

Vita

Steven J. Karau

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EDUCATION

- Ph.D. Purdue University, 1993, Social Psychology.
Minor: Cognitive Psychology.
- M.S. Purdue University, 1990, Social Psychology.
- B.S. Arizona State University, 1987. Psychology.

PROFESSIONAL EXPERIENCE

- 1998-present Southern Illinois University at Carbondale
Gregory A. Lee Professor of Management (Jan 2011-present)
Professor of Management (2008-present)
Associate Professor of Management (2002-2008, tenured in 2002)
Assistant Professor of Management (1998-2002)
Also Adjunct Faculty, Department of Psychology (2004-present)
- 1994-1998 Virginia Commonwealth University
Assistant Professor of Psychology and Health Administration
- 1993-1994 Clemson University
Visiting Assistant Professor of Psychology
- 1992-1993 University of Toledo
Visiting Instructor of Psychology
- 1987-1992 Purdue University
Teaching Assistant (1989-1992)
Courses: Consumer Behavior, Human Sexual Behavior, Social Psychology
Research Assistant (1987-1990)

TEACHING EXPERIENCE

Undergraduate Courses

Group Dynamics
Introduction to Management
Introductory Psychology
Organizational Psychology
Management's Responsibility in Society
Personnel and Human Resource Management
Research Methods
Social Psychology
Statistics

MBA Courses

Organizational Behavior

Ph.D. Courses

Advances in Organizational Behavior
Group Dynamics
Research Methods
Social Cognition
Special Topics in Organizational Behavior

PUBLICATIONS (in reverse chronological order)

Journal Articles

1. Smrt, D. L., & Karau, S. J. (2011). Protestant work ethic moderates social loafing. Group Dynamics: Theory, Research, and Practice, 15, 267-274.
2. Komarraju, M., Karau, S. J., Schmeck, R. R., & Avdic, A. (2011). The Big Five personality traits, learning styles, and academic achievement. Personality and Individual Differences, 51, 472-477.
3. Kim, K., & Karau, S. J. (2010). Working environment and the research productivity of doctoral students in management. Journal of Education for Business, 85, 101-106.
4. Karau, S. J., & Elsaid, A. M. M. K. (2009). Individual differences in beliefs about groups. Group Dynamics: Theory, Research, and Practice, 13, 1-13.
5. Wood, M. S., & Karau, S. J. (2009). Preserving employee dignity during the termination interview: An empirical examination. Journal of Business Ethics, 86, 519-534.
6. Komarraju, M., Karau, S. J., & Schmeck, R. R. (2009). Role of the Big Five personality traits in predicting college students' academic motivation and achievement. Learning and Individual Differences, 19, 47-52.
7. Komarraju, M., & Karau, S. J. (2008). Relationships between the perceived value of instructional techniques and academic motivation. Journal of Instructional Psychology, 35, 70-82.
8. Michalisin, M. D., Karau, S. J., & Tangpong, C. (2007). Leadership's activation of team cohesion as a strategic asset: An empirical simulation. Journal of Business Strategies, 24, 1-26.
9. Komarraju, M., Karau, S. J., & Ramayah, T. (2007). Cross-cultural differences in the academic motivation of university students in Malaysia and the United States. North American Journal of Psychology, 9, 275-292.
10. Edwards, J. C., & Karau, S. J. (2007). Psychological contract or social contract? Development of the employment contracts scale. Journal of Leadership and Organizational Studies, 13(3), 67-78.

11. Michalisin, M. D., Karau, S. J., & Conrad, E. (2006). Top management team attraction as a strategic asset: A longitudinal simulation test of the resource based view. Journal of Applied Business Research, 22(3), 109-122.
12. Komarraju, M., & Karau, S. J. (2005). The relationship between the Big Five personality traits and academic motivation. Personality and Individual Differences, 39, 557-567.
13. Michalisin, M. D., Karau, S. J., & Tangpong, C. (2004). The effects of performance and team cohesion on attribution: A longitudinal simulation. Journal of Business Research, 57, 1108-1115.
14. Hart, J. W., Karau, S. J., Stasson, M. F., & Kerr, N. A. (2004). Achievement motivation, expected coworker performance, and collective task motivation: Working hard or hardly working? Journal of Applied Social Psychology, 34, 984-1000.
15. Michalisin, M. D., Karau, S. J., & Tangpong, C. (2004). Top management team cohesion and superior industry returns: An empirical study of the resource-based view. Group and Organization Management, 29, 125-140.
16. Eagly, A. H., & Karau, S. J. (2002). Role congruity theory of prejudice toward female leaders. Psychological Review, 109, 573-598. [Reprinted in C. Gatrell, C. L. Cooper, & E. E. Kossek (Eds.), *Women and Management* (Vol 1., pp. 366-391). Northampton, MA: Edward Elgar Publishing.]
17. Hart, J. W., Bridgett, D. J., & Karau, S. J. (2001). Coworker ability and effort as determinants of individual effort on a collective task. Group Dynamics: Theory, Research, and Practice, 5, 181-190.
18. Karau, S. J., Markus, M. J., & Williams, K. D. (2000). On the elusive search for motivation gains in groups: Insights from the Collective Effort Model. Zeitschrift fuer Sozialpsychologie, 31, 179-190. (English-language special issue on motivation gains in groups.)
19. Hart, J. W., Stasson, M. F., & Karau, S. J. (1999). Effects of source expertise and physical distance on minority influence. Group Dynamics: Theory, Research, and Practice, 3, 81-92.
20. Karau, S. J., & Eagly, A. H. (1999). Gender, social roles, and the emergence of leaders. Human Resource Development Quarterly, 10, 321-327.
21. Kelly, J. R., & Karau, S. J. (1999). Group decision making: The effects of initial preferences and time pressure. Personality and Social Psychology Bulletin, 25, 1342-1354.
22. Karau, S. J., & Hart, J. W. (1998). Group cohesiveness and social loafing: Effects of a social interaction manipulation on individual motivation within groups. Group Dynamics: Theory, Research, and Practice, 2, 185-191.
23. Littlepage, G. E., & Karau, S. J. (1997). Utility and limitations of the SHAPE-assisted intuitive decision making procedure. Group Dynamics: Theory, Research, and Practice, 1, 200-207.
24. Karau, S. J., & Williams, K. D. (1997). The effects of group cohesiveness on social loafing and social compensation. Group Dynamics: Theory, Research, and Practice, 1, 156-168. [Reprinted in Milinki, A. K. (2000). *A cross section of psychological research* (Chapter 10, pp. 50-60). Los Angeles, CA: Pycszak Publishing.]
25. Karau, S. J., & Williams, K. D. (1995). Social loafing: Research findings, implications, and future directions. Current Directions in Psychological Science, 4, 134-140.
26. Eagly, A. H., Karau, S. J., & Makhijani, M. G. (1995). Gender and leader effectiveness: A meta-analysis. Psychological Bulletin, 117, 125-145.
27. Eagly, A. H., Karau, S. J., Miner, J. B., & Johnson, B. T. (1994). Gender and motivation to manage in hierarchic organizations: A meta-analysis. Leadership Quarterly, 5, 135-159.
28. Karau, S. J., & Williams, K. D. (1993). Social loafing: A meta-analytic review and theoretical integration. Journal of Personality and Social Psychology, 65, 681-706.
29. Kelly, J. R., & Karau, S. J. (1993). Entrainment of creativity in small groups. Small Group Research, 24, 179-198.
30. Karau, S. J., & Kelly, J. R. (1992). The effects of time scarcity and time abundance on group performance quality and interaction process. Journal of Experimental Social Psychology, 28, 542-571.

31. Eagly, A. H., Karau, S. J., & Johnson, B. T. (1992). Gender and leadership style among school principals: A meta-analysis. Educational Administration Quarterly, 28, 76-102.
32. Williams, K. D., & Karau, S. J. (1991). Social loafing and social compensation: The effects of expectations of co-worker performance. Journal of Personality and Social Psychology, 61, 570-581.
33. Eagly, A. H., & Karau, S. J. (1991). Gender and the emergence of leaders: A meta-analysis. Journal of Personality and Social Psychology, 60, 685-710.

Chapters in Edited Books

1. Karau, S. J., & Williams, K. D. (in press). Social facilitation and social loafing: Beyond Triplett's competition studies. In S. A. Haslam & J. R. Smith (Eds.), Refreshing social psychology: Beyond the classic studies. Thousand Oaks, CA: Sage Publications.
2. Karau, S. J., & Kelly, J. R. (2004). Time pressure and team performance: An attentional focus integration. In S. Blount (Ed.), Research on managing groups and teams (Vol. 6. Time in Groups. pp. 185-212). San Diego, CA: Elsevier.
3. Williams, K. D., Harkins, S. G., & Karau, S. J. (2003). Social performance. In M. A. Hogg & J. Cooper (Eds.), The Sage handbook of social psychology (pp.327-346). London: Sage Publications.
4. Karau, S. J., & Williams, K. D. (2001). Understanding individual motivation in groups: The Collective Effort Model. In M. E. Turner (Ed.), Groups at work: Theory and research (pp. 113-141). Mahwah, NJ: Lawrence Erlbaum Associates.
5. Williams, K. D., Jackson, J. M., & Karau, S. J. (1995). Collective hedonism: A social loafing analysis of social dilemmas. In D. A. Schroeder (Ed.), Social dilemmas: Perspectives on individuals and groups (pp. 117-141). New York: Praeger.
6. Williams, K. D., Karau, S. J., & Bourgeois, M. J. (1993). Working on collective tasks: Social loafing and social compensation. In M. Hogg & D. Abrams (Eds.), Group motivation: Social psychological perspectives (pp. 130-148). New York: Harvester Wheatsheaf.

Contributions to Edited, Scholarly Encyclopedias

1. Karau, S. J. (in press). Social loafing (and facilitation). In V. S. Ramachandran (Ed.), Encyclopedia of human behavior (2nd ed.).
2. Karau, S. J. (2010). Social loafing. In J. Levine & M. Hogg (Eds.), Encyclopedia of group processes and intergroup relations (Vol. 2, pp. 808-811). Thousand Oaks, CA: Sage.
3. Karau, S. J. (2010). Free riding. In J. Levine & M. Hogg (Eds.), Encyclopedia of group processes and intergroup relations (Vol. 1, pp. 287-289). Thousand Oaks, CA: Sage.
4. Williams, K. D., & Karau, S. J. (2002). The social psychology of group productivity. In N. J. Smelser & P. B. Baltes (Eds.), International encyclopedia of the social and behavioral sciences (Vol. 9, pp. 6423-6426). New York: Elsevier Science.
5. Karau, S. J. (2000). Deindividuation. In A. E. Kazdin (Ed.), Encyclopedia of psychology (Vol. 2, pp. 457-459). New York: Oxford University Press.
6. Karau, S. J. (1994). Social loafing. In V. S. Ramachandran (Ed.), Encyclopedia of human behavior (Vol. 4, pp. 237-245). San Diego: Academic Press.

Conference Papers, Presentations, and Proceedings

More than 60 papers, presentations, and/or proceedings at regional, national, and international conferences such as the Academy of Management, American Psychological Association, Association for Psychological Science, Decision Sciences Institute, Eastern Psychological Association, Interdisciplinary Network for Group Research, Midwest Academy of Management, Midwestern Psychological Association, Society of Experimental Social Psychology, Society for Industrial and Organizational Psychology, Southern Management Association, and the Southwest Academy of Management. A detailed list is available by request.

INVITED COLLOQUIA

Borgess Medical Center (Kalamazoo, MI), Clemson University, Cornell University, Dartmouth College, Northwestern University, Palacky University (Olomouc, Czech Republic), Purdue University, Southern Illinois University at Carbondale, United States International University, University of Arizona, University of Chicago, University of Dayton, University of Illinois at Urbana-Champaign, University of Michigan, University of Toledo, Virginia Commonwealth University, Western Illinois University, Yale University

GRANTS AWARDED

2006

Excellence Through Commitment Undergraduate Teaching Enhancement Award, SIUC.

2002-2006

Undergraduate Research Assistantship Grants, SIUC.

1998, 2000, 2002-2010

COBA Scholars Summer Research Grants, College of Business, SIUC.

AWARDS AND RECOGNITIONS

2002, 2008-2010 Outstanding Research Honor Roll, College of Business, SIUC (one of 4 recipients each year, selected from approximately 40 faculty within the College of Business).

2007 University Excellence Through Commitment Award: Scholar of the Year for the College of Business. These University-level awards are given to only seven individuals in the entire university each year, one from each College.

2006 Research Excellence Award, College of Business, SIUC. From 2006-2008, this (now-discontinued) award was given to one individual each year from among all Assistant or Associate Professors within the College of Business.

2005 Outstanding Service Honor Roll, College of Business, SIUC (one of two recipients that year).

PROFESSIONAL SERVICE

Editorial Boards

Asian Academy of Management Journal (2005-present)

Group Dynamics: Theory, Research, and Practice (1999-present)

Ad-Hoc Reviewer for more than 40 Journals, including:

Academy of Management Journal, Academy of Management Perspectives, Academy of Management Review, Basic and Applied Social Psychology, British Journal of Social Psychology, Communication Yearbook, Creativity Research Journal, European Journal of Social Psychology, Group Dynamics, Group Processes and Intergroup Relations, International Journal of Aging and Human Development, International Journal of Sport Psychology, Journal of Applied Psychology, Journal of Applied Business Research, Journal of Applied Social Psychology, Journal of Business Research, Journal of Experimental Social Psychology, Journal of Managerial Issues, Journal of Managerial Psychology, Journal of

Personality and Social Psychology, Learning and Individual Differences, Management Information Systems Quarterly, Medical Decision Making, Organizational Behavior and Human Decision Processes, Perceptual and Motor Skills, Personality and Social Psychology Bulletin, Personality and Social Psychology Review, Psychological Bulletin, Psychological Reports, Psychological Science, Psychology of Men and Masculinity, Psychology of Women Quarterly, Sex Roles, Small Group Research, Social Cognition, Social Influence, Social Psychology, Social and Personality Psychology Compass

Ad-Hoc Reviewer, Granting Agencies

National Science Foundation, Division of Behavioral and Cognitive Sciences

Ad-Hoc Reviewer, Conferences

Academy of Management (Organizational Behavior and Managerial & Organizational Cognition divisions), American Psychological Association (Personality & Social Psychology and Group Dynamics divisions), Decision Sciences Institute, Interdisciplinary Network for Group Research, Society for Industrial and Organizational Psychology, Southern Management Association

DEPARTMENT, COLLEGE, AND UNIVERSITY SERVICE

Chair, Dissertation Committees

Southern Illinois University at Carbondale

Diana Boneva (2008). Dissertation title: "Effects of work ethic and social identification on motivation in groups."

Leigh Anne Clark (2007). Dissertation title: "Relationships between the Big Five personality dimensions and attitudes toward telecommuting." (co-chair with Michael D. Michalisin).

Edward Conrad (2009). Dissertation title: "Willingness to use IT innovations: A hybrid approach employing diffusion of innovations and technology acceptance model theories." (co-chair with Michael D. Michalisin).

Abdel Elsaid (2005). Dissertation title: "The effects of group beliefs and task meaningfulness on social loafing."

Heather Hartke Jia (2008). Dissertation title: "Relationships between the Big Five personality dimensions and cyberloafing behavior."

Kihwan Kim (2010). Dissertation title: "The influence of emotional intelligence on negotiation outcomes and the mediating effects of rapport, negotiation strategy, and judgment accuracy."

Brandon Soltwisch (in progress). Topic: Emotional intelligence and escalation of commitment.

Sean Walker (in progress). Topic: Nonconscious influences on group beliefs and group behavior.

Chair, Master's Thesis Committees

Virginia Commonwealth University

Michael Markus (1997, Psychology). Thesis title: "The child eyewitness: Seeing is not necessarily believing."

Dissertation Committee Memberships

Southern Illinois University at Carbondale

42 total, Department of Management unless stated otherwise:

Michael Abebe (2008), Altaf Ahmad (2010), Andrew Aken (2010), Arifin Angriawan (2008), Alen Avdic (in progress, Psychology), Mirjeta Beqiri (2005), Cynthia Berry (2005, Psychology), Chad Briggs (in progress, Psychology), Mark Buxton (2008, Accounting), Feng Cao (2005, Psychology), Amy Cheng (2003, Psychology), Nicole Cundiff (2010, Psychology), John C. Edwards (2000), Jennifer Franczak (in progress), Michael Freimark (in progress), Elizabeth Grandon (2005), Chris Griffin (2007), Molly Hamilton (2011, Workforce Education), Fang He (2009), Heath Keller (2011), Euijin Kim (2003), C. Lakshman (2002), John Legier (2007, Workforce Education), Nongkran Lertpittayapoom (2005), Jasmin Lin (2009), Joseph Mollick (2005), Joel Nadler (2010, Psychology), Dennis Nasco (2010, Workforce Education), Ann Pearson (2009), Kiattisak Phongkusolchit (2007), Sergio Picazo-Vela (2010), Alex Ramsey (in progress, Psychology), Porngarm Saengratwatchara (2005), Michael Sheridan (in progress), Robin Sronce (2003), Bryan Stinchfield (2009), Janejira Sutanonpaiboon (2006), Stephanie Swindler (2006, Psychology), Brendan Toner (in progress, Political Science), Marie Vicher (in progress, Workforce Education), Mark Ward (1999), Matt Wood (2009)

Virginia Commonwealth University (Department of Psychology)

C. Ray Archer (1998), Cheryl Giammanco (1997), Jason Hart (1999), Michele Heiney (1998), Richard Lee (1997)

Masters Thesis Committee Memberships

Southern Illinois University at Carbondale

Albert Botchway (2011, Psychology), Nicole Cundiff (2007, Psychology), John Lambertus (in progress, Psychology)

University of Toledo

Se-Kang Kim (1994, Psychology)

Other Committee and Service Work

Southern Illinois University at Carbondale

Department of Management

Curriculum Committee (2003-2005, 2007-present; Chair 2008-present)

Faculty Search Committees: Management Information Systems (2000-2001, 2004-2005), Organization Studies (2008-2009, 2011), Production and Operations Management (1999)

Management Research Colloquium Series organizer (2003-2005)

Steering Committee (2006-2007)

Strategy Committee (2006-2007)

College of Business

Computer Utilization Committee (1998-1999)

Curriculum and Scholastic Committee (2008-present, Chair 2010-present)

Dean Review Committee (2011)

Promotion and Tenure Committee (2008-2009, 2011)

Student Experience Committee (2006-2009)

Teaching Effectiveness Committee (Chair 2002-2005)

University Level

Outstanding Dissertation Award Committee (2011-present)

University Undergraduate Teaching and Curriculum Committee (2004-2005)

Community

Interactive Laboratory demonstration, Illinois Junior Science and Humanities Symposium (2007)

Science Fair Judge, Illinois Junior Academy of Science (1999-2011)

Virginia Commonwealth University

Social Psychology Colloquium organizer (1995-1997)

Faculty Search Committee, Department of Health Administration (1996)

Media Appearances and Interviews

Television: ABC News 20/20 special on “The Seven Deadly Sins: Sloth” (featured segment on social loafing), WSIL News

Radio: WDBX, WSIU

Magazine or Newspaper: Daily Egyptian [SIU campus newspaper] (numerous), Fleet Executive Magazine, Southern Business Journal (twice), Southern Illinoisan (numerous), Wall Street Journal

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

Academy of Management

American Psychological Association

Association for Psychological Science