

FRED LUTHANS**University and George Holmes Distinguished Professor of Management****PERSONAL DATA****HOME ADDRESS**

1330 Evergreen Drive
 Lincoln, Nebraska 68510
 Phone: (402) 488-7849
 Date of Birth: June 28, 1939
 Married (47 years)
 Four grown children (married)
 and six grandchildren

OFFICE ADDRESS

271 College of Business Administration
 University of Nebraska-Lincoln
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EDUCATION

Post Doctoral: 1965-1967, took seminars as a post-doc student at Columbia University, NY

Ph.D.	School:	University of Iowa
	Date:	1965
	Major fields:	Organization Behavior/ Theory and Management Social Psychology
M.B.A.	School:	University of Iowa
	Date:	1962
B.A.	School:	University of Iowa
	Date:	1961
	Major Field:	Mathematics

COLLEGE AND UNIVERSITY POSITIONS**University of Nebraska-Lincoln**

1976-present	University and George Holmes Distinguished Professor (one of about 25 in the University of Nebraska system). Teach Organizational Behavior and International Management
1971-1976	Professor, teaching and doing research in Organizational Behavior and Management
1969-1971	Assistant Dean, in charge of graduate programs and assisted the Dean in

administering the college

1967-1971 Associate Professor, teaching Organizational Behavior, Management Theory and Practice, and Human Resources

1965-1967 **U.S. Military Academy at West Point**
(for service obligation while serving as a Captain in U.S. Army)

Taught General Psychology, Managerial Psychology and Leadership.
Did Research in Military Leadership.

University of Iowa

1963-1965 Instructor of Management (February, 1963 - June, 1965).

1961-1963 Teaching Assistant, Statistics

HONORS AND AWARDS

Outstanding Research and Creativity Award (two given in University of Nebraska system-wide per year), 2008

Distinguished Global Leadership Award, Pan Pacific Business Association, 2008

Best Paper Award (in both OB Division and entire conference) Southern Management Association, 2008

Featured Interview as “Notable Scholar and Thought Leader in Management” for Journal of Management Inquiry, 2006

Essay in The Virtuous Organization: Insights from the World’s Leading Management Thinkers, 2008.

Seacrest Fellow Award for Faculty Excellence, University of Nebraska, CBA, 2004

Honorary Doctorate from DePaul University for Career Achievement

University of Iowa Distinguished Alumni Award for Achievement

In the Academy of Management’s Learning and Education Journal, an article using a quantitative review of a very large sample of management professors of “The Rated Importance, Scientific Validity, and Practical Usefulness of Organizational Behavior Theories,” the Luthans Organizational Behavior Modification Theory came out as one of the eight highest rated (along with theories by Lewin, McClelland, Hackman, Locke, Miner, Vroom, and Bass).

The article on “Positive Organizational Behavior” at the 2003 national Academy of Management meeting was a finalist for the 2002 Best Published Article Award.

Co-Editor, *Journal of Leadership and Organization Studies*, 2002-to date

Academy of Management Hall of Fame (Charter member, based on being one of “Top Five” in entire history of management in number of articles published in Academy’s top tier journals), 2000

UNL Excellence in Graduate Education Award (3rd such award given University-wide), 2000

Cited as one of four most important “Management Gurus” (along with Phil Kotler, Paul Samuelson and Peter Drucker) in *The Indian Express* (India newspaper), 1998.

External Senior Research Scientist, Gallup, Inc. (one of only about 10 organization scientists from around the country), 1998-to date

Distinguished Management Educator Award, Academy of Management, 1997 (1 awarded per year to all management professors in the world)

Co-Editor-in-Chief, *Journal of World Business*, 1997-to date

Management Laureates, 1996 (About 35 major contributors to entire field of management)

Fellow, Pan-Pacific Business Association, 1995

University of Nebraska, CBA Distinguished Faculty Award awarded by Alumni Assn., 1994

University of Nebraska Recognition of Contributions to Students Award (tenth time, 2009)

College of Business, UNL Stuart Leadership Award, 1993

Editor, *Organizational Dynamics*, 1989-to date

Fellow, Decision Sciences Institute, 1987

President, Academy of Management, 1985-1986 (all management professors in the world)

Distinguished Teaching Award, University of Nebraska, 1986

President, Midwest Academy of Management, 1981

Fellow, Academy of Management, 1981

Beta Gamma Sigma, 1963

MEMBERSHIP IN ACADEMIC PROFESSIONAL ORGANIZATIONS

Academy of Management

Pan-Pacific Business Association
 Decision Sciences Institute
 Midwest Academy of Management
 Western Academy of Management
 Western Decision Sciences Institute

POSITIONS IN PROFESSIONAL ORGANIZATIONS

President, National Academy of Management, 1985-1986
 Chair, Academy of Management Board of Governors, 1985-1986
 President Elect, Academy of Management, 1985
 Program Chair, Vice President National Academy of Management, 1985
 President, Midwest Academy of Management, 1981
 President Elect, Midwest Academy, 1980
 Vice President, Midwest Academy, 1979
 Program Chair, Midwest Academy, 1978
 Secretary-Treasurer, Midwest Academy, 1976
 Organizational Behavior Track Chair, Midwest Academy, 1997
 Program Chair, Decision Sciences Institute Organizational Behavior and Theory Division, 1985
 and 1995
 Executive Committee Member, Pan-Pacific Business Association, 1983-present
 Program Committee Member, Pan-Pacific Business Association, 1983-present
 Director, Decision Sciences Institute Doctoral Student Consortium
 Chair, Decision Sciences Institute Doctoral Student Affairs Committee
 Executive Committee Member at large, Organizational Behavior Division of the Academy of
 Management
 Board of Directors, MBA Roundtable

PROFESSIONAL EXPERIENCE

Consulting

Recent

Senior Research Scientist for Gallup, Inc.
 U.S. Military Academy-West Point
 American Family Insurance (Corp-level)
 Ameritas Life Insurance Corp.
 Nebraska Department of Roads

Public Organizations (Representative Sample)

National Research Council
 Great Plains Regional Health Center, North Platte
 Nebraska Department of Institutions
 Nebraska Health and Human Services
 Vocational Rehabilitation in the State of Nebraska
 American School Food Service Association

Office of Economic Opportunity
 St. Elizabeth Hospital
 Bryan Hospital
 Lincoln Public Schools
 Immanuel Hospital
 Bergen Mercy Hospital
 Nebraska Dietetic Association
 Omaha Public Power District
 Basin Electric
 Tri-State Electric
 FDIC
 Kodiak Electric Company, Alaska
 Nebraska Department of Labor
 Indiana Department of Welfare
 Lincoln Public Works
 Lincoln Transportation
 City-County Government Directors
 Nebraska Crime Commission
 Human Resource Research Organization (HRRO)
 U. S. Army Management Engineering Training Agency

Private Organizations (Representative Sample)

Wal-Mart (corporate level)
 First Data Resources
 National Bank of Commerce
 Deutsche Telekom
 U.S. West
 United Gas Pipeline Company
 Kansas Pipeline Company
 Brunswick
 Eaton Corporation
 Sun Sweet
 Dorsey Laboratories
 Wilson Learning
 Hormel
 Iowa Beef Processors
 Goodyear
 Monforts
 State Federal Savings and Loan
 Metromail
 U.S. Savings and Loan League
 Garner Industries
 Total Oil & Gas (England)

Seminars

Conduct numerous seminars regionally, nationally, and internationally on Human Resources Management and Behavioral Management, Positive Motivation and Leadership

PUBLICATIONS

To date, about a dozen major books (46 if new editions and readings/case books are included), 178 published articles in refereed journals, and well over 200 articles and book chapters. **As indicated in the citation count of Luthans, F. (only one in the world) in Google Scholar as of February 25, 2010 there were 7,720 and for Luthans 8,780. He also has 102,000 entries on Google search, including Wikipedia.** For example, Luthans and colleagues recently published their basic research on positive organizational behavior in two articles in Personnel Psychology and Journal of Management, a co-authored article on a meta-analysis of O.B. Mod. (coined the term) covering research studies conducted by Luthans and doctoral students has been published by the Academy of Management Journal, another major meta-analysis on work-related research in social cognition and self-efficacy was published in Psychological Bulletin (with almost 700 citations), a meta-analysis of all behavioral management has recently been published in Personnel Psychology, and the seminal articles on Positive Organizational Behavior (POB) have been published by Academy of Management Executive and Journal of Organizational Behavior. Of the books, four are hard cover 500+ page books published by Irwin/McGraw-Hill, Macmillan and Dryden. The Organizational Behavior text is now in its 12th edition and is the first text in this dynamic field. The International Management text is now in its 7th edition and is the market leader. These books are widely used by colleges and universities across the country and internationally. Four others are more specialized books reflecting research. Organizational Behavior Modification and Beyond represented the culmination of the theory, research, and application of the O.B. Mod. approach. This book was the basis for the American Society of Personnel Administration award for the “outstanding contribution to human resource management.” The book Faculty Promotion Process is the result of an extensive research study. Real Managers is the first book based on observational research analyzing managerial activities that lead to success and effectiveness. A recent book with Bruce Avolio on Authentic Leadership (The High Impact Leader) applies the theory and research on authentic leadership and the most recent book on Psychological Capital is a seminal theory and research book. The remaining books mainly are designed to help in the teaching of organizational behavior, management and international management.

Books

1. Psychological Capital (with Carolyn Youssef and Bruce Avolio), Oxford, UK: Oxford University Press (2007, 246 pp.). (The first book of its kind summarizing Luthans et al. theory, research, and application of positive psychology to the workplace.)
2. The High Impact Leader: Moments Matter in Accelerating Authentic Leadership Development (with Bruce Avolio), New York: McGraw Hill, 2006, 274 pp. (A best-selling book on a new approach to leadership.)
3. Organizational Behavior, 12th Edition, Burr Ridge, Ill.: McGraw-Hill, 2011, 574 pp. (The first and longest tenure O.B. text; translated into several languages).

4. International Management, 7th Edition (with Jonathan Doh), Burr Ridge: Irwin/McGraw-Hill, 2008, 587 pp. (By far the market leader.)
5. Business Today (with Richard M. Hodgetts), Houston, Dame, 1995, 646 pp.
6. Virtual Organizational Behavior, 2nd Edition (Editor and major contributor), New York: McGraw-Hill Primis Data Base, 2001, 600 pp.
7. Business, 2nd Edition (with Richard M. Hodgetts), Fort Worth: HBJ/Dryden Press, 1992, 698 pp.
8. Social Issues in Business, 6th Edition (with Richard M. Hodgetts and Kenneth Thompson), New York: Macmillan Company, 1990, 650 pp.
9. Real Managers (with Richard M. Hodgetts and Stuart Rosenkrantz), Cambridge, MA: Ballinger Publishing Company, 1988, 192 pp.
10. Organizational Behavior Modification and Beyond (with Robert Kreitner), Glenview, IL: Scott Foresman Publishers, 1985, 246 pp. This book formed the basis for the ASPA award for the “outstanding contribution to human resource management.” (Originally published in 1975 as Organizational Behavior Modification.)
11. Contemporary Readings in Organizational Behavior, 3rd Edition New York: McGraw-Hill Book Company, 1972, 460 pp. (Third Edition, 1981).
12. The Practice of Supervision and Management, (with Mark Martinko), New York: McGraw-Hill Book Company, 1979, 565 pp.
13. The Power of Positive Reinforcement, (with Mark Martinko), New York: McGraw-Hill, 1978, 48 pp.
14. Cases and Study Guide for Organizational Behavior, (with Richard Hodgetts), New York: McGraw-Hill Book Company, 1973, 238 pp. (Second Edition, 1977).
15. Introduction to Management: A Contingency Approach, New York: McGraw-Hill Book Company, 1976, 445 pp.
16. Readings in the Current Social Issues in Business, (with Richard Hodgetts), New York: Macmillan Company, 1972, 330 pp. (Second Edition, 1976).
17. Emerging Concepts in Management, 2nd Edition (with Max S. Wortman), New York: Macmillan Company, 1975, 462 pp.
18. Cases, Readings and Self-Review for Principles of Management, New York: John Wiley and Sons, Inc., 1969, 207 pp.

19. The Faculty Promotion Process, Iowa City, IA: Bureau of Business and Economic Research, 1967, 102 pp. Results of a basic research study.

Articles in Refereed Journals

1. “Impact of a Micro-Training Intervention on Psychological Capital Development and Performance,” (with James Avey, Bruce Avolio and Suzanne Peterson), Human Resource Development Quarterly, in press.
2. “The Impact of Positivity and Transparency on Trust in Leaders and Their Perceived Effectiveness,” (with Steve Norman and Bruce Avolio), The Leadership Quarterly, in press.
3. “Experimentally Analyzing the Impact of Leader Positivity on Follower Positivity,” (with James Avey and Bruce Avolio), The Leadership Quarterly, in press.
4. “Relationship Between Positive Psychological Capital and Creative Performance,” (with James Avey, David Sweetman and Brett Luthans), Canadian Journal of Administrative Sciences, in press.
5. “The Additive Value of Positive Psychological Capital in Predicting Work Attitudes and Behaviors,” (with James Avey and Carolyn Youssef), Journal of Management, Vol. 36, 2010, pp. 430-452.
6. “Impact of Positive Psychological Capital on Employee Well-Being over Time,” (with James Avey, Ronda Smith and Noel Palmer), Journal of Occupational Health Psychology, Vol. 15, 2010, pp. 17-28.
7. “Authentically leading groups: The mediating role of collective psychological capital and trust,” (with Fred Walumbwa, James Avey and Adegoke Oke), Journal of Organizational Behavior, Vol. 30, 2009, pp. 1-21.
8. “Psychological Capital: A Positive Resource for Combating Employee Stress and Turnover,” (with James Avey and Susan Jensen), Human Resource Management, Vol. 48, No. 5, 2009, pp. 677-693.
9. “Inquiry Unplugged: Building on Hackman’s Potential Perils of POB,” (with Bruce Avolio), Journal of Organizational Behavior, Vol. 30, 2009, pp. 323-328.
10. “The Point of Positive Organizational Behavior (with Bruce Avolio), Journal of Organizational Behavior, Vol. 30, 2009, pp. 291-307.
11. “Psychological Ownership: Theoretical Extensions, Measurement and Relation to Work Outcomes,” (with James Avey, Bruce Avolio and Craig Crossley), Journal of Organizational Behavior, Vol. 30, No. 2, 2009, pp. 173-191.

12. “Leadership Efficacy: Review and Future Directions,” (with Sean Hannah, Bruce Avolio and Peter Harms), The Leadership Quarterly, Vol. 19, No. 6, 2008, pp. 669-692.
13. “Can Positive Employees Help Positive Organizational Change?” (with James Avey and Tara Wernsing), Journal of Applied Behavioral Science, Vol. 44, No. 1, 2008, pp. 48-70.
14. “A Call for Longitudinal Research in Positive Organizational Behavior,” (with James Avey and Ketan Mhatre), Journal of Organizational Behavior, Vol. 29, No. 5, 2008, pp. 705-711.
15. “Experimental Analysis of a Web-Based Intervention to Develop Positive Psychological Capital,” (with James Avey and Jaime Patera), Academy of Management Learning and Education, Vol. 7, No. 2, 2008, pp. 209-221.
16. “The Mediating Role of Psychological Capital in the Supportive Organizational Climate-Employee Performance Relationship,” (with Steve Norman, Bruce Avolio and James Avey), Journal of Organizational Behavior, Vol. 29, 2008, pp. 219-238.
17. “More Evidence of the Value of Chinese Workers’ Psychological Capital: A Potentially Unlimited Competitive Resource?” (with James Avey, Rachel Clapp-Smith and Weixing Li), International Journal of Human Resource Management, Vol. 19, No. 5, 2008, pp. 818-827.
18. “Impact of Behavioral Performance Management in a Korean Application,” (with Shanggeun Rhee, Brett Luthans and James B. Avey), Leadership and Organization Development Journal, Vol. 29, No. 5, 2008, pp. 427-443.
19. “Positive Psychological Capital: Measurement and Relationship with Performance and Satisfaction,” (with Bruce Avolio, James Avey and Steven Norman), Personnel Psychology, Vol. 60, 2007, Autumn, pp. 541-572.
20. “Positive Organizational Behavior in the Workplace: The Impact of Hope, Optimism, and Resilience,” (with Carolyn Youssef), Journal of Management, 33, 2007, pp. 774-800.
21. “Emerging Positive Organizational Behavior,” (with Carolyn Youssef), Journal of Management, Vol. 33, No. 3, 2007, pp. 321-349.
22. “Diversity Training: Analysis of the Impact of Self Efficacy,” (with Gwen Combs), Human Resource Development Quarterly, Vol. 18, No. 1, 2007, pp. 91-120.
23. “Potential Added Value of Psychological Capital in Predicting Work Attitudes,” (with Milan Larson), Journal of Leadership and Organizational Studies, Vol. 13, No. 1, 2006, pp. 46-62.
24. “Entrepreneurial Self-Efficacy in Central Asian Transitional Economies: Quantitative and Qualitative Analyses”, (with Elina Ibrayeva). Journal of International Business

- Studies, Vol. 37, 2006, pp. 92-110.
25. "The Relationship Between Entrepreneurs' Psychological Capital and Their Authentic Leadership," (with Susan Jensen), Journal of Managerial Issues, Vol. 18, No. 2, 2006, 254-273.
 26. "Entrepreneurs as Authentic Leaders: Impact on Employees' Attitudes," (with Susan Jensen), Leadership and Organization Development Journal, Vol. 27, No. 8, 2006, pp. 646-666.
 27. "The Impact of Financial and Nonfinancial Incentives on Business Unit Outcomes Over Time," (with Suzanne Peterson), Journal of Applied Psychology, Vol. 91, No. 1, 2006, pp. 156-165.
 28. "Psychological Capital Development: Toward a Micro-Intervention," (with James Avey, Bruce Avolio, Steven Norman and Gwendolyn Combs), Journal of Organizational Behavior, Vol. 27, 2006, pp. 387-393.
 29. "Developing the Psychological Capital of Resiliency," (with Gretchen R. Vogelgesang and Paul Lester), Human Resource Development Review, Vol. 5, No. 1, 2006, pp. 25-44.
 30. "Potential Expats in Singaporean Organizations," (with Weichun Zhu, Irene Chew, and Cuifang Li), Journal of Management Development, Vol. 25, No. 8, 2006, pp. 763-776.
 31. "The Impact of Efficacy on Work Attitudes Across Cultures," (with Weichun Zhu and Bruce Avolio), Journal of World Business, Vol. 41, 2006, pp. 121-132.
 32. "The 'Moments that Matter' for Fred Luthans' Academic Career," (a refereed interview conducted by Steven Sommer), Journal of Management Inquiry, Vol. 15, No. 1, 2006, pp. 37-44.
 33. "The Psychological Capital of Chinese Workers: Exploring the Relationship with Performance," (with Bruce Avolio, Fred Walumbwa and Weixing Li), Management and Organization Review, Vol. 1, No. 2, 2005, pp. 249-271.
 34. "Can You See the Real Me? A Self-Based Model of Authentic Leader and Follower Development," (with William Gardner, Bruce Avolio, Douglas R. May and Fred Walumbwa), Leadership Quarterly, Vol. 16, 2005, pp. 343-372.
 35. "Unlocking the Mask: A Look at the Process by Which Authentic Leaders Impact Follower Attitudes and Behaviors," (with Bruce Avolio, William L. Gardner, Fred O. Walumbwa, and Douglas R. May), The Leadership Quarterly, Vol. 15, 2004, pp. 801-823.
 36. "Recognition and Development of Hope for South African Organizational Leaders," (with René Van Wyk and Fred O. Walumbwa), Leadership and Organization Development Journal, Vol. 25, 2004, pp. 512-527.

37. "Human, Social, and Now Positive Psychological Capital Management: Investing in People for Competitive Advantage," (with Carolyn Youssef), Organizational Dynamics, Vol. 33, No. 2, 2004, pp. 143-160.
38. "Positive Psychological Capital: Beyond Human and Social Capital," (with Kyle Luthans and Brett Luthans), Business Horizons, Vol. 47, No. 1, 2004, pp. 45-50.
39. "360-Degree Feedback with Systematic Coaching: Empirical Analysis Suggests a Winning Combination," (with Suzanne Peterson), Human Resource Management Journal, Fall 2003, Vol. 42, No. 3, pp. 243-256..
40. "Behavioral Management and Task Performance in Organizations: Conceptual Background, Meta-Analysis and Test of Alternative Models," (with Alex Stajkovic). Personnel Psychology, Vol. 56, 2003, pp. 155-194.
41. "What Knowledge Managers Really Do: An Empirical and Comparative Analysis," (with Arben Asllani). Journal of Knowledge Management, Vol. 7, No. 3, 2003, pp. 53-66.
42. "Immigrant Psychological Capital: Contribution to the War for Talent and Competitive Advantage," (co-authored with Carolyn Youssef), Singapore Nanyang Business Review, Vol. 2, No. 2, 2003, pp. 1-14.
43. "The Positive Impact and Development of Hopeful Leaders," (with Suzanne Peterson), Leadership and Organizational Development Journal, Vol. 24, No.1, 2003, pp.26-31.
44. "The Need for and Meaning of Positive Organizational Behavior," Journal of Organizational Behavior, Vol. 23, No. 6, 2002, pp. 695-706.
45. "Hope: A New Positive Strength for Human Resource Development," (with Susan Jensen), Human Resource Development Review, Vol. 1, No. 3, 2002, pp. 304-322.
46. "Positive Organizational Behavior: Developing and Managing Psychological Strengths," Academy of Management Executive, February, Vol. 16, No. 1, 2002, pp. 57-72. (This paper was recognized as a finalist for best published paper at the 2003 National Academy of Management meeting.)
47. "Employee Engagement and Manager Self-Efficacy," (with Suzanne Peterson), Journal of Management Development, Vol. 21, No. 5, 2002, pp. 376-387.
48. "Positive Organizational Behavior (POB): A New Approach to Global Management," (with Susan Jensen), Nanyang (Singapore) Business Review, Vol.1, No.1, 2002, pp. 17-29.
49. "The Differential Effects of Incentive Motivators on Work Performance," (with Alex Stajkovic) Academy of Management Journal , Vol. 4, No. 3, 2001, pp. 580-590.

50. "An Empirical Assessment of Internal Customer Service." (with Steve Farnier and Steven M. Sommer), Managing Service Quality, Vol.11, No. 5, 2001, pp. 350-358.
51. "Positive Approach to Leadership (PAL): Implications for Today's Organizations," (with Kyle Luthans, Richard Hodgetts and Brett Luthans), Journal of Leadership Studies, Vol. 8, No. 2, 2001, pp. 3-20.
52. "After the Bubble Burst: How Small High-Tech Firms Can Keep in Front of the Wave," (with Laura Riolli-Saltzman), Academy of Management Executive, Vol. 15, No. 3, 2001, pp. 114-124.
53. "The Case for Positive Organizational Behavior (POB)," Current Issues in Management, Vol. 1, No. 1, August, 2001, pp. 10-21.
54. "Can High Performance Work Practices Help in the Former Soviet Union?" (with Kyle Luthans, Richard Hodgetts, and Brett Luthans), Business Horizons, September – October, 2000, pp. 53-60.
55. "Environmental and Psychological Challenges Facing Entrepreneurial Development in Transitional Economies," (with Alex Stajkovic and Elina Ibrayeva) Journal of World Business, Vol. 35 (1), Winter 2000, pp. 95-110.
56. "Fred Luthans on Leadership in the 21st Century," The Journal of Leadership Studies, Vol. 6, No. 314, 1999, pp. 198-147.
57. "Strategy and HRM Initiatives for the '00s Environment," (with Richard Hodgetts and John Slocum) Organizational Dynamics, Vol. 28, No. 2, Autumn, 1999, pp. 7-21.
58. "Some Ideas About Management in the 21st Century," Journal of Behavioral and Applied Management, Fall 1999 (This is the lead article in the inaugural issue of this on-line journal).
59. "Reinforce for Performance: The Need to Go Beyond Pay or Even Rewards," (with Alex Stajkovic), Academy of Management Executive, Vol. 13, No. 2, April 1999, pp. 49-57.
60. "Self-Efficacy and Work-Related Performance: A Meta-Analysis," (with Alex Stajkovic) Psychological Bulletin, Vol. 124, No. 2, 1998, pp. 240-261.
61. "Social Cognitive Theory and Self-Efficacy: Going Beyond Traditional Motivational and Behavioral Approaches," (with Alex Stajkovic), Organizational Dynamics, Spring 1998, pp. 62-74.
62. "The Potential for the 'Dark Side' of Leadership in Post-Communist Countries," (with Suzanne Peterson and Elina Ibrayeva), Journal of World Business, Vol. 33, No. 2, Summer 1998, pp. 185-201.

63. "Applying Behavioral Management in Eastern Europe," (with Alex Stajkovic, Brett Luthans, and Kyle Luthans), European Management Journal, Vol. 16, No. 4, August 1998, pp. 466-475.
64. "A Meta-Analysis of the Effects of Organizational Behavior Modification on Task Performance: 1975-1995," (with Alex Stajkovic) Academy of Management Journal, Vol. 40, No. 5, 1997, pp. 1122-1149.
65. "Albania and the Bora Company: Lessons Learned Before the Recent Chaos," (with Laura Riolli) Academy of Management Executive, Vol. 11, No. 3, 1997, pp. 61-72.
66. "Business Ethics Across Cultures: A Social Cognitive Model," (with Alex Stajkovic) Journal of World Business, Vol. 32, No. 1, 1997, pp. 17-34.
67. "A Contingency Matrix Approach to International Human Resource Management," (with Paul Marsnik and Kyle Luthans) Human Resource Management, Vol. 36, No. 2, 1997, pp. 183-199.
68. "The Role of HRM in Sustaining Competitive Advantage into the 21st Century," (with Richard Hodgetts and Brett C. Luthans) National Productivity Review, Winter 1997, pp. 73-81.
69. "Organizational Commitment Across Cultures: The Impact of Antecedents on Korean Employees," (with Steve Sommer and Seung-Hyun Bae), Human Relations, Vol. 49, No. 7, 1996, pp. 977-993.
70. "A Microcosm of Organizational Behavior in Eastern Europe: The Motivation and Attitudes of Albanian Business Leaders," (with Larry Cox and Steve Sommer), Journal of Business and Entrepreneurship, Vol. 4, No. 2, 1996, pp. 75-89.
71. "The Structure-Climate Relationship in Korean Organizations," (with Steve Sommer and Seung-Hyun Bae), Asia Pacific Journal of Management, Vol. 12, No. 2, 1995, pp. 23-36.
72. "Doing Business in Central and Eastern Europe: Political, Economic, and Cultural Diversity," (with Richard R. Patrick and Brett C. Luthans), Business Horizons, September-October 1995, pp. 9-16.
73. "Going Beyond Total Quality: The Characteristics, Techniques, and Measures of Learning Organizations," (with Michael Ruback and Paul Marsnik) International Journal of Organizational Analysis, Vol. 3 No. 1, January 1995, pp. 24-44.
74. "New Paradigm Organizations: From Total Quality to Learning to World Class," (with Richard Hodgetts and Sang M. Lee), Organizational Dynamics, Winter 1994, pp. 5-19.
75. "There are Lessons to be Learned as Albania Undergoes a Paradigm Shift," (with Sang M. Lee), International Journal of Organizational Analysis, Vol. 2, No. 1 (January), 1994, pp. 5-17.

76. "The Impact of Positive and Corrective Feedback on Customer Service Performance," (with Robert Waldersee), Journal of Organizational Behavior, Vol. 15, 1994, pp. 83-95.
77. "Managing Russian Factory Workers: The Impact of U.S.-Based Behavioral and Participative Techniques," (with Dianne Welsh and Steven Sommer), Academy of Management Journal, Vol. 13, No. 1, 1993, pp. 58-79.
78. "Application of the Premack Principle of Reinforcement to the Quality Performance of Service Employees," (with Dianne Welsh and Daniel Bernstein), Journal of Organizational Behavior Management, Vol. 13, No. 1, 1993, pp. 9-32.
79. "Organizational Behavior Modification Goes to Russia: Replicating an Experimental Analysis Across Cultures and Tasks," (with Dianne Welsh and Steve Sommer). Journal of Organizational Behavior Management, Vol. 13, No. 2, 1993, pp. 15-35.
80. "A Paradigm Shift in Eastern Europe: Some Helpful Management Development Techniques," Journal of Management Development, Vol. 12, No. 8, 1993, pp.53-60.
81. "What Do Russian Managers Really Do? An Observational Study with Comparisons to U.S. Managers" (with Dianne Welsh and Stuart Rosenkrantz), Journal of International Business Studies, Fourth Quarter 1993, pp. 741-761.
82. "Analysis of the Organizational Commitment of Clergy Members," (with Don Baack and Jerry Rogers), Journal of Managerial Issues, Summer 1993, pp. 232-253.
83. "Meeting the New Paradigm Challenges through Total Quality Management," Management Quarterly, Spring 1993.
84. "U.S. Multinationals' Compensation Strategies for Local Management: Cross Cultural Implications," (with Richard Hodgetts), Compensation & Benefits Review, March/April, 1993, pp. 42-48.
85. "U.S. Multinationals' Expatriate Compensation Strategies," (with Richard Hodgetts), Compensation & Benefits Review, January/February 1993, pp. 57-62.
86. "The Importance of Social Support for Employee Commitment: A Quantitative and Qualitative Analysis of Bank Tellers," (with LaVonne Wahl and Carol Steinhaus), Organization Development Journal, Winter 1992, pp 1-10.
87. "Total Quality Management: Implications for Central and Eastern Europe," (with Sang Lee and Richard Hodgetts), Organizational Dynamics, Spring 1992, pp. 42-55.
88. "The Impact of Choice of Rewards and Feedback on Task Performance," (with Steve Williams), Journal of Organizational Behavior, Vol. 13, 1992, pp. 653-666.

89. "Improving the Delivery of Quality Service: Behavioral Management Techniques," (with Marilyn Fox and Elaine Davis), Leadership and Organization Development Journal, Vol. 12, No. 2, 1991, pp. 3-6.
90. "The Use of Dyadic Alliances in Informal Organization: An Ethnographic Study," (with Nancy Morey), Human Relations, Vol. 44, No. 6, 1991, pp. 597-618.
91. "The Relationship Between Leadership and Management: An Empirical Assessment," (with Avis Johnson), Journal of Managerial Issues, Vol. II, No. 1, Spring 1990, pp. 13-25.
92. "The Healthcare Cost Crisis: Causes and Containment," (with Elaine Davis), Personnel, February 1990, pp. 24-31.
93. "A Theoretically Based Contingency Model of Feedback: Implications for Managing Service Employees," (with Robert Waldersee), Journal of Organizational Change Management, Vol. 3, No. 1, 1990, pp. 46-56.
94. "What Do We Really Know About EAPs?," (with Robert Waldersee), Human Resource Management, Fall 1989, pp. 385-401.
95. "The Relationship Between Age and Job Satisfaction: Curvilinear Results from an Empirical Study," (with Linda Thomas), Personnel Review, Vol. 18, No. 1, 1989, pp. 23-26.
96. "Japanese HR Management Practices," (with Richard Hodgetts), Personnel, Vol. 66, No. 4, April 1989, pp. 42-47.
97. "Skill-Based Pay," (with Marilyn Fox), Personnel, March 1989, pp. 26-31.
98. "Service Organizational Development," (with Tim Davis), Organizational Development Journal, Vol. 6, No. 4, Winter 1988, pp. 76-80.
99. "Organizational Exit: Understanding and Managing Voluntary Departures," (with Tim Davis), Personnel Review, Vol. 17, No. 4, 1988, pp. 22-28.
100. "The Use of Ethnographic Methodology for OD Research," (with Nancy Morey), Organizational Development Journal, Vol. 6, No. 3, 1988, pp. 84-88.
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42. Point and Counterpoint in Organizational Behavior, W.B. Saunders. Contributed the positive position on “Functional Analysis Is the Best Technique for Diagnostic Evaluation of Organizational Behavior” for this book containing the position of the leading scholars in the field of organizational behavior.
43. Techniques of Organizational Change, McGraw-Hill Book Company. Contributed the chapter on “Organizational Behavior Modification.”
44. Supervisory Management Handbook, West Publishing Company. Contributed the chapter on “Motivating Personnel.”
45. Taking Command, Stackpole Publishers. Contributed the “Organization and Management” chapter.
46. ASPA Handbook of Personnel and Industrial relations, BNA Books. Contributed the “Organizational Behavior” chapter in this handbook.
47. The Challenge of Business, New York: McGraw-Hill Book company. Contributed five chapters to this book.

Non-Refereed Articles in Journals

1. “Psychological Capital: What Lies Beneath,” Rotman Magazine, Fall 2008, pp. 66-68.
2. “Hope, Optimism, and Other Business Assets: Why Psychological Capital Is So Valuable to Your Company,” (Luthans interviewed by Jennifer Robison), Gallup Management Journal, January 11, 2007 (released to 80,000 subscribers).

3. Authentic Leadership: A Leadership Theory Primer,” (with Sean Hannah and Bruce Avolio), West Point Leadership Curriculum, 2004, 23 pp.
4. “To Our Readers: 30th Anniversary Special Issue,” (with John Slocum), Organizational Dynamics, Vol. 29, No. 4, 2001, pp. 231-232.
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8. “Quality Is an HR Function,” Personnel, May 1990, p. 72.

Translations and Republication in other works

Psychological Capital (with Carolyn Youssef and Bruce Avolio has been translated into Chinese).

International Business (with Richard M. Hodgetts) has been translated into Chinese and by far the International Edition is the best selling text in International Management in the world.

Organizational Behavior has been translated into Spanish, Chinese, Indonesian, and Russian.

Business (with Richard M. Hodgetts) has been translated into Russian, Chinese, and Albanian.

Organizational Behavior Modification (with Robert Kreitner) has been translated into Spanish.

Introduction to Management has been translated into Spanish.

Editorial Boards

Editor (1989-date), Organizational Dynamics (this is recognized as one of the most prestigious professional/academic journals).

Co-Editor-in-Chief (with John Slocum) (1997-date), Journal of World Business (this quarterly academic journal is published by Elsevier. It was recently recognized as

No. 1 International Journal by Anbar and the No. 2 and No. 3 International Business journal in terms of reputation and citations).

Co-Editor (with John Slocum) (2002-date), Journal of Leadership and Organizational Studies (is official journal of the Midwest Academy of Management published by Sage).

Former Consulting Editor for McGraw-Hill series in Management for 22 years.

Former Co-Editor, International Human Resource Management Review.

Former Associate Editor, Decision Sciences Journal

Editorial Board, Journal of East European Management Studies

Editorial Board, Business Horizons

Editorial Board, Nanyang Business Review

Editorial Board, Journal of Behavioral and Applied Management

Editorial Board, Advances in Organizational Behavior

Editorial Board, Journal of Applied Management and Entrepreneurship

Editorial Board, Journal of Social Sciences & Humanities

Editorial Board, Organization Behavior Management

Formerly was on Editorial Board, Academy of Management Review

Formerly was on Editorial Board, Academy of Management Executive

Formerly was on Editorial Board, Journal of Managerial Issues

Formerly was on Editorial Board, Journal of Management Development

Formerly was on Editorial Board, Buchan Clearinghouse

Formerly was on Editorial Board, Journal of Organizational Change Management

Editorial Service (including ad hoc reviews and Proceedings)

Ad hoc reviewer over the years for numerous journals, such as Journal of Applied Psychology, Journal of Applied Social Psychology, Human Relations, Academy of Management Journal, Academy of Management Review, Journal of Management, Journal of Organizational Behavior, Administrative Science

Quarterly, Journal of Management Studies, and Journal of Applied Behavioral Science.

Other Review Services (Grant review panels, considerable number of reviews of faculty at other institutions)

National Service Foundation expert referee on a number of initiatives.

Industrial Policy Studies Annual Korean National Competitiveness Report, Board of Advisors.

Have been expert referee on numerous grant proposals for various funding agencies.

Being the former President of the Academy of Management and current editor of three journals, have reviewed numerous faculty for promotion and tenure and distinguished professorships at various universities. Also chaired the University of Nebraska Distinguished Professorship Committee for about 15 years.

Faculty Technical Reports

As a result of a three-year, \$250,000 ONR (Office of Naval Research) grant for leadership research, a number of Technical Reports were generated on the theory building and empirical data from the study. The following Technical Reports were published and distributed:

1. Dodd, N.G., Luthans, F., & Hennessey, H. Leader influence as a moderator of the leader behavior-effectiveness relationship (ONR Tech. Rep. No. 20). University of Nebraska-Lincoln.
2. Luthans, F. Summary of the leader observation system (LOS) project (ONR Tech. Rep. No. 19). University of Nebraska-Lincoln.
3. Luthans, F., Hennessey, H.W., & Rosenkrantz, S.A. Observing managers at work: A statistical analysis of the behavior of successful managers (ONR Tech. Rep. No. 18). University of Nebraska-Lincoln.
4. Johnson, A.L., Luthans, F., & Hennessey, H.W. An analysis of leader locus of control and influence behaviors (ONR Tech. Rep. No. 17). University of Nebraska-Lincoln.
5. Luthans, F., Nimmicht, J.L., & Hennessey, H.W. An analysis of subordinate influence on leader behavior: The use of multiple measures and the examination of potential moderators (ONR Tech. Rep. No. 16). University of Nebraska-Lincoln.
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7. Morey, N. & Luthans, F. Emic analysis of organizational behavior: A research perspective from anthropology (ONR Tech. Rep. NO. 14). University of Nebraska-Lincoln.
8. Franz, C.R. & Luthans, F. General contingency theory of organizations: An alternative to open systems theory (ONR Tech. Rep. No. 13). University of Nebraska-Lincoln.
9. Ganster, D.C., Baker D.D., & Luthans, F. ALS and VDL approaches to leadership research: An empirical comparison (ONR Tech. Rep. No. 12). University of Nebraska-Lincoln.
10. Davis, T.R.V. & Luthans F. The idiographic study of leadership behavior in natural settings: An empirical analysis using a single case experimental design (ONR Tech. Rep. No. 11). University of Nebraska-Lincoln.
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13. Luthans F., Davis, T.R.V., & Perrewè, P.L., Organizational socialization: A social learning interpretation (ONR Tech. Rep. No. 8). University of Nebraska-Lincoln.
14. Ganster, D.C., Hennessey, H.W., and Luthans, F., The impact of social desirability on organizational behavior research results: An empirical investigation of alternative models (ONR Tech. Rep. No. 7). University of Nebraska-Lincoln.
15. Kess, T.W., Luthans, F. & Hennessey, H.W., A canonical correlational analysis of the relationship between observed leader behavior and organizational rewards (ONR Tech. Rep. No. 6). University of Nebraska-Lincoln.
16. Luthans, F. & Rosenkrantz, S.A., An analysis of role conflict and ambiguity scales: A replication study of the psychometric properties and an assessment of the role of social desirability bias (ONR Tech. Rep. No. 5). University of Nebraska-Lincoln.
17. Hennessey, H.W. & Luthans, F., Measuring organizational commitment: A replication of psychometric properties and an analysis of the role of social desirability (ONR Tech. Rep. No. 4). University of Nebraska-Lincoln.
18. Luthans, F., Lockwood, D., and Conti, M., A reliability assessment of participant observational measures of leader behavior in natural settings (ONR Tech. Rep. No. 3). University of Nebraska-Lincoln.

19. Luthans F. & Davis, T.R.V., Integrating qualitative and quantitative research in organizations (ONR Tech. Rep. No. 2). University of Nebraska-Lincoln.
20. Luthans, F. & Davis, T.R.V., Idiographic versus nomothetic approaches to research in organizations (ONR Tech. Rep. 1). University of Nebraska-Lincoln.

Research Grants and Contracts

Assisted Director Bruce Avolio of Gallup Leadership Institute in obtaining UNL 5 year Priorities of Excellence for Building a Strategic Leadership Focus, \$795,000.

Have been involved in the write-up and implementation of about \$1 million U.S. A.I.D. grant per year for several years to Professor Sang Lee and the Department of Management to do training and research in Albania and Macedonia. Several grants totaling almost \$1 million to do further training and research in Albania and Central Asia have also been funded through U.S.A.I.D. and U.S.I.A.

Was Principle Investigator that validated the LOS (Leadership Observation System) and conducted laboratory and field studies. This research was funded by a \$250,000 three year grant from the Office of Naval Research.

Basic research grant from Society for Human Resource Management (SHRM) for “Comparing the Impact of Financial and Nonfinancial Rewards on Employee Performance,” for \$10,000.

Has received \$20,000 in funding from the Nebraska Bankers Association to do commitment research and numerous other small grants up to \$5,000 through the Nebraska Foundation.

UNPUBLISHED SEMINAR AND CONFERENCE PAPERS PRESENTED

Over the years, give several papers or presentations annually at the regional and national meetings of the Academy of Management as well as other professional associations, such as DSI and Pan Pacific Association. Have well over a hundred papers published in the Proceedings of these meetings. The paper “Anthropology: The Forgotten Behavioral Science in Management History” (with Nancy Morey) was given the Best Paper Award at a National Academy Meeting and more recently my paper on “Positive Organizational Behavior” was a finalist for best published paper in the Academy of Management Executive and recognized at the National Academy meeting and our paper “Authentic Leadership and Collective Psychological Capital” was given the Best Overall Paper (and Best OB Division Paper) at Southern Management Association. Attend at least one international meeting per year. Also the keynote speaker from time to time in one of the Divisions or Regional meetings and serve on competitive seminar presentations. For example, was the keynote speaker at the First Biannual Human Resource Management International Conference held in Singapore, was the keynote speaker for the Third International Conference on Comparative Management

in Taiwan, was the keynote speaker of the first Institute of Behavioral and Applied Management in Denver, was the keynote speaker at the First International Management Conference at Moscow State University, the Keynote Distinguished Speaker at the East European Management Conference in Chemnitz, Germany, and numerous times have been the keynote speaker at the Midwest Academy of Management Meetings. Also recently, was the keynote speaker at “Transition and Enterprise Restructuring in Eastern Europe” at the Copenhagen, Denmark Business School, and the keynote speaker on “Positive Organizational Behavior Implications for Global Competitive Advantage,” at the Pan-Pacific Conference in Bangkok, Thailand and on “Positive Organizational Behavior” at the Positive Psychology Summit and Authentic Leadership Summit at Gallup in Washington, DC.

Discussant, Session Chair, Conference Organizer

Serve as session chair and/or discussant in about three professional conferences per year (Academy of Management, Decision Sciences Institute and Pan-Pacific Conference). Was the Vice President in charge of entire program of national Academy of Management (over 15,000 members) and earlier Vice President in charge of Midwest Academy program. Have been on every (25) executive/organizing committee of Pan-Pacific Conference. For the Midwest Academy, I served as Organizational Behavior Track Co-Chair and twice served as track chair for Organizational Behavior and Theory for the National Decision Sciences Institute.

Instructional Developments

Served for 22 years as the Consulting Editor for all McGraw-Hill Management Publications.

Developed and Conducted Distant Learning for Management Programs (for several years) via Corpnet around the State of Nebraska

Presented Nebraska Department of Labor training seminars on leadership development to 18 sites around the state.

Helped Develop and then Conducted two-way audio and video management program for Deutsche Telekom from Nebraska ETV to German sites.

Instructor's Manual, Social Issues in Business, New York, Macmillan, six editions.

Instructor's Manual, Organizational Behavior, McGraw-Hill, eleven editions.

Instructor's Manual, Business, Chicago, Dryden, three editions.

Instructor's Manual, International Management, New York, McGraw-Hill, six editions.

Helped develop 14 supplements including video tapes, study guide, computer game, etc., to go with Business text.

Doctoral Dissertation Committees

Currently Chair or co-chair on a few Ph.D. committees and member of several others.

The placements of about 65 doctoral students who have graduated under my direction include schools such as:

University of Wisconsin	University of Arkansas
University of Washington	Georgetown University
Notre Dame University	University of Kentucky
Arizona State University	National University of Singapore
Arizona State University-West	Iowa State University
Louisiana State University	Auburn University
University of Miami	University of Akron
Creighton University	Seattle University
Colorado State University	General, U.S. Air Force
Florida State University	President, Shippensburg University
University of Nebraska	Howard University
(Lincoln, Omaha, Kearney)	DePaul University
Washington State University	Australian Graduate School of
Miami (Ohio) University	Management
Thunderbird Graduate School	Northern Colorado University

SERVICE

Department

Personnel Committee

Chair, Curriculum Committee

Chair of the Organizational Studies Doctoral program

College

Currently serve on the College Graduate Committee (for over 35 years).

Global Leadership Institute and UNL/Gallup MBA Program

While serving as Assistant Dean of the College of Business for two years was in charge of graduate programs and most of time was spent developing initial MBA program and advising undergraduate and graduate students and developing doctoral graduate programs.

Was faculty advisor of the M.B.A. student club.

Have over the years served on all the College Committees (e.g., general, scholarship, research policy, and planning).

University

Former Chair of the University Distinguished Professor Committee (for many years)

Served on Future Nebraska Committee for Research and Graduate Education (UNL 2020 Vision Report)

Served on University of Nebraska System Task Force on Administrative Efficiency

Served on the University Committee on Committees (three years) and an elected three-year term on the Executive Graduate Council for the University of Nebraska System.

Have also served on the University Health Council for several years and secretary of the UNL Graduate Faculty for three years.

Was chair of the Chancellor's ad hoc committee to reorganize the University Health Center.

For three years was on the University System Research Awards Committee. Was chair of this committee.

Served on Committee for Patents and Intellectual Property.

Served on Committee on National Merit Scholars.

Served on Committee on Research/Creativity for University Accreditation.

Served as UCare Advisor in recent years.

Served on CBA Dean Search Committee many times.

Currently serve on CBA Dean Search Committee.

Community

Chaired the Committee to evaluate the leadership curriculum at U.S. Military Academy, West Point, 2005.

Governor's Task Force on Health and Human Services, State of Nebraska, 2001-2003.

Serve on the Gallup Inc. Scientific Advisory Board and Senior Research Scientist, 1998 to date.

Have and/or am working with every large business, hospital, and government agency in the region and some nationally and internationally. In addition, I have consulted or have done management training in recent years for organizations such as the following:

- American Family Insurance
- Ameritas Life Insurance Company
- National Research Council
- Senior Technologies
- Acton, Inc.
- Army Research Institute/Systems Development Corporation, Santa Monica
- Army Management Engineering Agency, Rock Island
- United Gas and Pipeline Company, Houston
- National Rural Electric Cooperative Association
- U.S. Savings and Loan League
- Omaha Public Power District
- Kodiak Electric Company
- Federal Deposit Insurance Corporation
- Wal-Mart, Inc.
- First Data Resources
- National Bank of Commerce
- Garner Industries
- Eaton Corporation
- and numerous others.

Has been very active over the years in extension work and giving public speeches. For example, this past year gave several University-sponsored supervisory development programs at Mahoney State Park and in Lincoln and Omaha.

Also give numerous talks to civic groups and professional associations. For example, over the years have addressed groups such as the Nebraska Bankers Association, Lincoln Women in Business Association, Great Plains Regional Health Center in North Platte, Grand Island Manufacturing Association, Nebraska Realtors Association, Nebraska Life Underwriting Association and the Systems Management Association of Lincoln to name but a few.

Active in local school, church, cultural, political activities, and all sports activities.

Teaching Schedule (Last Five Years)

Semester	Course Number	Approx. Enrollment
Fall, 2009	Mgt. 360	200
Summer, 2009	GRBA 814	25
Spring, 2009	Mgt. 360 Mgt. 983	200 10
Fall, 2009	Mgt. 360	200
Summer, 2008	GRBA 814	25
Spring, 2008	Mgt. 360 Mgt. 983	200 12
Fall, 2007	Mgt. 360	200
Summer, 2007	GRBA 814	30
Spring, 2007	Mgt. 983 Mgt. 360	10 200
Fall, 2007	Mgt. 360	200
Summer, 2006	GRBA 814	25
Spring, 2006	Mgt.360 Mgt. 983	200 10
Fall, 2006	Mgt. 360	200
Summer, 2005	GRBA 814	20
Spring, 2005	Mgt. 983 Mgt. 360	10 200

Also lecture every semester on Management/organizational behavior in the required CBA Freshman course. Teaching evaluations have always been very high (the ratings average 4+ on a five-point scale and nominated every year for distinguished teaching award, and receive UNL contribution to students award almost every year).