Publishing.
- Giacalone, R.A., & Jurkiewicz, C. L. (Eds.) (2003). *Handbook of Workplace Spirituality and Organizational Performance*. Armonk, NY: M.E. Sharpe.
- Rosenfeld, P., Giacalone, R.A., & Riordan, C. (2002). *Impression Management: Building and Enhancing Reputations at Work*. London, UK: Thompson Learning.
(Translated into Spanish, Japanese, and Korean)
- Rosenfeld, P., Giacalone, R.A., & Riordan, C. (1995). *Impression Management in Organizations: Theory, Measurement, Practice*. London, UK: Routledge.
- Giacalone, R.A., & Greenberg, J. (Eds.) (1997). *Anti-Social Behavior in Organizations*. Newbury Park, CA: Sage Publications.
- Giacalone, R.A., & Rosenfeld, P. (Eds.) (1991). *Applied Impression Management*. Newbury Park, CA: Sage Publications.
- Giacalone, R.A., & Rosenfeld, P. (Eds.) (1989). *Impression Management in the Organization*. Hillsdale, NJ: Erlbaum.

PUBLICATIONS: ARTICLES, BOOK CHAPTERS, PROCEEDINGS

2016-present

Jurkiewicz, C.L. & Giacalone, R.A. (Forthcoming), Spirituality and the Workplace. In Zsolnai, L and Flanagan, B. (Eds.) *Handbook of Spirituality and Society*. London: Routledge.

Harold, C.M., Oh, I-S., Holtz, B.C., Han, S., & Giacalone, R.A. (2016). Fit and Frustration as Drivers of Targeted Counterproductive Work Behaviors: A Multifoci Perspective. *Journal of Applied Psychology*, 101, 1513-1535.

Clouse, M., Giacalone, R.A., Olsen, T, & Patelli, L. (in press). Individual Ethical Orientations and the Perceived Acceptability of Questionable Finance Ethics Decisions. *Journal of Business Ethics*.

Giacalone, R.A., Promislo, M.D., & Deckop, J.R. (in press). Assessing Three Models of Materialism-Postmaterialism and Their Relationship with Well-Being: A Theoretical Extension. *Journal of Business Ethics*.

Giacalone, R.A., Jurkiewicz, C.A., & Promislo, M.D. (2016). Ethics and Well-Being: The Paradoxical Implications of Individual Differences in Ethical Orientation. *Journal of Business Ethics*, 137(3), 491-506.

Jurkiewicz, C.L. and Giacalone, R.A. (2016). Organizational Determinants of Ethical Dysfunctionality. *Journal of Business Ethics*, 136, 1-12.

2011-2015

Jurkiewicz, C.L. and Giacalone, R.A. (2015). How Will We Know It When We See It? Conceptualizing the Ethical Organization. *Public Organization Review*, 15(2), 1-12.

- Giacalone, R.A. & Jurkiewicz, C.A. (2015). Ethics: Spirituality in the Workplace. *Encyclopedia of Public Administration and Public Policy (Third Edition)*. pp. 1306-1307.
- Jurkiewicz, C.A. & Giacalone, R.A. (2015). Moral Development Theory. *Encyclopedia of Public Administration and Public Policy (Third Edition)*. pp 2148-2150.
- Giacalone, R.A. (2015). The Error of Our Whey. *Public Integrity*, 17,225-226.
- Giacalone, R.A., Promislo, M.D., Goldberg, D., & Giacalone, E.A. (2015). Shifting Values, Student Educational Preferences, and Ethics in the Business Curriculum. *Journal of Business Ethics Education*, 11, 41-68.
- Deckop, J., Giacalone, R.A., & Jurkiewicz, C.A. (2015). Materialism and Workplace Behaviors: Does Wanting More Result in Less? *Social Indicators Research*, 121, 787-803
- Jurkiewicz, C.L. & Giacalone, R.A. (2015). Exit Interviews. In Guestt, D. & Needle, D. (Eds). *Wiley Encyclopedia of Management: Human Resource Management* (Volume 5). New York: Wiley.
- Giacalone, R.A., & Promislo, M.D. (2013). Broken When Entering: The Stigmatization of Goodness and Business Ethics Education. *Academy of Management Learning and Education*, 12, 86-101. **(2014 Finalist for AMLE Best Paper Award)**
- Promislo, M.D. & Giacalone, R.A. (2013). Sick About Unethical Business. *BizEd*. **(Winner of Honorable Mention, 2014 Tabbie Awards)**
- Hill, P., Jurkiewicz, C.L., Giacalone, R.A., & Fry, J.L. (2013). From Concept to Science: Continuing Steps in Workplace Spirituality Research. In R. Paloutzian, & Park,

- C.L. (Eds)., *Handbook of Psychology and Religion*. New York, NY: Guilford Press.
- Giacalone, R.A. (2012). The Challenges We Face. *Journal of Management, Spirituality, and Religion*, 9, 289-293.
- Stylianou, A., Winter, S., Niu, Y., & Giacalone, R.A., and Campbell, M. (2012). Understanding Behavioral Intention to Report Unethical Information Technology Practices: The Role of Machiavellianism, Gender and Computer Literacy. *Journal of Business Ethics*, 117, 333-343.
- Giacalone, R.A., & Calvano, L. (2012). An Aspirational Reframing Of Business Ethics Education. *Journal of Business Ethics Education*, 9, 377-394.
- Promislo, M.D., Giacalone, R.A., & Jurkiewicz, C.L. (2012). Ethical Impact Theory (EIT): Unethical Work Behavior and Well-Being. In Giacalone, R.A. & Promislo, M.D. (2012). *Handbook of Unethical Work Behavior: Implications for Individual Well-Being*. Armonk, NY: M.E. Sharpe.
- Giacalone, R.A., Jurkiewicz, C.L., & Knouse, S.B. (2012). The Ethical Aftermath of a Values Revolution: Theoretical Bases of Change, Recalibration and Principalization. *Journal of Business Ethics*, 110, 333-343.
- Promislo, M. D., Giacalone, R. A., & Welch, J. (2012). Consequences Of Concern: Ethics, Social Responsibility, And Well-Being. *Business Ethics: A European Review*, 21, 209-219.
- Giacalone, R.A. (2011, December). The Five Species of Journal Reviewers. *The Chronicle of Higher Education*.

2001-2010

- Promislo, M.D., Deckop, J.R., Giacalone, R.A., & Jurkiewicz, C.A. (2010). Valuing Money More Than People: The Effects of Materialism on Work-Family Conflict. *Journal of Occupational and Organizational Psychology*, 83, 935-953
- Deckop, J. R., Jurkiewicz, C.L., & Giacalone, R.A. (2010). Effects of Materialism On Work-Related Personal Well-Being. *Human Relations*, 63, 1007-1030.
- Giacalone, R.A., & Jurkiewicz, C.L. (2010). Toward a Science of Workplace Spirituality. In Giacalone, R.A., & Jurkiewicz, C.L. (Eds.) *The Handbook of Workplace Spirituality and Organizational Performance*. Armonk, NY: M.E. Sharpe.
- Giacalone, R.A. (2010). *JMSR: Where Are We Now – Where Are We Going?* *Journal of Management, Spirituality, and Religion*, 7, 3-6.
- Giacalone, R.A., & Wargo, D. T. (2010). The Roots of the Global Financial Crisis Are In Our Business Schools. *Journal of Business Ethics Education*, 6, 1-24
- Giacalone, R.A. & Promislo, M. D. (2010). Unethical and Unwell: Decrements in Well-Being and Unethical Activity at Work. *Journal of Business Ethics*, 91, 275-297.
- Jurkiewicz, C.L., Giacalone, R.A., & Knouse, S.B. (2009). Exit Surveys: Are They Worth the Effort? (reprinted). *Bureaucracy and Administration*, Second Edition, Taylor and Francis.
- Giacalone, R.A. (2009). Academic Rankings in Research Institutions: A Skewed Mindset, A Professional Amnesia. *Academy of Management Learning and Education*, 8, 122-126.
- Jurkiewicz, C.L. & Giacalone, R.A. (2008). A Revolution In Organizational Values: Change and Recalibration (pp. 25-43). In *Ethics and Integrity of Governance: Perspectives Across Frontiers*. Cheltenham, UK: Edward Elgar Publishing.

- Tepper, B.J., Henle, C.A., Lambert, L.S., Giacalone, R.A., & Duffy, M.K. (2008) Abusive Supervision and Subordinates' Organization Deviance. *Journal of Applied Psychology, 93*, 721-732.
- Giacalone, R.A., Jurkiewicz, C.L., & Deckop, J. (2008). On Ethics And Social Responsibility: The Impact Of Materialism, Postmaterialism, And Hope. *Human Relations, 61*, 483-514.
- Kolodinsky, R.W., Giacalone, R.A., & Jurkiewicz, C.A. (2008). Workplace Values and Outcomes: Exploring Personal, Organizational, and Interactive Workplace Spirituality. *Journal of Business Ethics, 81*, 465-480.
- Giacalone, R.A. (2007) Taking a Red Pill to Disempower Unethical Students: Creating Ethical Sentinels in Business Schools. *Academy of Management Learning and Education, 6*, 534-542.
- Andersson, L.M., Giacalone, R.A., & Jurkiewicz, C.L. (2007). On the Relationship of Hope and Gratitude to Social Responsibility. *Journal of Business Ethics, 70*, 401–409.
- Giacalone, R.A. & Thompson, K. (2006). Business Ethics and Social Responsibility Education: Shifting the Worldview. *Academy of Management Learning and Education, 5*, 266-277. **(2007 Finalist for AMLE Best Paper Award)**
- Giacalone, R. A. & Thompson, K. R. (2006) From the Guest Co-Editors: Special Issue on Ethics and Social Responsibility. *Academy of Management Learning & Education, 5*, 261-265.
- Giacalone, R. A. (September/October 2006). New Ethics in the Office, *BizEd*, 5, 24.

- Giacalone, R.A., Jurkiewicz, C.L., and Fry, L.W. (2005). On the Future of Workplace Spirituality Research: Determining Appropriate Measures and Criterion Values. In R. Paloutzian, and Park, C.L. (Eds), *Handbook of Psychology and Religion*. New York, NY: Guilford Press.
- Giacalone, R.A., Paul, K., & Jurkiewicz, C.L. (2005). A Preliminary Investigation Into the Role of Positive Psychology in Consumer Sensitivity to Corporate Social Performance. *Journal of Business Ethics*, 58 (4), 295-305.
- Henle, C.A., Giacalone, R.A., & Jurkiewicz, C.L. (2005). The Role of Ethical Ideology in Employee Deviance. *Journal of Business Ethics*, 56, 219-230.
- Giacalone, R.A., & Jurkiewicz, C.L. (2004). The Interaction of Materialist and Postmaterialist Values in Predicting Dimensions of Personal and Social Identity. *Human Relations*, 57, 1379-1405.
- Winter, S.J., Stylianou, A.C., & Giacalone, R.A. (2004). Individual Differences in the Acceptability of Unethical Information Technology Practices: The Case of Machiavellianism and Ethical Ideology. *Journal of Business Ethics*, 54, 275-296.
- Jurkiewicz, C.L., Giacalone, R.A., & Knouse, S.B. (2004). Transforming Personal Experience into a Pedagogical Tool: Ethical Complaints. *Journal of Business Ethics*, 53, 283-295.
- Giacalone, R.A. (2004). A Transcendent Business Education for the 21st Century. *Academy of Management Learning and Education*, 3, 415-420.
- Giacalone, R.A., & Gilmore, D.C. (2004). The Impact Of Applicant's Expression Of Spiritual Values On Rater Interest In Additional Information. *Journal of Management, Spirituality, and Religion*, 1, 34-50.

- Jurkiewicz, C.L., Giacalone, R.A., & Bittick, R.M. (2004). The Squeaky Wheel Approach To Teaching Ethics: Learning From Letters Of Ethical Complaint. *Public Integrity*, 6, 249-262.
- Jurkiewicz, C.L., & Giacalone, R.A. (2004). A Values Framework For Measuring The Impact Of Workplace Spirituality On Organizational Performance. *Journal of Business Ethics*, 49, 129-142
- Giacalone, R.A., & Jurkiewicz, C.L. (2003). Point-counterpoint: Measuring workplace spirituality. *Journal of Organizational Change Management*, 16, 396-399.
- Giacalone, R.A., Jurkiewicz, C.L., & Knouse, S.B. (2003). A Capstone Project In Business Ethics: Building An Ethics Training Program. *Journal of Management Education*, 27, 590-607.
- Giacalone, R.A., & Jurkiewicz, C.L., & Knouse, S.B. (2003). Exit Surveys As Assessments Of Organizational Ethicality. *Public Personnel Management*, 32, 397-410.
- Giacalone, R.A., & Jurkiewicz, C.L. (2003). Right From Wrong: The Influence Of Spirituality On Perceptions Of Unethical Business Activities. *Journal of Business Ethics*, 46, 85-97.
- Jurkiewicz, C., & Giacalone, R.A. (2003). A Reply to Krankhe. *Journal of Organizational Change Management*, 16, 402-404.
- Jurkiewicz, C.L., Giacalone, R.A., and Knouse, S.B. (2003). Are Exit Surveys Worth the Effort? *Journal of Public Affairs and Issues*, 7, 219-234.

- Jurkiewicz, C.L., Giacalone, R.A., and Knouse, S.B. (2004). The Valuation Of Exit Surveys. In A. Farazmand (Ed.) *Handbook of bureaucracy and alternatives*. New York: Marcel Dekker.
- Pearce, C.L., & Giacalone, R.A (2003). Teams Behaving Badly: Factors Associated With Anticitizenship Behavior In Teams. *Journal of Applied Social Psychology*, 33, 58-75
- Giacalone, R.A., & Jurkiewicz, C.L. (2003). Toward a Science of Workplace Spirituality. In Giacalone, R.A., & Jurkiewicz, C.L. (Eds.) *The Handbook of Workplace Spirituality and Organizational Performance*. Armonk, NY: M.E. Sharpe.
- Jurkiewicz, C.L., Knouse, S.B., and Giacalone, R.A. (2002). Are Exit Interviews and Surveys Really Worth The Time And Effort? Calculating return on investment. *Review of Public Personnel Administration*, 22, 52-61.
- Jurkiewicz, C.L. and Giacalone, R.A. (2002). Learning Through Teaching: Demonstrating Ethical Applications Through a Training Session and Manual Development Exercise. *Journal of Public Affairs Education*, 8, 57-67
- Jurkiewicz, C.L., Knouse, S.B., & Giacalone, R.A. (2001). When An Employee Leaves: The Effectiveness of Clinician Exit Interviews and Surveys. *Clinical Leadership and Management Review*, 15, 81-84.
- Jurkiewicz, C.L. and Giacalone, R.A. (2001). Healthcare Administration in a Global Context. *Journal of Public Affairs and Issues*, 5, 1-18.

Giacalone, R.A., & Jurkiewicz, C.L. (2001). Lights, Camera, Action: Teaching Ethical Decision Making Through the Cinematic Experience. *Teaching Business Ethics*, 5, 79-87.

Jurkiewicz, C.L. & Giacalone, R.A. (2001). Translating Policy Into Performance: Managing Human Resources in The New Public Sector. *Policy and Management Review*, 1, 1-22.

Carpano, C., Giacalone, R.A., & Arpan, J. S. (2001). Introduction to Ethical Issues in International Business. *Journal of Business Ethics*, 31, 1-2.

1991-2000

Jurkiewicz, C.L. & Giacalone, R.A. (2000). Through The Lens Clearly: Using Film To Teach Public Service Values. *Journal of Public Affairs Education*, 6, 257-265.

Eylon, D., Giacalone, R.A., Pollard, H.G. (2000). Beyond Contractual Interpretation: Bias In Arbitrators' Case Perceptions And Award Recommendation. *Journal of Organizational Behavior*, 21, 513-524.

Giacalone, R.A. (2000). Challenging Choices. *Perspectives on Business and Global Change*, 14, 10-14.

Giacalone, R.A. (2000). The Darker Side Of Great Teaching. *Teaching Business Ethics*, 4, 221-224.

Eylon, D., & Giacalone, R.A. (2000). Introduction: The Road To A New Management Paradigm. *American Behavioral Scientist*, 43, 1215-1216.

- Giocalone, R.A. & Eylon, D. (2000). The Development Of New Paradigm Values, Thinkers, And Business: Initial Frameworks For A Changing Business Worldview. *American Behavioral Scientist*, 43, 1217-1230.
- Giocalone, R.A., Pollard, H.G., & Knouse, S.B. (1999). Willingness To Report Unethical Behavior In Exit Surveys. *Teaching Business Ethics*, 3, 309-321.
- Knouse, S. B., Giocalone, R. A., & Rosenfeld, P. (1998). "Autoprezentacja w listach motywacyjnych i zyciorysach" [Impression management in the resume and its cover letter], in T. Witkowski (Ed.), *Nowoczesne Metody Doboru I Oceny Personelu [New Methods of Personnel Search and Selection]*. Krakow, Poland: Wydawnictwo Profesjonalnej Szkoły Biznesu.
- Montagliani, A., & Giocalone, R.A. (1998). Impression Management And Cross-Cultural Adaption. *Journal of Social Psychology*, 138, 598-608.
- Giocalone, R.A., Knouse, S.B., & Pearce, C.L. (1998). The Education Of Leaders: Impression Management As A Functional Competence. *Journal of Management Systems*, 10, 67-80.
- Giocalone, R.A., Riordan, C.A., & Rosenfeld, P. (1997). Employee Sabotage: Toward Understanding Its Causes And Preventing Its Recurrence. In Giocalone, R.A., & Greenberg, J. (Eds.), *Anti-social behavior in organizations*.
- Giocalone, R.A., & Knouse, S.B. (1997, Summer). A Holistic Approach To Business Ethics. *Business and Society Review*, 98, 46-49.
- Knouse, S.B., & Giocalone, R.A. (1997, Summer). The Six Components Of Ethics Training. *Business and Society Review*, 98,10-13.

- Giacalone, R.A., Montagliani, A., & Knouse, S.B. (1997). Motivation For And Prevention Of Honest Responding In Exit Interviews And Surveys. *Journal of Psychology: Interdisciplinary and Applied*, 131, 438-449.
- Giacalone, R.A. (1997). Exit Interviews. In Peters, L.W., Greer, C.R., & Youngblood, S.A. (Eds.), *Encyclopedic Dictionary of Human Resource Management*. Cambridge, MA: Blackwell.
- Knouse, S.B., Beard, J.W., Pollard, H.G., & Giacalone, R.A. (1996). Willingness To Discuss Exit Interview Topics: The Impact Of Attitudes Toward The Supervisor And Authority. *Journal of Psychology: Interdisciplinary and Applied*, 130, 249-262.
- Giacalone, R.A., Stuckey, L., & Beard, J.W. (1996). Conditions Influencing Biased Responding In Exit Interviews And Surveys. *Organization Development Journal*, 14, 27-39.
- Rosenfeld, P., Giacalone, R.A., & Riordan, C.A. (1995). Impression Management. In Nicholson, N. (Ed.) *Encyclopedic Dictionary of Organizational Behavior*. Cambridge, MA: Blackwell.
- Giacalone, R.A., Elig, T.W., Ginexi, E.M., & Bright, A.J. (1995). The Impact Of Identification And Type Of Separation On Measures Of Satisfaction And Missing Data In The Exit Survey Process. *Military Psychology*, 7, 235-252.
- Giacalone, R.A., Fricker, S., & Beard, J.W. (1995). The Impact Of Ethical Ideology On Modifiers Of Ethical Decisions And Suggested Punishment For Ethical Infractions. *Journal of Business Ethics*, 14, 497-510.

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- Jurkiewicz, C.A., & Giacalone, R.A. (2015). Measures Of Effectiveness In Ethics Education. NASPAA Presentation, Washington, D.C.
- Jurkiewicz, C.A., & Giacalone, R.A. (2015). Bias Disguised as Ethics: Stripping the Veneer Off Hate Politics, SECOPA Presentation, Washington, D.C.
- Jurkiewicz, C.A., & Giacalone, R.A. (2014). The Ethical Challenges Of A Multicultural Student Body NASPA Presentation, Albuquerque, NM.
- Giacalone, R.A. (September 25, 2014). The Essence Of Living: The Importance Of Well-Being. University of Manitoba, Stu Clark Distinguished Speaker Series.
- Giacalone, R.A. (September 26, 2014). Ethical Impact Theory. University of Manitoba, Stu Clark Distinguished Speaker Series.
- Giacalone, R.A. (2014). The Impacts Of Evil: A Business Ethics Well-Being Approach (Panel: Evil By Any Other Name: The Power of Provocative Language to Instigate Change). Presented at the Academy of Management, Philadelphia, PA.
- Giacalone, R.A. & Jurkiewicz, C.A. (2013). A Market of Measures: Assessing the Viability of Management Spirituality and Religion Measures. Presented at the Academy of Management, Orlando, FL.

Promislo, M.D., Giacalone, R.A., Goldberg, D., & Giacalone, E.A. (2012). Business students' educational preferences: An investigation of expansive values.

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Henle, C. A., Giacalone, R. A., & Jurkiewicz, C. L. (2004, April). The role of ethical ideology in workplace deviance. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Tepper, B., Henle, C., Giacalone, R., & Taylor, E. (2004, August). Singled out: Subordinates' responses to abusive supervision directed at self and at coworkers. Symposium on Insidious Workplace Deviance Behavior. Presented at the Annual Meeting of the Academy of Management, New Orleans.

Giacalone, R.A. (2004, August). Stakeholder Dialogue and Workplace Spirituality: Seeking a Higher Level of Actionable Knowledge. Academy of Management Conference, New Orleans, LA.

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- Jurkiewicz, C.L. & Giacalone, R.A. (2003, March). Seeing eye to eye: What influences our perception of unethical behavior in the workplace. American Society of Public Administration 64th National Conference, Washington, D.C.
- Jurkiewicz, C.L & Giacalone, R.A. (2002, October) If spiritual enhances organizational performance, can we/should we teach it? National Association of Schools of Public Affairs and Administration 2002 Conference, Los Angeles, CA.
- Giacalone, R.A. & Jurkiewicz, C.L. (2002, March) Toward a science of workplace spirituality. American Society of Public Administration 63rd National Conference, Phoenix, AZ.
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