Don Vandewalle
Management & Organizations Department
Edwin L. Cox School of Business
Southern Methodist University
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EDUCATION:

Carlson School of Management, University of Minnesota
- Ph.D. in Organizational Behavior and Strategic Management, August 1995
- Secondary fields: Psychology, Sociology and Statistics
- Dissertation: *A Goal Orientation Model of Feedback Seeking Behavior*
- Dissertation Chair: Larry Cummings
- Committee: Ruth Kanfer, Judi McLean Parks, Mary Nichols, Andrew Van de Ven

University of Kansas
- M. B. A. with a Human Resource Management emphasis

Park College
- B. A. with double major in Communications and Business/Economics
- *Magna Cum Laude* and Departmental Honors
- Parker Memorial Award for Outstanding Graduating Senior

RESEARCH AGENDA:

The underlying theme of my research agenda is investigation of the psychological factors that influence skill development and personal performance improvement. The principal pursuit of this theme has been a systematic research program that has investigated how goal orientation preferences influence the use of self-management activities such as goal setting, feedback seeking, and planning to enhance personal performance. A new research agenda examines how a leader's implicit theory about ability (ability perceived as a fixed or developable attribute) influences the leader's relationships with subordinates.

PUBLICATIONS:

21. Vandewalle, D. (In Press). A growth and fixed mindset exposition of the value of conceptual clarity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

20. Heslin, P. A., & Vandewalle, D. (2011). Performance appraisal procedural justice: The role of manager's implicit person theory. *Journal of Management. 37*, 1694-1718

19. Heslin, P. A., Carson, J. B. and Vandewalle, D., (2009) Practical Applications of Goal Setting Theory to Performance Management. *Performance Management: Putting Research into Practice*. J. W. Smithers and M. London eds. San Francisco, CA: Jossey Bass

18. Heslin, P. A., & VandeWalle, D. (2008). Managers' implicit assumptions about personnel. *Current Directions in Psychological Science, 17,* 219 – 223.

17. Heslin, P. A., Vandewalle, D, & Latham, G. P. (2006) Keen to Help? Managers' Implicit Person Theories and their Subsequent Employee Coaching. *Personnel Psychology, 59,* 871-902.

16. Heslin, P. A., Latham, G. P., & VandeWalle, D. (2005). The effect of implicit person theory on performance appraisals. *Journal of Applied Psychology, 90, 842-856.*

15. Cron, W., Slocum, J., Vandewalle, D, & Fu, Q. (2005). The role of goal on negative emotions and goal setting when initial performance falls short of one's performance goal." *Human Performance, 18,* 55-80.

14. Vandewalle, D. (2003). "A goal orientation model of feedback seeking behavior." *Human Resource Management Review, 13,* 581-604.

13. Ashford, S. J., Blatt, R., & Vandewalle, D. (2003). "Reflections on the looking glass: A review of research on feedback-seeking behavior in organizations." *Journal of Management, 29,* 773-799.

12. Vandewalle, D. (2001). "Why wanting to look successful doesn't always lead to success." *Organizational Dynamics, 30,* 162-171.

11. Vandewalle, D., Cron, W. L., & Slocum, J. W. (2001). "The role of goal orientation following performance feedback." *Journal of Applied Psychology,* 86, 629-640.

10. Vandewalle, D., Ganesan, S., Challagalla, G. N., & Brown, S. P. (2000) "An integrated model of feedback-seeking behavior: Disposition, context, and cognition." *Journal of Applied Psychology, 85,* 996-1003.

9. Van Dyne, L., Vandewalle, D., Kostova, T., Latham, M. E. & Cummings, L. L. (2000) "Collectivism, propensity to trust, and self-esteem as predictors of organizational citizenship in a non-work setting." *Journal of Organizational Behavior, 21*, 3-23.

8. Vandewalle, D. (2000). "Work domain goal orientation instrument." In J. Maltby, C.A. Lewis, and A. Hill (Eds.). *A Handbook of Psychological Tests*. Lampeter, Wales, UK: Edwin Mellen Press.

7. Vandewalle, D., Brown, S., P., Cron, B., & Slocum, J. (1999). "The influence of goal orientation and self-regulation tactics on sales performance: A longitudinal field test." *Journal of Applied Psychology, 84*, 249-259.

6. Brett, J. F., & Vandewalle, D. (1999) "Goal orientation and specific goal content as predictors of performance outcomes in a training program." *Journal of Applied Psychology, 84*, 863-873.

5. Vandewalle, D. (1997). "Development and validation of a work domain goal orientation instrument." *Educational and Psychological Measurement, 57*, 995-1015.

4. Vandewalle, D. & Cummings, L. L. (1997). "An empirical test of goal orientation as a predictor of feedback-seeking behavior." *Journal of Applied Psychology, 82*, 390-400.

3. Pinkley, R. L., & Vandewalle, D. (1997). "Only the phantom knows: Impact of certain, conditional, unspecified, and zero alternatives to settlement in dyadic negotiations." *Academy of Management Best Paper Proceedings*, 57th Annual Meeting, Boston, MA.

2. Vandewalle, D., Van Dyne, L., & Kostova, T. (1995) "Psychological ownership: An empirical examination of its consequences." *Group & Organization Management, 20*, 210-226.

1. Vandewalle, D. (1991). "Characteristics of organizational effectiveness of business and nonprofit organizations." In T. Krepel (Ed.), *The Minnesota Educational Effectiveness Program Research and Development Project* (92-124). St. Paul: Minnesota Department of Education.

NATIONAL CONFERENCE PRESENTATIONS:

- Vandewalle, D., Dirks, K., Ferrin, D. Heslin, P. Cooper, C., & Kim, P**. "**Repairing Trust: An Implicit Theory Model Considering the Violation and the Violated." Academy of Management National Conference, Anaheim, CA, 2008.

- Dineen, B., Vandewalle, D., & Noe, R. & Lockhart, D. "Learning Orientation in Job Search and Employment Contexts: Effects on Recall and Cultural Alignment." Academy of Management National Conference, Anaheim, CA, 2008.

- Anseel, F., & Vandewalle, D. " Supportive Feedback Environments: The Role of Supervisors' Implicit Person Theories" Society for Industrial/ Organizational Psychology Conference, San Francisco, CA, 2008

- Vandewalle, D., Surface, E. A. & Bhavsar, K S., "Goal Orientation as a Predictor of Foreign Language Proficiency." Society for Industrial/ Organizational Psychology Conference, New York, 2007.

- Dineen, B. R., Vandewalle, D., Noe, R. A. & Lockhart, D., "Goal Orientation: Effects on Cultural Understanding, Perceived P–O Fit, and Satisfaction." Society for Industrial/ Organizational Psychology Conference, New York, 2007.

- Watson, A. M., Meade, A. W., Surface, E. A., & Vandewalle, D., "Are Goal-Orientation Comparisons Appropriate Between American and Korean Groups?" Society for Industrial/ Organizational Psychology Conference, New York, 2007.

- Vandewalle, D. "How Can Goal Orientation Research Advance? The Crucial Role of Moderator Variables." Part of the Symposium "What about moderators? A discussion of novel moderators in the goal orientation-performance relationship" Academy of Management National, Conference, Atlanta, GA August 2006.

- Vandewalle, D. "Leaders: Born or developed? A social cognitive theory of why the answer matters." Association for Psychological Science 18th Annual Convention, New York, May 2006 (keynote address).

- Heslin, P. A., & VandeWalle, D. "Who's procedurally just? The role of managers' implicit person theory." Society for Industrial/ Organizational Psychology National Conference, Dallas, May 2006 (Top 15 Best Paper Recognition)

- Heslin, P. A., & VandeWalle, D, "Keen to help? A field study of managers' IPTs and their subsequent employee coaching." Academy of Management National Meeting, Honolulu, August 2005

- Heslin, P. A., & VandeWalle, D. “Feedback interventions and feedback seeking: Implications for self-regulation.” Society for Industrial/ Organizational Psychology Conference, Los Angeles, April, 2005.

- Heslin, P. A., & VandeWalle, D “Some people never change! Predicting anchoring on initial employee performance.” Society for Industrial/ Organizational Psychology National Conference, Los Angeles, April, 2005.

- Weekley, J., & VandeWalle, D. “Work domain goal orientation as a predictor of situational judgment for sales performance.” Society for Industrial/ Organizational Psychology National Conference, Los Angeles, April, 2005.

- Heslin, P. A., Latham, G. P., & VandeWalle, D. “Implicit person theory effects on employee coaching.” Society for Industrial/ Organizational Psychology National Conference, Chicago, April, 2004.

- Cron, W., Slocum, J., & Vandewalle, D. "Goal Orientation and Student Performance," Academy of Management National, Conference, Denver, August 2002 (*Best Paper Award* from the Management Education Division).

- Vandewalle, D. “Attribution theory reconsidered: The case of implicit theory beliefs and performance management.” Academy of Management National, Conference, Washington, D.C., August 2001.

- Cron, W., Slocum, J., Vandewalle, & D. “Negative feedback and self-set goal level: The role of emotional reactions and goal orientation.” Society for Industrial and Organizational Psychology National Conference, San Diego, April 2001.

- Vandewalle, D. “Goal orientation: Advances in construct conceptualization and validation research.” Society for Industrial and Organizational Psychology National Conference, San Diego, April 2001.

- Vandewalle, D., Cron, W. L., & Slocum, J. W. “A longitudinal study of goal orientation: What leads to success in the classroom.” Society for Industrial and Organizational Psychology National Conference, New Orleans, April 2000.

- Vandewalle, D. “Goal orientation comes of age for adults: A literature review.” Academy of Management National Conference, Chicago, August 1999.

- Vandewalle, D., Ganesan, S., Challagalla, G. N., & Brown, S. P. "An integrated model of feedback seeking behavior: Personality, context, and cognition." Society for Industrial and Organizational Psychology National Conference, Atlanta, April 1999.

- Vandewalle, D., & Roney, J. "Procedural Justice: Practicing what we preach in the classroom." 25th National Organizational Behavior Teaching Conference, Los Angeles, June 1998.

- Vandewalle, D., Brown, S. P., Cron, W. B., & Slocum, J. W. "Wanting to look good isn't enough: Goal orientation and sales performance." Society for Industrial and Organizational Psychology National Conference, Dallas, April 1998.

- Brett, J. F., & Vandewalle, D. "Goal orientation and specific goal content as predictors of performance outcomes in a training program." Society for Industrial and Organizational Psychology National Conference, Dallas, April 1998.

- Pinkley, R. L., & Vandewalle, D. "Only the phantom knows: Impact of certain, conditional, unspecified, and zero alternatives to settlement in dyadic negotiations." Academy of Management National, Conference, Boston, August 1997 (*Best Paper Award* from the Conflict Management Division).

- Vandewalle, D. "Development and validation of a work domain goal orientation instrument." Society for Industrial and Organizational Psychology National Conference, St. Louis, April 1997.

- Vandewalle, D. M. "Are our students trying to prove or improve their ability? Development and validation of an instrument to measure academic goal orientation for adults." Academy of Management National Conference, Cincinnati, August 1996 (*Best Paper Award* for Research Design from the Management Education Division).

- Vandewalle D. M. & Cummings, L. L. "An empirical test of goal orientation as a predictor of feedback-seeking behavior." Society for Industrial and Organizational Psychology National Conference, San Diego, April 1996.

- Van Dyne, L., Vandewalle, D. M., Kostova, T., & Cummings, L. L. "Individual differences and discretionary behavior: Mediated effects in a cooperative setting." Academy of Management National Conference, Dallas, August 1994.

- Vandewalle, D., Van Dyne, L., & Kostova, T. "Psychological ownership: An empirical examination of its consequences." Organizational Studies Doctoral Student Conference, Albany. October, 1993.

- Vandewalle, D. "Feedback seeking behavior: A goal orientation model." Academy of Management National Conference, Atlanta. August 1993.

- Vandewalle, D. "Developing an honors curriculum for business." National Collegiate Honors Council National Conference, New Orleans, October 1989.

- Vandewalle, D. "Honors program success." National Institute for Staff and Organizational Development National Conference, Austin, May 1989.

INVITED PRESENTATIONS:

Academy Forum (2012)
Academy of Distinguished Teachers, Southern Methodist University

Academy Forum (2011)
Academy of Distinguished Teachers, Southern Methodist University

Ph.D. Conference Presentation
Department of Strategic Management and Organization, University of Minnesota

18th Annual Teaching Effectiveness Symposium (2010)
Center for Teaching Excellence, Southern Methodist University

Colloquium presentation (2007)
Department of Psychology, Southern Methodist University

Colloquium presentation (2007)
Department of Psychology, Stanford University

Colloquium presentation (2007)
Division of Clinical Science, University of Texas Southwestern Medical Center

Motivation in Context Workshop (2007)
Department of Psychology, University of Zurich

Colloquium presentation (2006)
Jones School of Business, Rice University

Colloquium presentation (2005)
Ross School of Business, The University of Michigan

Colloquium presentation (2005)
Broad School of Business, Michigan State University

Colloquium presentation (2005)
School of Psychology, University of Gent, Belgium

Keynote Address (2005)
IOOB National Conference, Florida Institute of Technology

Colloquium presentation (2005)
Fisher School of Business, The Ohio State University

Colloquium presentation (2004)
School of Psychology, The Georgia Institute of Technology

11th Annual Teaching Effectiveness Symposium (2004)
Center for Teaching Excellence, Southern Methodist University

Colloquium Presentation (2004)
Marshall School of Business, University of Southern California

Panelists for OB/OMT Junior Faculty Workshop (2001)
Academy of Management National Conference

Ph.D. Seminar Presentation (2001)
School of Management, University Of Texas—Dallas

Colloquium Presentation (2000)
Department of Clinical and Social Sciences in Psychology, University of Rochester

Colloquium Presentation (2000)
Robert H. Smith School of Business, University of Maryland

6th Annual Teaching Effectiveness Symposium (1999)
Center for Teaching Excellence, Southern Methodist University

Ph.D. Seminar Presentation (1999)
School of Management, University Of Texas—Dallas

Colloquium Presentation (1998)
Department of Psychology, Southern Methodist University

EDITORIAL BOARDS:

- *Journal of Applied Psychology (current)*
- *Journal of Management (completed term)*
- *Organizational Behavior and Human Decision Processes (current)*

AD HOC REVIEWER:

- *Personnel Psychology*
- *Academy of Management Journal*
- *Journal of Applied Psychology*
- *Organizational Behavior and Human Decision Processes*

EMPLOYMENT:

Cox School of Business, Southern Methodist University (1995 to present)

- **Chair,** Management & Organizations Department (2006 to present)
- **Associate Professor** of Management & Organizations (2001 to present)
- **Assistant Professor** of Management & Organizations (1995-2001).
- Teaching and independent study supervision in organizational behavior and leadership coursework at the BBA, MBA, PMBA, EMBA, and ExecEd levels.

Carlson School of Management, University of Minnesota-Twin Cities

- Instructor for five sections of MGMT 3002: The Psychology of Management.
- Teaching assistant for MGMT 8033: Managing the Strategy Process.

Kansas City, Kansas Community College

- **Founding Director,** Presidential Scholar and Honors Program (1986-90): Managed recruitment, academic advising, and curriculum for 150 academically gifted students.
- **Business Faculty:** Teaching experience included the honors business sequence, financial and managerial accounting, general management, economics, human resource management, and the PACE adult education program.

Park College

- **Athletic Director:** Built the athletic department to 12 varsity level teams; responsible for athletic program development, NAIA institutional compliance, staff management, fund raising, facility management/construction, and sports information for the media.
- **Founding Head Track and Cross-Country Coach**: Recruiting, coaching, and mentoring of 50 track and cross-country student athletes; the program produced 25 NAIA Academic and Athletic All-Americans and 3 teams with a top 10 finish in national competition. Hold the US record at age 21 for the youngest head coach for an NCAA or NAIA level collegiate athletic team.
- **Director of Student Activities:** Coordinated student activities (lectures, concerts, and special events), student government, and placement activities.

ACADEMIC FUNDING AND RESEARCH HONORS:

- SMU Cox Fisher Research Fellowship, 2010-2013
- SIOP Best Paper Award, 2006
- SMU Cox Leo F. Corrigan Faculty Research Fellowship: 2004-2005
- SMU Cox Professor on the Corrigan Endowment, 2003-2004-2005-2006
- SMU Dorothy Cullum Summer Research Fellowship: 1998-2002
- SMU Cox School of Business Annual Research Excellence Award: 1999
- SMU Teaching Technology Group Grant: 1998
- SMU Women's Studies Grant: 1997
- Academy of Management Best Paper Award: 1996, 1997, 2002
- U of Minnesota Graduate School Doctoral Dissertation Fellowship: 1993-94
- Carlson School of Management Dissertation Fellowship: 1993-94
- Carlson School of Management Thesis Cost Fellowship: 1994-95
- Richard D. Irwin Foundation Dissertation Fellowship: 1993-94

SOUTHERN METHODIST UNIVERSITY SERVICE:

- SMU University Curriculum Institutions and Cultures Committee, 2010-2011
- Chair, Southern Accreditation Committee Finance Sub-Committee, 2009-2011
- SMU Southern Accreditation Committee Steering Committee, 2009-2011
- Chair, SMU University Benefits Council, 2006 to 2011
- Chair, SMU Faculty Senate Benefits Subcommittee, 2006 to 2011
- SMU Human Rights Program Advisory Board, 2009 to present
- SMU-in-Taos program faculty member (BBA leadership course), 2009 to present
- SMU Master's in Educational Leadership Advisory Committee, 2009 to present
- SMU Retirement Plans Advisory Council, 2008 to 2011
- SMU Title IX Committee, 2007-2008
- SMU Men's Basketball Search Committee (2006)
- President's Commission on Investment in Faculty Excellence: 2003-2004
- SMU Faculty Senate Committee on Committees, 2004-2005
- Senator, SMU Faculty Senate: 2000-2006
- Cox MBA Policy Committee: 2000-2006
- Executive Committee Member, SMU Faculty Senate: 2002-2003
- Chairperson, SMU Faculty Senate Academic Calendar Committee: 2000-2003
- Cox Executive Committee: 1999-2000; 2006 to present
- Maguire Center Sports Ethics Conference Steering Committee: 1999-2000
- Cox M&O Department Faculty Search Coordinator: 1998-2000, 2005-2006
- Recruiting advisor, SMU Athletic Program: 1997 to present
- SMU Athletic Program Admissions Review Committee: 1997-1999
- Cox Full-time MBA Policy Committee: 1997-1998
- Cox World Wide Web Technology Committee: 1996-1998

TEACHING RECOGNITION:

- Cox Distinguished MBA Teaching Award, 2012
- Cox Distinguished MBA Teaching Award, 2011
- SMU Altshuler Distinguished Teaching Professor Award, 2010
- Cox Teaching Innovation Award, 2010
- Cox Outstanding MBA Teaching Award, 2009
- Cox Outstanding MBA Teaching Award, 2006
- SMU President's Outstanding Faculty Award, 2004.
- Community College Teacher Recognition Award, University of Kansas: 1991
- Master Teacher Award, National Institute for Staff and Organizational Development at the University of Texas: 1988, 1989
- Award of Excellence, Kansas State Board of Education: 1988

UNIVERSITY OF MINNESOTA SERVICE:

- Graduate School Research Strategic Planning Committee: 1993-94
- Vice-President for Finance, Council of Graduate Students: 1993-94
- Strategic Management and Organization Department Ph.D. Committee: 1991-92

PROFESSIONAL MEMBERSHIP

- Academy of Management
- Society for Industrial and Organizational Psychology, APA Division 14
- Society for Personality and Social Psychology, APA Division 8
- Consulting Division, APA Division 13
- American Psychological Association

CONSULTING AND SPECIAL PROJECTS:

Assignment experience in the following settings: athletic administration, municipal government, non-profit, financial services, telecommunications, and auto manufacturing.

UNDERGRADUATE HONORS AND ACTIVITIES:

- Parker Memorial Award (outstanding graduating senior and class graduation speaker)
- Dean's List and Presidential Scholar
- Freshman Scholar Award (highest freshman grade-point average)
- Scripps-Howard Journalism Scholarship
- Missouri College Newspaper Association Journalist of the Year
- Editor-in-chief, Park College Stylus
- President, Student Union
- Chair, College Judicial Board