

JASON ALAN COLQUITT

Mendoza College of Business
Management & Organizations
University of Notre Dame
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EDUCATION

Ph. D., Michigan State University, 1999

Major: Organizational Behavior

Minor: Industrial & Organizational Psychology

Dissertation: Justice in teams: An analysis of task, team, and member moderators

Committee: John R. Hollenbeck (Chair)

Donald E. Conlon

Raymond A. Noe

Daniel R. Ilgen

B. S., Indiana University, 1994 (with Honors)

Major: Psychology (with Honors)

Minors: Management, Sociology

ACADEMIC EMPLOYMENT

University of Notre Dame, Mendoza College of Business (2020-present)

- Franklin D. Schurz Professor of Management & Organizations (2020-present)

University of Georgia, Terry College of Business (2011-2020)

- Distinguished Research Professor (2019-2020)

- William Harry Willson Distinguished Chair and Professor (2011-2020)

University of Florida, Warrington College of Business (1999-2011)

- McClatchy Professor of Management (2009 to 2011)

- Professor (2007 to 2009)

- Associate Professor (2003 to 2007)

- Assistant Professor (1999 to 2003)

RESEARCH INTERESTS

- Justice
- Trust
- Personality

JOURNAL ARTICLES

- Colquitt, J. A., Sabey, T. B., Rodell, J. B., & Hill, E. (2019). Content validation guidelines: Evaluation criteria for definitional correspondence and definitional distinctiveness. *Journal of Applied Psychology, 104*, 1243-1265.
- Outlaw, R., Colquitt, J. A., Baer, M. D., & Sessions, H. (2019). How fair versus how long: An integrative theory-based examination of procedural justice versus procedural timeliness. *Personnel Psychology, 72*, 361-391.
- Baer, M. D., Van der Werff, L., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. (2018). Trusting the “look and feel”: Situational normality, situational aesthetics, and the perceived trustworthiness of organizations. *Academy of Management Journal, 61*, 1718-1740.
- Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R., Colquitt, J. A., Zipay, K. P., Burgess, R., & Outlaw, R. (2018). Pacification or aggravation? The effects of talking about supervisor unfairness. *Academy of Management Journal, 61*, 1764-1788.
- Colquitt, J. A., Zipay, K. P., Lynch, J. W., & Outlaw, R. (2018). Bringing “the beholder” center stage: On the propensity to perceive overall fairness. *Organizational Behavior and Human Decision Processes, 148*, 159-177.
- Rodell, J. B., Colquitt, J. A., & Baer, M. D. (2017). Is adhering to justice rules enough? The role of charismatic qualities in perceptions of supervisors’ overall fairness. *Organizational Behavior and Human Decision Processes, 140*, 14-28.
- Matta, F. K., Scott, B. A., Colquitt, J. A., Koopman, J., & Passantino, L. G. (2017). Is consistently unfair better than sporadically fair? An investigation of justice variability and stress. *Academy of Management Journal, 60*, 743-770.
- Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2015). Uneasy lies the head that bears the trust: The effects of feeling trusted on emotional exhaustion. *Academy of Management Journal, 58*, 1637-1657.
- Long, D. M., Baer, M. D., Colquitt, J. A., Outlaw, R., & Dhensa-Kahlon, R. K. (2015). What will the boss think? The impression management implications of supportive relationships with star and project peers. *Personnel Psychology, 68*, 463-498.
- Colquitt, J. A., & Zipay, K. (2015). Justice, fairness, and employee reactions. *Annual Review of Organizational Psychology and Organizational Behavior, 2*, 75-99.
- Colquitt, J. A., Long, D. M., Rodell, J. B., & Halvorsen-Ganepola, M. D. K. (2015). Adding the “in” to justice: A qualitative and quantitative investigation of the differential effects of justice rule adherence and violation. *Journal of Applied Psychology, 100*, 278-297.

- Colquitt, J. A., Baer, M. D., Long, D. M., & Halvorsen-Ganepola, M. D. K. (2014). Scale indicators of social exchange relationships: A comparison of relative content validity. *Journal of Applied Psychology, 99*, 599-618.
- Colquitt, J. A., Scott, B. A., Rodell, J. B., Long, D. M., Zapata, C. P., Conlon, D. E., & Wesson, M. J. (2013). Justice at the millennium, a decade later: A meta-analytic test of social exchange and affect-based perspectives. *Journal of Applied Psychology, 98*, 199-236.
- Colquitt, J. A., LePine, J. A., Piccolo, R. F., Zapata, C. P., & Rich, B. L. (2012). Explaining the justice-performance relationship: Trust as exchange deepener or trust as uncertainty reducer? *Journal of Applied Psychology, 97*, 1-15.
- Colquitt, J. A., & Rodell, J. B. (2011). Justice, trust, and trustworthiness: A longitudinal analysis integrating three theoretical perspectives. *Academy of Management Journal, 54*, 1183-1206.
- Colquitt, J. A., LePine, J. A., Zapata, C. P., & Wild, R. E. (2011). Trust in typical and high reliability contexts: Antecedents and consequences of trust among firefighters. *Academy of Management Journal, 54*, 999-1015.
- Scott, B. A., Colquitt, J. A., Paddock, E. L., & Judge, T. A. (2010). A daily investigation of the role of manager empathy on employee well-being. *Organizational Behavior and Human Decision Processes, 113*, 127-140.
- Rodell, J. B., & Colquitt, J. A. (2009). Looking ahead in times of uncertainty: The role of anticipatory justice in an organizational change context. *Journal of Applied Psychology, 94*, 989-1002.
- Scott, B. A., Colquitt, J. A., & Paddock, E. L. (2009). An actor-focused model of justice rule adherence and violation: The role of managerial motives and discretion. *Journal of Applied Psychology, 94*, 756-769.
- Zapata-Phelan, C. P., Colquitt, J. A., Scott, B. A., & Livingston, B. (2009). Procedural justice, interactional justice, and task performance: The mediating role of intrinsic motivation. *Organizational Behavior and Human Decision Processes, 108*, 93-105.
- Colquitt, J. A., & Zapata-Phelan, C. P. (2007). Trends in theory building and theory testing: A five-decade study of Academy of Management Journal. *Academy of Management Journal, 50*, 1281-1303.
- Scott, B. A., Colquitt, J. A., & Zapata-Phelan, C. P. (2007). Organizational justice as a dependent variable: Subordinate charisma as a predictor of interpersonal and informational justice perceptions. *Journal of Applied Psychology, 92*, 1597-1609.
- Colquitt, J. A., Scott, B. A., & LePine, J. A. (2007). Trust, trustworthiness, and trust propensity: A meta-analytic test of their unique relationships with risk taking and job performance. *Journal of Applied Psychology, 92*, 909-927.

- Scott, B. A., & Colquitt, J. A. (2007). Are organizational justice effects bounded by individual differences? An examination of equity sensitivity, exchange ideology, and the Big Five. *Group and Organization Management*, 32, 290-325.
- Jackson, C. L., Colquitt, J. A., Wesson, M. J., & Zapata-Phelan, C. P. (2006). Psychological collectivism: A measurement validation and linkage to group member performance. *Journal of Applied Psychology*, 91, 884-899.
- Colquitt, J. A., Scott, B. A., Judge, T. A., & Shaw, J. C. (2006). Justice and personality: Using integrative theories to derive moderators of justice effects. *Organizational Behavior and Human Decision Processes*, 100, 110-127.
- Piccolo, R. F., & Colquitt, J. A. (2006). Transformational leadership and job behaviors: The mediating role of core job characteristics. *Academy of Management Journal*, 49, 327-340.
- Colquitt, J. A., & Jackson, C. L. (2006). Justice in teams: The context-sensitivity of justice rules across individual and team contexts. *Journal of Applied Social Psychology*, 36, 870-901.
- Roberson, Q. M., & Colquitt, J. A. (2005). Shared and configural justice: A social network model of justice in teams. *Academy of Management Review*, 30, 595-607.
- Colquitt, J. A. (2004). Does the justice of the one interact with the justice of the many? Reactions to procedural justice in teams. *Journal of Applied Psychology*, 89, 633-646.
- Judge, T. J., & Colquitt, J. A. (2004). Organizational justice and stress: The mediating role of work-family conflict. *Journal of Applied Psychology*, 89, 395-404.
- Simmering, M. J., Colquitt, J. A., Noe, R. A., & Porter, C. O. L. H. (2003). Conscientiousness, autonomy fit, and employee development: A longitudinal field study. *Journal of Applied Psychology*, 88, 954-963.
- Shaw, J. C., Wild, R. E., & Colquitt, J. A. (2003). To justify or excuse?: A meta-analysis of the effects of explanations. *Journal of Applied Psychology*, 88, 444-458.
- Colquitt, J. A., & Chertkoff, J. M. (2002). Explaining injustice: The interactive effects of explanation and outcome on fairness perceptions and task motivation. *Journal of Management*, 28, 591-610.
- Colquitt, J. A., Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., & Sheppard, L. (2002). Computer-assisted communication and team decision-making performance: The moderating effect of openness to experience. *Journal of Applied Psychology*, 87, 402-410.

- LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., Colquitt, J. A., & Ellis, A. (2002). Gender composition, situational strength, and team decision-making accuracy: A criterion decomposition approach. *Organizational Behavior and Human Decision Processes*, 88, 445-475.
- Colquitt, J. A., Noe, R. A., & Jackson, C. L. (2002). Justice in teams: Antecedents and consequences of procedural justice climate. *Personnel Psychology*, 55, 83-109. *Showcased in Academy of Management Executive's Research Brief section: A. B. Henley & K. H. Price (2002, August). Want a better team? Foster a climate of fairness.*
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86, 425-445. *Reprinted in C. L. Cooper's (Ed.), New directions in organizational behavior. London: Sage.*
- Colquitt, J. A. (2001). On the dimensionality of organizational justice: A construct validation of a measure. *Journal of Applied Psychology*, 86, 386-400.
- Kossek, E., Colquitt, J. A., & Noe, R. A. (2001). Caregiving decisions, well-being, and performance: The effects of place and provider as a function of dependent type and work-family climates. *Academy of Management Journal*, 44, 29-44.
- Colquitt, J. A., LePine, J. A., & Noe, R. A. (2000). Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research. *Journal of Applied Psychology*, 85, 678-707. *Winner of the American Society for Training and Development's Research Paper of the Year Award in 2001.*
- LePine, J. A., Colquitt, J. A., & Erez, A. (2000). Adaptability to changing task contexts: Effects of general cognitive ability, conscientiousness, and openness to experience. *Personnel Psychology*, 53, 563-594.
- Colquitt, J. A., & Simmering, M. J. (1998). Conscientiousness, goal orientation, and motivation to learn during the learning process: A longitudinal study. *Journal of Applied Psychology*, 83, 654-665.
- Hollenbeck, J. R., Colquitt, J. A., Ilgen, D. R., LePine, J. A., & Hedlund, J. (1998). Accuracy decomposition and team decision making: Testing theoretical boundary conditions. *Journal of Applied Psychology*, 83, 494-500.
- Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., Colquitt, J. A., & Hedlund, J. (1998). Extending the Multilevel Theory of team decision making: Effects of feedback and experience in hierarchical teams. *Academy of Management Journal*, 41, 269-282.
- Janz, B. D., Colquitt, J. A., & Noe, R. A. (1997). Knowledge worker team effectiveness: The role of autonomy, interdependence, team development, and contextual support variables. *Personnel Psychology*, 50, 877-904.

MANUSCRIPTS UNDER REVIEW

- Burgess, R., Colquitt, J. A., & Long, E. (under third review). [On employee identity]. *Academy of Management Journal*.
- Colquitt, J. A., Sabey, T. B., Pfarrer, M. D., Rodell, J. B., & Hill, E. (re-revise-and-resubmit). [On employee impact]. *Academy of Management Review*.
- Long, D. M., Colquitt, J. A., Burgess, R., & Rockmann, K. W. (under review). [Work meaning after traumatic events]. *Administrative Science Quarterly*.

BOOKS

- Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2021). *Organizational behavior: Improving performance and commitment in the workplace, 7th edition*. Burr Ridge, IL: McGraw-Hill Irwin.
- Greenberg, J., & Colquitt, J. A. (2005). *The handbook of organizational justice*. Mahwah, NJ: Erlbaum.

BOOK CHAPTERS

- Baer, M. D., & Colquitt, J. A. (2018). Why do people trust? Moving toward a more comprehensive consideration of the antecedents of trust. In R. H. Searle, A. I. Nienaber, & S. B. Sitkin (Eds.), *The Routledge companion to trust* (pp. 163-182). London: Routledge.
- Colquitt, J. A., & Rodell, J. B. (2015). Measuring justice and fairness. In R. Cropanzano & M. L. Ambrose (Eds.), *The Oxford handbook of justice in the workplace* (Vol. 1, pp. 187-202). New York: Oxford University Press.
- Colquitt, J. A. (2012). Organizational justice. In S. W. J. Kozlowski (Ed.), *The Oxford handbook of organizational psychology* (Vol. 1, pp. 526-547). New York: Oxford University Press.
- Colquitt, J. A., & Salam, S. C. (2009). Foster trust through ability, benevolence, and integrity. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior* (Vol. 2, pp. 389-404). Malden, MA: Blackwell.
- Colquitt, J. A. (2008). Two decades of organizational justice: Findings, controversies, and future directions. In C. L. Cooper & J. Barling (Eds.), *The Sage handbook of organizational behavior: Volume 1 - Micro Approaches* (pp. 73-88). Newbury Park, CA: Sage.
- Colquitt, J. A., & Mueller, J. B. (2008). Justice, trustworthiness, and trust: A narrative review of their connections. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *Justice, morality, and social responsibility* (pp. 101-123). Charlotte, NC: Information Age Publishing.

- Colquitt, J. A. (2007). Justice in teams. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (Vol. 1, pp. 432-434). Thousand Oaks, CA: Sage.
- Colquitt, J. A., Zapata-Phelan, C. P., & Roberson, Q. M. (2005). Justice in teams: A review of fairness effects in collective contexts. In J. J. Martocchio (Ed.), *Research in personnel and human resources management* (Vol. 24, pp. 53-94). Oxford, UK: Elsevier.
- Colquitt, J. A., Greenberg, J., & Zapata-Phelan, C. P. (2005). What is organizational justice? A historical overview. In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 3-56). Mahwah, NJ: Erlbaum.
- Colquitt, J. A., & Shaw, J. C. (2005). How should organizational justice be measured? In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 113-152). Mahwah, NJ: Erlbaum.
- Colquitt, J. A., Greenberg, J., & Scott, B. A. (2005). Organizational justice: Where do we stand? In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 589-619). Mahwah, NJ: Erlbaum.
- Colquitt, J. A., & Greenberg, J. (2003). Organizational justice: A fair assessment of the state of the literature. In J. Greenberg (Ed.), *Organizational behavior: The state of the science* (pp. 165-210). Mahwah, NJ: Erlbaum.
- Noe, R. A., & Colquitt, J. A. (2002). Planning for training impact: Principles of training effectiveness. In K. Kraiger (Ed.), *Creating, implementing, and managing effective training and development* (pp. 53-79). San Francisco, CA: Jossey-Bass.
- Noe, R. A., Colquitt, J. A., Simmering, M. S., & Alvarez, S. (2002). Knowledge management: Developing intellectual and social capital. In S. E. Jackson, M. A. Hitt, & A. S. DeNisi (Eds.), *Managing knowledge for sustained competitive advantage: Designing strategies for effective human resource management* (pp. 209-242). San Francisco, CA: Jossey-Bass.
- Colquitt, J. A., & Greenberg, J. (2001). Doing justice to organizational justice: Forming and applying fairness judgments. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *Theoretical and cultural perspectives on organizational justice* (pp. 217-242). Greenwich, CT: Information Age Publishing.

CONFERENCE PRESENTATIONS

- Burgess, L. R., Colquitt, J., & Vogel, R. M. (2019, August). Does fairness beget fairness? A daily investigation of supervisor fairness toward kids and employees. In J. Koopman & Y. E. Lee (Chairs), *Familiar questions, novel approaches: "Conceptual parking spaces" remain in the justice literature*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

- Colquitt, J. A., Sabey, T., Rodell, J. B., & Hill, E. T. (2018, August). Toward a “.70” for content validity: Quantifying standards for definitional correspondence. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.
- Colquitt, J. A., Rodell, J. B., Lucianetti, L., & Kipay, K. P. (2017, August). Justice and regulatory focus: An investigation using a full-range measure. In D. R. Bobocel & J. A. Colquitt (Chairs), *New perspectives on justice: Interfacing justice scholarship with social/cognitive psychology*. Showcase symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.
- Baer, M. D., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. (2016, August). A longitudinal study of the effects of early impressions on trust in one’s organization. In S. Park, A. Klotz, & K. M. Kacmar (Chairs), *New perspectives on impression management at work*. Showcase symposium conducted at the annual meeting of the Academy of Management. Anaheim, CA.
- Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., & Outlaw, R. (2015, August). Pacification or aggravation? The effects of talking about supervisor unfairness. In M. Lensges, S. Masterson, & J. Koopman (Chairs), *Exploring alternative questions: Established vs. emerging issues in justice research*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.
- Colquitt, J. A., Lynch, J. W., Outlaw, R., & Zipay, K. P. (2015, April). But you think everything’s fair: An examination of fairness propensity. In J. A. Colquitt & K. P. Zipay (Chairs), *New directions in justice: Forming and reacting to fairness propensity*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Philadelphia, PA.
- Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2014, August). Uneasy lies the head that bears the trust: The effects of being trusted on emotional exhaustion. In N. P. Podsakoff (Chair), *Changing conversations in management research*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.
- Colquitt, J. A., Outlaw, R., & Baer, M. D. (2014, April). Beyond justice: The effects of procedural convenience on citizenship. In J. A. Colquitt & D. R. Bobocel (Chairs), *Expanding the boundaries of the justice literature*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Honolulu, HI.
- Long, D. M., Baer, M. D., & Colquitt, J. A. (2013, August). Rising stars and perceived projects: A field investigation of peer mentoring with coworkers. Paper presented at the annual meeting of the Academy of Management. Orlando, FL.
- Rodell, J. B., Colquitt, J. A., Mitchell, J. S., Baer, M. D., & Crossley, C. (2013, April). Anticipatory justice and affect in organizational change contexts. In J. Greenberg (Chair), *Moderating established justice effects: New twists and varied contexts*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Houston, TX.

- Rodell, J. B., Colquitt, J. A., & Baer, M. D. (2012, April). From justice to “ajustice”: What else explains perceptions of fairness in organizations? In J. A. Colquitt & M. D. Baer (Chairs), *Affective and cognitive perspectives on fairness*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.
- Colquitt, J. A., Long, D. M., Halvorsen-Ganepola, M. D. K., & Baer, M. D. (2011, August). The relative effectiveness of trust as an operationalization of social exchange. In M. L. Frazier (Chair), *Trust in interpersonal relationships: Emerging concepts and future directions*. Symposium conducted at the annual meeting of the Academy of Management. San Antonio, TX.
- Judge, T. A., Colquitt, J. A., Scott, B. A., & Long, D. M. (2011, April). Dissertation quality and academic career success. In N. P. Podsakoff (Chair), *Scholarly impact and career success in organizational behavior*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Chicago, IL.
- Colquitt, J. A., Long, D. M., Rodell, J. B., & Halvorsen-Ganepola, M. D. K. (2010, August). Measuring organizational (in)justice. In J. Greenberg (Chair), *Issues in the measurement of organizational justice*. Symposium conducted at the annual meeting of the Academy of Management. Montreal, Quebec.
- Colquitt, J. A., Long, D. M., Rodell, J. B., & Halvorsen-Ganepola, M. D. K. (2010, April). Reactions to justice vs. injustice: An inductive study. In J. A. Colquitt and J. Greenberg (Chairs), *Are justice and injustice qualitatively distinct concepts?* Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Atlanta, GA.
- Scott, B. A., Colquitt, J. A., Paddock, E. L., & Judge, T. A. (2009, August). The role of manager empathy on employees’ daily well-being. In B. A. Scott (Chair), *Personality and within-individual relationships: New research findings and directions*. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.
- Mueller, J. B., & Colquitt, J. A. (2008, August). Looking ahead in times of uncertainty: The role of anticipatory justice in a change context. Paper presented at the annual meeting of the Academy of Management. Anaheim, CA.
- Colquitt, J. A., & Mueller, J. B. (2007, August). Are fair supervisors trusted or trusted supervisors fair? A longitudinal study of justice and trust. In R. J. Lewicki (Chair), *Justice and trust: Disentangling their connection*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.
- Piccolo, R. F., Zapata-Phelan, C. P., LePine, J. A., Colquitt, J. A., & Rich, B. L. (2007, August). Justice and performance: Trust as social exchange or trust as uncertainty reduction? In R. J. Lewicki (Chairs), *Justice and trust: Disentangling their connection*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.

- Colquitt, J. A., Paddock, E. L., Zapata-Phelan, C. P., & Mueller, J. (2007, April). The effects of organizational justice on motivation in creativity contexts. In D. M. Mayer & D. De Cremer (Chairs), *Toward a motivational perspective on organizational justice*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. New York, NY.
- Colquitt, J. A., Zapata-Phelan, C. P., Scott, B. A., & Livingston, B. A. (2006, August). The effects of procedural and interactional justice on self-set goals and intrinsic motivation. In J. A. Colquitt & J. Greenberg (Chairs), *Organizational justice threads in mainstream management fabric*. Symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.
- Zapata-Phelan, C. P., Hurst, C., & Colquitt, J. A. (2006, August). *Core self-evaluations and performance: The moderating role of challenge and hindrance stressors*. Paper presented at the annual meeting of the Academy of Management. Atlanta, GA.
- Colquitt, J. A. (2006, May). *Justice in teams: Lessons learned and future directions*. Invited presentation at the annual meeting of the Society for Industrial & Organizational Psychology. Dallas, TX.
- Scott, B. A., Colquitt, J. A., & Zapata-Phelan, C. P. (2006, May). Subordinate characteristics and justice perceptions: For what reasons do managers act fairly? In J. A. Colquitt (Chair), *Justice and individual differences: New research findings, directions, and questions*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Dallas, TX.
- Colquitt, J. A., LePine, J. A., Zapata-Phelan, C. P., & Wild, R. E. (2005, August). Trust in urgent and routine contexts: Building and reacting to trust among firefighters. In J. A. Colquitt & C. P. Zapata-Phelan (Chairs), *When trust is an uphill climb: Studying trust in contexts that do not encourage it*. Symposium conducted at the annual meeting of the Academy of Management. Honolulu, HI.
- Jackson, C. L., Colquitt, J. A., Wesson, M. J., & Zapata-Phelan, C. P. (2005, August). *Psychological collectivism: A measurement validation and linkage to group member performance*. Paper presented at the annual meeting of the Academy of Management. Honolulu, Hawaii.
- Shaw, J. C., Zapata-Phelan, C. P., & Colquitt, J. A. (2005, April). Personality moderators of fairness effects: Fairness theory as a guide. In D. M. Mayer & M. S. Taylor (Chairs), *Who cares most about justice?: A theoretically-based individual difference perspective*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Los Angeles, CA.
- Colquitt, J. A., Scott, B. A., & LePine, J. A. (2004, August). Cognitive and affective antecedents of trust: A meta-analytic test. In R. C. Mayer & B. A. Scott (Chairs), *Do you trust me? Examining*

antecedents of trust in task contexts. Symposium conducted at the annual meeting of the Academy of Management. New Orleans, LA.

Colquitt, J. A., Judge, T. A., Scott, B. A., & Shaw, J. C. (2004, April). Broad and narrow personality traits as moderators of justice effects. In T. A. Judge & J. A. Colquitt (Chairs), *The how and why of fairness: Mediators/moderators of justice effects*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Chicago, IL.

Piccolo, R. F., & Colquitt, J. A. (2004, April). Using organizational support and job characteristics to explain transformational leadership. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. Chicago, IL.

Colquitt, J. A., & Scott, B. A. (2003, August). Reactions to injustice: The moderating effects of justice sensitivity and Big Five variables. Paper presented at the annual meeting of the Academy of Management. Seattle, WA.

Colquitt, J. A., LePine, J. A., Rich, B. L., & Piccolo, R. F. (2003, April). Fairness heuristic theory: A field test. In J. A. Colquitt (Chair), *Testing new theories of organizational justice*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Orlando, FL.

Colquitt, J. A., & Shaw, J. C. (2003, April). The importance of commitment and cognitive ability in parallel teams. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. Orlando, FL.

Shaw, J. C., Wild, R. E., & Colquitt, J. A. (2002, August). Organizational justice across contexts: A meta-analytic test. In J. Greenberg & J. A. Colquitt (Chairs), *Emerging contexts for organizational justice*. Symposium conducted at the annual meeting of the Academy of Management. Denver, CO.

Jackson, C. L., Colquitt, J. A., Wild, R. E., & Wesson, M. J. (2002, August). Collectivism as an individual difference: A construct validation and test of a measure. Paper presented at the annual meeting of the Academy of Management. Denver, CO.

Jackson, C. L., Colquitt, J. A., & Wild, R. E. (2002, June). Construct validation of a measure of collectivism. In T. A. Judge (Chair), *Personality measurement in industrial-organizational psychology: On the cutting edge*. Symposium conducted at the annual meeting of the American Psychological Society. New Orleans, LA.

Colquitt, J. A., Wild, R. E., & Jackson, C. L. (2002, April). On the meaning of justice in individual versus team contexts. In R. Cropanzano (Chair), *Multifoci justice: Empirical tests and conceptual advances*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Toronto, Canada.

- Colquitt, J. A., Noe, R. A., & Jackson, C. L. (2001, September). *Justice in teams: Antecedents and consequences of procedural justice climate*. Paper presented at the semi-annual meeting of the International Roundtable on Organizational Justice. Vancouver, British Columbia.
- Colquitt, J. A., & Shaw, J. C. (2001, August). How should organizational justice be measured? In J. Greenberg & J. A. Colquitt (Chairs), *Controversial issues in organizational justice*. Symposium conducted at the annual meeting of the Academy of Management, Washington, D.C.
- Colquitt, J. A., LePine, J. A., & Noe, R. A. (2001, June). *Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of training research*. Paper presented at the American Society for Training and Development's Annual Conference and Exposition. Orlando, FL.
- Colquitt, J. A. (2001, April). Justice in teams: Antecedents and consequences of procedural justice climate. In Q. Roberson (Chair), *Moving beyond individual justice perceptions: Exploring fairness in multilevel contexts*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.
- Colquitt, J. A., Noe, R. A., & Jackson, C. L. (2001, April). *Collectivism and team effectiveness: A test of mediators and boundary conditions*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.
- Colquitt, J. A. (2000, August). Does the voice of the many outweigh the voice of the one? On the meaning of procedural justice in teams. In T. Tyler (Chair), *Images of justice in the eyes of employees: What makes a process fair in work settings?* Symposium conducted at the annual meeting of the Academy of Management. Toronto, Canada.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C., & Ng, K. Y. (2000, April). *Justice at the millennium: A meta-analytic review of 25 years of organizational justice research*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. New Orleans, LA.
- Colquitt, J. A. (1999, August). *A construct validation of a measure of organizational justice*. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.
- LePine, J. A., Colquitt, J. A., & Purdy, C. (1999, August). *Adaptation to changing task contexts: Effects of general cognitive ability, openness, and conscientiousness*. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.
- Simmering, M. J., Colquitt, J. A., Porter, C. O. L. H., & Noe, R. A. (1999, April). What leads to employee development? An investigation of situational influences, personality, and reactions to feedback. In R. A. Noe (Chair), *New approaches to understanding employees' affective and behavioral responses to multi-rater feedback systems*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Atlanta, GA.

- LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., Colquitt, J. A., & Ellis, A. (1999, April). *Sex composition and team decision making accuracy: A criterion decomposition approach*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. Atlanta, GA.
- Colquitt, J. A., LePine, J. A., & Noe, R. A. (1998, August). *Trainee attitudes and attributes revisited: A meta-analytic structural equation modeling analysis of research on training motivation*. Paper presented at the annual meeting of the Academy of Management. San Diego, CA.
- Kossek, E., Colquitt, J. A., & Noe, R. A. (1998, August). *Is there no place like home? Differential work and family antecedents and outcomes of elder and child caregiving place*. Paper presented at the annual meeting of the Academy of Management. San Diego, CA.
- Colquitt, J. A., Noe, R. A., & Janz, B. D. (1998, April). *Leading workers to help themselves: A contingency approach to cooperation in knowledge worker teams*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. Dallas, TX.
- Hollenbeck, J. R., Colquitt, J. A., & Gully, S. (1998, April). *Repeated measures regression: Decomposing variance in multilevel research*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. Dallas, TX.
- Hollenbeck, J. R., Colquitt, J. A., Ilgen, D. R., LePine, J. A., & Hedlund, J. (1998, April). *Accuracy decomposition and team decision making: Testing theoretical boundary conditions*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. Dallas, TX.
- Colquitt, J. A., & Simmering, M. J. (1997, August). *Conscientiousness, goal orientation, and motivation to learn during the learning process: A longitudinal study*. Paper presented at the annual meeting of the Academy of Management. Boston, MA.
- Janz, B. D., Colquitt, J. A., & Noe, R. A. (1997, April). *Knowledge worker team effectiveness: The role of input, process, and support variables*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. St. Louis, MO.
- Colquitt, J. A., & Chertkoff, J. M. (1996, April). *Explaining injustice: The interactive effect of explanation and outcome on fairness perceptions and task motivation*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.
- Hollenbeck, J. R., Ilgen, D. R., Hedlund, J., Colquitt, J. A., & LePine, J. A. (1996, April). *The multilevel theory of team decision making: Replication and extension*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.
- Bedell, M. D., Colquitt, J. A., & Baldwin, T. T. (1994, August). *In pursuit of the motivated trainee: The effects of cooperative learning and outcomes on motivation to learn*. Paper presented at the annual meeting of the Academy of Management. Dallas, TX.

DOCTORAL MENTORING AND PLACEMENTS

University of Georgia

- Rachel Burgess (Dissertation Chair)
- Edwynna Hill (Dissertation Chair)
- Tyler B. Sabey (Committee Member)
- Katelyn P. Zipay: Oregon, Lundquist College of Business (Dissertation Chair)
- John W. Lynch, Illinois-Chicago, School of Business (Committee Member)
- Michael D. Baer: Arizona State, W. P. Carey School of Business (Dissertation Chair)
- Ryan Outlaw: Indiana, Kelley School of Business-Indianapolis (Dissertation Chair)

University of Florida

- David M. Long: William & Mary, Mason School of Business (Dissertation Chair)
- Eean R. Crawford: Iowa, Tippie College of Business (Committee Member)
- Lauren S. Simon: Portland State, School of Business (Committee Member)
- Jessica B. Rodell: Georgia, Terry College of Business (Dissertation Chair)
- Jessica R. Methot: Rutgers, School of Management & Labor Relations (Committee Member)
- Cindy P. Zapata: Georgia Tech, Scheller College of Business (Dissertation Chair)
- Brent A. Scott: Michigan State, Eli Broad College of Business (Dissertation Co-Chair)
- Nathan P. Podsakoff: Arizona, Eller College of Management (Committee Member)
- Ronald F. Piccolo: Rollins College, Crummer School of Business (Committee Member)
- Christine L. Jackson: Purdue, Krannert School of Business (Dissertation Chair)
- R. Eric Wild: Private sector employment (Dissertation Chair)
- John C. Shaw: Mississippi State, School of Business (Dissertation Chair)

External Committee Service

- Nicole Larsen (University of Calgary)
- Gouri Mohan (IESE)

EDITORIAL SERVICE

- *Academy of Management Journal* (Editor, 2011 to 2013). Editorials included:

Colquitt, J. A. (2013). The last three years at *AMJ*: Celebrating the big purple tent. *Academy of Management Journal*, 56, 1511-1515.

Colquitt, J. A. (2013). Crafting references in *AMJ* submissions. *Academy of Management Journal*, 56, 1221-1224.

Colquitt, J. A. (2013). Data overlap policies at *AMJ*. *Academy of Management Journal*, 56, 331-333.

Colquitt, J. A. (2012). Plagiarism policies and screening at *AMJ*. *Academy of Management Journal*, 55, 749-751.

Colquitt, J. A., & George, G. (2011). Publishing in *AMJ*--Part 1: Topic Choice. *Academy of Management Journal*, 54, 432-435.

Colquitt, J. A. (2011). The next three years at *AMJ*: Maintaining the mission while expanding the journal. *Academy of Management Journal*, 54, 9-14.

- *Academy of Management Journal* (Associate Editor, 2008 to 2011). Editorials included:

Colquitt, J. A., & Ireland, R. D. (2009). Taking the mystery out of *AMJ*'s reviewer evaluation form. *Academy of Management Journal*, 52, 224-228.

Colquitt, J. A. (2008). Publishing laboratory research in *AMJ*: A question of when, not if. *Academy of Management Journal*, 51, 616-620.

- *Academy of Management Journal* (Editorial Board, 2005 to 2009, 2014 to present)
- *Academy of Management Review* (Editorial Board, 2017 to present)
- *Administrative Science Quarterly* (Editorial Board, 2013 to present)
- *Journal of Applied Psychology* (Editorial Board, 2004 to 2007, 2014 to 2019)
- *Personnel Psychology* (Editorial Board, 2004 to 2007, 2014 to 2019)
- *Organizational Behavior and Human Decision Processes* (Editorial Board, 2004 to 2007)
- *Journal of Management* (Editorial Board, 2004 to 2008)
- *International Journal of Conflict Management* (Editorial Board, 2004 to 2007)

OTHER ACADEMIC SERVICE

- Representative-At-Large for Organizational Behavior Division of the Academy of Management (2006-2009). Duties for this elected position included shadowing then running the Organizational Behavior Doctoral Consortium (2006-2008) and chairing the Professional Development Workshop program for the division (2008-2009).
- Presenter at Academy of Management Doctoral Consortia (2000, 2002-2004, 2009-present)
- Presenter at the Management Doctoral Students Association (i.e., the PhD Project) annual meeting (2007-2009).
- Ad Hoc Reviewer for *Organization Science*
- Ad Hoc Reviewer for *Journal of Personality and Social Psychology*
- Ad Hoc Reviewer for *Psychological Bulletin*
- Ad Hoc Reviewer for *Organizational Research Methods*
- Ad Hoc Reviewer for *Journal of Business and Psychology*
- Ad Hoc Reviewer for *Human Performance*
- Ad Hoc Reviewer for *Human Relations*
- Ad Hoc Reviewer for *Journal of Organizational and Occupational Psychology*
- Ad Hoc Reviewer for *Journal of Applied Social Psychology*
- Ad Hoc Reviewer for *Personality and Individual Differences*

- Ad Hoc Reviewer for *Academy of Management Discoveries*
- Ad Hoc Reviewer for *Journal of Personality*
- Ad Hoc Reviewer for *Group Dynamics: Theory, Research, and Practice*
- Ad Hoc Reviewer for *Motivation and Emotion*
- Ad Hoc Reviewer for *Journal of Occupational Health Psychology*
- Ad Hoc Reviewer for *Human Resource Management*
- Ad Hoc Reviewer for *International Journal of Selection and Assessment*
- Ad Hoc Reviewer for *Applied Psychology: An International Review*
- Ad Hoc Reviewer for *Basic and Applied Social Psychology*
- Ad Hoc Reviewer for *Psychological Reports*
- Ad Hoc Reviewer for *Social Science and Medicine*
- Reviewer for Academy of Management (1999-2008)
- Reviewer for Society for Industrial & Organizational Psychology (1998-2008)

ACADEMIC AWARDS AND HONORS

- Terry College of Business's *Hugh O. Nourse Outstanding MBA Teacher Award*, selected by the Full-Time MBA students (2020)
- University of Georgia's *Distinguished Research Professor* (2019)
- Academy of Management Review's *Distinguished Reviewer Award* (2018)
- Terry College of Business's *Executive MBA Teacher of the Year Award*, selected by the EMBA students (2018)
- Terry College of Business's *Distinguished Research Award* (2017)
- Academy of Management Journal's *Best Reviewer Award* (2017)
- Terry College of Business's *Executive MBA Teacher of the Year Award*, selected by the EMBA students (2015)
- Terry College of Business's *Hugh O. Nourse Outstanding MBA Teacher Award*, selected by the Full-Time MBA students (2014)
- Fellow for the Society for Industrial & Organizational Psychology (2010)
- Warrington College of Business's *Outstanding Faculty Award* for the Professional MBA Two-Year Class of 2008 (2008).
- Academy of Management's *Cummings Scholar Award* for early to mid-career achievement, sponsored by the Organizational Behavior division (2006).
- Society for Industrial & Organizational Psychology's *Distinguished Early Career Contributions Award* (2005).
- Warrington College of Business's *Teacher of the Year Award* (2002).
- American Society for Training and Development's Research Paper of the Year Award for: Colquitt, J. A., LePine, J. A., & Noe, R. A. (2000). Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of training research. *Journal of Applied Psychology*, 85, 678-707. (2001).

ACADEMIC AFFILIATIONS

- Academy of Management
- Society for Industrial & Organizational Psychology

- American Psychological Association

WORK EXPERIENCE, CONSULTING, & CORPORATE OUTREACH

January, 2015 to present	Executive Education courses taught to: <ul style="list-style-type: none"> - <i>J.M. Huber</i> - <i>Veritiv</i> - <i>WEG Electric</i> - <i>Primerica</i> - <i>Home Depot</i> - <i>State Bank</i> - <i>Mountville Mills</i> - <i>Cox Communications</i> - <i>Trucking Profitability Strategies Conference</i> - <i>National Tank Truck Carriers</i> - <i>North American Electric Reliability Corporation</i> - <i>Mizuno USA</i> - <i>Georgia World Congress Center</i> - <i>F & W</i>
May, 2009, 2012	<i>Google</i> . Mountain View, CA. <ul style="list-style-type: none"> - Invited participant of PiLab Summit on people analytics
November, 2001 – October, 2005	<i>Shands Hospitals</i> . Gainesville, FL. <ul style="list-style-type: none"> - Consulting related to training and stress management.
March, 1998 - January, 2000	<i>Donnelly Corporation</i> . Holland, MI. <ul style="list-style-type: none"> - Consulting related to team effectiveness.
May, 1997 - January, 1999	<i>General Motors Corporation</i> . Detroit, MI. <ul style="list-style-type: none"> - Human Resource Staffing - Organizational and Employee Development