

JASON ALAN COLQUITT

Mendoza College of Business
Management & Organization
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 (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

- Burgess, R., Colquitt, J. A., & Long, E. (in press). Longing for the road not taken: The affective and behavioral consequences of forgone identity dwelling. *Academy of Management Journal*.
- 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

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]. *Organization Science*.

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: Arizona State, W. P. Carey School of Business (Dissertation Chair)
- Edwynna Hill: South Carolina, Darla Moore School of Business (Dissertation Chair)
- Tyler B. Sabey: Texas A&M, Mays Business School (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 *Strategic Management Journal*
- 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	<p>Executive Education courses taught to:</p> <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	<p><i>Google</i>. Mountain View, CA.</p> <ul style="list-style-type: none"> - Invited participant of PiLab Summit on people analytics
November, 2001 – October, 2005	<p><i>Shands Hospitals</i>. Gainesville, FL.</p> <ul style="list-style-type: none"> - Consulting related to training and stress management.
March, 1998 - January, 2000	<p><i>Donnelly Corporation</i>. Holland, MI.</p> <ul style="list-style-type: none"> - Consulting related to team effectiveness.
May, 1997 - January, 1999	<p><i>General Motors Corporation</i>. Detroit, MI.</p> <ul style="list-style-type: none"> - Human Resource Staffing - Organizational and Employee Development