

GERARD BEENEN
Assistant Professor of Management
Mihaylo College of Business and Economics
California State University, Fullerton
Fullerton, CA 92834-6848
657-278-4858 (office)
gbeenen@fullerton.edu

EDUCATION

Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA

- Ph.D., Organizational Behavior and Theory, August 2008
- M.S., Concentrations in Social Psychology and Social Networks, May 2005

Northwestern University, Kellogg School of Management, Evanston, IL

- M.B.A., Concentrations in Finance, Marketing, Organizational Behavior, June 1992

Fuller Theological Seminary, Pasadena, CA

- M.A., Theology (with graduate courses in Psychology and Ethics), August 1986

Southern California College, Costa Mesa, CA

- B.A., Religion, with highest honors (with courses in Psychology), May 1984

EMPLOYMENT

California State University, Fullerton, CA

- Assistant Professor of Management, Mihaylo College of Business and Economics (2009-Present)

Carnegie Mellon University, Pittsburgh, PA

- Visiting Faculty (MBA Organizational Change course), Tepper School of Business (Summer 2009, 2010)
- Post-doctoral Fellow in Organizational Behavior, Tepper School of Business (2008-2009)

Block Center for Integrative Cancer Care (Healthcare services), Evanston, IL

- CEO (2001-2003)

AmeriQuest Transportation & Logistics (Transportation services), Cherry Hill, NJ

- VP and General Manager of FleetXchange.com (2001)

Neodesic Corporation and FleetXchange.com (Software technology), Evanston, IL

- VP and Co-founder (1997-2000)

Bain & Company (Management consulting), Chicago, IL and Dallas, TX

- Consultant and Case Team Leader (1994-1997)

Ernst & Young (Management consulting), Chicago, IL

- Consultant and Senior Consultant (1992-1993)

Sibson & Company (Human resources consulting), Chicago, IL

- Research Associate (during full-time MBA studies) (1991-1992)

Orange County Environmental Management Agency (County government), Santa Ana, CA

- Management Analyst (1987-1990)

RESEARCH

There is a tension between learning and performance when people need to do both in a short amount of time. My research examines the dynamics of this tension by focusing on questions such as: How can people both learn and perform in a new setting with limited time? How does individual motivation and organizational context influence this process? What role do leader-member relationships play? Under what conditions is it counterproductive to pursue both learning and performance?

Peer-reviewed Publications

1. Beenen, G., & Rousseau, D.M. 2010. Promoting learning and job acceptance in MBA internships. *Human Resource Management*, 49, 3-22.
2. Beenen, G., & Pinto, J. 2009. Resisting an epidemic of organizational-level corruption: An interview with Sherron Watkins. *Academy of Management Learning & Education*. 8, 275-289.
3. Goodman, P.S., & Beenen, G. 2008. Organizational learning contracts and management education. *Academy of Management Learning & Education*. 7, 521-534.
4. Ling, K., Beenen, G., Kraut, R., Resnick, P. et al., 2005. Using social psychology to motivate contributions to online communities. *Journal of Computer Mediated Communication*. 10(4), article 10. <http://jcmc.indiana.edu/vol10/issue4/ling.html>

Peer-reviewed Proceedings

1. Beenen, G. 2007. Learning fast: Understanding MBA internship effectiveness. [*Academy of Management, Best Paper Proceedings*](#), Philadelphia, PA August 2007. Barry Armandi Award for Best Student Paper, Management Education Division.
2. Beenen, G., Ling, K., Wang, X., Chang, K., Frankowski, D., Resnick, P., Kraut, R., 2004. Using social psychology to motivate contributions in online community, [*CSCW 2004 Proceedings*](#), ACM Press.

Book chapters and practitioner-oriented Publications

1. Goodman, P.S. and Beenen, G. (Forthcoming). Chapter 4: Student Expectations for New and Traditional Colleges. In Goodman, P.S., *Organizational Learning Contracts: New and Traditional Colleges*. New York: Oxford University Press.

2. Beenen, G. 2008. Exploring MBA internship effectiveness: Intern goals and outcomes. *Graduate Management Admissions Council (GMAC) Research Reports*. http://www.gmac.com/NR/rdonlyres/80A97CEC-32BA-4872-A82D-8F322BB83F14/0/RR0801_MBAInternshipEffectiveness.pdf
3. Erisman, A.M., & Beenen, G. 2007. Did we learn the lessons from Enron? *Ethix*. <http://www.ethix.org/article.php3?id=368>
4. Erisman, A.M., & Beenen, G. 2007. Leadership for a 21st-century multinational corporation. *Ethix*. <http://www.ethix.org/article.php3?id=360>

Working papers

1. Effects of subordinate and supervisor goal orientation on subordinate learning and performance.
2. A goal orientation framework for proactive learning and socialization.
3. Do I really want to work here?: Pre-entry perceived P-O fit, career learning, and job acceptance intentions for MBA job seekers. (with Shaun Pichler and Lori Muse).
4. An investigation of differences between strong and weak organizational learning contracts (with Paul Goodman).

Other projects

1. Antecedents and consequences of managerial interpersonal skills (with Lori Muse, Shaun Pichler, Thomas Mayes and Ronald Riggio). Funded by a Graduate Management Admissions Council Management Education and Research Institute Grant.
2. Learning and performance in short-term work (with Denise Rousseau and Paul Goodman).
3. Receiving and seeking feedback: The role of autonomy support.
4. The effect of sequential versus synchronous goal orientation approaches on individual creativity (with Ella Miron-Spektor and Linda Argote).
5. From we to me: Perceived competence, egocentrism and group identity in work groups. Exploratory study of self-centered and group-centered biased perceptions of competence within and between 37 natural work groups.
6. Leadership matters: The evidence on leadership effectiveness. (with David Miller)

PROFESSIONAL PRESENTATIONS

1. Exploring managerial effectiveness through interpersonal skills (All Academy Symposium co-Chair with Shaun Pichler and Lori Muse). Academy of Management, Montreal, Canada, August 2010.

2. Hard facts on soft skills: What we know and want to know about managerial interpersonal skills (Caucus co-organizer with Lori Muse). Academy of Management, Montreal, Canada, August 2010.
3. An organizational learning contract perspective on student expectations (with Paul Goodman). Academy of Management, Montreal, Canada, August 2010.
4. The effect of sequential versus synchronous goal orientation approaches on individual creativity (with Ella Miron-Spektor and Linda Argote). Academy of Management, Montreal, Canada, August 2010.
5. Maximizing your return on human capital (Keynote speaker). Financial Executives International, Pacific Club, Newport Beach, CA, May 2010.
6. Cross cultural issues in leadership (Session respondent). Leading in times of uncertainty conference. Cal State Fullerton, Center for Leadership, Fullerton, CA, April 2010.
7. Effects of subordinate and perceived supervisor goal orientation on subordinate learning and performance. Academy of Management, Chicago, IL, August 2009.
8. Transformational leadership (Session Respondent). Academy of Management, Chicago, IL, August 2009.
9. A goal orientation framework for proactive learning and socialization. Academy of Management, Anaheim, CA August 2008.
10. Do I really want to work here?: Pre-entry perceived P-O fit, career learning, and job acceptance intentions for MBA job seekers. Paper accepted for Western Academy of Management, March, 2008. Best Student Paper nominee (unable to attend conference).
11. Leadership matters: A review of the evidence. Seattle Pacific University, October 2007.
12. Learning fast: Understanding MBA internship effectiveness. Academy of Management, August 2007. Barry Armandi Best Student Paper Award; Best Paper Proceedings.
13. Scientist & educator: Integrating our divided roles. (Co-organizer and presenter with Denise Rousseau), Academy of Management, August 2006.
14. From we to me: Egocentrism and group identity in work teams. Interdisciplinary Network on Group Research (INGRoup) Conference, Carnegie Mellon, July 2006.
15. From we to me: Egocentrism and group identity in work teams. Center for Interdisciplinary Research on Teams (CIRT) Conference, Carnegie Mellon, September 2005.
16. Using social psychology to motivate online community contributions. Association for Computing Machinery, Computer Supported Cooperative Work, November 2004.

17. Using social psychology to motivate contributions in an online community. Invited presentation, University of Pittsburgh, September 2004.

TEACHING

Mihaylo College of Business and Economics, California State University, Fullerton

- Introduction to Organizational Behavior (Fall 2009, Spring 2010)

Tepper School of Business, Carnegie Mellon University

- Organizational Change (MBA) (Summer 2010, 2009, Spring 2009, 2008)
- Introduction to Organizational Behavior (undergraduate) (Summer 2006)
- Teaching Assistant for 11 undergraduate and graduate courses in organizational behavior, human resource management, negotiations, leading teams, strategy and ethics. (2004-2007)

Other Teaching Activities

- Business ethics seminar speaker for MBA students (Wharton School).
- E-commerce panelist (MIT/Sloan School; Brookings Institution).
- MBA class e-commerce guest lecturer (Kellogg School; Dr. Sunil Chopra).
- Accounting and marketing module trainer (Bain & Company).
- Taught two college courses as visiting Instructor (Bethel College, Kerala, India).

COMPETITIVE RESEARCH GRANTS AND FELLOWSHIPS

- Graduate Management Admissions Council MERI Award (\$100,000). The antecedents and consequences of managerial interpersonal skills (Co-principal investigator with Lori Muse and Shaun Pichler). (March 2010).
- Graduate Management Admissions Council Doctoral Fellowship Award (\$20,000), (December, 2006) (1 of 2 awards granted out of 23 applications).
- Salancik Doctoral Dissertation Fellowship Award, Carnegie Mellon (April 2007).
- William Larimer Mellon Fellowship, Carnegie Mellon (2003-2006).

AWARDS

- Outstanding Reviewer Award, Academy of Management, OB Division (June 2010).
- Western Academy of Management, Best Student Paper nominee (March 2008).
- Best Paper Proceedings, Best Student Paper Award, and Best Paper Award Nominee, MED Division, Academy of Management (August 2007).
- Outstanding MBA Graduate in Organizational Behavior Award (June 1992), Northwestern University, Kellogg School of Management.
- *Summa cum laude* graduate, *Delta Kappa* Honor Society and Grable Award for academic and leadership excellence; outstanding achievement award for Greek language studies, Vanguard University of Southern California.

SERVICE

- Session Chair, Outcomes in Executive Education, Academy of Management, 2009.
- Reviewer, Academy of Management 2008, 2009, 2010.
- Reviewer, Western Academy of Management 2008.

- InReview editor, *Ethix*, edit book and film review column, 2003-present.
- Founding Member, Evidence Based Management Collaborative, 2007-present, Carnegie Mellon University.
- Steering Committee Member, Center for Interdisciplinary Research on Teams, 2005-06, Carnegie Mellon, Laurie Weingart, Director.
- Reviewer, Computer Supported Cooperative Work (Association for Computing Machinery).
- Ad hoc reviewer, Journal of Organizational Behavior.
- Facilitator for interactive session on groups & teams, Academy of Management, August, 2004.

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- Society for Industrial Organizational Psychology

MANAGEMENT CONSULTING EXPERIENCE

<u>Industry</u>	<u>Representative clients</u>
▪ Consumer products/services	AAA Michigan, Continental Airlines, Kraft Foods
▪ Financial services	AIG, Allstate Insurance, Zurich-Kemper Mutual Funds
▪ Healthcare	Baxter, BC/BS Iowa, Northwestern University Hospitals
▪ Manufacturing/Technology	GE, Johnson Controls, Navistar, Xerox

INTERNATIONAL EXPERIENCE

- Management consulting assignments in Latin America.
- Spanish language studies in Costa Rica.
- Taught two college level courses in Kerala, India.
- Travelled in 25 countries throughout North America, South America, Europe and Asia.

OTHER SERVICE

- Board of Directors, Bellefield Presbyterian Church (PCUSA), Pittsburgh, PA, 2005-08.
- Board of Directors, Reba Place Development Corporation (Non-profit focused on Economic and Community Development), Evanston, IL, 2000-03.