

August, 2015

Curriculum Vitae
J. MICHAEL CRANT

University of Notre Dame
378 Mendoza College of Business
Notre Dame, IN 46556-5646
(574) 631-6765
e-mail: jcrant@nd.edu

Academic Positions

University of Notre Dame, Notre Dame, Indiana
Mary Jo and Richard M. Kovacevich Professor of Leadership Instruction, 2015-present.
Chair, Department of Management, 2009 – 2012.
Professor of Management, 2004-present.
Associate Professor of Management (with tenure), 1996-2004.
Assistant Professor of Management, 1990-1996.

University of Notre Dame Australia, Fremantle, Western Australia, Australia
Visiting Professor, Fall, 2002.

Education

Ph.D., University of North Carolina at Chapel Hill, 1990.
Major: Organizational Behavior.

M.B.A., University of Florida, 1985.
Concentration: Organizational Behavior.

B.S.B.A., University of Florida, 1983.
Major: Finance.

Research Interests

Proactive personality and behavior in organizations; personality and individual differences; the role of personality in explaining the use and effectiveness of management information systems; impression management and self-handicapping behaviors; personality and organizational behavior in China.

Activities and Honors

Editorial Board member, Journal of Business and Psychology, 2013-present.

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External reviewer, Boston College Department of Management, 2013.

External reviewer for various tenure and promotion cases at other universities.

University of Notre Dame's Chicago Executive MBA class of 2007 Outstanding Professor award.

Kaneb Undergraduate Teaching Award, University of Notre Dame: 1999, 2002, 2005.

Editorial Board member, Journal of Management, 1995-2002.

Track Chair, Organizational Behavior/Organizational Theory Division, 2001 meeting of the Midwest Academy of Management

Ad hoc reviewer:

Academy of Management Journal

Academy of Management Review

Journal of Applied Psychology

Personnel Psychology

Organizational Behavior and Human Decision Processes

Journal of Applied Social Psychology

Applied Psychology: An International Review

Academy of Management:

Presenter, OB doctoral consortium, 2012-present.

Member, Scholarly Achievement Award Committee for the Human Resource Management Division, 1997, 1998, 2001.

Member, Ralph Alexander Dissertation Award Committee for the Human Resource Management Division, 2003-2004.

Session Chair, Organizational Behavior Division, 1993, 1995, 1999.

Reviewer for annual meetings.

Presenter, Organizational Behavior Doctoral Consortium, 2012, 2013, 2014.

Society for Industrial and Organizational Psychology

Reviewer for annual meetings.

Discussant, 2004 annual meetings.

Symposium Chair, 2006 annual meetings.

Research

Publications in Refereed Journals

Hon, A., Bloom, M., & Crant, J. M. (2014). Overcoming Resistance to Change and Enhancing Creative Performance? *Journal of Management*, 40, 919-941.

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- Crant, J. M., Kim, T. Y., & Wang, J. (2011) Dispositional antecedents of demonstration and usefulness of voice behavior. *Journal of Business and Psychology, 26*, 285-297.
- Li, N., Liang, J., & Crant, J. M. (2010). The role of proactive personality in job satisfaction and organizational citizenship behavior: A relational perspective. *Journal of Applied Psychology, 95*, 395-404.
- Kim, T. Y., Hon, A. H. Y., & Crant, J. M. (2009). Proactive personality, career satisfaction, and perceived insider status: The mediating role of employee creativity. *Journal of Business and Psychology, 24*, 93-103.
- Bradford, K., Crant, J. M., & Phillips, J. (2009). How Suppliers Affect Relationships with Their Key Customers: The Role of Salesperson Job Satisfaction and Perceived Customer Importance. *Journal of Marketing Theory and Practice, 17*, 391-402.
- McElroy, J. C., & Crant, J. M. (2008). Handicapping: The effects of its source and frequency. *Journal of Applied Psychology, 93*, 893-900.
- Devaraj, S., Easley, R.F., & Crant, J.M. (2008). How Does Personality Matter? Relating the Five Factor Model to Technology Acceptance and Use. *Information Systems Research, 19*, 93-105.
- Easley, R.F., Devaraj, S., & Crant, J.M. (2003). Teamwork quality, collaborative system use, and team performance: An empirical analysis. *Journal of Management Information Systems, 19*, 247-268.
- Seibert, S., Kraimer, M., & Crant, J. M. (2001). What do proactive people do? A longitudinal model linking proactive personality and career success. *Personnel Psychology, 54*, 845-874.
Chosen for a research brief in the Academy of Management Executive and a research translation by the Society for Human Resource Management.
- Barry, B., & Crant, J. M. (2000). Dyadic communication relationships in organizations: An attribution/expectancy approach. *Organization Science, 11*, 648-664.
- Crant, J. M. (2000). Proactive behavior in organizations. *Journal of Management, 26*, 435-462.
- Crant, J. M., & Bateman, T. S. (2000). Charismatic leadership viewed from above: The impact of proactive personality. *Journal of Organizational Behavior, 21*, 63-75.
- Seibert, S. E., Crant, J. M., & Kraimer, M. L. (1999). Proactive personality and career success. *Journal of Applied Psychology, 84*, 416-427.
A research brief summarizing this article appeared in The Psychologist, December, 1999.
- Bateman, T. S., & Crant, J. M. (1999, June). Proactive behavior: Meanings, impact, and recommendations. *Business Horizons, 63-70*.

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Crant, J. M. (1996). Doing more harm than good: When is impression management likely to evoke a negative response? *Journal of Applied Social Psychology*, 26, 1454-1471.

Crant, J. M. (1996). The proactive personality scale as a predictor of entrepreneurial intentions. *Journal of Small Business Management*, 34(3), 42-49.

Crant, J. M. (1995). The proactive personality scale and objective job performance among real estate agents. *Journal of Applied Psychology*, 80, 532-537.

Barry, B., & Crant, J. M. (1994). Labor force externalization in growing firms. *International Journal of Organizational Analysis*, 2, 361-383.

Crant, J. M., & Bateman, T. S. (1993). Assignment of credit and blame for performance outcomes. *Academy of Management Journal*, 36, 7-27.

Bateman, T. S., & Crant, J. M. (1993). The proactive component of organizational behavior: A measure and correlates. *Journal of Organizational Behavior*, 14, 103-118.

Crant, J. M., & Bateman, T. S. (1993). Potential job applicant reactions to employee drug testing: The effect of program characteristics and individual differences. *Journal of Business and Psychology*, 7, 279-290.

Crant, J. M., & Bateman, T. S. (1990). An experimental test of the impact of drug-testing programs on potential job applicants' attitudes and intentions. *Journal of Applied Psychology*, 75, 127-131.

Crant, J. M., & Bateman, T. S. (1989). A model of employee responses to drug-testing programs. *Employee Responsibilities and Rights Journal*, 2, 173-190.

Invited Book Chapters

Crant, J.M., Hu, J, Jiang, K. (in press). Proactive Personality: A Twenty-year Review. In S.K. Parker and U. Bindl (Eds.), *Proactivity at Work*. London: Routledge.

Crant, J. M. (2006). Personality and careers. In J. H. Greenhaus and G. A. Callanan (Eds.), *Encyclopedia of Career Development* (Vol. 2, pp. 627-634). Thousand Oaks: Sage.

Refereed Conference Proceedings and Presentations

Li, N., Liang, J., & Crant, J. M. (2008, August). Elaborating the effects of proactive personality in China: A relational perspective. Paper presented at the meeting of the Academy of Management, Anaheim, CA.

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- McElroy, J. C., & Crant, J. M. (2007, August). Handicapping: The effects of its source and frequency. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.
- Crant, J. M., & Bradford, K. (2006, May). Predicting relationship-building behaviors in a sales environment: The unique contributions of the big five and proactive personality. In J. M. Crant and S. Ohly (Chairs), *Antecedents of proactive behavior: The role of person-centered variables*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Crant, J. M., & Bateman, T. S. (2004, August). The central role of proactive behavior. In S. K. Parker & C. G. Collins (Chairs), *Proactivity: Enhancing understanding of self-starting and dynamic action within organizations*. Symposium conducted at the meeting of the Academy of Management, New Orleans, LA.
- Crant, J. M. (2003, August). Speaking up when encouraged: Predicting voice behavior in a naturally-occurring setting. In L. Van Dyne & J. LePine (Chairs), *Toward an understanding of voice behavior in organizations*. Symposium conducted at the meeting of the Academy of Management, Seattle, WA.
- Bateman, T. S., & Crant, J. M. (2003, August). *Revisiting intrinsic and extrinsic motivation*. Paper presented at the meeting of the Academy of Management, Seattle, WA.
- Seibert, S., Kraimer, M., & Crant, J. M. (2001, August) *Being proactive in your career: A longitudinal mediated model linking personality and career outcomes*. Paper presented at the meeting of the Academy of Management, Washington, D.C.
- Seibert, S. E., Crant, J. M., & Kraimer, M. L. (1998, August). *Proactive personality and career success*. Paper presented at the meeting of the Academy of Management, San Diego, CA.
- Crant, J. M., & Bateman, T. S. (1997, August). *Charismatic leadership viewed from above: The impact of proactive and organizational citizenship behaviors*. Paper presented at the meeting of the Academy of Management, Boston, MA.
- Barry, B., & Crant, J. M. (1997, August). *Dyadic communication relationships in organizations: An attribution/expectancy approach*. Paper presented at the meeting of the Academy of Management, Boston, MA.
- Crant, J. M. (1996, August). *Positive and negative responses to impression management*. Paper presented at the meeting of the Academy of Management, Cincinnati, OH.
- Crant, J. M. (1994, August). *Criterion validity of the proactive personality scale using objective performance measures and appropriate controls*. Paper presented at the meeting of the Academy of Management, Dallas, TX.

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- Crant, J. M. (1991, August). *Attributions of credit and blame: Predictors and consequences*. Paper presented at the meeting of the Academy of Management, Miami, FL.
- Barry, B., & Crant, J. M. (1990, August). *Correlates of labor force externalization in growing firms*. Paper presented at the meeting of the Academy of Management, San Francisco, CA.
- Sebora, T., Crant, J. M., & Shank, M. E. (1990, August). *Applying behavioral decision theory to strategic decision making: Moving beyond heuristics and biases*. Paper presented at the meeting of the Academy of Management, San Francisco, CA.
- Crant, J. M. (1989, August). Employee responses to drug-testing programs. In J. G. Rosse (Chair), *Drugs in the Workplace*. Symposium conducted at the meeting of the Academy of Management, Washington, D.C.
- Crant, J. M., & Bateman, T. S. (1989). Potential job applicant reactions to employee drug testing: The effect of policy content and individual differences. In D. E. Ledgerwood (Ed.), *Proceedings of the 31st Annual Meeting of the Southwest Academy of Management*, 279-283.
- Crant, J. M., & Bateman, T. S. (1988). An experimental test of the impact of drug-testing programs on potential job applicants' attitudes and intentions. In D. F. Ray (Ed.), *Proceedings of the Annual Meeting of the Southern Management Association*, 34-36.

Working Papers: Completed Manuscripts

Bateman, T. S., & Crant, J. M. Revisiting intrinsic and extrinsic motivation.

Teaching Experience

Courses Taught at the University of Notre Dame

Leadership and Organizational Behavior (MBA core course)
Leadership and Decision Making (Executive MBA core course)
Organizational Behavior (MBA core course)
Leadership and Teams (MBA core course)
Human Resource Management (MBA elective)
Current Topics in Management (MBA and undergraduate elective)
Management Competencies (required undergraduate OB course)
Executive Development (undergraduate elective)
Principles of Management (undergraduate core course)

Courses taught at the University of Notre Dame Australia

Management: Theory and Practice (MBA core course)

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Courses Taught at the University of North Carolina at Chapel Hill

Organizational Behavior (undergraduate required course)
Human Resource Management (undergraduate elective)

Executive Education

ADP (topic: proactive leadership)
HSBC (decision making)
The Heritage Group (leadership, decision making)
Kendle International (creating value by being proactive)
The Far Eastern Group, Taiwan: (decision making)
Wolverine World Wide: keynote speaker at Spring, 1999 meeting of Executive Management Group (Managing in Turbulent Waters: Leadership, Change, and Accountability)
Bayer Senior Management Program (decision making)
Bayer Diagnostics (leadership, decision making)
Bisk Online Executive Education (managing performance, leadership, decision making)
LANXESS, US (decision making)
LANXESS, Germany (decision making, presented in Spritzingsee, Germany, 2008)
Toro (current issues in management)
Siemens (decision making)
Owens-Illinois (decision making)
ARELLO (Assn. of Real Estate License Law Officials; decision making)
National Council of State Housing Agencies (decision making)
Excel Industries (group decision making)
Sports Management Institute (motivation)
The Cypress Companies (leadership)
The Donnelly Corporation (motivation, HRM for general managers)
Association of Physical Plant Administrators (motivation and team management)
Notre Dame Certificate in Executive Management Program (motivation, human resource management, decision making, leadership)
Notre Dame Administrators Management Development Program (leadership, decision making)
The Kroger Company (motivation)
Mead Corporation (setting and achieving goals)
Ameritech Services (work team effectiveness)

University Service

Department Activities

Department Chair, 2009-2012.

Management Department Committee on Appointments and Promotions
Member, 1996-2000, 2004-2012. Ad hoc chair, 2009-2012.

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Management Department Honesty Committee, 1991-1992, 2004-2006. Chair: 2005-2006.

Management Club faculty advisor, 1993-1994, 2003-2009.

Management Department Full Professor Committee on Appointments and Promotions
Member, 2004-present.

Management Department Committee on tenure cases, Member, 2012-present.

Coordinator, Ron Burns Leadership for Competitive Advantage speaker series, 1999-2001.

Management Department MGT 231 Coordination Committee, 2000.

Management Department OB/HR curriculum review committee:
Chair, 1995-1996.
Member, 1991-1992, 1998-1999.

Management Department visiting scholar lecturer series coordinator, 1994-1996.

OB/HR Recruitment Committee, 1993-present.
Chair, OB search committee, 2006-2007

College Activities

College of Business Administration College Council:
Member, 1993-1996, 2009-2012.
Secretary, 1993-1994.
College affirmative action statement subcommittee, 1993-1994

Presented a seminar titled "Making Better Decisions at Work" to the Mendoza College of Business Executive Programs Advisory Council, May, 2008.

Faculty Director, "Close Up on the New China" program," March, 2006, October, 2012, and October, 2013. Accompanied MBA and MSA students on a two week business tour of China.

Mendoza College of Business Collegiate Appeals Committee, 2005-2006.

Burges Lecture Series. Presented a lecture on the role of business schools in ethical scandals as part of a lecture series sponsored by the Institute for Ethical Business Worldwide. Fall, 2005.

MBA curriculum committee, 2004-2012. Participated in the total redesign of the Notre Dame MBA curriculum.

Executive MBA curriculum committee, 2009-2012.

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Kaneb Undergraduate Teaching Award Selection Committee, 2000, 2003, 2006.

Faculty Advisor, Study Abroad program, University of Notre Dame Australia, 2002.

Selection Committee Member, Study Abroad Program. Advised on the selection of students to study at the University of Notre Dame Australia, 2002.

Committee to Evaluate Business Law Curriculum Requirements, 2002.

Mendoza College of Business Ethics Week presenter, 2000.

MBA Admissions Committee, 1994-1999.

MBA Honesty Committee, 1997-1998, 2004-2005.

MBA Marylyn S. Rosenthal Student Award Committee: 1999.

MBA Ford Minority Scholars Recruitment Weekend: presenter, 1996, 1997, 1998, 2002.

MBA Women's Preview Weekend, presenter, 2003.

MBA Orientation Program: Project Lead

Expectations workshop: session participant, 1996, 1997, 1999, 2000, 2001, 2004- present.

University Activities

Ad Hoc Committee on the Future of the Core Curriculum, member, 2014

Provost's Advisory Committee, member, 2008-2012.

University Task Force on Undergraduate Metrics, member, 2008.

University Committee on International Studies, member, 2004 - 2010.

Hesburgh Lectures delivered: Jacksonville, FL; Spokane, WA; Columbia, MO; Lake County, IL; St. Joseph County, IN; Kalamazoo, MI.

Professional Associations

Academy of Management.

American Psychological Association.

Society for Industrial and Organizational Psychology.