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## **EDUCATION:**

### **Michigan State University**

MBA (1987) Ph.D. (1988) in Business Administration. Major: OB/HRM. Minors: I/O Psychology, Labor and Industrial Relations. (Cognate: Business Strategy).

### **Wheaton College**

B.A. in Psychology (1982)

## **RESEARCH INTERESTS:**

Strategic Human Resource Management, how firms create competitive advantage through people, the impact of HR practices on firm performance, the HR function's role in creating competitive advantage, the changing nature of the Chief HR Officer role, CEO and executive succession.

## **TEACHING EXPERIENCE:**

### **THOMAS C. VANDIVER BICENTENNIAL CHAIR IN BUSINESS (2012-present)**

Department of Management, Darla Moore School of Business, University of South Carolina. Courses taught: Business Strategy and HR, HR Metrics, Doctoral seminar in SHRM.

**WILLIAM J. CONATY/GE PROFESSOR OF STRATEGIC HUMAN RESOURCES, (2007-2012), PROFESSOR OF HR STUDIES (1999-2007), ASSOCIATE PROFESSOR (1996-1999), Human Resource Studies, School of Industrial and Labor Relations, Cornell University. Courses taught: Doctoral Seminar in SHRM, Doctoral Seminar in HRM, Doctoral Seminar in Research Methods, Doctoral Seminar in Business Strategy, Strategic HRM (Master's), Business Strategy and HR, (Master's), Strategic HR Metrics (Master's) Ethics, Economics, and Social Responsibility (Undergraduate and Master's), Intro to HRM (Master's).**

**1994-1996 - ASSOCIATE PROFESSOR; 1989-1994 - ASSISTANT PROFESSOR;**

Department of Management, Texas A&M University. Classes Taught: Human Resource Management (undergraduate, MS, MBA, Ph.D Seminar), Doctoral Seminar in SHRM, Personnel Selection (undergraduate, Master's), Organizational Change and Development (Master's), Research Methods (Master's)

1987-1989 - ASSISTANT PROFESSOR, Department of Management, University of Notre Dame. Classes Taught: Principles of Management, Organizational Behavior, Organizational Development (all undergraduate), Strategic Management (Master's)

1982-1987 - INSTRUCTOR, Department of Management, Michigan State University. Classes Taught: Human Resource Management, Compensation, Organizational Development, Strategic Management (all undergraduate)

2008 – DISTINGUISHED HUMAN RESOURCE VISITOR, Ministry of Manpower, Singapore

2006- 2012 – SENIOR RESEARCH FELLOW, Tilburg University, Tilburg, the Netherlands

2004 –VISITING PROFESSOR, Reykjavik University, Reykjavik, Iceland. Taught HR Strategy class to executive MBA's.

2002 – DISTINGUISHED RESEARCH MENTOR, National Science Council, Taiwan, R.O.C.

#### **ADMINISTRATIVE EXPERIENCE:**

FOUNDER AND DIRECTOR, Center for Executive Succession (2013-Present), Darla Moore School of Business, University of South Carolina.

DIRECTOR, Center for Advanced HR Studies (2003-2008); School of Industrial and Labor Relations, Cornell University

RESEARCH DIRECTOR Center for Advanced HR Studies, (2002-2003), School of Industrial and Labor Relations, Cornell University

DIRECTOR, Center for Advanced HR Studies (2001-2002); School of Industrial and Labor Relations, Cornell University

CONCENTRATION ADVISOR (HR) (1998-2002; 2004-2006), Masters in Industrial and Labor Relations Program, School of ILR, Cornell University

DEPARTMENT CHAIR (1998-2001), Department of Human Resource Studies, School of Industrial and Labor Relations, Cornell University

CO-DIRECTOR OF EXECUTIVE EDUCATION (1998-2001), School of Industrial and Labor Relations, Cornell University

COORDINATOR, MS/Human Resource Management Program, College of Business Administration and Graduate School of Business, Texas A&M University

**REFEREED PUBLICATIONS:**

- Cragun, O., Olsen, K. and Wright, P. Forthcoming. Making CEO Narcissism Research Great: A Review and Meta-analysis of CEO Narcissism. Journal of Management,
- Wright, P. & Essman, S. Forthcoming. Carrots, sticks, and performance: Is it commitment or commitment PLUS control? Academy of Management Perspectives.
- Harris, C. & Wright, P. 2019 "The Emergence of Human Capital: Roles of Social Capital and Coordination that Drive Unit Performance" Human Resource Management Journal. 29:162–180
- Kim, S., Su, Z., & Wright, P. 2018. The “HR-line connecting HRM System” and its effects on employee turnover. Human Resource Management, 57:1219-1231
- Schepker, D.J., Nyberg, A.J., Ulrich, M.D., & Wright, P.M. Forthcoming. Planning for future leadership: Procedural rationality, formalized succession processes, and CEO influence in Chief Executive Officer succession planning. Academy of Management Journal.
- Way, S.A., Wright, P.M, Tracey, J.B., & Isnard, J.F. 2018. HR flexibility: Precursors and the contingent impact on firm financial performance. Human Resource Management. 57: 567-582
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- Cragun, O., Nyberg, A., and Wright, P. (2016) CEO succession: What we know and where to go? Journal of Organizational Effectiveness: People and Performance. 3(3): 222-264.
- Su, Z., Wright, P., & Ulrich, M. (in press). Beyond the SHRM Paradigm: Four Approaches to Governing Employees. Journal of Management, DOI: 10.1177/0149206315618011
- Way, S., Tracey, J. B., Fay, C. Wright, P. & Snell, S. (2015). Validation of a multidimensional HR flexibility index. Journal of Management. 41(4): 1098-1131.
- Wright, P., Coff, R., & Moliterno, T. (2014). Strategic Human Capital: Crossing the Great Divide. Journal of Management, 40(2): 353-370.
- Stahl, G., Bjorkman, I., Farndale, E., Morris, S., Paauwe, J., Stiles, P., Trevor, J., & Wright, P. (2012). Transforming Your Global Talent Model: Talent Management

- Principles that Guide the Best, MIT Sloan Management Review. Vol 53 (2): 25-34.
- Gardner, T., Wright, P. & Moynihan, L. (2013) The Influence of Human Resource Practices and Collective Affective Organizational Commitment on Aggregate Voluntary Turnover. Personnel Psychology.
- Kehoe, R. & Wright, P. (2013). The impact of High-Performance HR practices on employee attitudes and behavior and employee outcomes. Journal of Management. 39(2): 366-391. (Winner 2018 JOM Impact Award)
- Su, Z. & Wright, P. (2012) Human resource management system and firm performance: A study based on the Chinese context. International Journal of Human Resource Management. 23(10): 2065-2086
- Harris, C., McMahan, G., & Wright, P. (2012). "Talent and time together: The impact of human capital and social capital on unit performance." Personnel Review, 41(4): 408-427
- Wright, P. & McMahan, G. (2011). Exploring Human Capital: Putting human back into strategic human resource management. Human Resource Management Journal.
- Kim, S., Wright, P., (2011). Putting Strategic HRM in Context: A Contextual Moderation Model of HRM Effectiveness and its Implication to China. Management and Organization Review. Vol 7 (1): 153-174.
- Molloy, J., Ployhart, R., & Wright, P. (2011). The Myth of the Macro-Micro Divide. Journal of Management. 37: 581-609.
- Kim, S., Wright, P., & Su, Z. (2010). Human resource management and firm performance in China. A critical review. Asia Pacific Human Resource Management. 48(1): 58-85
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- Morris, S., Stiles, P., Trevor, J., Paauwe, J., Farndale, E., Stahl, G., & Wright, P. (2009) Challenges to Replicating Best Practices Globally. Human Resource Management. 48(6): 973-995. (Winner, Academy of Management HR Division's International Human Resource Scholarly Award)
- Gardner, T., & Wright, P. (2009). The HR – firm performance relationship: Is it only in the mind of the beholder? International Journal of Human Resource Management.

- Wolfe, R., Babiak, K., Cameron, K., Quinn, R., Smart, D., Terborg, J., & Wright, P. (2007). Moneyball: A Business Perspective. International Journal of Sport Finance, 4:249-262.
- Su Z., Zeng X., Wright, P. (2007). "Human Resources Management And Firm Performance: Thinking on Domestic And Foreign Positive Analysis." Economic Theory and Economic Management, No. 6, pp.61-69 (in Chinese).
- Chao, M. Chou, P., Han, J., & Wright, P. (2006). HR practices and performance among Taiwanese high tech companies, Human Resource Management.
- Roehling, M. & Wright, P. (2006). Organizationally Sensible vs. Legal-Centric Approaches to Employment Decisions. Human Resource Management. 45: 605-628.
- Rothausen, T., Marler, J. & Wright, P. (2006). Twice as hard or lower standards? An investigation of publication patterns and sex equality in the field of organizational research. Journal of Vocational Behavior.
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- Battacharya, M. & Wright, P. (2005). Managing human assets in an uncertain world: Applying real options theory to HRM. International Journal of Human Resource Management 16, 929-948.
- Datta, D., Guthrie, J. & Wright, P. (2005). Industry as a moderator of the HR – firm performance relationship, Academy of Management Journal
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- Klein, H. J. & Wesson, M. J., Hollenbeck, J. R., Wright, P. M., & DeShon, R. D. (2001). The Assessment of Goal Commitment: A Measurement Model Meta-Analysis. Organizational Behavior and Human Decision Processes, 85, 32-55.
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- Mitsubishi, H., Park, H., Wright, P., and Chua, R. (2000). HR in China: Comparing Line and HR Executives Perceptions of Effectiveness. International Journal of Human Resource Management, 11(2), 197-216
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- Wright, P.M., McCormick, B., Sherman, S., & McMahan, G. (1999). The role of human resource practices in petro-chemical refinery performance. International Journal of Human Resource Management, 10(4), 551-557.

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- Rogers, E. & Wright, P. (1998). Measuring organizational performance in strategic human resource management: Problems and Prospects. Human Resource Management Review, 8, 311-331.
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- Kacmar, K.M., Wayne, S. & Wright, P.M. (1996). Subordinate reactions to the use of impression management tactics and feedback by the supervisor. Journal of Managerial Issues. 8, 35-53.
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- Wright, P.M., Smart, D.L., & McMahan, G.C. (1995). Matches between human resources and strategy among NCAA basketball teams. Academy of Management Journal, 38, 1052-1074.
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- Wright, P.M., O'Leary-Kelly, A.M., Cortina, J., Klein, H.J., & Hollenbeck, J. (1994). On the meaning and measurement of goal commitment. Journal of Applied Psychology, 79, 795-803.
- Klein, H.J. & Wright, P.M. (1994). Antecedents of goal commitment: An empirical examination of personal and situational factors. Journal of Applied Social Psychology, 24, 95-114.
- Wright, P.M. & Kacmar, K.M. (1994). Goal specificity as a determinant of goal commitment and goal change. Organizational Behavior and Human Decision Processes, 59, 242-260.
- Wright, P.M., McMahan, G.C., & McWilliams, A. (1994). Human resources as a source of sustained competitive advantage: A resource-based perspective. International Journal of Human Resource Management, 5, 301-326.
- Wright, P.M. (1994). Goal setting and monetary incentives: Motivational tools that can work too well. Compensation and Benefits Review, 26, 3 (May/June), 41-49.
- Delery, J., Wright, P., McArthur, K., & Anderson, D. (1994). Cognitive ability tests and the situational interview: A test of incremental validity. International Journal of Selection and Assessment, 2, 53-58.
- Wright, P.M., George, J., Farnsworth, S.R. & McMahan, G. (1993). Productivity and extra-role behavior: The effects of goals and incentives on spontaneous helping. Journal of Applied Psychology, 78, 374-381.
- Wright, P.M. (1992). A theoretical examination of the construct validity of operationalizations of goal difficulty. Human Resource Management Review, 2, 275-298.
- Wright, P.M. (1992). An examination of the relationships among monetary incentives, goal level, goal commitment, and performance. Journal of Management, 18, 677-695.
- Wright, P.M. & McMahan, G.C. (1992). Theoretical perspectives on strategic human resource management. Journal of Management, 18, 295-320.
- Wright, P.M. & Snell, S. A. (1991). Toward an integrated view of strategic human resource management. Human Resource Management Review, 1, 203-225.

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- Wright, P.M. (1990). Operationalization of goal difficulty as a moderator of the goal difficulty - performance relationship. Journal of Applied Psychology, 75, 227-234.
- Wright, P.M. (1990). Monetary incentives and task experience as determinants of spontaneous goal setting, strategy development, and performance. Human Performance, 3, 237-258.
- Wright, P.M. (1989). Test of the mediating role of goals in the incentive-performance relationship. Journal of Applied Psychology, 74, 699-705.
- Hollenbeck, J.R., Klein, H. J., O'Leary, A. & Wright, P.M. (1989). Investigation of the construct validity of a self-report measure of goal commitment, Journal of Applied Psychology, 74, 951-956.
- Wright, P.M., Lichtenfels, P.A. & Pursell, E.D. (1989). The structured interview: Additional studies and a meta-analysis. The Journal of Occupational Psychology, 62, 191-199.
- Wright, P.M. & Wexley, K.N. (1985). How to choose the job analysis method you really need, Personnel, May, pp. 51-55.

### **BOOKS, MONOGRAPHS, AND EDITED JOURNALS:**

- Storey, J., Ulrich, D., & Wright, P. (2019) Strategic Human Resource Management: A Research Overview. Routledge Press.
- Wright, P., Ulrich, D., Antoine, R., & Sartain, E. (2016). View from the Top: Leveraging Human and Organization Capital to Create Value. Alexandria, VA: Society for Human Resource Management.
- Nyberg, A. Ployhart, R., Wright, P., and Kor, Y. (2015) "50 Years of Human Capital Research." Workshop for Academy of Management Perspectives
- Rupp, D., Wright, P. Aryee, S., and Luo, Y. (in press) "Organizational Justice, Behavioral Ethics, and Corporate Social Responsibility." Special issue of Management and Organization Review.
- Coff, R., Wright, P., & Moliterno, T. (2014). Special Issue on Strategic Human Capital. Journal of Management

- Brewster, C., Gollan, P. & Wright, P. (2014). Special Issue on “HRM and the Line.” Human Resource Management.
- Guest, D., Paauwe, J. & Wright, P. (eds). (2013) Human Resource Management and Performance: Building the Evidence Base. Blackwell Publisher
- Wright, P., Boudreau, J. Pace, D., Sartain, L., McKinnon, P., and Antoine, R. (2011) The Chief HR Officer: Defining the New Role of Human Resource Leaders. San Francisco, CA: Jossey-Bass.
- Wright, P. (2008). Human Resource Strategy: Adapting to the Age of Globalization. Alexandria, VA: SHRM Foundation
- Storey, J., Ulrich, D., & Wright, P. (2008). Routledge Companion in Strategic Human Resource Management. Routledge Press.
- McCann, J., & Wright, P. (2007). Guest editors for a special issue of Human Resource Planning on “HR and the Triple Bottom Line.”
- Boxall, P., Purcell, J., & Wright, P. (Eds.) (2007). Oxford Handbook of Human Resource Management, Oxford University Press: Oxford, UK.
- Carrig, K, & Wright, P. (2006) Building Profits Through Building People. Alexandria, VA: SHRM
- Siegel, D., McWilliams, A, & Wright, P. (2006) Guest editors for a special issue of Journal of Management Studies on “Corporate Social Responsibility.” Vol. 43, No. 1
- Siegel, D., McWilliams, A, & Wright, P. (2006) Guest editors for a special issue of Journal of Business Strategy on “Corporate Social Responsibility.” Vol. 23, No. 1.
- Noe, R., Gerhart, B., Hollenbeck, J. & Wright, P. (2006). Fundamentals of Human Resource Management (6th Edition), Richard D. Irwin.
- Wright, P., Snell, S., & Dyer, L. (2005). Guest editors for a special issue of International Journal of Human Resource Management titled “New Models of Strategic HRM in a Global World.”
- Noe, R., Gerhart, B., Hollenbeck, J. & Wright, P. (2005). Human Resource Management: Gaining a Competitive Advantage (5th Edition), Richard D. Irwin.
- Brewster, C. & Wright, P. (2003). Guest Editors for special issue of International Journal of Human Resource Management on “Developments in Comparative HRM,” Vol 14, No. 8.

- Noe, R., Gerhart, B., Hollenbeck, J. & Wright, P. (2003). Human Resource Management: Gaining a Competitive Advantage (4th Edition), Richard D. Irwin.
- Wright, P., & Dyer, L. (2000). People in E-Business: New Challenges, New Solutions. Ny, NY: Human Resource Planning Society.
- Wright, P., Dyer, L., & Takla, M. (1999). Execution: The Critical “What’s Next” in Strategic Human Resource Management. NY, NY: Human Resource Planning Society.
- Wright, P. (1998) Guest Editor for Special Issue of Human Resource Management Journal titled “Strategic HRM Research in the 21<sup>st</sup> Century. 8 (3).
- Noe, R., Gerhart, B., Hollenbeck, J. & Wright, P. (1999). Human Resource Management: Gaining a Competitive Advantage (3rd Edition), Richard D. Irwin.
- Wright, P., Dyer, L., Boudreau, J., & Milkovich, G. (Eds.) (1999). Research in Personnel and Human Resource Management: Strategic HRM in the 21<sup>st</sup> Century (Supplement 4). Greenwich, CT: JAI Press.
- Noe, R., Gerhart, B., Hollenbeck, J. & Wright, P. (1997). Human Resource Management: Gaining a Competitive Advantage (2nd Edition), Richard D. Irwin.
- Noe, R., Gerhart, B., Hollenbeck, J. & Wright, P. (Eds.) (1997). Readings in Human Resource Management (2nd Edition), Austen Press.
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## **BOOK REVIEWS**

- Wright, P. (2008) Review of Serving Two Masters by C. William Pollard. Human Resource Management.47(2):403-406.
- Wright, P. (2004) Review of Business Strategy and Human Resource Management by Peter Boxall and John Purcell for Industrial and Labor Relations Review
- Wright, P. (2000). Review of Human Resource Strategy: Formulation, Implementation, and Impact by Peter Bamberger and Ilan Meshoulam for Academy of Management Review, 25, 883-885.

Wright, P. (2000). Review of Employment Practices and Business Strategy, (1999). Peter Cappelli (Editor), for Industrial and Labor Relations Review.

Wright, P. (1999). Review of Enhancing Organizational Performance by National Research Council, for Administrative Science Quarterly, 44 (1), 204-206.

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### **BOOK CHAPTERS, NON-REFEREED ARTICLES, AND MONOGRAPHS:**

Wright, P. & Essman, S. (in press). The missing variable in strategic human capital research: humanity. In T. Moliterno and A. Nyberg (eds). Handbook of Research on Strategic Human Capital Resources. Edward Elgar Publishers.

Wright, P., Nyberg, A., & Ployhart, R. (2018). A research revolution in SHRM: New challenges and research directions. In M. Buckley (ed.) Research in Personnel and Human Resource Management, Vol. 36: 141-163.

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Wright, P. & Ulrich, M. (2017). A Road Well Travelled: The Past, Present, and Future of Strategic Human Resource Management. Annual Review of Psychology. 4: 45-65.

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- Organization Capital to Create Value. Alexandria, VA: Society for Human Resource Management. 261-266.
- Wright, P. (2016). Ensuring Research Integrity: An Editor's Perspective. *Journal of Management*, 42(5): 1037-1043.
- Wright, P. (2016). Increasing Speed to Print, *Journal of Management*, 42(4): 809-810.
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- Nyberg, A. and Wright, P. (2015) "50 Years of Human Capital Research: What do we know and where do we go?" *Academy of Management Perspectives*. Vol. 29 (3), 287-295.
- Rupp, D., Wright, P. Aryee, S., and Luo, Y. (2015) "Organizational Justice, Behavioral Ethics, and Corporate Social Responsibility Finally the Three Shall Merge." *Management and Organization Review*. 11(1): 15-24
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- Brewster, C., Gollan, P., & Wright, P. (2013). Human Resource Management and the Line. *Human Resource Management*, 52(6). 829-838.
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- Guest, D., Wright, P., & Paauwe, J., (2013) Progress and Prospects. In D. Guest, J. Paauwe, & P. Wright, (eds). *Human Resource Management and Performance: Building the Evidence Base*. Blackwell Publisher
- Wright, P., Sartain, L., Antoine, R., Boudreau, J., Pace, D., & MacKinnon, P. (2011). The evolving CHRO role. In Wright, P., Sartain, L., Antoine, R., Boudreau, J., Pace, D and MacKinnon, (eds) *The Modern CHRO Role*. San Francisco, CA: Jossey-Bass. Pp. 1-12
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Wright, P. (2011) Bringing it All Together: The Four "Knows" of the CHRO. In Wright, P., Sartain, L., Antoine, R., Boudreau, J., Pace, D and MacKinnon, (eds) The Modern CHRO Role. San Francisco, CA: Jossey-Bass. Pp. 296-302.

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Wright, P., & Snell, S. (2009). Resources, Capabilities, and Strategic HRM. In Storey, J., Ulrich, D., & Wright, P. (eds.). Routledge Companion in Strategic Human Resource Management. Routledge Press.

Bhattacharya, M. & Wright, P. (2009). Options for human capital acquisition. In Storey, J., Ulrich, D., & Wright, P. (eds.). Routledge Companion in Strategic Human Resource Management. Routledge Press.

Wright, P., & Kehoe, R. (2009) "Organizational influences on commitment." In H. Klein, T. E. Becker, and J. P. Meyer, (Eds.) Commitment in Organizations: Accumulated Wisdom and New Directions, Lawrence Erlbaum.

Wright, P. (2009). HR Strategy: From Partner to Leader. HR Executive 22(16):11-14.

Haggerty, J., & Wright, P. (forthcoming). Strong HR situations and firm performance: The role of the HR function. In A. Wilkinson, T. Redmon, and S. Snell (eds.) Sage Handbook in Human Resource Management.

Wright, P., & Kehoe, R (2008), Human Resource Practices and Organizational Commitment: A Deeper Examination, Asia Pacific Journal of Human Resource Management.

Wright, P, and Van de Voorde, K. (2009) Multilevel issues in International HRM: Explained Variance and Moderated Relationships. To appear in P. Sparrow, Editor, Handbook of International HR Research: Integrating People, Process, and Context., Oxford, UK: Blackwell

- Niishi, L., & Wright, P. (2008). Variability at multiple levels of analysis: Implications for strategic human resource management. In D. B. Smith, The People Make the Place, Mahwah, NJ: Lawrence Erlbaum Associates.
- Sage-Gavin, E. & Wright, P. (2007) "Corporate Social Responsibility at Gap, Inc.: An Interview with Eva Sage-Gavin. Human Resource Planning.
- McWilliams, A., Seigel, D., & Wright, P. (2006). Corporate Social Responsibility: Strategic Implications. Journal of Management Studies, 43: 1-18.
- McWilliams, A., Seigel, D., & Wright, P. (2006)"Introduction by Guest Editors - Corporate Social Responsibility: International Perspectives, 23(1):1-7.
- Wolfe, R., Wright, P., & Smart, D. (2006). Response to Editorial by Bryan and Rafferty. Human Resource Management, 45: 673-676.
- Wolfe, R., Smart, D., & Wright, P. (2006). Radical HRM Innovation and Competitive Advantage: The Moneyball Story. Human Resource Management, 45: 111-144.
- Allen, M. & Wright, P. (2006). Strategy and HRM. In P. Boxall, J. Purcell, & P. Wright, (Eds.) (forthcoming). Oxford Handbook of Human Resource Management, Oxford University Press: Oxford, UK.
- Morris, S., Snell, S., & Wright, P. (2006). Linking Learning Capabilities, Intellectual Capital, and Competitive Advantage: A Multinational Resource-Based View of Human Resource Functions. To appear in I. Bjorkman & G. Stahl (Eds.) Handbook of Research in International Human Resource Management
- Goswami, R.M., McMahan, G.C., & Wright, P.M. (2006). Toward an understanding of strategic human resource management in entrepreneurial firms: Opportunities for research and action. In J.W., Tansky & R.L. Heneman (Eds.) Human Resource Strategies for High Growth Entrepreneurial Firms. Pp. 13-50.
- Wright, P., Snell, S., & Dyer, L. (2005). New Models of Strategic HRM in a Global World. International Journal of Human Resource Management, 16, 875-881.
- Wright, P., & Haggerty, J. (2005) Theories of HR and firm performance: Examining cause, time, and individuals. Management Revue, 16, 164-173
- Wright, P., & Snell, S. (2005). Strategic Partner or Organization Guardian? HR's Challenge in Balancing Competing Demands. In S. Meisinger, M. Losey, and D. Ulrich (Eds) The Future of HR: 50 Thought Leaders Call for Change. NY: John Wiley and Sons, pp 248-256.
- Brewster, C., & Wright, P. (2003). Learning from diversity: HRM is not Lycra. International Journal of Human Resource Management, 14, 1299-1307.

- Wright, P. (2003). HR's Leadership Role in Governance. In W. Stopper (Ed.) Restoring Trust: The Role of HR in Corporate Governance. New York: Human Resource Planning Society.
- Wright, P. (2003). Next Generation SHRM Research: From Covariation to Causation. IRRA Perspectives, 7, (1) 13-15.
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- Wright, P. & Sherman, S. (1999). Failing to find fit in strategic human resource management: Theoretical and empirical problems. In Wright, P., Dyer, L., Boudreau, J., & Milkovich, G. (Eds.). Research in Personnel and Human Resource Management (Supplement 4). pp. 53-74. Greenwich, CT: JAI Press.
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- Wright, P. (1997). Strategic Human Resource Management. In L. Peters, S. Youngblood, and C. Greer (Eds.) The Blackwell Dictionary of Human Resource Management. 325.
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- Organizational Learning. In G. Ferris, Research in Personnel and Human Resources Management, 14, 61-90.
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- McKenna, D. D. & Wright, P. M. (1992). Alternative metaphors in organizational design. In M. Dunnette and L. Hough (Ed's) Handbook of I/O Psychology (2nd Ed.), Vol 3, 902-960.
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- Wright, P.M. (1991). Human resources as a competitive weapon. In L. Foster (Ed.) Advances in Applied Business Strategy, 1, 91-122.
- Wright, P.M., Rowland, K. & Ferris, G. (1990). Perspectives on human resource management. In G. Ferris, K. Rowland and R. Buckley (Eds.) Human Resources Management: Perspectives and Issues, 4-16.
- Wright, P.M., Rowland, K., & Weber, W. (1991). Human resource management in the U.S.: Strategic, financial and international concerns. In W. Weber and E. Gaugler (Eds.) Handbook of Personnel Management, 1140-1154.
- Wright, P.M. & Snell, S.A. (1992). Human resource strategies. In J. Bernardin (ed.) Human Resource Management: An Experiential Approach. New York: McGraw-Hill.
- Wright, P.M., Pursell, E.D. & Lichtenfels, P.A. "Developing new supervisors through performance appraisal." PIMA, 1985, (Nov) 67, 11, pp. 18-19.
- Wright, P.M. & Wexley, K.N. (1986) How to choose the job analysis method you really need," Reprinted in K. Rowland and G. Ferris, Current Issues in Personnel Management, 3rd Edition, Allyn and Bacon, Boston, Mass., pp. 72-76.

### **WORK UNDER REVIEW:**

- Shin, D., Konrad, A., & Wright, P. Can Human Resource Management Practices Be a Source of Sustained Competitive Advantage? Longitudinal Relationships between High-Performance Work Systems and Organizational Performance. Academy of Management Journal
- Nyberg, A., Schepker, D., Thatcher, S., & Wright, P. Lessons from the Board Room: Inductive Theory Building about CEO Succession. Administrative Science

Quarterly.

Kim, S., Zhongxing, S., and Wright, P. The HR-Line connecting system and its effects on employee turnover. Human Resource Management.

Harris, C., McMahan, G., & Wright, P. Strategic Human Resource Management 2.0: Relationships among human capital, overlapping tenure, HR behaviors, and performance.

**WORK IN PROGRESS:**

Cragun, O., Schepker, D. and Wright, P. How Narcissistic CEOs Affect CEO Succession.

Wright, P., Schepker, D., and Nyberg, A. Managing the Challenge of CEO Transition: The CEO's First Year.

Cragun, O., Wright, P., and Nyberg, A. Measuring CEO Narcissism in Strategy Research.

Wright, P. HR Leadership: Influencing Organizations, Decisions, and People. Invited proposal to HBS Press.

**CONVENTION PRESENTATIONS AND PROCEEDINGS:**

Wright, P., Stewart, M. & Moore, O. The Roles of the Chief HR Officer: Exploring Sex Differences. Paper presented at the 2011 Academy of Management Conference, San Antonio, TX.

Gardner, T., Moynihan, L., & Wright, P. The Influence of Human Resource Practices and Collective Affective Organizational Commitment on Aggregate Voluntary Turnover. Paper presented at the 2007 Academy of Management Meeting, Philadelphia, PA

Rheinhardt, R. Wright, P, Allen, M. & Gardner, T. "Determinants and outcomes of employee engagement." Paper presented at the 2006 Academy of Management Meeting, Atlanta, GA.

Wright, P. "Ethics and the Management of Executives" presented as part of the symposium "Can the Management of Humans as Resources be Ethical?" at the 2005 Academy of Management Meeting, Honolulu, Hawaii.

Wright, P. "Moneyball as Strategic Human Resource Management: Managing People and Data for Competitive Advantage" presented as part of the symposium "A New Vision of Management for the 21st Century: Moneyball as a Reframing Phenomenon" at the 2005 Academy of Management Meeting, Honolulu, Hawaii.

- Wright, P., Gardner, T., Moynihan, L. & Allen, M. The HR – performance relationship: Examining causal direction. Paper to be presented at the 2004 Academy of Management meeting.
- Roehling, M. & Wright, P. Legally Defensible vs. Organizationally Sensible: Avoiding legal-centric employment decision-making. Paper presented at the 2003 Academy of Management Meeting, Seattle, WA.
- Datta, D., Guthrie, J. & Wright, P. Industry as a moderator of the HR – firm performance relationship. Paper presented at the 2003 Academy of Management Meeting, Seattle, WA.
- Moynihan, L., Gardner, T., & Wright, P. Unlocking the Black Box: High performance HR practices and customer satisfaction: Employee process mechanisms. Paper presented at 2003 Academy of Management Meeting, Seattle, WA.
- Wright, P., Gardner, T., Moynihan, L., Park, H., Gerhart, B. & Delery, J. Measurement Error in Research on Human Resources and Firm Performance: Additional Data and Suggestions for Future Research. Presented at the 2001 Academy of Management Meeting.
- Battacharya, M. & Wright, P. Looking inside the black box: A real options view of strategic human resource management. Presented at the 2001 Academy of Management Meeting.
- Gardner, T., Moynihan, L., Park, H., & Wright, P. Unlocking the Black Box: Examining the processes through which human resource practices impact business performance. Presented at 2000 Academy of Management Meeting, Toronto, Canada
- Delery, J., & Wright, P. The design of human resource management systems: An examination within and across organizations. Presented at the 2000 Academy of Management Meeting, Toronto, Canada.
- Wright, P., & Gardner, T. Theoretical and empirical challenges in studying the HR practice – firm performance relationship. Presented at the 2000 EAISM Meeting, INSEAD, France.
- Wright, P., Gardner, T., & Gerhart, B. Mental models of HR's impact on firm performance. Impact on validity and reliability of estimates. Presented at 1999 Academy of Management Meeting.
- Mitsuhashi, H., Park, H., Wright, P., and Chua, R. HR in China: Comparing Line and HR Executives Perceptions of Effectiveness. Presented at the 1999 Eastern Academy of Management Meeting (also published in the proceedings).

- Rogers, E. & Wright, P. Measuring organizational performance in strategic human resource management: Problems, Prospects, and Performance Information Markets. Presented at the 1998 Southern Academy of Management Meeting.
- Gerhart, B., Wright, P., McMahan, G., & Snell, S. Research on human resource decisions and firm performance: How much error is there, and how does it influence effect size estimates? Presented at the 1998 Academy of Management meeting.
- Wright, P. & Sherman, S. The Failure to Find the Fit Effect: Theoretical and Empirical Considerations. Presented at the 1998 Academy of Management meeting.
- Roth, P., Segers, A., & Wright, P. The acceptance of utility analyses: Designing a model. Presented at the 1998 SIOP meeting, Dallas, TX.
- Wright, P. & Sherman, S. The Failure to Find the Fit Effect: Theoretical and Empirical Considerations. Presented at the conference "Research and Theory in SHRM: An Agenda for the 21<sup>st</sup> Century." Cornell University.
- McMahan, G., Virick, M., & Wright, P. (1997). Alternative Theoretical Perspectives for SHRM: Progress, Problems, and Prospects. Presented at the conference "Research and Theory in SHRM: An Agenda for the 21<sup>st</sup> Century." Cornell University.
- Wright, P., McMahan, G., Snell, S., & Gerhart, B. A Multi-level Investigation of the relationships among HR Importance, HR Effectiveness, and Firm Performance. Paper presented at the 1997 Academy of Management Meeting, Boston, MA.
- Wright, P., McMahan, G., Snell, S., & Gerhart, B. Strategic Human Resource Management: Building human capital and organizational capability. Presented at the 1997 Human Resource Planning Society Research Forum, Ithaca, NY.
- McWilliams, A., & Wright, P. Human Resources and Global Competitive Advantage: A Resource based view. Paper presented at the 1996 Strategic Management Society Meeting, Phoenix, AZ.
- Wright, P.M., McMahan, G. McCormick, P., & Sherman, S. Strategy, Core Competence, and HR Involvement as Determinants of HR Effectiveness and Refinery performance. Paper presented at the 1996 IFSAM meeting, Paris, France.
- Jansen, K., & Wright, P. Creating adaptive organizations: Utilizing the resources you already have. Paper presented at the 1996 Eastern Academy of Management meeting, Arlington, VA.

- Wright, P.M., McCormick, P., Sherman, W.S., & McMahan, G.C. The relationship between training practices and petro-chemical refinery performance. Paper presented at the 1996 SIOP meeting, San Diego, CA.
- Wright, P.M., McCormick, P., Sherman, W.S., & McMahan, G.C. HR practices and firm performance among petroleum refineries. Presented at the 1995 Academy of Management meeting, Vancouver, BC, Canada.
- Wright, P.M., McCormick, P., McMahan, G.C., & Smart, D.L. Assigned goals and team performance: An examination among NCAA basketball teams. Presented at the 1995 Academy of Management meeting, Vancouver, BC, Canada.
- Wright, P.M., McCormick, P., McMahan, G.C., & Smart, D.L. Cognitive ability and strategy as predictors of team performance. Presented at 1995 SIOP meeting, Orlando, FL.
- Perales, K., Wright, P., & McCormick, P. The effects of preferential selection on evaluation of female leader performance, subordinate goal commitment, and task performance: A laboratory study. Presented at 1995 SIOP meeting, Orlando, FL.
- Kacmar, K., Carlson, D., Wright, P., & McMahan, G. An empirical examination of predictors of the agreement between self and supervisor ratings of performance. Presented at 1995 SIOP meeting, Orlando, FL.
- Wright, P.M., Smart, D.L., & McMahan, G.C. On the integration of human resources and strategy: An examination of the match between human resources and strategy among NCAA basketball teams. Presented at the 1994 meeting and published in the Proceedings of the 1994 Southern Management Association.
- McMahan, G., Woodman, R., & Wright, P. An investigation of the motivational impact of information technology on jobs. Presented at the 1994 Academy of Management Meeting, Dallas, TX.
- Wright, P.M., McMahan, G.C., & Smart, D.L. Cognitive ability and strategy as predictors of team performance. Presented at the 1994 Wharton Conference "Human Resources and the Resource-based View of the Firm: New Models for Competitiveness," Philadelphia, PA.
- Kacmar, K.M., Wright, P.M. & McMahan, G.C. The impact of individual differences on the socialization of workers to a technological intervention. Presented at the 1994 Society for Industrial and Organizational Psychology Meeting, Nashville, TN.
- Wright, P.M., McMahan, G.C., & McWilliams, A. Human resources as a source of sustained competitive advantage: A resource-based perspective. Presented at the 1993 National Academy of Management Meeting, Atlanta, GA.

- Wright, P.M., O'Leary-Kelly, A.M., and Klein, H.J. On the meaning and measurement of goal commitment: Reply to Tubbs and Dahl (1992). Presented at the 1993 Society for Industrial and Organizational Psychologists meeting, San Francisco, CA.
- Wright, P.M. The Organizational Perspective. Symposium on Sexual Harassment. Presented at the 1993 Society for Industrial and Organizational Psychologists meeting, San Francisco, CA.
- McWilliams, A., & Wright, P. M. Sustained competitive advantage and global markets: The unique role of human resources. Presented at the 1992 Academy of International Business Meeting, Brussels, Belgium.
- Kacmar, K. M., & Wright, P. M. How long will they go? An examination of self-set goals in the incentive - performance relationship. Presented at the 1992 Southern Academy of Management Convention, New Orleans, LA.
- Wright, P.M., Kacmar, K.M., McMahan, G.C. & Deleew, K. Ability as a moderator of the relationship between personality and job performance. 1992 Academy of Management Best Paper Proceedings.
- Wright, P.M., Hollenbeck, J.R., Walz, P., and McMahan, G.C. The effect of varying goal difficulty operationalizations on goal setting outcomes and processes. Presented at the 1992 Academy of Management National Meeting, Las Vegas, NV.
- Wright, P.M., and Kacmar, K.M. "The moderating role of goal commitment in the goal difficulty - performance relationship: Further tests." Presented at the 1992 Society for Industrial and Organizational Psychology meeting, Montreal, Canada.
- Wright, P.M., George, J., Farnsworth, R., & McMahan, G. "The effects of goals and incentives on extra-role behavior." Presented at the 1992 Society for Industrial and Organizational Psychology meeting, Montreal, Canada.
- Delery, J., Wright, P., McArthur, K., & Anderson, D. "Employment tests and situational interviews as predictors of performance" Presented at the 1992 Society for Industrial and Organizational Psychology meeting, Montreal, Canada.
- Wright, P.M. and Kacmar, K.M. "An examination of the relationship between goal specificity, goal level, and goal commitment." Presented at the 1991 National Academy of Management Meeting, Miami Beach, FL.
- Wright, P.M. "A theoretical analysis of operationalizations of goal difficulty." Presented at the 1991 Society for Industrial and Organizational Psychology meeting, St. Louis, MO.

- Wright, P.M. and Kacmar, K.M. "The mediating role of goals, expectancies and attractiveness in the incentive - performance relationship" Presented at the 1991 Society for Industrial and Organizational Psychology meeting, St. Louis, MO.
- Kacmar, K.M., Wayne, S. and Wright, P.M. The effects of impression management and goal setting on performance appraisal reactions. Presented at the 1991 Society for Industrial and Organizational Psychology meeting, St. Louis, MO.
- Wright, P.M., Anderson, D.C., Tolzman, K., and Helton, T. "An examination of the relationship between job analysis ratings and employee performance." Presented at the Academy of Management Meeting, San Francisco, CA. Also published in the 1990 Academy of Management Best Paper Proceedings.
- McMahan, G.C., and Wright, P.M. "Group norm formation and enforcement: A control theory perspective. Accepted for presentation and publication in the 1990 Southern Academy of Management Proceedings.
- Wright, P.M. "An examination of the relationships among monetary incentives, goal level, goal commitment and performance," Presented at the 1990 Spring meeting of the Society of Industrial and Organizational Psychology, Miami Beach, FL.
- Wright, P.M., Hollenbeck, J.R. and Walz, P. "An empirical examination of various operationalizations of goal difficulty." Presented at the 1990 Spring meeting of the Society of Industrial and Organizational Psychology, Miami Beach, FL.
- Klein, H.J. and Wright, P.M. "Goal commitment and the goal setting process: An empirical examination." Presented at the 1990 Spring meeting of the Society of Industrial and Organizational Psychology, Miami Beach, FL.
- Wright, P.M. "Monetary incentives and task experience as determinants of spontaneous goal setting, strategy development and task performance." Accepted for presentation at the 1989 National Academy of Management Meeting, Washington, D.C.
- Hollenbeck, J.R., O'Leary, A., Klein, H.J, and Wright, P.M."Construct validation of a goal commitment measure," Also presented at the 1988 National Academy of Management Convention, Anaheim, CA.
- Wright, P.M. "Goals as mediators of the incentive-performance relationship: A review and NPI theory examination." Proceedings of the 1988 Midwest Academy of Management Convention.
- Snell, S.A. and Wright, P.M. "The relationship of strategy and administrative uncertainty to characteristics of human resources management practices: Theoretical model and empirical test." Presented at the 1987 National Academy of Management Convention, New Orleans.

- Wright, P.M., "Human resource strategies: A reconceptualization," Presented at the 1986 National Academy of Management Convention, Chicago, Illinois.
- Wright, P.M., Lichtenfels, P.A., Pursell, E.D., and Kennedy, R. "The structured interview: A meta-analysis," Presented at the 1986 National Academy of Management, Chicago, Illinois.
- Lichtenfels, P.A., Wright, P.M., and Pursell, E.D. "Training for organizational mergers," Presented at 1986 American Society for Training and Development Conference.
- Wexley, K.N., Wright, P.M., Buchko, A., and Whitener, E. "Training for a new technology: How corporations make the strategic plan - technical training linkage," paper presented at the Work in America symposium, Training for a New Technology, Feb. 14, 1985.
- Wexley, K.N. and Wright, P.M. "The effects of perceptual congruence on performance appraisal interview processes and subordinates' reactions," The Midwest Academy of Management Proceedings, 1985.
- Wright, P.M. and Wexley, K.N. "An integrative typology of job analysis methods for different organizational purposes." The Midwest Academy of Management Proceedings, 1985.
- Baldwin, T.T., Wright, P.M., and Gooding, R.Z. "The effects of self-set, assigned, and subgoals on task performance," The Midwest Academy of Management Proceedings, 1984, Received "Outstanding Graduate Student Paper" Award.
- Wright, P.M. and McKenna, D.D. "The Effects of self-monitoring on verbal conditioning and awareness tasks." Paper presented at the American Psychological Association Convention, 1982, Washington, D.C.

**INVITED PRESENTATIONS:**

- “What I Didn’t Learn about CEO Succession from Reading the Journals” University of Notre Dame, 2017
- “What I Didn’t Learn about CEO Succession from Reading the Journals” University of Utah, 2015
- “Human Capital: Past, Present Future” University of Memphis, February, 2015.
- “2014 HR@Moore CHRO Survey Results.” Human Resource Policy Association, Washington, DC
- “Human Capital: Past, Present, Future” University of Utah, Jan. 2015.

- “Human Capital: Conceptualization and Measurement” University of Massachusetts, 2011.
- “The Talent Challenge: Results of the 2011 CHRO Survey” Rotterdam School of Management.
- “Effective HR Leaders” Rotterdam School of Management, 2011.
- “HR Leadership” 2010 Human Resource Planning Society Annual Global Conference, San Diego, CA.
- “HR and the Triple Bottom Line,” HRI/I4CP Issues Management Conference, St. Petersburg, FL, 2007
- “Current Challenges in Building HR Competencies” SHRM Thought Leaders Retreat, New York, NY, 2005.
- “The Role of HR in Corporate Governance.” SHRM Thought Leaders Retreat, Los Angeles, CA, 2004.
- “Strategic HRM and Organizational Behavior: Integrating Multiple Levels of Analysis.” Paper presented at conference “HRM: What’s Next?” Erasmus University, Rotterdam, the Netherlands, 2004.
- “HR and firm performance.” Presented at the “HR and Success” conference honoring Wolfgang Weber, University of Paderborn, 2004.
- “HR Strategy: Current State-of-the-Art.” Presented at the Human Resource Institute’s annual sponsor meeting, 2004.
- “Leadership and corporate governance.” Presented as the Carreras Distinguished Lecture, University of West Indies, Mona Campus, Kingston, Jamaica, 2003.
- “The role of HR in corporate governance.” Presented at the Jamaican Association of Training and Development, Ocho Rios, Jamaica, 2003.
- “Strategic Human Resource Management” Series of lectures for faculty and Ph.D students sponsored by the Taiwan National Science Foundation, presented at National Sun Yat-sen University, National Taiwan University, Taipei, Taiwan.
- “Human Resources and the Resource Based View” presented at the HRM Conference, Cadiz, Spain, 2003.
- “The HR – Performance Relationship: Testing Causal Order,” presented at the Rotman School of Management, University of Toronto and at King’s College, London, UK, 2003.

“Theoretical and empirical challenges in studying the HR practice – firm performance relationship” Presented at Pennsylvania State University and Erasmus University, 2001.

“Searching for the Holy Grail: Fit and Flexibility in Strategic HRM” Presented at the Wharton School, University of Pennsylvania and the Max Fisher School of Business, The Ohio State University. 1997

“Strategic Role of Human Resource Management” Presented at Cornell University ILR School Center for Executive Development. 1996-9.

"Strategic Human Resource Management: Influencing Strategy Formulation" Presented at the USC Center for Executive Development Program, 1996-9.

"Innovative Processes for Selecting Employees" Presented at the Tenth Human Resource Management Institute, LBJ School of Public Administration, Austin, TX, 1996.

"Human Resource Management in a New Era? What Day Is It?" Presented at TAMU Center for Human Resource Management Conference, 1995; TAMU Human Resource Department, 1995.

"On the Integration of Human Resources and Strategy: An Investigation of NCAA Basketball Teams." Presented at ASU-West, 1994; Cornell University, 1995; Rice University, 1995, University of Michigan, 2000.

"Creating a Culture of Ethics," Defense Industry Initiative Workshop, 1991

Center for Executive Development, Texas A&M University, 1990-1997. Programs on "Strategic Human Resource Management," "Managing Human Resources," "Handling Diversity," "Legal Issues in HRM," "Executive Succession," "Motivating Employees," and "The Impact of Science and Technology on Managers."

"An examination of the relationship between job analysis ratings and employee performance," University of Texas at Arlington, 1990.

"A theoretical and empirical examination of the construct validity of goal difficulty" Vanderbilt University, Purdue University, University of South Carolina, and University of Alabama, 1989.

### **CONSULTING/EXECUTIVE EDUCATION EXPERIENCE:**

Cornell University  
Texas A&M University  
Tilburg University (Netherlands)

University of Southern California  
University of South Carolina  
Bocconi University (Milan, Italy)

British Petroleum	Anglo American
TNT	AstraZeneca
Royal Dutch Shell	American Express
MetLife	Xerox
PNC Financial Services	Borden Capital Management Group
Sequa Corporation	SYSCO Foods
Hewlett Packard	ServiceMaster Corporation
Phillips Petroleum	McGraw-Hill Companies
TRW	Pentair
Nabisco International	Allstate Insurance
Continental Airlines	Alcon Laboratories
Whirlpool Corporation	North Carolina State Government
Woodruff Distributing	Weyerhaeuser
General Motors Corporation	Neiman Marcus
Temple-Inland Corporation	Republican National Committee
AMOCO Oil - Texas Refinery	Scott & White Health
H.B. Zachry Corporation	Baker Sand Control
Amgen Corporation	Marsh, Inc.
CIGNA International	NyPro, Inc.
Vanguard	Emerson Power Transmission
Deutsche Telekom	Boeing Corporation
Telecom HR Association	KennaMetal
Quintiles	Lowe's

**GRANTS RECEIVED:**

Center for Advanced HR Studies, 2011, \$15,000  
Center for Advanced HR Studies, 2010, \$20,000  
Center for Advanced HR Studies, 2009, \$25,000  
Center for Advanced HR Studies, 2008, \$25,000  
Center for Advanced HR Studies, 2007, \$27,000  
Center for Advanced HR Studies, 2006, \$35,000  
ILR Faculty Excellence Grant, 2006, \$20,000  
Center for Advanced HR Studies, 2005, \$35,000  
ILR Faculty Excellence Grant, 2005, \$20,000  
Sanyo Corporation, 2004, \$209,000  
ILR Faculty Excellence Grant, 2004, \$20,000  
Center for Advanced HR Studies, 2004, \$30,000  
ILR Faculty Excellence Grant, 2003, \$20,000  
Center for Advanced HR Studies, 2003, \$25,000  
Sysco Foods, 2003, \$5,000  
Center for Advanced HR Studies, 2002, \$25,000  
Center for Advanced HR Studies, 2001, \$21,000  
Center for Advanced HR Studies, 2000, \$29,000  
Human Resource Planning Society, 1999, \$20,000

Center for Advanced HR Studies, 1999, \$34,000  
Human Resource Planning Society, 1998, \$27,000  
Center for Advanced HR Studies, 1998, \$19,000  
Human Resource Planning Society, 1996-97, \$10,000  
Center for Advanced HR Studies, 1997, \$5,000  
SHRM Foundation, 1996-97, \$15,114, Principal Investigator  
Asia-Pacific Economic Cooperative, 1994-5, \$18,904, Co-Principal with Lyle Schoenfeldt  
Baker Sand Control, 1992-3, \$7,100, Principal Investigator  
Whirlpool Corporation, 1991-92, \$35,000, Co-Principal Investigator with K. Michele Kacmar  
H.B. Zachry Corporation, 1991-92, \$4,500, Principal Investigator  
International Enhancement Grant, 1991, \$500, Texas A&M University.  
University Mini-Grant, Texas A&M University, \$800, 1990.  
Jessie A. Jones Faculty Research Grant, University of Notre Dame, 1988, \$7238, Principal Investigator  
Whirlpool Corporation, 1989, \$39,885, Co-Principal Investigator with D. Chris Anderson, Department of Psychology, University of Notre Dame.

### **TECHNICAL REPORTS**

- Wright, P., Schepker, D., Nyberg, A., Cragun, O., & Hymer, C. (2017). CFO and CHRO Succession: Comparing and Contrasting the Roles.
- Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Inside the C-Suite: The CEO, the Board, and the ELT.
- Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Diversity in CEO Succession Pools: Present State, Past Obstacles, and Future Solutions.
- Wright, P., Nyberg, A., Schepker, D., Ulrich, M. (2016). The Role of the CHRO in CEO Succession: A Board Perspective.
- Wright, P., Nyberg, A., Schepker, D., & Ulrich, M. (2016). Defining Success in CEO Succession: A Board Perspective.
- Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Ulrich, M. (2016). The Changing Chief Human Resources Officer Role: Results of the 2016 HR@Moore Survey of Chief HR Officers.
- Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Ulrich, M. (2016). Current Practices in CEO Succession: Results of the 2016 HR@Moore Survey of Chief HR Officers.

- Wright, P., Call, M., Nyberg, A., Schepker, D., and Ulrich, M. (2015) The Chief HR Officer Role: Results of the 2015 HR@Moore Survey of Chief HR Officers.
- Wright, P., Schepker, D., Nyberg, A., Call, M., and Ulrich, M. (2015). C-Suite Succession Failures: Causes, Effects, and Prevention.
- Wright, P., Call, M., Ulrich, M., Schepker, D., and Nyberg, A. (2015). Building the C-Suite Talent Pipeline.
- Wright, P., Nyberg, A., Schepker, D., & Ulrich, M. (2014) CHRO Succession: Results of the 2014 HR@Moore Survey of Chief HR Officers.
- Wright, P., Schepker, D., Nyberg, A., & Ulrich, M. (2014) CEO Successor Assessment and Onboarding: Results of the 2014 HR@Moore Survey of Chief HR Officers.
- Wright, P., Ulrich, M., Nyberg, A., Schepker, D. (2014) The Impact of the PPACA on Employment Strategies: Results of the 2014 HR@Moore Survey of Chief HR Officers.
- Wright, P., Nyberg, A., Schepker, D., & Ulrich, M. (2013) The Critical Role of the CHRO in CEO Succession: Results of the 2013 HR@Moore Survey of Chief HR Officers.
- Wright, P., Moore, O., & Stewart, M. (2012) HR in the C-Suite: Results of the 2012 Cornell/CAHRS Chief HR Officer Survey.
- Wright, P., Stewart, M., & Moore, O. (2011) The 2011 Cornell/CAHRS Chief HR Survey: Building Organizational, Functional, and Personal Talent.
- Wright, P. and Stewart, M. (2010) From Bunker to Building: Results of the 2010 Cornell/CAHRS Survey of Chief HR Officers.
- Wright, P. (2009). Results of the Cornell/CAHRS Survey of Chief Human Resource Officers.
- Stiles, P., Trevor, J., Paauwe, J., Farndale, E., Stahl, G., & Bjorkman, I., Morris, S., and Wright, P. (2006). Global Human Resource Research Alliance: Participant Report.
- Wright, P., Holwerda, J., Morris, S., Stiles, P., Trevor, J., Paauwe, J., Farndale, E., Stahl, G., & Bjorkman, I. (2006). Global Human Resource Research Alliance: Global Survey of MNC HR Practices.
- Wright, P., Dyer, L., & Takla, M. (1999). The State of the Art/Practice: Better, Faster, Smarter. ( Submitted for Human Resource Planning Society).

Mistuhashi, H., Wright, P., & Chua, R. (1998). Strategic Human Resource Management among Multinational's Operations in China.

Wright, P., McMahan, G., Snell, S., & Gerhart, B. (1997). Strategic Human Resource Management: Building human capital and organizational capability.

Wright, P.M., McMahan, G.C., & Smart, D.L. (1993). Technical report of survey results to participants of NCAA men's basketball survey.

Wright, P.M. (1993a). Technical Report of Results to H.B. Zachry Corporation. An examination of the psychometric qualities of craft tests at H.B. Zachry.

Wright, P.M. (1993b). Technical Report of Results to H.B. Zachry Corporation. Technical report on the content validation process for technical knowledge tests at H.B. Zachry.

Wright, P.M. (1992). Technical Report of Results to Amoco Oil Company. Validation of a selection system for operator and maintenance refinery employees.

Kacmar, K. M., Wright, P.M., and McMahan, G. C., (1992). Technical Report of Result to Whirlpool Corporation and the United Auto Workers. Results of the Pre-Automation Needs Assessment: Analysis and Suggestions.

### **PROFESSIONAL AFFILIATIONS:**

The Academy of Management (HR, OB, and Research Methods Divisions)  
Strategic Management Society  
The American Psychological Association.  
Society of Industrial and Organizational Psychologists (SIOP)  
Human Resource Planning Society  
Society for Human Resource Management  
World at Work (formerly American Compensation Association)

### **PROFESSIONAL SERVICE:**

#### **Editor:**

Editor-in-Chief, Journal of Management (July 1, 2014 – June 30, 2017)  
Senior Associate Editor (Macro), Journal of Management, 2011-Present (In charge of all macro manuscripts including strategy, Corporate Social Responsibility, organization theory, public policy, and strategic HRM)  
Senior Editor, Management and Organization Review, 2010-Present  
Guest Co-Editor, Management and Organization Review, Special Issue on Corporate Social Responsibility and Behavioral Ethics  
Guest Co-Editor, Human Resource Management, Special Issue on “HR on the Line”

### **Editorial Boards:**

Academy of Management Review – 2009-2012; 2017-present  
Personnel Psychology - 1996-2009  
Human Resource Management Review - 1997-Present  
Human Resource Management Journal (U.S.) - 1997-Present  
Human Resource Management Journal (U.K.) – 2001-Present  
International Journal of Human Resource Management, 2006-Present  
Human Resource Planning Journal - 1998-Present (Co-Editor: “Research Update”)  
Journal of Managerial Issues, 1998-Present  
Journal of Applied Psychology, 1994-1996  
Journal of Management, 1993-1995; 1999-Present  
Management and Organizations Review, Consulting Editor, 2002-2009  
Journal of Management Studies, 2002-Present  
International Journal of Strategic Change Management, 2005-Present

### **Journals:**

Ad Hoc Reviewer for Human Resource Planning  
Ad Hoc Reviewer for Personnel Psychology  
Ad Hoc Reviewer for Academy of Management Journal  
Ad Hoc Reviewer for Academy of Management Review  
Ad Hoc Reviewer for Administrative Science Quarterly  
Ad Hoc Reviewer for Strategic Management Journal  
Ad Hoc Reviewer for Journal of Applied Psychology  
Ad Hoc Reviewer for Org. Behavior and Human Decision Processes  
Ad Hoc Reviewer for Organization Science  
Ad Hoc Reviewer for Journal of Management  
Ad Hoc Reviewer for Human Resource Management Journal (United States)  
Ad Hoc Reviewer for Human Resource Management Journal (United Kingdom)  
Ad Hoc Reviewer for Human Resource Management Review  
Ad Hoc Reviewer for Journal of Organizational Behavior  
Ad Hoc Reviewer for The International Executive  
Ad Hoc Reviewer for Journal of Applied Social Psychology  
Ad Hoc Reviewer for Human Resource Planning  
Ad Hoc Reviewer for Journal of Educational Psychology  
Ad Hoc Reviewer for International Journal of Manpower

### **Conventions:**

2012 – Strategic Human Capital Interest Group Program Chair, Strategic Management Society, Prague.  
2011 – Preconference Strategic Human Capital Interest Group Chair, Strategic Management Society, Miami.  
2002 – Program Chair, HR Division, Academy of Management

2001 – Co-Chair of Strategic HRM Track, Global HRM Conference, Barcelona  
2001 – Pre-Conference Program Chair, HR Division, Academy of Management  
2000 - Co-Chair, Human Resource Planning Society Conference  
1989-2000 National Academy of Management, (P/HRM, OB, Research Methods Divisions)  
1990-2000 SIOP Convention  
1990-97 Southwest Academy of Management Convention (P/HR Division)  
1991 Program Chair, P/HR/IR/HRIS track, Southwest Academy of Management  
1988-89 Midwest Academy of Management Convention  
1991-98 Southern Academy of Management (OB and HR Divisions)

**Committees:**

2004-5 Chair, HR Division Strategic Planning Committee  
2000-2005 elected to five-year progression through positions of Program Chair-Elect, Program Chair, President-Elect, President, Past President, HR Division, Academy of Management.  
2000 Chair, Junior Faculty Consortium, HR Division, Academy of Management  
2000-2001 – ACA, Academic Research Committee  
1998-Present – Publications Committee, Human Resource Planning Society  
1997- 2000 - Co-Chair, Research Committee, Human Resource Planning Society  
1997-1998 - Leading Edge Research Task Force, Human Resource Planning Society  
1996-2000 - Executive Committee, Human Resources Division, Academy of Management  
1999 - Chair, Awards Committee, HR Division, Academy of Management  
1997-8 - Junior Faculty Consortium Committee, HR Division, Academy of Management  
1994-1997 SIOP Continuing Education and Workshop Committee  
1995-present Task Force 2000, OB Division, Academy of Management

**BOARDS:**

Society for Human Resource Management, (Board of Directors), 2015-2018  
(Compensation and Organization Committee; CEO Search Committee).  
National Academy of Human Resources (Board of Directors), 2010-present  
Partner, I4CP Chief HR Officer Network  
Conference Board: Evidence-Based HR Working Group Advisory Board  
Society for Human Resource Management Foundation (Board of Directors) 2000-2004  
Human Resource Planning Society (Board of Directors) 1997-2002  
World at Work (Board of Directors) 2001-2004  
Optimas Awards Advisory Committee, Workforce Magazine, 2002-2008  
BNA Benchmarking Advisory Committee, 2004-2006  
Personnel Decisions International Global Research Consortia, (Research Advisory Board)

Rotterdam School of Economics, Erasmus University, Master's in HRM Advisory Board, 2000-2002.

**PH.D. COMMITTEES SERVED ON:**

Michael Ulrich, Chair (USC), Management  
Michael Campion, (USC), Management  
Ormonde Cragun (USC), Management  
Thi Ngoc Diep NGUYEN (Auckland University of Technology)  
Michel Hermans, Chair, (Cornell), HR Studies  
Rebecca Rheinhardt, (Cornell), HR Studies  
John Haggerty, Chair, (Cornell), HR Studies  
Matt Allen, (Cornell), HR Studies  
Ed Rogers, Chair (Cornell), HR Studies  
Tim Gardner, Chair (Cornell), HR Studies  
Lisa Moynihan, Chair (Cornell), HR Studies  
Heong Jeong Park, Chair (Cornell), HR Studies  
Mousumi Battarachya, (Syracuse U.), Management  
Karen Jansen, Co-Chair (Texas A&M) Management  
Blaine McCormick, Chair, (Texas A&M) Management  
Kay McGlashan, Co-Chair, (Texas A&M) Management  
Scott Sherman, (Texas A&M) Management  
David Glew, (Texas A&M) Management  
Gary C. McMahan (Texas A&M) Management  
S. Regena Farnsworth (Texas A&M) Management  
John Delery (Texas A&M) Management  
Amy Hedge-Goode (Texas A&M) Psychology  
Brian Young (Texas A&M) Psychology  
Pam Stanish, (Texas A&M) Psychology  
Mark Stewart, (Texas A&M) Psychology  
Bruce Miyashiro, (Texas A&M) Psychology  
Kathy Johnston, (Texas A&M) Education  
Laura Tedesco, (Texas A&M) Literature (GCR)

**AWARDS/HONORS:**

“Top 20 International Thought Leaders in HR” by HR Magazine (2011-2017).  
Herb Heneman Career Achievement Award (2017)  
Michael R. Losey Human Resources Research Award (2014).  
Inducted as Fellow, Academy of Management (2014)  
Inducted as Fellow, National Academy of Human Resources (2005)  
1993-94 Research Achievement Award, College of Business Administration and Graduate School of Business, Texas A&M University  
2000-Journal of Management, “Workhorse Award” for most manuscripts reviewed.

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