

ΕΛΛΗΝΙΚΗ



ΔΗΜΟΚΡΑΤΙΑ

ΟΙΚΟΝΟΜΙΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ

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ΤΜΗΜΑ ΔΙΟΙΚΗΤΙΚΗΣ ΕΠΙΣΤΗΜΗΣ ΚΑΙ ΤΕΧΝΟΛΟΓΙΑΣ

Denise M. Rousseau

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H. John Heinz III College and the Tepper School of Business

Biographical Note

Denise Rousseau was born in 1951 in Santa Rosa, California, USA. She has six children, four daughters Heather, Jessica and Cathleen Cooke and Jennifer Goodman and two sons Jonathan and Daniel Goodman; husband Professor Paul Goodman (deceased) has been a World-renowned psychologist, researcher, author and filmmaker at Carnegie Mellon University, USA.

Professor Rousseau studied Psychology and Anthropology at the University of California at Berkeley, from which she graduated in 1973 with High Honors. Subsequently, she began her graduate studies, obtaining first an M.A. in 1975 and then a Ph.D. in Psychology in 1977 with a focus on Industrial/Organizational Psychology.

Upon completion of her Ph.D. in 1977, at the age of 26, she was appointed as an Assistant Professor of Psychology and Organizational Behavior at the University of Michigan, Ann Arbor, where she remained for four years. In 1981 she moved to Kellogg Graduate School of Management, Northwestern University as an Associate Professor until 1988 and then as a Professor of Organizational Behavior. In 1994 she

moved to Carnegie Mellon University, Pittsburgh, Pennsylvania as Professor of Organizational Behavior & Public Policy in a joint appointment between Heinz School of Public Policy and Management and Tepper School of Business. She has held various visiting appointments at Renmin University (Beijing), Nanyang Technological University (Singapore), Chulalongkorn University (Bangkok), Leeds University (England), Dublin City University (Ireland), and University of Cardiff (Wales). In 2008 she was appointed as an Honorary Fellow of the Department of Management Science and Technology, Athens University of Economics and Business, Greece.

Professor Rousseau served as the 2004-2005 **President of the Academy of Management**, the most prestigious Academic Association in the field of Management. In 2009, she received the Lifetime Career Achievement Award from the Organizational Behavior Division of the Academy of Management; in 2011 she received the Distinguished Service Award from the Academy of Management. She has also received Distinguished Scholar Awards from the Western Academy of Management and the Managerial and Organizational Cognition Division of AOM.

She has been a two-time winner of the Academy of Management's prestigious George Terry Award for best book in the field of Management. Her most recent book, **I-Deals: Idiosyncratic Deals Workers Bargain for Themselves**, won the Terry Award in 2006. **Psychological Contracts in Organizations: Understanding Written and Unwritten Agreement** won in 1996. Another book, **Boundaryless Careers: A New Employment Principle for a New Organizational Era** was a 1997 Terry Book Award finalist. Professor Rousseau is an elected Fellow in the Society for Industrial/Organizational Psychology, the American Psychological Association, the Academy of Management, and the British Academy of Management. Her research received the first annual National Institute for Health Care Management Research Award (1994); the Organizational Behavior Division, Academy of Management, Best Paper Award (2004); the Organizational Psychology track, British Academy of Management, Best Paper Award (2006); and the William J. Davis Memorial Award, Educational Administration Quarterly Best Article Award (1982).

Professor Rousseau has also held major responsibilities in prominent academic journals. From 1993 until 1998 she served as an Associate Editor and from 1998 until 2007 as the Editor-in-Chief of the *Journal of Organizational Behavior*, one of the most prestigious journals in the field of Work/Organizational Psychology and Organizational Behavior. She has also been on the Editorial Review Boards of numerous journals, such as the *Administrative Science Quarterly*, the *Academy of Management Journal*, the *Journal of Applied Psychology*, etc. She is currently on the advisory board of *Behavioral Science & Policy* and on the editorial boards of *Human Resource Management*, the *Journal of Applied Behavioral Science*, *Journal of Vocational Behavior*, and *Career Development International*.

Professor Rousseau's research focuses upon the impact workers have on the employment relationship and the firms that employ them. It informs critical concerns such as worker well-being and career development, organizational effectiveness, the management of change, firm ownership and governance, and industrial relations. Recognized in particular for developing the theory of the psychological contract, ("**Great Minds in Management**", Oxford University Press, edited by Ken Smith and Michael Hitt), her work addresses the powerful reach individual employee's understanding of the employment relationship has on work groups, firms, and society.

Her publications include over a dozen books and 180 articles and monographs in management and organizational behavior/psychology journals including *Administrative Science Quarterly*, *Academy of Management Annals*, *Academy of Management Review*, *Academy of Management Journal*, *Academy of Management Executive*, *Academy of Management Learning and Education*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Organizational Science*, *Human Relations*, *Journal of Management*, *The Industrial Psychologist*, *Journal of Vocational Behavior*, *Human Resource Management*, etc.

Her most recent activity and passion has been the application of Evidence-Based practices in organizations and management. In her 2005 presidential address at the Annual Academy of Management Conference, in her speech entitled "*Is there such a thing as Evidence-Based Management*"? she used evidence-based medicine as an

exemplar, in order to identify ways of closing the prevailing “research-practice gap”—the failure of organizations and managers to base practices on best available evidence. She is the founder of the Evidence-Based Management Collaborative and Chair of the Academic Council of the Centre for Evidence-Based Management (CEBMa), established in Amsterdam as the first formal organization with the aim of promoting evidence-based practice in the field of management. The CEBMa provides support and resources to managers, consultants, teachers, academics and others interested in learning more about evidence-based management. Her most recent book is the **Oxford Handbook of Evidence-Based Management** (2012).

A recent study presented in the *Academy of Management Perspectives* (Aguinis, Suárez-González, Lannelongue, & Joo, 2012) ranked Denise Rousseau as one of the top-100 most influential scholars in the field of Management based on number of citations and number of Google Pages residing on non-.edu domains, whereas the HR Magazine (UK) recently ranked her amongst the top-10 most influential “*International Thinkers*” in the field of Human Resources Management for 2012.

References

Aguinis, H., Suárez-González, I., Lannelongue, G., & Joo, H. (2012). Scholarly Impact Revisited. *The Academy of Management Perspectives*, 26(2), 105-132.