

## VITA

**Russell S. Cropanzano**

**March 1, 2017**

### **Personal Information**

Business Address: Division of Management and Entrepreneurship  
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### **Educational History**

1. Louisiana State University, Baton Rouge, Louisiana

Major: Psychology  
Degree: BA May, 1983

2. Southern Methodist University, Dallas, Texas

Major: Social and Organizational Psychology  
Degree: MA May, 1985  
Thesis Title: The Effects of Procedural Justice on Perceived Deprivation.

3. Purdue University, West Lafayette, Indiana

Major: Industrial and Organizational Psychology  
Degree: PhD August, 1988  
Dissertation Title: A Conceptual Analysis of Organizational Plans  
Honors: Recipient of the David Ross Fellowship, 1988  
Recipient of the Ernest J. McCormick Award, 1989

### **Professional Positions**

1. Professor of Psychology, Colorado State University:  
August, 1988 – August, 2002
2. Professor of Management, University of Arizona:  
August, 2002 – August, 2012
3. Faculty Director, Executive MBA Program, Eller College of Management:

2006 – 2008.

4. Professor of Management and Entrepreneurship, University of Colorado  
August, 2012 – Present
5. Chair, Management and Entrepreneurship Division, University of Colorado  
August, 2012 – Present

### **Membership in Professional Organizations**

Academy of Management, Fellow  
Association for Psychological Science, Fellow  
Society for Industrial and Organizational Psychology, Fellow  
Society for Organizational Behavior  
Southern Management Association, Fellow

### **Professional Activities**

1. Representative-at-Large for the Organizational Behavior Division of the Academy of Management. 2004 – 2007.
2. Member of the 2002, 2003, and 2004 Distinguished Scientific Contribution Committee for the Society for Industrial and Organizational Psychology.
3. Reviewer for the Organizational Behavior Division for the 1993, 1994, 1998 and 2004 Academy of Management Meetings.
4. Member of the Strategic Planning Committee for the 2003 Society for Industrial and Organizational Psychology Meetings.
5. Member of the Program Committee for the 1998, 1999, 2000 and 2003 Society for Industrial and Organizational Psychology Meetings.
6. Member of the Program Committee for the 1998 International Society for Social Justice Meetings.
7. Member of the 2001 Flanagan Best Student Paper Award Committee for the Society for Industrial and Organizational Psychology.
8. Reviewer for the Human Resource Management Division for the 1996 and 1997 Academy of Management Meetings.
9. Reviewer for the Conflict Management Division for the 1993 Academy of Management Meetings.

## Honors and Awards

- 2014 – Ranked 24<sup>th</sup> on the *Organizational Dynamics* “Top 50 Most Requested List” for 2000-2014. The title of the article in question was *The Role of Psychological Well-Being in Job Performance*.
- 2013 – Inducted as a Fellow into the Academy of Management.
- 2013 – Appointed Graduate Faculty Scholar at the University of Central Florida
- 2012-2013 – Selected for and participated in the University of Colorado’s Excellence in Leadership Program (ELP)
- 2011 – Inducted as a Fellow into the Southern Management Association
- 2010 – Best Paper Award from *Journal of Management*
- 2009 – Inducted as a Fellow into the Association for Psychological Science
- 2009 – Emerald Literati Network: Award for Excellence
- 2008 – Best Paper Award from *Academy of Management Perspectives*
- 2007 – Graduate College Teaching and Mentoring Award. The University of Arizona
- 2006 – Distinguished Faculty Award (Executive MBA Program). Eller College of Management, University of Arizona
- 2003 – Recipient of the Brian Lesk Professorship in Management. Eller College of Management, University of Arizona
- 2001 – Most Quotable Reviewer for the *Journal of Management*
- 2000 – Outstanding Paper Award for *Consulting Psychology Journal*
- 2000 – Inducted as a Fellow of the Society for Industrial and Organizational Society (Division 14 of APA)
- 1999 – Outstanding Book Award for 1999 for the International Association for Conflict Management
- 1999 – Inducted into the Society for Organizational Behavior
- 1989 – Charter Member of American Psychological Society (APS)
- 1989 – Recipient of the Ernest J. McCormick Award for Outstanding Graduate Work in I/O Psychology

## Editorial Activities

1. Member of the Senior Advisory Board for the *Journal of Business and Psychology* (2008– present).
2. Editor of the *Journal of Management* (2006 – 2008).
3. Associate Editor of *Social Justice Research* (2004 – 2006).
4. Co-edited special issues of *Journal of Occupational Psychology* (2000, Vol. 5, Issue 1), *Organizational Behavior and Human Decision Processes* (2002, Vol. 89, Issue 1), and *Human Relations* (2013, Vol. 66, Issue 7), *Journal of Business Ethics* (ongoing).
5. Editorial board member for *Academy of Management Journal* (2003-2004), *Journal of Applied Psychology* (1997-2005; 2008-present), *Journal of Management* (2000-2005; 2008-present), *Journal of Personality and Social Psychology* (2001-2002), *Organizational Behavior and Human Decisions Processes* (1999-2004), and *Social Justice Research* (2003-2004).
6. Ad-hoc reviewer for *Academy of Management Journal*, *Academy of Management Review*, *Applied Psychology: An International Review*, *Basic and Applied Social Psychology*, *Educational and Psychological Measurement*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Occupational Health Psychology*, *Journal of Personality and Social Psychology*, *International Journal of Selection and Assessment*, *Organizational Behavior and Human Decision Processes*, *Personnel Psychology*, *Personality and Social Psychology Bulletin*, *Social Justice Research*.

## Publications

### Authored Books

- Cropanzano, R., Stein, J. H., & Nadisic, T. (2011). *Social justice and the experience of human emotion*. New York, NY: Taylor and Francis.
- Folger, R., & Cropanzano, R. (1998). *Organizational justice and human resource management*. Beverly Hills, CA: Sage. [1999 winner of the Outstanding Book Award from the International Association for Conflict Management.]

### Edited Books

- Moliner, C., Cropanzano, R., & Martínez-Tur, V. (in press). (Eds.), *Organizational justice: International perspectives and conceptual advances*. London, UK: Psychology Press/Routledge.
- Cropanzano, R., & Ambrose, M. A. (2015). (Eds.). *The oxford handbook of justice in the workplace*. Oxford, UK: Oxford University Press.

- Cropanzano, R. (2001). (Ed.). *Justice in the workplace (Vol. 2): From theory to practice*. Mahwah, NJ: Erlbaum.
- Greenberg, J., & Cropanzano, R. (2001). (Ed.). *Advances in organizational justice*. Stanford, CA: Stanford University Press.
- Cropanzano, R., & Kacmar, M. K. (1995). (Eds.). *Organizational politics, justice, and support: Managing social climate at work*. Westport, CT: Greenwood Publishing Group.
- Cropanzano, R. (1993). (Ed.). *Justice in the workplace: Approaching fairness in human resource management*. Hillsdale, NJ: Erlbaum.

#### Scholarly Articles

- Demerouti, E., & Cropanzano, R. (in press). The buffering role of sportsmanship on the effects of daily negative events. *European Journal of Work and Organizational Psychology*.
- Cropanzano, R., Massaro, S., & Becker, W. J. (in press). Deontic justice and organizational neuroscience. *Journal of Business Ethics*.
- Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (2017). Social exchange theory: A critical review with theoretical remedies. *Academy of Management Annals*, *11*, 479-516.
- Cropanzano, R., Dasborough, M., & Weiss, H. M. (2017). Affective events and the development of leader-member exchange. *Academy of Management Review*, *42*, 1-26.
- Li, A., Bagger, J., & Cropanzano, R. (2017). The impact of stereotypes and supervisor perceptions of employee work-family conflict on job performance ratings. *Human Relations*, *70*, 119-145
- Fortin, M., Nadisic, T., Bell, C. M., Crawshaw, J. R., & Cropanzano, R. (2016). Beyond the particular and the universal: Dependence, independence, and interdependence of context, justice, and ethics. *Journal of Business Ethics*, *137*, 639-647.
- Molina, A., Moliner, C., Martínez-Tur, V., Cropanzano, R., & Peiró, J. M. (2016). Validating justice climate and peer justice in a real work setting. *Journal of Work and Organizational Psychology*, *32*, 191-205.
- Cropanzano, R., & Dasborough, M. (2015). Dynamic models of well-being: Implications of affective events theory for expanding current views on personality and climate. *European Journal of Work and Organizational Psychology*, *24*, 844-847.
- Molina, A., Moliner, C., Martínez-Tur, V., Cropanzano, R., & Peiró, J. M. (2015). Unit-level fairness and quality within the health care industry: A justice-quality model. *European Journal of Work and Organizational Psychology*, *24*, 627-644.

- Van den Bos, K., Cropanzano, R., Kirk, J., Jasso, G., & Okimoto, T. G. (2015). Expanding the horizons of social justice research: Three essays on justice theory. *Social Justice Research, 28*, 229-246.
- Becker, W. J., & Cropanzano, R. (2015). Good acting requires a good cast: A meso-level model of deep acting in work teams. *Journal of Organizational Behavior, 36*, 232-249.
- Goldman, B., & Cropanzano, R. (2015). "Justice" and "fairness" are not the same thing. *Journal of Organizational Behavior, 36*, 313-318.
- Paddock, L., Ko, J., Cropanzano, R., Bagger, J., El Akremi, A., Camerman, J., Greguras, G. J., Moliner, C., Mladinic, A., Nam, K., Tornblom, K., & Van den Bos, K. (2015). Voice and culture: A prospect theory approach. *Journal of Behavioral Decision Making, 28*, 167-175.
- Li, A., Cropanzano, R., & Bagger, J. (2013). Justice climate and peer justice climate: A closer look. *Small Groups Research, 44*, 563-592.
- Crawshaw, J., Cropanzano, R., Bell, C., & Nadisic, T. (2013). Organizational justice and behavioural ethics. *Human Relations, 66*, 885-904.
- Cropanzano, R., & Becker, W. J. (2013). The promise and peril of organizational neuroscience: Today and tomorrow. *Journal of Management Inquiry, 33*, 306-310
- Moliner, C., Martínez-Tur, V., Peiró, J. M., Ramos, J., & Cropanzano, R. (2013). Perceived reciprocity and well-being at work: Fairness or self-interest? *Stress and Health, 29*, 31-39.
- Becker, W. J., & Cropanzano, R. (2011). Dynamic aspects of voluntary turnover: An integrated approach to curvilinearity in the performance-turnover relationship. *Journal of Applied Psychology, 96*, 233-246.
- Becker, W. J., & Cropanzano, R. (2011). Organizational neuroscience: Taking organizational theory inside the neural black box. *Journal of Management, 37*, 933-961. [Reprinted in the *Cognitive Social Science eJournal, 3(38)*, April 25, 2011.]
- Cropanzano, R., Li, A., & Benson, L., III. (2011). Peer justice and teamwork processes. *Group and Organization Management, 36*, 567-576.
- Stein, J. H., & Cropanzano, R. (2011). Death awareness and organizational behavior. *Journal of Organizational Behavior, 32*, 1189-1193.
- Stein, J. H., Steinley, D., & Cropanzano, R. (2011). How and why terrorism corrupts the consistency principle of organizational justice. *Journal of Organizational Behavior, 32*, 984-1007.
- Becker, W. J., & Cropanzano, R. (2010). Organizational neuroscience: The promise and prospects of an emerging discipline. *Journal of Organizational Behavior, 31*, 1055-1059.

- Cropanzano, R. (2009). Writing nonempirical articles for the *Journal of Management*: General thoughts and suggestions. *Journal of Management*, 35, 1304-1311.
- Cropanzano, R., & Stein, J. H. (2009). Organizational justice and behavioral ethics: Promises and prospects. *Behavioral Ethics Quarterly*, 19, 193-233.
- Li, A., & Cropanzano, R. (2009). Do East Asians respond more/less strongly to organizational justice than North Americans? *Journal of Management Studies*, 46, 787-805.
- Li, A., & Cropanzano, R. (2009). Fairness at the group level: Interunit and intraunit justice climate. *Journal of Management*, 35, 564-599.
- Wright, T. A., Cropanzano, R., & Bonett, D. G. (2009). The Role of Employee Psychological Well-being in cardiovascular health: When the twain shall meet. *Journal of Organizational Behavior*, 30, 193-208.
- Cropanzano, R., Paddock, J., Rupp, D. E., Bagger, J., & Baldwin, A. (2008). How regulatory focus impacts the process-by-outcome interaction for perceived fairness and emotions. *Organizational Behavior and Human Decision Processes*, 105, 36-51.
- Goldman, B.M., Cropanzano, R., Stein, J.H., Shapiro, D.L., Thatcher, S., & Ko, J. (2008). The role of ideology in mediated disputes at work: A justice perspective. *International Journal of Conflict Management*, 19, 210-233. [Highly Commended Award Winner at the 2009 Emerald Literati Awards for Excellence]
- Moliner, C., Martínez-Tur, V., Peiró, J. M., Ramos, J., & Cropanzano, R. (2008). Organizational justice and extra-role customer service: The mediating role of well-being at work. *European Journal of Work and Organizational Psychology*, 17, 327-348.
- Camerman, J., Cropanzano, R., & Vandenberghe, C. (2007). The benefits of justice for temporary workers. *Group and Organization Management*, 32, 176-207.
- Cropanzano, R., Bowen, D. E., & Gilliland, S. W. (2007). The management of organizational justice. *Academy of Management Perspectives*, 21, 34-48. [2008 winner of the Best Paper Award from *Academy of Management Perspectives*.]
- Reb, J., & Cropanzano, R. (2007). Evaluating Dynamic Performance: The Influence of Salient Gestalt Characteristics on Performance Ratings. *Journal of Applied Psychology*, 92, 490-499.
- Wright, T.A., Cropanzano, R., & Bonett, D.G. (2007). The moderating role of employee positive well-being on the relation between job satisfaction and job performance. *Journal of Occupational Health Psychology*, 12, 93-104.
- Elias, S. M., & Cropanzano, R. (2006). Gender discrimination may be worse than you think: Testing ordinal interactions in power research. *Journal of General Psychology*, 133, 117-130.

- Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2006). Different wrongs, different remedies? Reactions to organizational remedies after procedural and interactional injustice. *Personnel Psychology, 59*, 31-64.
- Bishop, J. W., Scott, K. D., Goldsby, M. G., & Cropanzano, R. (2005). A construct validity study of commitment and perceived support variables: A multi-foci approach across different team environments. *Group and Organization Management, 30*, 153-180.
- Cropanzano, R., Goldman, B. M., & Folger, R. (2005). Self-interest: Defining and understanding a human motive. *Journal of Organizational Behavior, 26*, 985-991.
- Cropanzano, R., Slaughter, J. E., & Bachiochi, P. D. (2005). Organizational justice and black applicants' reactions to affirmative action. *Journal of Applied Psychology, 90*, 1168-1184.
- Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. *Journal of Management, 31*, 874-900. [In 2010 this article won the Best Paper Award from the *Journal of Management*.]
- Moliner, C., Martínez-Tur, V., Peiró, J. M., Ramos, J., & Cropanzano, R. (2005). Relationships Between Organizational Justice and Burnout at the Work-Unit Level. *International Journal of Stress Management, 12*, 99-116
- Cropanzano, R., Chrobot – Mason, D., Rupp, D. E., & Prehar, C. A. (2004). Accountability for corporate injustice. *Human Resource Management Review, 14*, 107-133.
- Goldman, B. M., Paddock, L., & Cropanzano, R. (2004). A transformational model of legal-claiming. *Journal of Managerial Issues, 16*, 417-441. [In 2009 this article was chosen to be reprinted in the 20<sup>th</sup> Anniversary Issue of *Journal of Managerial Issues, 21*, 552-579. This was one of seven articles honored as the best for that journal in the previous 20 years.]
- Wright, T. A., & Cropanzano, R. (2004). The role of psychological well-being in job performance: A fresh look at an age-old quest. *Organizational Dynamics, 33*, 338-351.
- Wright, T. A., Cropanzano, R., & Meyer, D. G. (2004). State and trait correlates of job performance: A tale of two perspectives. *Journal of Business and Psychology, 18*, 365-383.
- Ambrose, M. L., & Cropanzano, R. (2003). A Longitudinal Analysis of Organizational Fairness: An Examination of Reactions to Tenure and Promotion Decisions. *Journal of Applied Psychology, 88*, 266-275.
- Cropanzano, R., Goldman, B. M., & Folger, R. (2003). Deontic justice: The role of moral principles in workplace fairness. *Journal of Organizational Behavior, 24*, 1019-1024.

- Cropanzano, R., Rupp, D. E., & Byrne, Z. S. (2003). The relationship of emotional exhaustion to work attitudes, job performance, and organizational citizenship behaviors. *Journal of Applied Psychology, 88*, 160-169.
- Cropanzano, R., Weiss, H. M., Hale, J. M. S., Reb, J. (2003). The structure of affect: Reconsidering the relationship between negative and positive affectivity. *Journal of Management, 29*, 831-857.
- Cropanzano, R., & Wright, T. A. (2003). Procedural justice and organizational staffing: A tale of two paradigms. *Human Resource Management Review, 13*, 7-39.
- Cropanzano, R., Prehar, C. A., & Chen, P. Y. (2002). Using social exchange theory to distinguish procedural from interactional justice. *Group and Organizational Management, 27*, 324-351.
- Rupp, D. E., & Cropanzano, R. (2002). The mediating effects of social exchange relationships in predicting workplace outcomes from multifoci organizational justice. *Organizational Behavior and Human Decision Processes, 89*, 925-946.
- Schminke, M., Cropanzano, R., & Rupp, D. E. (2002). Organization structure and fairness perceptions: The moderating effects of organizational level. *Organizational Behavior and Human Decision Processes, 89*, 881-905.
- Wright, T. A., Cropanzano, R., Denny, P. J., & Moline, G. L. (2002). When a happy worker is a productive worker: A preliminary examination of three models. *Canadian Journal of Behavioural Science, 34*, 146-150.
- Cropanzano, R., & Byrne, Z. S. (2001). When it's time to stop writing policies: A procedural justice perspective. *Human Resource Management Review, 11*, 31-54.
- Cropanzano, R., Byrne, Z. S., Bobocel, D. R., & Rupp, D. R. (2001). Moral virtues, fairness heuristics, social entities, and other denizens of organizational justice. *Journal of Vocational Behavior, 58*, 164-209.
- Cropanzano, R., Byrne, Z. S., Bobocel, D. R., & Rupp, D. R. (2001). Self-enhancement biases, laboratory experiments, Georg Wilhelm Friedrich Hegel and the increasingly crowded world of organizational justice. *Journal of Vocational Behavior, 58*, 260-272.
- Cropanzano, R., & Wright, T. A. (2001). When a "happy" worker is really a "productive" worker: A review and further refinements of the happy – productive worker thesis. *Consulting Psychology Journal, 53*, 182-199. [Reprinted in 2011; C. L. Cooper (Ed.), *Organizational health and Well-Being*. Thousand Oaks, CA: Sage.]
- Howes, J. C., Cropanzano, R., Grandey, A. A., & Mohler, C. J. (2000). Who is supporting whom?: Quality team effectiveness and perceived organizational support. *Journal of Quality Management, 5*, 207-223.

- Krehbiel, P. J., & Cropanzano, R. (2000). Procedural justice, outcome favorability, and emotion. *Social Justice Research, 13*, 337-358.
- Schminke, M., Ambrose, A. L., & Cropanzano, R. S. (2000). The effect of organizational structure on perceptions of procedural fairness. *Journal of Applied Psychology, 85*, 294-304.
- Wright, T. A., & Cropanzano, R. (2000). The role of organizational behavior in occupational health psychology: A view as we approach the millennium. *Journal of Occupational Health Psychology, 5*, 1-10.
- Wright, T. A., & Cropanzano, R. (2000). Psychological well-being and job satisfaction as predictors of job performance. *Journal of Occupational Health Psychology, 5*, 84-94.
- Cropanzano, R., Aguinis, H., Schminke, M., & Denham, D. (1999). Disputant reactions to managerial conflict resolution tactics: A comparison among Argentina, the Dominican Republic, Mexico, and the United States. *Group and Organization Management, 24*, 124-154.
- Cropanzano, R., & Wright, T. A. (1999). A five-year study of the relationship between well-being and performance. *Journal of Consulting Psychology, 51*, 252-265. [1999 winner of the Most Outstanding Article Award from the *Journal of Consulting Psychology*.]
- Grandey, A. A., & Cropanzano, R. (1999). The conservation of resources model applied to work-family conflict and strain. *Journal of Vocational Behavior, 54*, 350-370.
- James, K., Clark, K., & Cropanzano, R. (1999). Positive and negative creativity in-groups, institutions, and organizations: A model and theoretical extension. *Creativity Research Journal, 12*, 211-226.
- Randall, M. L., Cropanzano, R., Bormann, C. A., & Birjulin, A. (1999). Organizational politics and organizational support as predictors of work attitudes, job performance, and organizational citizenship behaviors. *Journal of Organizational Behavior, 20*, 159-174.
- Weiss, H. M., Suckow, K., & Cropanzano, R. (1999). Effects of justice conditions on discrete emotions. *Journal of Applied Psychology, 84*, 786-794.
- Wright, T. A., & Cropanzano, R. (1998). Emotional exhaustion as a predictor of job performance and voluntary turnover. *Journal of Applied Psychology, 83*, 486-493.
- Cropanzano, R., Howes, J. C., Grandey, A. A., & Toth, P. (1997). The relationship of organizational politics and support to work behaviors, attitudes, and stress. *Journal of Organizational Behavior, 18*, 159-180.

- Clark, K., Bormann, C. A., Cropanzano, R., & James, K. (1996). Validation evidence for three coping measures. *Journal of Personality Assessment*, *65*, 434-455.
- Folger, R., Cropanzano, R., Timmerman, T., Howes, J. C., & Mitchell, D. (1996). Justice is not so complex after all: Further evidence for voice in judgments of procedural fairness. *Personality and Social Psychology Bulletin*, *22*, 435-441.
- Cropanzano, R., Citera, M. A., & Howes, J. C. (1995). A goal hierarchy approach to plan revision. *Motivation and Emotion*, *19*, 77-95.
- Cropanzano, R., & Konovsky, M. A. (1995). Resolving the justice dilemma by improving the outcomes: The case of employee drug screening. *Journal of Business and Psychology*, *10*, 221-244. [Reprinted in 1996: *Journal of Business and Psychology*, *11*, 239-264.]
- Cropanzano, R., & Randall, M. L. (1995). Advance notice as a means of reducing relative deprivation. *Social Justice Research*, *8*, 217-238.
- Cleveland, J. N., Cropanzano, R., Hautaluoma, J., Murphy, K. R., & Thornton, G. C., III. (1995). Industrial/Organizational Psychology Program, Colorado State University. *International Journal of Selection and Assessment*, *3*, 242-244. [Reprinted in 1996: *Bollettino di Psicologia Applicata*, *43*, 68-70.]
- James, K., & Cropanzano, R. (1994). Dispositional group loyalty and individual action for the benefit of an ingroup: Experimental and correlational evidence. *Organizational Behavior and Human Decision Processes*, *60*, 179-205.
- James, K., Lovato, C., & Cropanzano, R. (1994). Correlational and known-group comparison validation of a workplace prejudice/discrimination inventory. *Journal of Applied Social Psychology*, *24*, 1573-1592.
- Cropanzano, R., James, K., & Konovsky, M. A. (1993). Dispositional affectivity as a predictor of work attitudes and job performance. *Journal of Organizational Behavior*, *14*, 595-606.
- Cropanzano, R., & Baron, R. A. (1991). Injustice and organizational conflict: The moderating role of power restoration. *International Journal of Conflict Management*, *2*, 5-26.
- Konovsky, M. A., & Cropanzano, R. (1991). The perceived fairness of employee drug testing as a predictor of employee attitudes and job performance. *Journal of Applied Psychology*, *76*, 698-707.
- Cropanzano, R., & James, K. (1990). Some methodological considerations for the behavioral genetic analysis of work attitudes. *Journal of Applied Psychology*, *75*, 433-439.
- James, K., & Cropanzano, R. (1990). Focus of attention and locus of control as moderators of fraternal justice effects. *Social Justice Research*, *4*, 169-185.

- Pennebaker, J. W., Czajka, J., Cropanzano, R., & Richards, B. (1990). Levels of thinking. *Personality and Social Psychology Bulletin*, *16*, 743-757.
- Platt, S. G., Brantley, C. G., Cropanzano, R. S., & Hastings, R. W. (1990). A method for determining the size of nesting female alligators. *Wildlife Society Bulletin*, *18*, 296-298.
- Cropanzano, R., & Folger, R. (1989). Referent cognitions and task decision autonomy: Beyond equity theory. *Journal of Applied Psychology*, *74*, 293-299.
- Konovsky, M. A., Folger, R., & Cropanzano, R. (1987). Relative effects of procedural and distributive justice on employee attitudes. *Representative Research in Social Psychology*, *17*, 15-24.
- Larsen, R. J., Diener, E., & Cropanzano, R. S. (1987). Cognitive operations associated with individual differences in affect intensity. *Journal of Personality and Social Psychology*, *53*, 767-774.

#### Scholarly Chapters

- Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (in press). Reciprocity in social exchange. In C. Moliner, R. Cropanzano, & V. Martínez-Tur (Eds.), *Organizational justice: International perspectives and conceptual advances*. London, UK: Psychology Press/Routledge.
- Cropanzano, R., Rupp, D. E., Thornton, M. A., & Shao, R. (in press). Organizational justice and organizational citizenship. In P. M. Podsakoff, S. B. MacKenzie, & N. P. Podsakoff (Eds.), *The oxford handbook of organizational citizenship behavior*. Oxford, UK: Oxford University Press.
- Cropanzano, R., & Ambrose, M. A. (2015). Organizational justice: Where have we been and where are we going? In R. Cropanzano & M. A. Ambrose (Eds.), *The oxford handbook of justice in work organizations* (pp. 3-14). Oxford, UK: Oxford University Press.
- Cropanzano, R., Fortin, M., & Kirk, J. F. (2015). How do we know when we are treated fairly? Justice rules and fairness judgments. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in Personnel and Human Resources Management* (Vol. 33, pp. 279-350). Cambridge, UK: Emerald Publishing.
- Li, A., Cropanzano, R., & Molina A. (2015). Fairness at the unity level: Justice climate, justice climate strength, and peer justice. In R. Cropanzano & M. A. Ambrose (Eds.), *The oxford handbook of justice in work organizations* (137-164). Oxford, UK: Oxford University Press.
- Cropanzano, R., & Moliner, C. (2013). Hazards of justice: Egocentric bias, moral judgments, and revenge-seeking. In S. M. Elias (Ed.), *Deviant and criminal behavior in the workplace* (pp. 155-177). New York, NY: New York University Press.

- Cropanzano, R., Becker, W. J., & Feldman, J. (2012). The effects of moods and discrete emotions on negotiator behavior. In B. M. Goldman & D. L. Shapiro (Eds.), *The psychology of negotiations in the 21<sup>st</sup> century workplace: New challenges and new solutions* (pp. 141-178). New York, NY: Psychology Press/Routledge.
- Mitchell, M. S., Cropanzano, R., & Quisenberry, D. (2012). Social exchange theory, exchange resources and interpersonal relationships: A modest resolution of theoretical difficulties. In K. Tornblom & A. Kazemi (Eds.), *Handbook of social resource theory: Theoretical extensions, empirical insights, and social applications* (pp. 99-118). New York, NY: Springer.
- Becker, W. J., & Cropanzano, R. (2011). Display rules and emotional labor within work teams. In C. E. J. Härtel, N. M. Ashkanasy, & W. J. Zerbe (Eds.), *Research on emotion in organizations: What have we learned? Ten years on.* (Vol. 7, pp. 151-166). Bingley, UK: Emerald.
- Cropanzano, R., & Wright, T.A. (2011). The impact of organizational justice on occupational health. In J. C. Quick & L. E. Tetrick (eds.), *Handbook of occupational health psychology* (pp. 205-219) Washington, DC: American Psychological Association.
- Cropanzano, R., & Walumbwa, F. O. (2010). Moral leadership: A short primer on competing perspectives. In M. Schminke (Ed.) *Managerial ethics: Managing the psychology of morality* (pp. 21-52). New York: Routledge/Psychology Press.
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## **Papers Presented**

- Cropanzano, R., Nadisic, T., Kirk, J. & Shankland, R. (May, 2016). *The Relationship of Justice to Well-Being and Job Performance: The Moderating Role of Status Valuing*. Paper presented at the Workshop on Research Advances in Organizational Behavior and Human Resources Management. Paris, France.
- Li, A., Cropanzano, R., & Shao, P. (2016, April). *Personality and justice: A meta-analysis and an empirical study*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Cropanzano, R., Rupp, D. E., Thornton, M., & Shao, R. (2016, August). *Organizational justice and organizational citizenship*. Paper presented at the Annual Meeting of the Academy of Management. Anaheim, CA.
- Hillebrandt, A., Barclay, L. J., & Cropanzano, R. (2015, August). *The interpersonal effects of incidental emotions in negotiations*. Paper presented at the Annual Meeting of the Academy of Management. Vancouver, BC.
- Li, A., Bagger, J., & Cropanzano, R. (2015, June). *The gender penalty: How stereotypes of work-family conflict impact job performance ratings*. Paper presented at the Meeting of the Organizational Justice and Behavioral Ethics Research Group. Edinburgh, UK.

- Moliner, C., Molina, A., Cropanzano, R., Martínez-Tur, V. (2015, June). *An intergroup justice model for enhancing quality of life: the role of conflict management strategies and intergroup trust*. Paper presented at the Meeting of the Organizational Justice and Behavioral Ethics Research Group. Edinburgh, UK.
- Becker, W., Cropanzano, R., & Goldman, D. (2014, August). *Subjective value during negotiation: The mediating effect of anger*. Paper presented at the Annual Meeting of the Academy of Management. Philadelphia, PA.
- Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (2014, August). *Another look at social exchange: Two dimensions of reciprocity*. Paper presented at the Annual Meeting of the Academy of Management. Philadelphia, PA.
- Goldman, B., & Cropanzano, R. (2014, July). *“Justice” and “fairness” are not the same thing*. Paper presented at the 2014 Annual Meeting of the International Association for Conflict Management. Leiden, the Netherlands.
- Cropanzano, R. (2014, June). *The mind, the body, and the evolution of human virtue*. Paper presented at the Annual Meeting for the International Society for Justice Research. New York, NY.
- Fortin, M., Cropanzano, R., Cugueró-Escofet, N., & Nadisic, T. (2014, June). *Justice rules and fairness judgments in relation to peers and supervisors*. Paper presented at the Annual Meeting for the International Society for Justice Research. New York, NY.
- Molina, A., Moliner, C., Martínez-Tur, V., Peiró, J. M., & Cropanzano, R. (June, 2014). *Fairness and performance at the unit level: The mediating role of service climate*. Paper presented at the Annual Meeting of the European Academy Management (EURAM). Valencia, Spain.
- Demerouti, E., & Cropanzano, R. (2013, November). *Daily negative work events and work engagement: The moderating role of sportsmanship*. Paper presented at the Annual Meeting of the Southern Management Association. New Orleans, LA.
- Cropanzano, R. (2013, September). *Building fair work teams through effective leadership*. Paper presented at the Biannual Meeting of the Front Range Management Research Seminar. Denver, CO.
- Skarlicki, D., Nadisic, T., Cropanzano, R., & Fortin, M. (2013, August). *Managers as modern day Robin Hoods*. Paper presented at the Annual Meeting of the Academy of Management. Orlando, FL.
- Cropanzano, R. (2012, October – November). *7 effective habits of successful (research) academics*. Paper presented at the Annual Meetings of the Southern Management Association. Ft. Lauderdale, FL.
- Cropanzano, R., Becker, W. J., & Goldman, B. (2012, October – November). *Professional and personal consequences of subjective value: Affect, performance, and burnout during*

- sequential negotiations*. Paper presented at the Annual Meetings of the Southern Management Association. Ft. Lauderdale, FL.
- Cropanzano, R., Li, A., Bagger, J., Thatcher, S. M. B., & Hauck, R. V. (2012, August). *Responses to promotion rejection: A model of internal and external attribution incongruence*. Paper presented at the Annual Meeting of the Academy of Management. Boston, MA.
- Becker, W. J., & Cropanzano, R. (2012, August). *Professional and personal consequences of subjective value during sequential negotiations*. Paper presented at the Annual Meeting of the Academy of Management. Boston, MA.
- Cropanzano, R., Goldman, B. M., & Siegel, J. L. (2011, October). *Extending the EASI model of negotiation: The role of complementary emotions*. Paper Presented at the Annual Meeting of the Society for Organizational Behavior. Athens, GA.
- Becker, W. J., & Cropanzano, R. (2011, April). *Display rule deviance and emotional labor in work teams*. Paper presented at Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Cropanzano, R., Li, A., & Benson, K., III. (2011, July). *Peer justice and teamwork processes*. Paper presented at the Second Biannual Meeting of for Organisational Justice and Behavioural Ethics. University of Aston. Birmingham, UK.
- Cropanzano, R. (2010, October). *Behavioral ethics: Where the research is now and where it needs to go*. Panel participant at the Annual Meeting of the Southern Management Association. Chris Henle (Chair). St. Pete Beach, FL.
- Becker, W. J., & Cropanzano, R. (2010, August). *Shared display rules and emotional labor in work teams*. (2010). Paper presented at the seventh annual conference on Emotions and Worklife, Montréal, Québec, Canada.
- Cropanzano, R. (2010, August). *The psychology of negotiation: New directions*. Symposium facilitated at the annual meeting of the Academy of Management. Montréal, Québec, Canada.
- Cropanzano, R. (2010, August). How leaders promote justice – and when they sometimes don't. Discussant's comments for E. P. Karam & J. D. Nahrgang (Chair), *Dare to be fair: How leaders influence fairness and justice in the workplace*. Symposium conducted at the annual meeting of the Academy of Management. Montréal, Québec, Canada.
- Becker, W. J. & Cropanzano, R. (2009, November). *Organizational neuroscience: Shaping the decision landscape*. Paper presented at the annual conference of the Society for Judgment and Decision Making, Boston, MA.
- Becker, W. J., & Cropanzano, R. (2009, August). *Dynamic curvilinearity in voluntary turnover*. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.

- Cropanzano, R., & Stein, J. (2009, July). *Behavioral ethics and workplace fairness*. Paper presented at the First Meeting of the International Roundtable on Justice and Behavioral Ethics. EMLYON Business School, Lyon, France.
- Cropanzano, R., & Stein, J. (2008, June). *Organizational justice and behavioral ethics: Promises and prospects*. Paper presented at the Fifth International Roundtable on Innovations in Organizational Justice. Católica University, Lisbon, Portugal.
- Li, A., & Cropanzano, R. (2008, August). *A model of intraunit justice climate and team effectiveness*. Paper presented at the annual meeting of the Academy of Management. Pasadena, CA.
- Li, A., Cropanzano, R., & Benson, L. (2007, August). *Intraunit justice climate: Explication and validation of a new construct*. Paper presented at the annual meeting of the Academy of Management. Philadelphia, PA.
- Cropanzano, R., & Rupp, D. (2006, October). *Multi-Foci Justice: Individual-level and unit-level approaches*. Paper presented at the bi-annual International Justice Roundtable. University of Arizona, Tucson, AZ.
- Cropanzano, R. (2005, August). *Three things I learned about organizational behavior from studying procedural justice*. Paper presented at the annual meeting of the Academy of Management. Honolulu, HI.
- Goldman, B. M., Shapiro, D. L., Cropanzano, R., Ko, J., & Thatcher, S. M. (2005, August). *The role of morality in mediated disputes at work: A justice perspective*. Paper presented at the annual meeting of the Academy of Management. Honolulu, HI.
- Ko, J., Gutek, B. A., & Cropanzano, R. S. (2005, April). *Hours spent in work-family activities and WIF/FIW*. Paper presented at the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- Ko, J., Paddock, L., Van den Bos, K., Greguras, G. J., Nam, K., El Akremi, A., Camerman, J., Morliner, C., Mladinic, A., Tornblom, K., Bagger, J., Cropanzano, R. S. (2005, April). *Retesting the shape-of-voice value function*. Paper presented at the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- Li, A., Bagger, J., & Cropanzano, R. (2005, August). *Culture and organizational justice: A meta-analysis*. Paper presented at the annual meeting of the Academy of Management. Honolulu, HI.
- Li, A., Bagger, J., & Cropanzano, R. S. (2005, April). *Effects of accepting repeated negative feedback on performance and affect*. Paper presented at the Society for Industrial and Organizational Psychology. Los Angeles, CA.
- Moliner, C.; Martínez-Tur, V; Peiró, J. M.; Ramos, J., and Cropanzano, R. (2005, May). *Perceived Reciprocity and Well-Being at Work: Fairness or Egoistic Preference?* Paper

presented at the XIIth European Congress of Work and Organizational Psychology. Istanbul, Turkey.

- Camerman, J., Cropanzano, R., & Vandenberghe, C. (2004, August). *The benefits of justice for temporary workers*. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Cropanzano, R., Paddock, L., Rupp, D. E., Bagger, J., & Baldwin, A. M. (2004, August). *The impact of decision framing on the process by outcome justice interaction*. Paper presented at the annual meeting of the Academy of Management. New Orleans, LA.
- Ko, J., Cropanzano, R., Nam, K., & Rupp, D. (2004, August). *Leader-member exchange and transformational-transactional leadership: Testing an integrative model*. Paper presented at the annual meeting of the Academy of Management. New Orleans, LA.
- Camerman, J., Cropanzano, R., & Vandenberghe, C. (2004, May). *Contingent workers and their relationships with the temporary organization: The role of organizational justice*. Paper presented at the annual meeting of Belgian Psychological Society. Bruxelles, Belgium.
- Cropanzano, R., Schminke, M., & Paddock, L. (2004, April). *Revisiting the structure of overall organizational justice*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Cropanzano, R., Slaughter, J. E., & Bachiochi, P. D. (2004, April). *Black applicants' reactions to affirmative action plans: The interactive role of distributive, procedural, and interactional justice*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Mohler, C. J., Byrne, Z. S., & Cropanzano, R. (2004, April). *Emotional exhaustion, work relationships, and health effects on organizational outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Moliner, C.; Martínez-Tur, V; Peiró, J. M.; Ramos, J., and Cropanzano, R. (2004, April). *Organizational justice and extra-role customer service: The mediating role of well-being at work*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Reb, J., Goldman, B. M., Kray, L. J., & Cropanzano, R. (2004, June). *Avoiding the escalation of conflict: Procedural and interactional injustice call for different remedies*. International Association for Conflict Management annual conference, Pittsburgh, PA.
- Cropanzano, R. (2003, August). *What happens when we take emotions seriously?* Paper presented at the annual meeting of the Academy of Management. Seattle, WA.
- Goldman, B. M., Paddock, L., & Cropanzano, R. (2003, August). *A transformational model of legal claiming*. Paper presented at the annual meeting of the Academy of Management. Seattle, WA.

- Wright, T. M., & Cropanzano, R. (2003, April). *The role of psychological well-being as a moderator of the relation between job satisfaction and job performance*. Paper presented at the annual meeting of the Society for Organizational Behavior. Orlando, FL.
- Cropanzano, R., & Wright, T. M. (2002, October). *A harder look at the happy/productive worker thesis*. Paper presented at the annual meeting of the Society for Organizational Behavior. Atlanta, GA.
- Cropanzano, R. (2002, April). *Multifoci justice: Empirical tests and conceptual advances*. Symposium chaired the annual meeting of the Society for Industrial and Organizational Psychology. Toronto, ON.
- Schminke, M., & Cropanzano, R. (2002, April). *Organization structure and fairness perceptions: The moderating effects of organizational level*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Toronto, ON.
- Wright, T. A., & Cropanzano, R. (2002, April). *A further look at the happy/productive worker thesis: Part II*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Toronto, ON.
- Wright, T. A., Cropanzano, R., & Bonett, D. (2002, March). *The role of personality and status resources in the prediction of job performance and voluntary turnover*. Paper presented to the annual meeting of the Western Academy of Management. Santa Fe, NM.
- Cropanzano, R., Chrobot-Mason, D., Rupp, D. E., & Prehar, C. A. (2001, April). *Accountability for corporate injustice*. Paper presented at the symposium for Accountability and Organizational Realities. University of Mississippi, Oxford, MS.
- Cropanzano, R., Ward, J. R., & Aloise-Young, P. A. (2001, April). *Organizational commitment, worker health, and life satisfaction: An identity theory approach*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Krebhiel, P. J., & Cropanzano, R. S. (2001, April). *Procedural justice and emotion*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Cropanzano, R., & Byrne, Z. S. (2000, April). *The relationship of emotional exhaustion to citizenship behaviors*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Byrne, Z. D., & Cropanzano, R. (2000, April). *The relationship of organizational justice to commitment, organizational politics, and citizenship behaviors: A test of three models*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Wright, T. A., & Cropanzano, R. (2000, April). *Further evidence for the happy/productive worker thesis: Trait and state predictors of job performance*. Paper presented at the

- annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Howes, J. C., Cropanzano, R., Grandey, A. A., & Mohler, C. J. (1999, August). *Who is supporting whom?: Quality team effectiveness and perceived organizational support*. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.
- Cropanzano, R. (1999, April). *Organizational justice: Construct explication and conceptual advances*. Symposium chaired the annual meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Cropanzano, R., & Prehar, C. (1999, April). *Using social exchange theory to distinguish procedural and interactional justice*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Cropanzano, R., & Wright, T. (1999, April). *A five-year study of the relationship between Well-Being and Performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.
- Cropanzano, R. (1998, May). *Social justice in the workplace: Looking back and looking ahead*. Symposium chaired at the annual meeting of the International Society for Justice Research. Denver, CO.
- Cropanzano, R. (1998, April). *Organizational justice: A cross-cultural perspective*. In D. D. Steiner & S. W. Gilliland (Chairs). *Innovating organizational justice: Cultural, value, and stakeholder perspectives*. Roundtable discussion at the 1998 meeting of Society for Industrial and Organizational Psychology. Dallas, TX.
- Wright, T. A., & Cropanzano, R. (1998, April). *Emotional Exhaustion as a Predictor of Job Performance and Voluntary Turnover*. In A. A. Grandey (Chair). *Emotion and well-being at work*. Symposium conducted at the 1998 meeting of Society for Industrial and Organizational Psychology. Dallas, TX.
- Cropanzano, R. (1997, June). *Emotion at work: Issues and research needs*. In N. M. Ashkanasy (Chair). *Emotion at work*. Symposium conducted at the 1997 meeting of the Australian Psychological Society's Industrial and Organizational Psychology Conference. Melbourne, Victoria, Australia.
- Cropanzano, R., & Prehar, C. (1997, June). *Procedural justice, leader - member exchange, and the consequences of performance evaluation*. Paper presented at the 1997 meeting of the Australian Psychological Society's Industrial and Organizational Psychology Conference. Melbourne, Victoria, Australia.
- Cropanzano, R. (1997, April). *Perspectives on basic vs. applied I/O psychology*. In S. Walker (Chair). *I/O psychology science versus practice: Tear down the wall*. Symposium conducted at the 1997 meeting of the Society for Industrial and Organizational Psychology. St. Louis, MO.

- Weiss, H. M., Suckow, K., Cropanzano, R., & Israelson, E. (1997, May). *Emotional reactions to organizational justice*. Paper presented at the 1997 meeting of the Midwestern Psychological Association. Chicago, IL.
- Weiss, H. M., Suckow, K., & Cropanzano, R. (1997, March). *Emotional reactions to just and unjust events*. Paper presented at the 1997 meeting of the Industrial-Organizational Psychology/Organizational Behavior Graduate Student Conference. Roanoke, VA.
- Cropanzano, R. (1996, August). Why emotion should be studied for its own sake. In N. M. Ashkanasy (Chair). *Emotion in the workplace: Not just skin deep*. Symposium conducted at the 1996 meeting of the Academy of Management. Cincinnati, OH.
- Cropanzano, R., Aguinis, H., Schminke, M., & Denham, D. L. (1996, August). Disputant reactions to managerial conflict intervention strategies: A comparison among Argentina, the Dominican Republic, and the United States. In J. G. Rosse (Chair), *Justice and fairness in organizations*. Symposium conducted at the 1996 meeting of the Academy of Management. Cincinnati, OH.
- Cropanzano, R., & Ambrose, M. L. (1996, April). There is no such thing as procedural justice. In S. W. Gilliland & D. L. Stone (Chairs), *Theory development forum: What is fair? Expanding current views of organizational justice*. Symposium conducted at the 1996 meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Cropanzano, R. (1996, April). Being nasty or nice?: Progress and future research needs. Discussant's comments for M. A. Korsgaard (Chair), *Being nasty or nice: How do people make the choice?* Symposium conducted at the 1996 meeting of the Society for Industrial and Organizational Psychology. San Diego, CA.
- Ambrose, M. L., & Cropanzano, R. (1995, August). Tenure, promotion, and the negative consequences of unfair staffing decisions. In R. Cropanzano (Chair), *Progress in procedural justice: Ten years after Folger and Greenberg (1985)*. Symposium conducted the 1995 meeting of the Academy of Management. Vancouver, British Columbia.
- Cropanzano, R. (1995, August). *Progress in procedural justice: Ten years after Folger and Greenberg (1985)*. Symposium chaired the 1995 meeting of the Academy of Management. Vancouver, British Columbia.
- Randall, M. L., Cropanzano, R., Bormann, C. A., & Birjulin, A. (1994, August). *The relationship of organizational politics and organizational support to employee attitudes and behavior*. Paper presented at the 1994 meeting of the Academy of Management, Dallas, TX.
- Cropanzano, R., & Howes, J. C. (1994, April). Affect may drive organizational behavior, but what drives affect? Discussant's comments for K. J. Williams (Chair), *Affect, self-cognitions, and performance: Are mood states and productivity related?* Symposium conducted at the 1994 meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

- Cropanzano, R., & Hunsberger, H. (1994, April). *The justice dilemma in employee selection: Some reflections on the trade-offs between social justice and statistical validity*. Paper presented at the 1994 meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Cropanzano, R. (1993, August). Managing justice from the cradle to the grave: Snowball effects, justice dilemmas, and sundry other ideas. Discussant's comments for M. L. Ambrose (Chair), *Procedural justice*. Symposium conducted at the 1993 meeting of the Academy of Management, Atlanta, GA.
- Howes, J., Citera, M., Cropanzano, R., & Hollenbeck, P. J. (1993, April). *A goal hierarchy approach to plan revision*. Paper presented at the 1993 meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Cropanzano, R., & Konovsky, M. A. (1992, August). Justice issues in employee drug testing. In J. G. Rosse (Chair), *Drug testing and fairness: A procedural justice perspective*. Symposium conducted at the 1992 meeting of the Academy of Management, Las Vegas, NV.
- Cropanzano, R., James, K., & Konovsky, M. A. (1991, April). Dispositional affect, work attitudes, and performance. In K. James & R. Cropanzano (Chairs), *Dispositional affectivity and work outcomes*. Symposium conducted at the 1991 meeting of the Society for Industrial and Organizational Psychology, Saint Louis, MO.
- James, K. & Cropanzano, R. (1991, April). *Dispositions and work outcomes*. Symposium Chaired at the 1991 meeting of the Society for Industrial and Organizational Psychology, Saint Louis, MO.
- Konovsky, M. A., & Cropanzano, R. (1991, April). Fairness in employee drug-testing and its effects on employee attitudes and performance. In E. F. Stone (Chair), *Drug testing in organizations: Validity, utility, and individuals' reactions*. Symposium conducted at the 1991 meeting of the Society for Industrial and Organizational Psychology, Saint Louis, MO.
- Cropanzano, R. (1990, April). *Injustice and work behavior*. Symposium chaired at the 1990 meeting of the Society for Industrial and Organizational Psychology, Miami, FL.
- Cropanzano, R., & Baron, R. A. (1989, June). *An investigation of the conditions leading to retaliatory conflict*. Paper presented at the 1989 meeting for the American Psychological Society, Washington, D.C.
- Folger, R., & Cropanzano, R. (1988, April). *Rectifying injustice: The effect of the change agent*. Paper presented at the 1988 meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Folger, R., Konovsky, M., & Cropanzano, R. (1988, April). Procedural justice in pay decisions based on performance appraisal. In B. R. Nathan (Chair), *New directions for*

*performance appraisal interview research*. Symposium conducted at the 1988 meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Folger, R., & Cropanzano, R. (1986, August). Emotion, motivation, and injustice. In R. J. Bies (Chair), *Moving beyond equity theory: New directions in research on justice in organizations*. Symposium conducted at the 1986 meeting of the Academy of Management, Chicago, IL.

Folger, R., & Cropanzano, R. (1986, November). Test and trial performance appraisal metaphors. In V. Palancion & R. Paylor (Chairs), *Performance Evaluations*. Symposium conducted at the 1987 meeting of the Association of Human Resources Management and Organizational Behavior, New Orleans, LA.

### **Invited Presentations/International Talks**

Cropanzano, R. (2016, September). *We have a bigger problem than we thought: Low consensus paradigms and questionable research practices*. Keynote address at Fifth Annual EAWOP Early Career Summer School. Aston Business School. Birmingham, UK.

Cropanzano, R. (2015, June). *Responding to reviewers*. Paper presented at the University of Edinburgh. Edinburgh, UK.

Skarlicki, D., Nadisic, T., Cropanzano, R., & Fortin, M. (2015, June). *Managers as modern-day Robin Hoods*. Paper presented at the University of Edinburgh. Edinburgh, UK.

Cropanzano, R., & Stein, J. (2011, June). *Organizational justice and behavioral ethics: Promises and prospects*. Invited address at the University of Manchester. Manchester, UK.

Cropanzano, R., & Wright, T. A. (2009, May). *In search of the happy/productive worker: Investigations into the relationship between emotional well-being and job performance*. Invited address presented at the Annual Meeting of the Association for Psychological Science. San Francisco, CA.

Cropanzano, R., & Li, A. (2009, March). *Intraunit justice climate: Development and validation of a new construct*. Paper presented at Singapore Management University. Singapore.

Cropanzano, R. (2008, June). *Managing the research process*. Paper presented at the University of Valencia. Valencia, Spain.

Cropanzano, R., & Li, A. (2008, December). *Intraunit justice climate*. Paper presented as part of the UCF Behavioral Ethics Colloquium Series. Department of Management, University of Central Florida, Orlando, FL.

Cropanzano, R. (2007, May). *Testing a social exchange model of organizational justice*. Paper presented at the Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility. Toulouse, France.

- Cropanzano, R., & Wright, T. A. (2005, March). *The happy-productive worker thesis*. Paper presented to the Management Department at the University of Toronto. Toronto, ON.
- Cropanzano, R. (2000, February). *Who is being fair to whom?: A new look at organizational justice*. Paper presented to the Department of Psychology at Louisiana State University. Baton Rouge, LA.
- Cropanzano, R. (1999, June). *When happiness is related to performance (and when it isn't)*. Paper presented to the Department of Psychology at the University of Central Lancashire. Preston, England.
- Cropanzano, R. (1999, June). *On the relationship between justice and organizational citizenship: It's the level that counts!* Paper presented to the Institute of Work Psychology. Sheffield, England.
- Cropanzano, R., Byrne, Z. S., & Prehar, C. (1999, June). *A multi-foci perspective on organizational justice*. Paper presented at the International Round Table: Innovations in Organizational Justice. Nice, France.
- Cropanzano, R., & Byrne, Z. S. (1998, November). *Pitfalls in the march of organizational justice: How two mistakes taught me more about procedural fairness*. Paper presented to the Department of Psychology at the University of Akron. Akron, OH.
- Cropanzano, R. (1998, March). *Looking backwards at the 21st century*. Closing keynote address presented at the annual Industrial-Organizational Psychology/Organizational Behavior Graduate Student Conference. San Diego, CA.
- Cropanzano, R., & Wright, T. A. (1997, November). *A happy worker is a productive worker*. Paper presented to the Department of Management at Florida State University. Tallahassee, FL.
- Cropanzano, R., & Wright, T. A. (1997, July). *Well-being, satisfaction, and job performance: Another look at the happy/productive worker thesis*. Paper presented to the Department of Management and Employment Relations at the University of Auckland. Auckland, New Zealand.
- Cropanzano, R. (1996, March). *Organizational justice: Current research and future needs*. Paper presented to the Kurt Lewin Institute. Shiermonnikoog, The Netherlands.
- Cropanzano, R. (1996, March). *A Tale of two paradigms: Psychometrics meets social justice in the conduct of psychological assessment*. Paper presented to the Department of Psychology at the University of Amsterdam. Amsterdam, The Netherlands.

### **Workshops Conducted**

- Cropanzano, R., & Rotundo, M. (2007, August). *Organizational behavior division: Not-so-junior mid-career faculty development workshop*. Workshop conducted at the annual meeting of the Academy of Management. Philadelphia, PA.

- Cropanzano, R., & Wiesenfeld, B. M. (2006, August). *Organizational behavior division: Junior faculty consortium*. Workshop conducted at the annual meeting of the Academy of Management. Honolulu, HI.
- Cropanzano, R., & Scandura, T. A. (2006, October). *Journal of Management research development workshop*. Workshop conducted at the annual meeting of the Southern Management Association. Clearwater Beach, FL.
- Ford, L., Scandura, T. A., & Cropanzano, R. (2006, October). *Research methods workshop: Scale development and validation*. Workshop conducted at the annual meeting of the Southern Management Association. Clearwater Beach, FL.
- Cropanzano, R. (2005, October). *Organizational justice: Basic definitions and current developments*. Workshop conducted for the Department of Psychology, University of Valencia. Valencia, Spain.
- Cropanzano, R. S., Scandura, T. A., & Korsgaard, M. A. (2005, November). *Journal of management research development workshop: Converting good research into publishable articles*. Workshop conducted at the annual meeting of the Southern Management Association. Charleston, SC. [Also presented in October, 2006]
- Uhl-Bien, M., Eylon, D., & Cropanzano, R. (2005, August). *Organizational Behavior Division: Junior Faculty Consortium*. Workshop conducted at the annual meeting of the Academy of Management. Honolulu, HI.
- Goldman, B. M., & Cropanzano, R. (2004, August). *Conducting research in organizational justice: Visions for the future*. Professional Development Workshop conducted at the annual meeting of the Academy of Management. New Orleans, LA.
- Cropanzano, R., Johnson, E., & Korsgaard, M. A. (1997, July). *Procedural justice in human resource management*. Workshop conducted to human resource managers at the University of Auckland. Auckland, New Zealand.
- Rosse, J., & Cropanzano, R. (1995, March). *Deviant behavior in the workplace*. Workshop conducted as part of the Industrial-Organizational/Organizational Behavior Graduate Student Conference. Denver, CO.
- Cropanzano, R. (1993, August). *Measuring student achievement through the use of letter grading*. Workshop conducted as part of the Colorado State Teaching Assistant Conference. Fort Collins, CO. [I also presented this workshop during August of 1994, 1995, 1998, and 2000.]