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DR P. BRIEF

S. ECCLES CHAIR IN BUSINESS ETHICS AND PRESIDENTIAL PROFESSOR

October 27, 2008

Dr. Constance Pilkington

College of William & Mary

Williamsburg, VA 23185

Dear Dr. Pilkington,

I need your help in identifying a few exceptional students for Utah's "new" doctoral program in Organizational Behavior. The newness is represented by an increased focus on studying the social psychology of organizational life, supported by more intense student-faculty collaboration and additional coursework in psychology.

The research interests of the organizational behavior group's faculty, while united by a concern with the social psychology of organizational life, are nevertheless quite varied and include ethical decision making in organizations, prejudice at work, negotiations, workplace justice, group decision making processes, the role of time in groups and organizations, self-defeating organizational behaviors, intra-group conflict, and the display of sexuality at work. Such varied interests are reflected in the range of outlets in which the faculty publishes, Journal of Personality and Social Psychology, Psychological Bulletin, Journal of Applied Psychology, Annual Review of Psychology, Organizational Behavior and Human Decision Processes, and the European Journal of

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Social Psychology, to name a few. (For more detail on the faculty please see the enclosed biographical sketches.)

Coursework largely is tailored to a student's research interests. In addition to courses in organizational behavior and psychology, students can opt for courses offered by the Department of Communications' excellent faculty in organizational communication, the Department of Philosophy's highly accomplished faculty in applied ethics, or by any other faculty on campus so long as what is chosen aligns with the student's research focus.

The market for organizational behavior faculty remains excellent, with starting salaries commonly exceeding \$120,000 per year. Students in our program receive tuition remission, a stipend, health insurance, and a research expense account.

Salt Lake City is a wonderful place to live, with world class skiing minutes away and extraordinary national parks in easy driving distance; numerous bars, clubs and restaurants; and great classical music and dance performances. Surprising to many, the environment is liberal, for example, with Democratic mayors holding office for the last three decades.

Please identify two or three prospective students who you believe would benefit from Utah's personalized and personable doctoral program in organizational behavior and ask them to contact me. Thank you so much, in advance, for your help.

Cordially,



Art

Enclosure

## University of Utah's Organizational Behavior Faculty

### **Bryan L. Bonner, Associate Professor**

Bryan L. Bonner received his doctoral degree from the University of Illinois in 2000, with a major emphasis in Social Psychology and a minor emphasis in Quantitative Psychology. Bryan is currently an Associate Professor of Management at the David Eccles School of Business of the University of Utah, which he joined in 2002. His research focuses on the decision-making processes of groups and the impact of these processes on group performance. Bryan has published in various outlets including: *Journal of Personality and Social Psychology*, *Organizational Behavior and Human Decision Processes*, *Group Dynamics*, *Small Group Research*, *European Journal of Social Psychology*, and *Motivation & Emotion*.

### **Arthur P. Brief, George S. Eccles Chair in Business Ethics and Presidential Professor**

Arthur Brief's research focuses on the moral dimensions of organizational life (e.g., ethical decision making, race relations, and worker well-being). In addition to having published dozens of journal articles, Art is author of several books including *Attitudes In and Around Organizations* (Sage, 1998). He is a past editor of the *Academy of Management Review* and now co-edits *Research in Organizational Behavior* and the new *Academy of Management Annals*. He is a Fellow of the Academy of Management, Association for Psychological Science, and the American Psychological Association. Art also has been a Fulbright Fellow, a Batten Fellow at the Darden Graduate School of Business at the University of Virginia, and the Thomas S. Murphy Distinguished Professor of Research at the Harvard Business School.

### **Kristina A. Diekmann, Professor**

Tina received her A.B. degree in psychology from Harvard College and M.S. and Ph.D. degrees in organizational behavior from the Kellogg Graduate School of Management at Northwestern University. Her research focuses on negotiation, fairness, social perception, and impression management. She has published numerous articles in journals such as the *Academy of Management Journal*, *American Sociological Review*, *Journal of Applied Psychology*, *Journal of Personality and Social Psychology*, and *Organizational Behavior and Human Decision Processes*. Tina has taught various undergraduate, graduate, and executive-level courses at the Kellogg Graduate School of Management, the University of Notre Dame, and the University of Utah and currently teaches MBA courses on negotiations and teams. She is a member of *Organizational Behavior and Human Decision Processes* editorial board.

### **Gerardo A. Okhuysen, Associate Professor**

Gerardo received his B.S. in Industrial Engineering and M.S. in Engineering from Cal Poly, in San Luis Obispo, and his Ph.D. in Industrial Engineering from Stanford University and has taught at the University of Texas at Dallas and at the University of Utah. In his research, Gerardo works with groups in different decision situations, including ambiguous situations, problem solving environments, and negotiation. Gerardo is also interested in the role that time plays in different individual and social phenomena. Gerardo's area of emphasis in teaching is how individual behavior affects group and organizational performance. In addition, Gerardo has taught courses in the Effectiveness of Groups and Teams as well as Decision Making. In

general, Gerardo is concerned with improving the skills that individuals need to effectively influence group and organizational functioning. His work has appeared in the *Academy of Management Journal*, *Academy of Management Review*, *Organizational Behavior and Human Decision Processes*, and *Organization Science*. Gerardo is an Associate Editor of the *Academy of Management Review*.

**Kristin Smith-Crowe, Assistant Professor**

Kristin Smith-Crowe received her Ph.D. in psychology from Tulane University. Her current research focuses on ethics in organizations including the factors that tend to precede unethical behavior in organizations and reactions to these transgressions (such as the willingness to forgive and the desire to punish); her other research areas include worker safety training and research methods. Her research has been published in journals such as the *American Journal of Public Health*, the *Journal of Applied Psychology*, and *Personnel Psychology*. She has taught Organizational Behavior at the undergraduate and doctoral levels. Kristin is a member of the *Academy of Management Review's* editorial board.

**Harris Sondak, Professor**

Harris received his B.A. in philosophy from the University of Colorado and his M.S. and Ph.D. in organizational behavior from Northwestern University. Prior to joining the faculty of the University of Utah, he was a member of the faculty of the Fuqua School of Business at Duke University. Harris' research investigates the psychology of allocation decisions in negotiations and market contexts, group process and decisions, and procedural justice and ethics. His research has been published in such journals as *Group Decision and Negotiation*, the *Journal of Economic Psychology*, *Negotiation Journal*, *Organizational Behavior and Human Decision Processes*, *Research on Negotiation in Organizations*, and *Social Justice Research*. His teaching includes courses on groups, negotiations, creating and maintaining business relationships, managing conflict in organizations, competitive strategy, managing diversity, organizational behavior, consulting, and business ethics and leadership. Harris is a member of *Organizational Behavior Human Decision Processes* editorial board.

**Markus Vodosek, Assistant Professor**

Markus Vodosek received his PhD from the University of Michigan's Ross School of Business. Markus' research interests include the dynamics of interpersonal relationships in organizations, conflict management, cultural diversity, and social networks in organizations. His dissertation won the Pitney Bowes Award for Outstanding PhD Thesis in the Field of Diversity from the Wharton School of the University of Pennsylvania and placed second in the INFORMS/Organization Science Dissertation Competition. His research has been published in the *International Journal of Psychology* and the *International Journal of Conflict Management*. Markus has taught undergraduate, graduate, and executive-level courses at the University of Michigan and the University of Utah. He currently teaches courses on managing and leading in organizations, and managing the global workforce.