

MARIA ROTUNDO

Curriculum Vitae

David Y. Timbrell Associate Professor
Human Resource Management and Organizational Behavior
Joseph L. Rotman School of Management
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EDUCATION

- Ph.D. University of Minnesota, Industrial Relations Center
- M.I.R. University of Toronto, Center for Industrial Relations
- B.A. University of Western Ontario, Psychology

ACADEMIC EXPERIENCE

- 2005 - present Associate Professor, Department of Human Resources and Organizational Behavior, Joseph L. Rotman School of Management, University of Toronto.
- 2000 - 2005 Assistant Professor, Department of Human Resources and Organizational Behavior, Joseph L. Rotman School of Management, University of Toronto.

GRANTS

- 2009 – 2012 Social Sciences and Humanities Research Council of Canada (\$67,570)
- 2005 – 2008 Social Sciences and Humanities Research Council of Canada (\$62,000)
- 2002 – 2005 Social Sciences and Humanities Research Council of Canada (\$61,000)
- 2001 – 2003 Connaught New Staff Matching Grant, University of Toronto (\$15,000)
- 2000 – 2002 Connaught Start-up Grant, University of Toronto (\$10,000)

AWARDS

- 2003 – present *David Y. Timbrell Professorship in Human Resource Management and Organizational Behavior*, Joseph L. Rotman School of Management, University of Toronto
- 2003 *Finalist*, Scholarly Achievement Award, Human Resources Division, Academy of Management (dissertation paper)
- 2001 – 2005 *Teaching Award*, Joseph L. Rotman School of Management, MBA/Undergraduate
- 1996 – 2000 *Doctoral Fellowship*, Social Sciences and Humanities Research Council of Canada
- 1996 – 2000 *Industrial Relations Center Fellowship*, University of Minnesota
- 1995 – 1996 *Donald K. Anysley Scholarship*, University of Toronto
- 1994 – 1996 *Open Master's Fellowship*, University of Toronto
- 1994 – 1995 *C. P. Rail Scholarship*, University of Toronto

PUBLICATIONS

Rotundo, M., Sackett, P. R., Enns, J. R., & Mann, S. L. (forthcoming, 2012). Refocusing effort across job tasks: Implications for understanding temporal change in job performance. *Human Performance*, 25(3).

Enns, J. R., & Rotundo, M. (forthcoming, 2012). When competition turns ugly: Collective injustice, workgroup identification, and counterproductive work behavior. *Human Performance*, 25(1).

Rotundo, M. (2012). Building a culture of inclusion at the Royal Bank of Canada: Strategies for Aboriginals and newcomers to Canada. In J. Hayton, M. Biron, L. Castro-Christiansen, & B. Kuvaas (Eds.). *Global HRM Case Book* (pp. 331-342). New York, NY: Routledge, Taylor & Francis.

Rotundo, M., & Spector, P.E. (2010). Counterproductive and Withdrawal Behaviors. In J. L. Farr & N. T. Tippins (Eds.). *Handbook of Employee Selection* (pp. 489-511). New York, NY: Routledge, Taylor & Francis.

Rotundo, M. (2009). Conduct performance appraisal to improve individual and firm performance. In E. A. Locke (Ed.). *Handbook of Principles of Organizational Behavior* (pp. 85-104). Blackwell (Wiley).

Avolio, B. J., Rotundo, M., & Walumbwa, F. (2009). Early life experiences as determinants of leadership role occupancy: The importance of parental influence and rule breaking behavior. *Leadership Quarterly*, 20(3), 329-342.

Reprinted in M. F. R. Kets de Vries & K. Korotov. (2011). *Leadership Development*. Edward Elgar Publishing.

Rotundo, M., & Xie, J. L. (2008). Understanding the domain of counterproductive work behavior in China. *International Journal of Human Resource Management*, 19(5), 856-877.

Reprinted in M. Warner (Ed.). (2009) *Human Resource Management with Chinese Characteristics: Facing the Challenges of Globalization* (pp. 86-125). Routledge, Taylor & Francis.

Arvey, R. D., Rotundo, M., Johnson, W., Zhang, Z., McGue, M. (2006). The determinants of leadership role occupancy: Genetic and personality factors. *Leadership Quarterly*, 17(1), 1-20.

Rotundo, M. (2006). Abilities. In J. Greenhaus & G.A. Callanan (Eds.). *Encyclopedia of Career Development*. (pp. 1-5). Thousand Oaks, CA: Sage.

Glomb, T. M., Kammeyer-Mueller, J. D., & Rotundo, M. (2004). Emotional labor and compensating wage differentials. *Journal of Applied Psychology*, 89(4), 700-714.

Rotundo, M., & Sackett, P. R. (2004). Specific vs. general skills and abilities: A job level examination of relationships with wage. *Journal of Occupational and Organizational Psychology*, 77(2), 127-148.

Rotundo, M. & Sackett, P.R. (2002). The relative importance of task, citizenship, and counterproductive performance to global ratings of job performance: A policy capturing approach. *Journal of Applied Psychology*, 87(1), 66-80.

Rotundo, M., Nguyen, D., & Sackett, P.R. (2001). A meta-analytic review of gender differences in perceptions of sexual harassment. *Journal of Applied Psychology*, 86(5), 914-922.

Wanberg, C.R., Kanfer, R., & Rotundo, M. (1999). Unemployed individuals: Motivation, job search competencies, and situational constraints as predictors of job-seeking and reemployment. *Journal of Applied Psychology*, 84(6), 897-910.

Rotundo, M., & Sackett, P.R. (1999). Effect of rater race on conclusions regarding differential prediction in cognitive ability tests. *Journal of Applied Psychology*, 84(5), 815-822.

CONFERENCE PRESENTATIONS

Rotundo, M. (2010, May). *Organizational Citizenship Behavior and Counterproductive Work Behavior Are Distinct Constructs*. (2010). Presentation at the 22nd Annual Convention of the Association for Psychological Science. Boston, MA.

Rotundo, M., & Rosette, A. S. (2010, April). *Organizational citizenship behavior, counterproductive work behavior, and gender role expectations*. Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Enns, J. R., & Rotundo M. (2007, August). *Intergroup counterproductive work behavior: Effects of conflict and self-categorization*. Paper presented at the 67th Annual Meeting of the Academy of Management, Philadelphia, PA.

Enns, J. R., & Rotundo M. (2007, July). *Relative group status and its effects on intergroup counterproductive work behavior during conflict*. Paper presented at the 20th Annual Conference of the Association of Conflict Management, Budapest, Hungary.

Rotundo, M., Sackett, P. R., Enns, J. R., & Mann, S. L. (2007, April). *Temporal change in individual job performance: The role of reallocation of effort across performance dimensions*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology. New York, NY.

Avolio, B. J., Rotundo, M., & Walumbwa, F. (2006, October). *Environmental Determinants of Leadership: The Role of Parental Influence and Rule Breaking*. Paper presented at the 2nd Biennial Gallup Institute Leadership Summit, Washington, DC.

Enns, J. R., & Rotundo M. (2006, August). *An intergroup conflict account of counterproductive work behavior*. Paper presented at the 66th Annual Meeting of the Academy of Management, Atlanta, GA.

Rotundo, M. & Xie, J. L. (2006, July). *Understanding the Domain of Job Performance Across Continents: A Look at China*. Paper presented at the 26th International Congress of Applied Psychology. Athens, GR.

Enns, J. R., & Rotundo M. (2006, June). *Intergroup conflict and group targets of organizational citizenship behavior*. Paper presented at the 19th Annual Conference of the Association of Conflict Management, Montreal, QC.

Rotundo, M. & Xie, J. L. (2006, April). *Rater Personality and Ability in the Performance Appraisal Process*. Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Brown, M., Rotundo, M. (2005, December). *Working Long Hours, Job Satisfaction, and Job-search Activity: A Longitudinal Investigation*. Paper presented at the 19th Annual Conference of the Australian and New Zealand Academy of Management. Canberra, Australia.

Brown, M., Rotundo, M. (2005, June). *Work Intensification and Organizational Commitment: Evidence and Implication*. Paper presented at the Congress of the Canadian Industrial Relations Association. London, ON.

Rotundo, M., Enns, J. R., Mann, S.L. (2004, April). *The Stability of Individual and Team Level Job Performance: A Look at Citizenship and Counterproductive Performance in the NBA and NHL*. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology. Chicago, IL.

Arvey, R. D., Rotundo, M., Johnson, W., McGue, M. (2003, April). *The determinants of leadership: The role of genetics and personality*. Paper presented at the 18th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Rotundo, M. & Sackett, P.R. (2001, April). *The relative importance of task, citizenship, and counterproductive performance to global ratings of performance: A policy-capturing approach*. Paper presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.

Rotundo, M. & Chuang, A. (2001, April). *Applicants' reactions to the fairness of the employment interview*. Poster session presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, CA.

Rotundo, M., Nguyen, D., & Sackett, P.R. (2000, April). *A meta-analytic review of gender differences in perceptions of sexual harassment*. Poster Session Presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Rotundo, M., & Sackett, P.R. (1999, April). *Labor market returns to skill: A job level evaluation*. Poster Session Presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Rotundo, M., & Sackett, P.R. (1998, April). *Effect of rater race on differential prediction using cognitive tests*. Poster Session Presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

Wanberg, C.R., Kanfer, R., & Rotundo, M. (1998, April). *The role of motivation, job-search self-efficacy, and situational constraints in the job-search process*. Paper presented at the 13th Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.

INVITED PRESENTATIONS

Understanding the Domain of Job Performance. (2011). Department of Psychology, Carleton University.

Understanding the Domain of Counterproductive Work Behavior in China. (2006-2008). Department of Psychology, University of Maryland. Institute for Work and Employment Research, Sloan School of Management. Department of Management, The Wharton School. Department of Psychology, Pennsylvania State University. Industrial Relations Center, University of Minnesota.

Managers' Systematic Differences in Evaluating Employee Level Job Performance. (2004). Department of Management and Organization, Robert H. Smith School of Business, University of Maryland.

Measurement of Individual Level Job Performance. (2004). Department of Management, University of Melbourne.

Assessing the Relative Importance of Task, Citizenship, and Counterproductive Performance: A Policy Capturing Approach. (2004). Department of Management, University of Melbourne.

Retaining the New Generation in Your Organization: What's Next for Talent Management. (2003). Life-long Learning, Joseph L. Rotman School of Management, University of Toronto.

Employee Level Job Performance in the New Economy. (2003). Annual Conference of the Human Resources Professional Association of Ontario.

Gaining and Retaining Talent: A Key Factor in Competitiveness. (2002). Institute for International Business, University of Toronto.

A Peek Inside the Hearts and Minds of Gen-X and Gen-Y. (2002). Councils of Human Resource Executives, The Conference Board of Canada.

The relative importance of task, citizenship, and counterproductive performance to global ratings of performance. (2001). Richard Ivey School of Business, University of Western Ontario.

The relative importance of task, citizenship, and counterproductive performance to global ratings of performance. (1999). ILR School, Cornell University. Business School, University of Washington. Mays Business School, Texas A&M University. Eli Broad College of Business, Michigan State University. Joseph L. Rotman School of Management, University of Toronto.

PROFESSIONAL ACTIVITIES

Board of Governors	National Quality Institute/Excellence Canada (2011-present)
National Advisory Board	Human Capital Institute (2009-2010)
Program Committee	Association for Psychological Science (2008-2011)
Executive Committee	Rep-at-Large, Academy of Management OB (2007-2010)
Junior Faculty Workshop	Coordinator, Academy of Management, OB (2009)
Ambassador	Academy of Management, HR (2008-2011)
Editorial Board	Academy of Management Review (2006-2011)
Ad-hoc Reviewer	Academy of Management Journal, Journal of Applied Psychology, Organization Science, Personnel Psychology, International Journal of Selection and Assessment, Journal of Occupational and Organizational Psychology, Journal of Health Psychology
Program Committee Reviewer	Academy of Management (OB, HR) (2000-2011); Society of Industrial Organizational Psychology (2000-2006); Administrative Sciences Association of Canada (OB, HR) (2002-2004)
Awards Committee	Chair, Best Student Conference Paper, Academy of Management HR (2007, 2010); Graduate Student Scholarship Committee, Society for Industrial and Organizational Psychology (2007, 2008); SHRM Dissertation Award, Academy of Management (2005); Best Paper, Academy of Management OB (2005); Carolyn Dexter Best International Paper, Academy of Management (2004); Best Convention Paper, Academy of Management HR (2003)
Not-So-Junior Faculty Workshop	Coordinator, Academy of Management, OB (2007)
Adjudication	Social Sciences and Humanities Research Council of Canada, (2006-07)

Doctoral Consortium	Presenter, Academy of Management, HR (2005)
External Reviewer	Research Grant, National Science Foundation (2005); Social Sciences and Humanities Research Council of Canada (2002-03)
Measures Committee	Academy of Management, Research Methods, (2005)
Conference Steering Committee	Society for Industrial and Organizational Psychology (2002)
Educational Standards Committee	Human Resources Professional Association of Ontario (2002-03)

UNIVERSITY ACTIVITIES

University of Toronto

Area Coordinator	OB/HRM Area (2007-present)
Director Search Committee	Center for Industrial Relations (2011)
Taskforce MBA Workload	Rotman School (2010)
Committee on Diversity Teaching	Rotman School (2010)
Doctoral Program Coordinator	OB/HRM Area (2007-2009)
Executive Committee	Rotman School (2007-2009)
Search Committee	OB/HRM Area (2000-2006, 2007-2009)
Admissions and Standards Committee	Rotman School (2005-2006)
Search Committee	Marketing Area (2005)
Speaker Series/Brown Bag	OB/HRM Area (2002-2005, 2007-2008)
Compensation Steering Committee	University of Toronto (2003)
Learning Resources Committee	Rotman School (2002-2003)
Selection Ph.D. Students	OB/HRM Area (2000-2003, 2008-2011)

DOCTORAL COMMITTEES

2011	John Pucic (Chair)	Centre for Industrial Relations, University of Toronto
2006	Janelle R. Enns (Chair)	Rotman School of Management, University of Toronto
2006	Sara L. Mann	Rotman School of Management, University of Toronto
2006	Marie-Helene Budworth	Rotman School of Management, University of Toronto
2005	Deborah MacKenzie	Rotman School of Management, University of Toronto
2003	Ute-Christine Klehe	Rotman School of Management, University of Toronto

COURSES TAUGHT

Ph.D.	Research Methodology, Joseph L. Rotman School of Management, University of Toronto (2001 – 2006, 2008-11).
MBA	Strategic Human Resource Management (2 nd year elective), Joseph L. Rotman School of Management, University of Toronto. (2000 – 2003, 2011); Institut für Unternehmensführung, Johannes-Kepler-Universität Linz (2002).
MBA	Managing People in Organizations (1 st year core), Joseph L. Rotman School of Management, University of Toronto. (2003 – 2007).

Undergraduate Introduction to Human Resource Management (4th year elective), Joseph L. Rotman School of Management, University of Toronto (2000 – 2005, 2010); Industrial Relations Center, University of Minnesota (1997 – 1998).

PROFESSIONAL EXPERIENCE

Consulting Procter & Gamble Canada; Magellan Aerospace; Wal-Mart Canada; JTI-Macdonald Corp.; Info-Tech Research Group; IQ Partners; Care Partners; The Lavin Agency; CFN-Precision; Executive Development Programs, Joseph L. Rotman School of Management; Senior Administration, University of Toronto.

Executive Development Programs Performance Management: Canadian Imperial Bank of Commerce, University Health Network, Ontario Police Force, Bank Boston. Generational Differences: Asian Institute-University of Toronto-China National Nuclear Corp.

PROFESSIONAL MEMBERSHIPS

Academy of Management; American Psychological Association; Association for Psychological Science; Canadian Psychological Association; Society for Industrial and Organizational Psychology