

DAVID MACINTOSH SAUNDERS

Smith School of Business
Queen's University
Goodes Hall
Kingston, Ontario
Canada K7L 3N6

david.saunders@queensu.ca

ACADEMIC EXPERIENCE:

Queen's University, Smith School of Business, Full Professor, 2003-

University of Calgary, Haskayne School of Business, Full Professor, 1999-2003

McGill University, Faculty of Management, Associate Professor, 1992-1999

Université de Montréal, École des Hautes Études Commerciales, Professeur Invité, 1992-1993

McGill University, Faculty of Management, Assistant Professor, 1986-1992

Duke University, Fuqua School of Business, Post Doctoral Fellow, 1984-1986

ADMINISTRATIVE EXPERIENCE:

Queen's University, Smith School of Business, Dean, 2003-2019

University of Calgary, Haskayne School of Business, Dean, 1999-2003

McGill University, Faculty of Management, Director of the MBA Japan Program, and
President, McGill Japan Board of Directors, 1998-1999

McGill University, Faculty of Management, Associate Dean – Masters Programs and
Director of the MBA Program, 1995-1998

EDUCATION:

Ph.D. University of Western Ontario (Major: Social Psychology), 1984

M.A. University of Western Ontario (Major: Social Psychology), 1980

B.A. York University (Major: Psychology), 1979

ACADEMIC AWARDS AND DISTINCTIONS:

Academy of Management, Women in Management Division, Dorothy Harlow Best Paper Award (Honourable Mention), 1992.

Administrative Sciences Association of Canada, Personnel and Human Resource Management Division, Award of Excellence (Honourable Mention), 1992.

McGill University, Faculty of Management Distinguished Teaching Award, 1989.

Social Sciences and Humanities Research Council of Canada, Postdoctoral Fellowship, 1984-1986

Social Sciences and Humanities Research Council of Canada, Doctoral Fellowship, 1980-1984

Ontario Graduate Scholarship, 1979-1980

National Institute on Mental Retardation Research Scholarship, 1979-1980

York University Scholarship for Academic Achievement, 1977-1979

BOOKS:

Lewicki, R.J., Saunders, D.M., & Barry, B. (in press). *Essentials of negotiation (7th edition)*. Burr Ridge, IL: McGraw Hill - Irwin. (6th edition, 2016, 5th edition, 2010, 4th edition, 2006, 3rd edition, 2004, 2nd edition, 2001, 1st edition, 1997)

Lewicki, R.J., Barry, B., & Saunders, D.M. (2020). *Negotiation (8th edition)*. Burr Ridge, IL: McGraw Hill - Irwin. (7th edition, 2015, 6th edition, 2010, 5th edition, 2007, 4th edition, 2003, 3rd edition 1999, 2nd edition 1994)

Lewicki, R.J., Barry, B., Saunders, D.M. (2015). *Negotiation: Readings, exercises, and cases (7th edition)*. Burr Ridge, IL: McGraw Hill - Irwin. (6th edition, 2010, 5th edition, 2006, 4th edition, 2002, 3rd edition 1999, 2nd edition 1993)

Lewicki, R.J., Barry, B., & Saunders, D.M. (2016). *Essentials of negotiation (6th edition)*. Burr Ridge, IL: McGraw Hill - Irwin. (5th edition, 2010, 4th edition, 2006, 3rd edition, 2004, 2nd edition, 2001, 1st edition, 1997)

Lewicki, R.J., Saunders, D.M., & Minton, J.W. (1998). *Essentials of negotiation* (Japanese edition). Tokyo: Bunshindo.

Aycan, Z., & Saunders, D.M. (Eds.) (1997). *New approaches to employee management (Vol. 4 - Expatriate management: Theory and research)*. Greenwich, CT: JAI Press.

Kanungo, R.N. & Saunders, D.M. (Eds.) (1995). *New approaches to employee management (Vol. 3 - Employee Management in Developing Countries)*. Greenwich, CT: JAI Press.

Saunders, D.M. (Ed.) (1994). *New approaches to employee management (Vol. 2 - Discrimination in employment)*. Greenwich, CT: JAI Press.

Saunders, D.M. (Ed.) (1992). *New approaches to employee management (Vol. 1 - Fairness in employee recruitment and selection)*. Greenwich, CT: JAI Press.

Saunders, D.M. (Ed.) (1991). *Proceedings of the Human Rights and Employment: Interdisciplinary Perspectives Conference*. Montreal, Quebec, May 10-11.

RESEARCH ARTICLES AND CHAPTERS:

Ma, Z., Wang, X., Jaeger, A., Anderson, T., Wang, Y., & Saunders, D.M. (2002). Individual perception, bargaining behavior, and negotiation outcomes: A Comparison Across Two Countries. *International Journal of Cross Cultural Management*, 2, 171-184.

Leck, J.D., Saunders, D.M., & Charbonneau, M. (1996). Affirmative action programs: An organizational justice perspective. *Journal of Organizational Behavior*, 17, 79-89.

Leck, J.D., & Saunders, D.M. (1996). Achieving diversity in the workplace: Canada's Employment Equity Act and members of visible minorities. *International Journal of Public Administration*, 19, 299-321.

Leck, J.D., Saunders, D.M., & Marcil, L. (1996). Programmes d'équité en matière d'emploi au Canada: les cas des femmes. *Canadian Journal of Administrative Sciences*, 13, 207-215.

Saunders, D.M., & Leck, J.D. (1996). Increasing the presence of minorities in Canadian Organizations: Effects of affirmative action programs. In M.F. Rice (Ed.), *Diversity and public organizations: Issues and perspectives* (pp. 196-212). Dubuque, Iowa: Kendall Hunt.

Saks, A.M., Leck, J.D., & Saunders, D.M. (1995). Effects of application blanks and employment equity on applicant reactions and job pursuit intentions. *Journal of Organizational Behavior*, 16, 415-430.

Saunders, D.M., & Lewicki, R.J. (1995). Teaching negotiation with computer simulations: Pedagogical and practical considerations. *Negotiation Journal*, 11, 157-167.

Leck, J.D., & Saunders, D.M. (1994). Employment equity programs: Effects on hiring visible minorities. In D.M. Saunders (Ed.), *New approaches to employee management (Vol. 2)*. Greenwich, CT: JAI Press.

- Saunders, D.M., & Leck, J.D. (1993). Formal upward communication procedures: Organizational and employee perspectives. *Canadian Journal of Administrative Sciences*, 10, 255-268.
- Leck, J.D., & Saunders, D.M. (1992). Canada's Employment Equity Act: Effects on employee selection. *Population Research and Policy Review*, 11, 21-49.
- Saunders, D.M., Leck, J.D., & Marcil, L. (1992). Employer compliance with human rights legislation in Canada: Effects of jurisdiction, affirmative action program, and industry. In D.M. Saunders (Ed.), *New approaches to employee management* (Vol. 1). Greenwich, CT: JAI Press.
- Leck, J.D., & Saunders, D.M. (1992). Hiring women: The effects of Canada's Employment Equity Act. *Canadian Public Policy*, 18, 203-220.
- Leck, J.D., & Saunders, D.M. (1992). Hirschman's loyalty: Attitude or behavior? *Employee Responsibilities and Rights Journal*, 5, 219-230.
- Saunders D.M., Sheppard, B.H., Knight, V., & Roth, J. (1992). Employee voice to supervisors. *Employee Responsibilities and Rights Journal*, 5, 241-259.
- Barki, H., & Saunders, D.M. (1990). Conflits et gestion de conflits dans l'implantation de systèmes informatisés. *Technologies de L'Information et Société*, 3, 109-130.
- Sheppard, B.H., Saunders, D.M., & Minton, J.W. (1988). Procedural justice from the third party perspective. *Journal of Personality and Social Psychology*, 54, 629-637.
- Diaz, E.M., Minton, J.W., & Saunders, D.M. (1987). A fair nonunion grievance procedure. *Personnel*, 64, 13-18.
- Saunders, D.M., Fisher, W.A., Hewitt, E.C., & Clayton, J.P. (1985). A method for empirically assessing volunteer selection effects: Recruitment procedures and responses to erotica. *Journal of Personality and Social Psychology*, 49, 1703-1712.
- Saunders, D.M., Vidmar, N., & Hewitt, E.C. (1983). Eyewitness testimony and the discrediting effect. In S.M.A. Lloyd-Bostock & B.R. Clifford (Eds.), *Evaluating witness evidence*. London: Wiley.
- Saunders, D.M., & Silverman, I. (1982). Extraneous factors in institutionalization for mental retardation: Demographic analyses for Ontario. *Canadian Journal of Community Mental Health*, 1, 107-113.
- Silverman, I., & Saunders, D.M. (1980). Creating the mental illness culture: Demographic studies of mental institutionalization in Ontario. *Canadian Psychology*, 21, 121-128.

REVIEWS:

Saunders, D.M. (1992). Review of the Management Interest Inventory. In J.J. Kramer & J.C. Conoley (Eds.), *The eleventh mental measurements yearbook*. Lincoln, Nebraska: University of Nebraska Press.

Saunders, D.M. (1992). Review of the Survey of Organizational Stress. In J.J. Kramer & J.C. Conoley (Eds.), *The eleventh mental measurements yearbook*. Lincoln, Nebraska: University of Nebraska Press.

REPLIES:

Silverman, I., Bagby, R.M., & Saunders, D.M. (1986). The mental illness culture is alive and well: A reply to Page. *Canadian Psychology*, 27, 98-99.

Silverman, I., & Saunders, D.M. (1984). Our last (ever) reply to Cyr and Haley. *Canadian Journal of Community Mental Health*, 3, 95-96.

Silverman, I., & Saunders, D.M. (1983). Reply to Cyr and Haley. *Canadian Psychology*, 24, 61.

PAPERS: (Presented at Professional Conferences)

Javidan, M., & Saunders, D.M. (2001). *The Calgary MBA in e-business*. Presented at the Pan-Pacific Conference XVIII, Vina del Mar, Chile.

Hale, A.T., & Saunders, D.M. (1996). *Handling consumer complaints: The impact of certainty, procedural and distributive justice and firm type*. Presented at the annual meeting of the Marketing Sciences Association, Berkeley, California.

Hale, A.T., & Saunders, D.M. (1995). *Products versus services: The consequences of consumer dissatisfaction*. Presented at the annual meeting of the Marketing Sciences Association, Sydney, Australia.

Leck, J.D., & Saunders, D.M. (1995). *Employee perceptions of affirmative action programs*. Presented at the annual meeting of the Academy of Management, Vancouver, British Columbia.

Leck, J.D., & Saunders, D.M. (1995). *Increasing the presence of minorities in Canadian organizations: Effects of public policy*. Presented at the Academy of Business Administration International Conference, London, England.

- Saunders, D.M., & Leck, J.D. (1994). *Canada's Employment Equity Act: The first three years*. Presented at the annual conference of the Law and Society Association, Phoenix, Arizona.
- Brunet, M.-C., Leck, J.D., & Saunders, D.M. (1993). La description réaliste d'emploi (DRE) et le choix de carrière non-traditionnelle: un modèle théorique. In G. Trepo (ed.), *4e Actes du Congrès de l'Association française de gestion des ressources humaines* (pp. 274-281). Jouy-en-Josas, France.
- Saunders, D.M., & Leck, J.D. (1993). *Increasing the presence of women in organizations*. Presented at the annual conference of the Academy of Management, Atlanta, Georgia.
- Leck, J.D., & Saunders, D.M. (1993). Increasing the presence of single- and dual-status women in Canadian organizations. In L. Hammond-Ketilson (Ed.), *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada - Women in Management Division* (14, 73-81). Lake Louise, Canada.
- Saks, A.M., Leck, J.D., & Saunders, D.M. (1993). Effects of discriminatory application blank questions on applicant attitudes and perceptions. In M. Tremblay & S. St-Onge (Eds.), *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada - Personnel and Human Resources Division* (14, 109-118). Lake Louise, Canada.
- Leck, J.D., & Saunders, D.M. (1992). Programmes d'équité en matière d'emploi: Embauche et promotion efficace. In P. Louart (ed.), *3e Actes du Congrès de l'Association française de gestion des ressources humaines* (pp. 462-467). Lille, France.
- Saunders, D.M., & Leck, J.D. (1992). *Employment equity programs in Canada: A longitudinal study of employee selection*. Presented at the 9th World Congress of the International Industrial Relations Association, Sydney, Australia.
- Leck, J.D., & Saunders, D.M. (1992). *Achieving a diversified workforce: The effects of employment equity programs on hiring members of visible minorities*. Presented at the annual conference of the Academy of Management, Las Vegas, Nevada.
- Leck, J.D., & Saunders, D.M. (1992). Employment equity programs in Canada's federal jurisdiction: Effects on selection and promotion of designated group members. In M. Belcourt & M. Tremblay (Eds.), *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada - Personnel and Human Resources Division* (13, 65-73). Quebec, Canada.
- Leck, J.D., Saunders, D.M. & St. Onge, S. (1992). Achieving a diversified workforce with employment equity programs: Effects on hiring women. In J.L. Wall & L.R. Jauch (Eds.), *Academy of Management - Best Paper Proceedings* (pp. 385-389), Las Vegas, Nevada.

- Leck, J.D., & Saunders, D.M. (1992). *Employment equity programs in Canada's federal jurisdiction: Effects on selection and promotion of designated group members*. Presented at the annual conference of the Administrative Sciences Association of Canada, Quebec, Canada.
- Leck, J.D., & Saunders, D.M. (1992). *Employment equity programs: Effects on selection and promotion*. Presented at the Industrial Relations Research Association, New Orleans, Louisiana.
- Leck, J.D., & Saunders, D.M. (1991). *What predicts exit and voice?* Presented at the annual conference of the American Psychological Association, San Francisco, California.
- Saunders, D.M., & Leck, J.D. (1991). *Employer compliance with human rights legislation: Pre-employment enquiries about protected group membership in Canada*. Presented at the annual conference of the Academy of Management, Miami, Florida.
- Saunders, D.M. (1991). Employer compliance with pre-employment human rights legislation in Canada: Effects of jurisdiction, affirmative action program, and industry. In D.M. Saunders (Ed.), *Proceedings of the Human Rights and Employment: Interdisciplinary Perspectives Conference* (pp. 87-113). Montreal, Canada.
- Leck, J.D., & Saunders, D.M. (1991). *Compliance with the Canadian Employment Equity Act: A model and empirical test*. Presented at the annual conference of the Law and Society Association, Amsterdam, The Netherlands.
- Saunders, D.M., & Leck, J.D. (1991). *Employer compliance with human rights legislation in Canada: Employment application forms and affirmative action programs*. Presented at the annual conference of the Law and Society Association, Amsterdam, The Netherlands.
- Saunders, D.M., & Leck, J.D. (1990). Predicting employee use of formal communication procedures. In J.W. Robinson (Ed.), *Proceedings of the Annual Meeting of the Council on Employee Responsibilities and Rights* (pp. 67-78). Orlando, Florida.
- Saunders, D.M., Leck, J.D., & Vitins, G. (1990). *Pre-employment enquiries in Canada. The law and society are dancing to different music*. Presented at the annual meeting of the Law and Society Association, Berkeley, California.
- Barki, H., & Saunders, D.M. (1990). Conflict, influence, and conflict resolution in information system development. In L. Raymond (Ed.), *Proceedings of the Eighteenth Annual Convention of the Administrative Sciences Association of Canada*. Whistler, British Columbia.
- Saunders, D.M., Leck, J.D., & Vitins, G. (1989). Human rights legislation and employment in Canada. In J.W. Robinson (Ed.), *Proceedings of the Annual Meeting of the Council on Employee Responsibilities and Rights* (pp. 419-437). Orlando, Florida.

- Saunders, D.M., & Leck, J.D. (1989). Human resource management policies: A descriptive study. In A. Petit & A.V. Subbarao (Ed.), *Proceedings of the Annual Conference of the Administrative Sciences Association of Canada - Personnel and Human Resources Division* (10, 142-151). Montreal, Canada.
- Saunders, D.M., & Leck, J.D. (1988). *The effects of organizational structure on employee communication procedures*. Presented at the annual meeting of the Academy of Management, Anaheim, California.
- Saunders, D.M. (1987). *Employee voice*. Presented at the annual meeting of The Institute of Management Science/Operations Research Society of America, New Orleans, Louisiana.
- Saunders, D.M. (1986). *Why do employees speak up?* Presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- Sheppard, B.H., Saunders, D.M., & Minton, J.W. (1986). *Determinants of procedural choice in informal dispute resolution*. Presented at the annual meeting of the Law and Society Association, Chicago, Illinois.
- Sheppard, B.H., Saunders, D.M., & Minton, J.W. (1986). *Procedural justice from the third party perspective*. Presented at the annual meeting of the Academy of Management, Chicago, Illinois.
- Saunders, D.M., Minton, J.W., & Sheppard, B.H. (1985). *The influence of concern for fairness on third party behavior*. Presented at the 4th annual conference on Justice and Law, Nags Head, North Carolina.
- Sheppard, B.H., Lewicki, R.J., Minton, J.W., & Saunders, D.M. (1985). *Managerial dispute intervention: A descriptive analysis*. Presented at the annual meeting of the American Psychological Association, Los Angeles, California.
- Minton, J.W., Saunders, D.M., & Lewicki, R.J. (1985). *Beyond experientialism: Teaching HRM skills in the real world*. Presented at the 12th Annual Organizational Behavior Teaching Conference, Charlottesville, Virginia.
- Saunders, D.M., & Vidmar, N. (1984). *Liability insurance, judicial admonitions, and the verdicts of mock juries*. Presented at the annual meeting of the Canadian Psychological Association, Ottawa, Ontario.
- Saunders, D.M. (1984). *Detecting volunteer bias in sex research*. Presented at the Annual Guelph Conference on Sexuality, Guelph, Ontario.

Saunders, D.M., Fisher, W.A., Hewitt, E.C., & Clayton, J.P. (1983). *Effects of recruitment procedures and sex of subject on responses to an erotic film*. Presented at the annual meeting of the Canadian Psychological Association, Winnipeg, Manitoba.

Saunders, D.M., Hewitt, E.C., & Vidmar, N. (1981). *Discredited eyewitness testimony, judicial instructions, and juror decisions*. Presented at the annual meeting of the Canadian Psychological Association, Toronto, Ontario.

Saunders, D.M., & Vidmar, N. (1981). *Discredited eyewitness testimony and mock jury deliberations*. Presented at the annual meeting of the Midwestern Psychological Association, Detroit, Michigan.

RESEARCH GRANTS:

Maintaining a Competitive Edge Internationally: The Impact of Individual versus Cultural Differences in Negotiations (410-97-), 1997-2000 (\$67,000, co- investigator).

Negotiation and Individual Differences. Social Sciences and Humanities Research Council of Canada (410-94-0822), 1994-1997 (\$40,309, sole investigator).

Employment Equity Programs in Canada. Social Sciences and Humanities Research Council of Canada (410-92-0711), 1992-1994 (\$48,200, co-investigator).

Human Rights and the Workplace in Canada. Social Sciences and Humanities Research Council of Canada (410-90-0314), 1990-1992 (\$71,940, sole investigator).

Human Rights in the Workplace. Social Sciences and Humanities Research Council of Canada (410-89-0597), 1989-1990 (\$32,330, sole investigator).

Determinants of Employee Voice Behaviour. Social Sciences and Humanities Research Council of Canada (410-87-0386), 1987-1989 (\$73,200, sole investigator).

CONFERENCES ORGANIZED:

Alberta/Finland 2001: A Wireless Odyssey Symposium, Calgary, 2001 (conference co-chair)

Partnership in a New Era: Canada-China Business Relations within the WTO, Calgary, 2000 (organizing committee symposium chair)

Human Rights and Employment: Interdisciplinary Perspectives, Montreal, 1991 (conference chair)

TEACHING EXPERIENCE:

Queen's University

Strategy and Change (with Elspeth Murray)

North America (McGill University and Duke University)

Doctoral: Human Resource Management; Behavioral Science; Pedagogy; Social Psychology

MBA: Organizational Behavior; Human Resource Management; Negotiation; Arbitration; Labor - Management Relations

Undergraduates: Human Resource Management; Organizational Behavior; Social Psychology

China (People's University)

MBA: Organizational Behavior

Japan (McGill Japan)

MBA: Integrative Core

CONSULTING:

Hydro-Québec; Teleglobe Canada; Lantic Sugar; Oerlikon Aerospace; Bantrel; Computer Imaging and Graphics; International Aviation Management Training Institute (IAMTI); Institute of Canadian Bankers (ICB); Duke University; University Hospital (London); Police Executive Research Forum; Royal Victoria Hospital; Montreal Joint Hospital Institute; Provincial Association of Protestant Teachers (Quebec); Provincial Association of Catholic Teachers (Quebec); Katavik School Board; Cree School Board

MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS:

American Psychological Association

ADMINISTRATIVE COMMITTEE MEMBERSHIP

2019/2020

Queen's University, Agnes Etherington Art Centre, Advisory Board

2018/2019

Queen's University, Agnes Etherington Art Centre, Advisory Board (past chair)
Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget

2017/2018

Queen's University, Agnes Etherington Art Centre, Advisory Board (chair)
Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget

2016/2017

Queen's University, Agnes Etherington Art Centre, Advisory Board (chair)
Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget

2015/2016

Queen's University, Agnes Etherington Art Centre, Advisory Board (chair)
Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget

2014/2015

Queen's University, Agnes Etherington Art Centre, Advisory Board (member)
Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget
Queen's University, University Promotion Committee (Faculty of Health Sciences)

2013/2014

Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget
Queen's University, University Promotion Committee (Faculty of Health Sciences)

2012/2013

Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Honorary Degrees Committee
Queen's University Provost's Advisory Committee on Budget
Queen's University, University Promotion Committee (Faculty of Health Sciences)
Queen's University Principal's Advisory Committee – Dean of Law
Queen's University Principal's Advisory Committee – Dean of Arts & Science

2011/2012

Queen's University, Provost - Deans Council
Queen's University Combined Provost, Deans and Management Group
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University, University Promotion Committee (Faculty of Health Sciences)

2010/2011

Queen's University, Provost - Deans Council
Queen's University Senate
Queen's University Enrolment Planning Task Force
Queen's University Provost's Budget Advisory Committee
Queen's University, University Promotion Committee (Faculty of Health Sciences)

2009/2010

Queen's University, VP (Academic) - Deans Council
Queen's University Senate
Queen's University Board of Trustees (observer)

2008/2009

Queen's University, VP (Academic) - Deans Council
Queen's University Revenue Generation Task Force (Chair)
Queen's University Senate
Queen's University Board of Trustees (observer)

2007/2008

Queen's University, VP (Academic) - Deans Council
Queen's University Senate
Queen's University Board of Trustees (observer)

2006/2007

Queen's University, VP (Academic) - Deans Council
Queen's University Honorary Degrees Committee
Queen's University Senate
Queen's University Board of Trustees (observer)

2005/2006

Queen's University, VP (Academic) - Deans Council
Queen's University Honorary Degrees Committee
Queen's University Senate
Queen's University Board of Trustees (observer)

2004/2005

Queen's University, VP (Academic) - Deans Council
Queen's University, University Promotion Committee (Faculty of Health Sciences)
Queen's University Honorary Degrees Committee
Queen's University Senate
Queen's University Board of Trustees (observer)

2003/2004

Queen's University, VP (Academic) - Deans Council
Queen's University, University Promotion Committee (Faculty of Health Sciences)
Queen's University Honorary Degrees Committee
Queen's University Senate
Queen's University Board of Trustees (observer)

2002/2003

Haskayne School of Business Faculty Council (chair)
Haskayne School of Business Executive Committee (chair)
Haskayne School of Business Tenure Committee (chair)
Haskayne School of Business Merit Committee (chair)
University of Calgary, Facilities & Services Planning Committee (chair)
University of Calgary, VP (External Relations) Selection Committee (member)
University of Calgary, General Faculties Council (member)
University of Calgary, Deans Council (member)
University of Calgary, Vice Presidents' Council (member)

2001/2002

Faculty of Management Council (chair)

Faculty of Management Executive Committee (chair)
Faculty of Management Tenure Committee (chair)
Faculty of Management Merit Committee (chair)
University of Calgary, Facilities & Services Planning Committee (member)
University of Calgary, VP (Finance & Services) Selection Committee (member)
University of Calgary, General Faculties Council (member)
University of Calgary, Deans Council (member)
University of Calgary, Vice Presidents' Council (member)

2000/2001

Faculty of Management Council (chair)
Faculty of Management Executive Committee (chair)
Faculty of Management Tenure Committee (chair)
Faculty of Management Merit Committee (chair)
University of Calgary, General Faculties Council (member)
University of Calgary, Deans Council (member)
University of Calgary, Vice Presidents' Council (member)

1999/2000

Faculty of Management Council (chair)
Faculty of Management Executive Committee (chair)
Faculty of Management Tenure Committee (chair)
Faculty of Management Merit Committee (chair)
University of Calgary, General Faculties Council (member)
University of Calgary, Deans Council (member)
University of Calgary, Vice Presidents' Council (member)

1998/1999

McGill Japan, Board of Directors (President)

1997/1998

McGill University Academic Planning and Policy Committee (member)
McGill University, Privatized Programs Committee (member)
Faculty of Dentistry, Tenure Committee (member)
Faculty of Management, Strategy Committee (member)
Faculty of Management, Masters Programs Committee (chair)
Faculty of Management, Academic Committee (member)

1996/1997

McGill University Academic Planning and Policy Committee (member)
McGill University, Privatized Programs Committee (member)
Faculty of Dentistry, Tenure Committee (member)
Faculty of Management, Strategy Committee (member)
Faculty of Management, Masters Programs Committee (chair)
Faculty of Management, Academic Committee (member)

1995/1996

McGill University Academic Planning and Policy Committee (member)
Faculty of Dentistry, Tenure Committee (alternate)
Faculty of Management, Strategy Committee (member)
Faculty of Management, Masters Programs Committee (chair)
Faculty of Management, Academic Committee (member)

1994/1995

McGill University Academic Planning and Policy Committee (member)
McGill University Faculty of Graduate Studies SSHRC/McGill Major
Fellowships Committee (member)
McGill University Faculty of Graduate Studies SSHRC/McGill Major
Fellowships Policy Studies Subcommittee (chair)
Faculty of Management Ph.D. Committee (member)

1993/1994

McGill University Faculty of Graduate Studies SSHRC/McGill Major
Fellowships Committee (member)
McGill University Faculty of Graduate Studies SSHRC/McGill Major
Fellowships Policy Studies Subcommittee (chair)
Faculty of Management Ph.D. Committee (member)
Faculty of Management M.B.A. Curriculum Committee (member)

1992/1993

on sabbatical leave

1991/1992

Social Sciences Federation of Canada (member)
McGill University Faculty of Graduate Studies Executive Committee
(member)
McGill University Social Sciences Research Grants Sub-Committee (chair)
Faculty of Management Ph.D. Committee (member)

1990/1991

Social Sciences Federation of Canada (member)
McGill University Faculty of Graduate Studies Executive Committee
(member)
McGill University Social Sciences Research Grants Sub-Committee (chair)
Faculty of Management Ph.D. Committee (member)

1989/1990

Social Sciences Federation of Canada (alternate)
McGill University Social Sciences Research Grants Sub-Committee (chair)
McGill University Graduate Faculty Major Fellowships Committee (member)

Faculty of Management Ph.D. Committee (member)
Faculty of Management Ad Hoc Committee on Governance (member)

1988/1989

McGill University Social Sciences Research Grants Sub-Committee (member)
McGill University Graduate Faculty Major Fellowships Committee (member)
Faculty of Management Ph.D. Committee (member)
Faculty of Management Ad Hoc Committee on Teaching Evaluation (chair)

1987/1988

McGill University Graduate Faculty Fellowships Committee (member)
Faculty of Management Ph.D. Committee (member)

1986/1987

Faculty of Management Library Committee (member)

PROFESSIONAL SERVICE

2017/2018

AACSB Peer Review Team (chair)
EQUIS Peer Review Team (member)

2016/2017

EQUIS Awarding Body (Chair)
AACSB Peer Review Team (chair)

2015/2016

EQUIS Awarding Body (Chair)
AACSB Peer Review Team (chair)

2014/2015

EQUIS Awarding Body (Chair)
China-Europe International Business School Board of Trustees
AACSB Peer Review Team (chair)

2013/2014

EQUIS Awarding Body (Chair)
China-Europe International Business School Board of Trustees
AACSB Peer Review Team (chair)

2012/2013

EQUIS Awarding Body (Chair)
China-Europe International Business School Board of Trustees

AACSB Peer Review Team (chair)

2011/2012

European Federation for Management Development, Board of Trustees (Vice President)
EQUIS Awarding Body
China-Europe International Business School Board of Trustees
EQUIS Peer Review Team (chair)
AACSB Peer Review Team (chair)

2010/2011

European Federation for Management Development, Board of Trustees (Vice President)
EQUIS Awarding Body
China-Europe International Business School Board of Trustees
EQUIS Peer Review Team (chair)
AACSB Peer Review Team (chair)

2009/2010

European Federation for Management Development, Board of Trustees (Vice President)
China-Europe International Business School Board of Trustees
EQUIS Peer Review Team (member)
AACSB Peer Review Team (chair)

2008/2009

Canadian Federation of Business School Deans (Past Chair)
European Federation for Management Development, Board of Trustees (member)
AACSB International, Board of Directors (Secretary-Treasurer)
Initial Accreditation Committee, AACSB (Vice Chair)
AACSB Peer Review Team (member)

2007/2008

Canadian Federation of Business School Deans (Past Chair)
European Federation for Management Development, Board of Trustees (member)
AACSB International, Board of Directors (Secretary-Treasurer)
Initial Accreditation Committee, AACSB (Vice Chair)
AACSB Peer Review Team (member)

2006/2007

Canadian Federation of Business School Deans (Past Chair)
European Federation for Management Development, Board of Trustees (member)
AACSB International, Board of Directors (member)
Initial Accreditation Committee, AACSB (member)

AACSB Peer Review Team (member)

2005/2006

Canadian Federation of Business School Deans (Chair)
European Federation for Management Development, Board of Trustees (member)
AACSB International, Board of Directors (member)
Initial Accreditation Committee, AACSB (member)
AACSB Peer Review Team (member)

2004/2005

Canadian Federation of Business School Deans (Chair)
Initial Accreditation Committee, AACSB (member)
AACSB Peer Review Team (member)

2003/2004

Canadian Federation of Business School Deans (Vice Chair)
AACSB Peer Review Team (member)

2002/2003

Business Accreditation Committee, AACSB (member)
Canadian Federation of Business School Deans (Vice Chair)
AACSB Peer Review Team (member)
Promoting Calgary Inc. Project Team (member)

2001/2002

AACSB Peer Review Team (member)
Calgary Chamber of Commerce (member)
Banff School of Advanced Management (member, Board of Directors)

2000/2001

Calgary Chamber of Commerce (member)
Banff School of Advanced Management (member, Board of Directors)

1999/2000

Calgary Chamber of Commerce (member)
Banff School of Advanced Management (member, Board of Directors)

1998/1999

New Approaches to Employee Management (Series Editor)
Social Sciences and Humanities Research Council of Canada:
Strategic Grants (Reviewer)
Research Grants (Reviewer)

1997/1998

New Approaches to Employee Management (Series Editor)

1996/1997

New Approaches to Employee Management (Series Editor)
Social Sciences and Humanities Research Council of Canada:
Research Grants (Chair, Adjudication Committee 14)

1995/1996

New Approaches to Employee Management (Series Editor)
Social Sciences and Humanities Research Council of Canada:
Research Grants (Member, Adjudication Committee 14)
Administrative Sciences Association of Canada, Organizational Behavior
Division (Reviewer)

1994/1995

New Approaches to Employee Management (Series Editor)
Social Sciences and Humanities Research Council of Canada:
Research Grants (Member, Adjudication Committee 14)
Administrative Sciences Association of Canada, Organizational Behavior
Division (Reviewer)

1993/1994

New Approaches to Employee Management (Series Editor)
Social Sciences and Humanities Research Council of Canada:
Strategic Grants Division (Reviewer)
Research Grants Division (Reviewer)
Best Paper Committee, Canadian Journal of Administrative Sciences
(Member)
Administrative Sciences Association of Canada, Women in Management
Division (Reviewer)
Canadian Journal of Administrative Sciences (Reviewer)

1992/1993

New Approaches to Employee Management (Series Editor)
Journal of Applied Psychology (Reviewer)
Law and Psychology (Reviewer)
Administrative Sciences Association of Canada, Human Resource
Management Division (Discussant)

1991/1992

New Approaches to Employee Management (Series Editor)
Best Dissertation Committee, Women in Management Division, Academy of
Management (Member)
Human Resource Management Division, ASAC (Reviewer)

Best Paper Committee, Canadian Journal of Administrative Sciences
(Member)
Conflict Management Division, Academy of Management (Reviewer)
Employee Responsibilities and Rights Journal (Guest Editor for Special Issue on
Hirschman's Model)
American Journal of Psychology (Reviewer)
National Science Foundation (Reviewer)

1990/1991

Human Rights and Employment Conference (Organizer)
International Conference on Information Systems (Reviewer)
Council on Employee Responsibilities and Rights (Track chair)
Social Sciences and Humanities Research Council of Canada: Research Grants
(Reviewer)

1989/1990

Council on Employee Responsibilities and Rights (Track chair)
Administrative Sciences Association of Canada (Reviewer)
Social Sciences and Humanities Research Council of Canada:
Strategic Grants Division (Reviewer)

1988/89

Social Sciences and Humanities Research Council of Canada:
Strategic Grants Division (Reviewer)
Canadian Journal of Behavioural Science (Reviewer)

1987/1988

Power, Negotiation, and Conflict Management Interest Group, Academy of
Management (Reviewer)
Social Sciences and Humanities Research Council of Canada:
Strategic Grants Division (Reviewer)
Canadian Journal of Behavioural Science (Reviewer)

DISSERTATION COMMITTEES:

| | |
|-----------|---|
| 2017- | Stephanie Kelley, Smith School of Business, Queen's University (co-chair) |
| 1995-1999 | Zhenzhong Ma, Faculty of Management, McGill University (member) |
| 1994-1999 | Chris Milton-Feasby, Faculty of Management, McGill University (member) |
| 1992 | Margaret Downey, Faculty of Education, McGill University (examiner) |
| 1991-1999 | Fazil Chouakri, Hautes Etudes Commerciales (member) |

1991-1996 Linda Thorne, Faculty of Management, McGill University (member)
1990-1995 Susan Bartholomew, Faculty of Management, McGill University (member)
1990-1994 T.C. Sanjay, Faculty of Management, McGill University (member)
1989-1993 Jane Brown, Faculty of Education, McGill University (member)
1987-1993 Jialin Xie, Faculty of Commerce, Concordia University (member)
1987-1991 Joanne Leck, Faculty of Management, McGill University (advisor)

COMMUNITY SERVICE:

Cedars Cansupport (facilitator); Royal Victoria Hospital (facilitator); School of Dietetics, McGill University (moderator)

LANGUAGES SPOKEN:

English, French