

## **RESUME**

**October, 2010**

### **PERSONAL**

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### **EDUCATION**

Associate's Degree (with honors, Dean's List) Miami-Dade Jr. College (1971).

Bachelor's Degree (Summa Cum Laude, awarded to six students out of 312 graduating seniors) in Economics, University of Minnesota (1973).

Master's Degree in Industrial Relations, College of Business Administration, University of Minnesota (1974).

Doctoral Degree in Industrial Relations, College of Business Administration, University of Minnesota (1982).

### **INDUSTRIAL EXPERIENCE**

- Manager, International Reception Center, University of Minnesota (1970-1971).
- Personnel Analyst, City of Minneapolis (1972-1976).
- Senior Management Consultant (full-time in-house consultant), Control Data Corporation, Corporate Headquarters (1975 - 1981). Reporting level: Executive Vice President.

### **INTERNATIONAL EXPERIENCE**

- As director of InterAmerican Business Program at University of Florida traveled

extensively and worked on many private-public sector collaboration projects in Central America and the Caribbean Basin. Speak and write Spanish fluently. Working knowledge of Portuguese.

- As president of Iberoamerican Academy of Management (1998-2009), has provided seminars, presentations, and courses in Spain and 15 Latin American countries.

## **ACADEMIC EXPERIENCE**

### **Full Time Tenure Track Faculty Appointments and Visiting Appointments**

- Full Professor (with tenure), Benton Cocanougher Chair in Business, Texas A & M (2009\_)
- Full Professor (with tenure), Regents Professor, Horace Steel Arizona Heritage Chair, and Council of 100 Distinguished Scholar, Arizona State University (Fall 1989-present). Has taught courses in principles of management, compensation, human resource management, economic theories of organization, research methods, high technology management, international management strategy, cross-cultural management, and organizational behavior. Has taught courses at all levels: undergraduates, masters, and doctoral.
- Associate Professor (with tenure), University of Colorado at Boulder (Fall 1986-August 1989). Taught research methods, personnel management, collective bargaining, compensation, international management, and high technology management.
- Assistant Professor, University of Florida (Fall 1981-Summer 1986). Taught courses in personnel management, comparative management, international business, Latin America area studies, collective bargaining, and compensation. Held dual appointment between College of Business and Center for Latin American Studies.

### **Part Time Lecturing Appointments** (while working on doctoral program)

- Instructor, Industrial Relations Center, University of Minnesota (1973-1980) to teach six undergraduate and graduate evening courses in organization theory, manpower management, supervision and industrial relations systems.
- Instructor, Hamline University (Winter Quarter, 1979) to teach Quantitative Analysis offered by the Economics Department.

## **HONORS AND AWARDS**

Awarded the title of Doctor Honoris Causa by unanimous vote at Universidad Carlos III, Madrid (2008). Carlos III has the top public University's College of Business in Spain and one of the best five in Europe. This is the most prestigious and highly competitive award

provided by the university to external professors, where a candidate from any field (engineering, law, medicine, business, etc.) in any part of the world is eligible for the award. The 2008 official announcement by Carlos III University reads: “On January 25<sup>th</sup>, 2008, Professor Luis R. Gomez-Mejia was formally awarded a Doctor Honoris Causa Degree by Carlos III University, in an official act attended by approximately 300 academics and officials from Spain, various European countries, and the United States. This is the highest honor offered by the university to recognize lifetime achievement in any field. Some of the participants who served to honor Professor Gomez-Mejia and made presentations during two days of activities included Dr. Ed Lazear (Chief of Economic Advisers to the President of United States and Chaired Professor at Stanford University), Dr. Angelo Denisi (President of Academy of Management, main association in the field of management with approximately 18,000 members, and Dean at the A.B. School of Business at Tulane University), Dr. Vicente Salas (Executive Director of the Bank of Spain), Dr. Henry Tosi (McGriff Professor at University of Florida), Dr. Paul Osterman (Nanyang T.U. Professor of Management at Massachusetts Institute of Technology’s School of Management), and Shimon Dolan (Ramon Llul University Chair Professor at ESADE), among others. Carlos III is a comprehensive university with 17,000 students, offering degrees at undergraduate, masters and doctoral levels. Carlos III is well-known for the quality of its teaching and research, its international orientation, and its global rankings. The undergraduate degree in business administration is ranked first among those offered by public universities in Spain, and its masters and PhD program are ranked at the top among European universities. PhD graduates in business administration are placed at many leading public and private schools that are highly ranked in Wall Street Journal, BusinessWeek, Financial Times, and US News and World Report such as IESE, Instituto de Empresa, and ESADE.”

Best Paper Award, European Management Association (2009).

Best Paper Award, Social Issues Division, Academy of Management( 2009).

Best Article Finalist, Decision Science Journal (2009).

Faculty Research Award, W.P. Carey College of Business, Arizona State University (2008) (only faculty member receiving award out of 206 full time tenure track faculty in College of Business).

Appointed as Regents Professor at Arizona State University in 2004 (only two faculty members in WP Carey College of Business at the time held this honor. The other one was E. Preston, Nobel Price in Economics).

Received the Outstanding Achievement Alumni Award from the University of Minnesota in 2004. This is a Board of Regents Award; the award is university-wide across all disciplines and any individual would be eligible who received a bachelors, masters, or

doctorate in any area from the University of Minnesota. Only one chosen from the University of Minnesota's College of Business (ranked as one of the top 20 business schools by U.S. News and World Report).

Selected by the Academy of Management as one of the six leading international scholars on corporate governance and executive compensation to address the issue of CEO pay (three of these were from finance and economics and not Academy of Management members).

Received Horace Steele Heritage Chair in 2002, W.P. College of Business, Arizona State University (renewed in 2007).

Received Exemplary Award in 2000 by Management Doctoral Students Association (also known as "The PhD Project"), a national organization affiliated with Academy of Management, for "outstanding service, leadership and commitment to the management profession." Only one person selected annually out of the entire Academy of Management membership (with approximately 11,000 members).

Selected to Academy of Management's Hall of Fame (2000). Only 33 Academy members out of a total of 16,000 members (0.002%) received this award (based on publications in Academy Journals).

Elected to the Fellows of Academy of Management (2000). Approximately one percent of the Academy of Management membership belongs to the Fellows group.

Outstanding service as HR Division Chair, 1999-2000, Academy of Management Board of Governors. (Division has approximately 2,500 members).

Elected three times as President of Iberoamerican Academy of Management (1998-2008), representing approximately 3000 management scholars in all Latin American countries and Iberian Peninsula.

Outstanding Service as Program Chair, 1997-1998. Human Resources Division of Academy of Management (August, 1998).

Outstanding Service as HR program chair, 1997-1998. Academy Management Board of Governors (August, 1998).

Elected by the Academy of Management membership to the Board of Governors of the Academy, 1997-2000.

Best Conference Paper proceedings, Division of Strategy and Business policy, Academy of Management, 1997. Paper: Reconsidering executive compensation from a behavioral perspective (with R. Wiseman).

Elected by the membership of the Personnel/Human Resources Division of the Academy of

Management as Program Chair, (1997) and future President of Personnel/Human Resource Division.

Outstanding Service as member of the Editorial Review Board, 1994-1996, Academy of Management Journal (August, 1996).

Research fellowship, granted by Ministry of Education in Spain, for 1995-1996. Only one given in the area of business administration for the year in entire country (Spain). Open to applicants worldwide.

Selected as one of the top PhD Alumni Graduates from the Industrial Relations Center (IRC) since its inception, College of Business, University of Minnesota, 50th anniversary celebration of IRC, September, 1995 (served as invited keynote speaker for plenary session).

Best Convention Paper Award, Human Resources Division, Academy of Management, 1994.

Governor's Recognition Award (State of Arizona, 1994).

Best paper of the year, Academy of Management Journal, as selected by the editorial board of the journal (out of a total of 640 submissions). Provided in 1993 for the following article: Gomez-Mejia, L.R. and Balkin, D.B. (1992). Determinants of Faculty Pay: An Agency Theory Perspective. Academy of Management Journal, 35(5), 1-36.

Dean's Council of 100 Distinguished Scholar, College of Business, Arizona State University (1993-present).

Selected as one of the top nine authors in the Academy of Management Journal, (This is the official research journal of the Academy of Management) out of 8,000 Academy of Management members at the time based on frequency of articles published in journal during 10 years period adjusted for the number of authors. (see Jennings, D. F. and Cole, L. K. An Analysis of Contributing Authors and Institutions to the Academy of Management Journal: 1958-1987. Proceeding of the 31st Annual Meeting of the Academy of Management, New Orleans, LA., 1989, 113-119).

Outstanding Paper, Western Academy of Management, Big Sky, Montana, April, 1988 (with D. Balkin).

Dean's Outstanding Service Award, College of Business, University of Colorado, 1988.

Best Papers of the Year, Social Issues Division, Academy of Management National Convention, San Diego, California, August, 1986 (Selected from 91 submissions; with J.E. McCann).

Best Paper of the year, International Management, Academy of Management National Convention, Dallas, Texas, August, 1983 (Selected as No. 1 from 86 submissions).

Summa Cum Laude in Economics, University of Minnesota (1972).

Phi Beta Kappa (1968-1970).

Dean's list, Miami Dade Junior College (1968-1969).

### **MAJOR ACADEMIC ADMINISTRATIVE RESPONSIBILITIES**

President, Iberoamerican Academy of Management (1998-2009).

President, Human Resources, Academy of Management (1999-2000). Remained in past president duties from 2000-2004.

Board of Governors, Academy of Management (1997-2000).

Chairman, Management Department, College of Business, Arizona State University (1990-1995).

Director and Founder, High Technology Management Research Center, University of Colorado (1986-1989).

Director and Founder, Interamerican Business Research and Development Center, University of Florida (1983-1986).

### **GENERAL SUMMARY OF SCHOLARLY PUBLICATIONS**

The entire list of publications appears in the next section. By way of summary, a breakdown of publications is provided below:

	<b>Number of Items Published or In Press</b>
1. Number of articles appearing in management journals with high or very high citation counts.	
Academy of Management Journal	18
Academy of Management Review	2
Strategic Management Journal	9
Administrative Science Quarterly	3

Journal of Management	4
Personnel Psychology	3
Industrial Relations	3
Journal of International Business Studies (JIBS)	2
Others (Human Relations, Group and Organization Studies, Journal of Organizational Behavior, Journal of Management Studies, Decision Sciences etc.)	22
2. Original books and teaching related publications	13
3. Edited books	13
4. Research monographs	13
5. Additional miscellaneous journal publications, book chapters or sections (Human Resource Planning, Organization Dynamics, etc.)	64
Note: Number of citations in Google 7,100 (as of October, 2010), with more than 30 publications exceeding 100 cites.	

## **LIST OF PUBLICATIONS**

### **Books and Instructional Materials**

Gomez-Mejia, L.R. & Balkin, D. B. (2011). Managing people in the 21<sup>st</sup> century. Englewood Cliffs, NJ: Prentice-Hall (430 pages).

Gómez-Mejia, L.R., Berrone, P., & Franco-Santos, M. (2011). Compensation and Organizational Strategy : theory building, research, and practice (450 pages). New York, NY: ME Sharpe, Inc.

Gómez-Mejia, L.R., Balkin, D.B., & Cardy, R. (2010, 6<sup>th</sup> ed.). Managing Human Resources. Englewood Cliffs: Prentice-Hall (677 pages). Fourth edition published in 2007.

Gómez-Mejia, L.R., Balkin, D.B., & Cardy, R. (2008). Management: People, performance and change. Irwin/McGraw-Hill 3<sup>rd</sup> ed. (840 pages).

Gómez-Mejia, L.R., & Werner, S. (Eds.). (2008). Global compensation. United Kingdom: Routledge.

Gómez-Mejia, L.R., & Sanchez, G. (2007). Compensation Strategy and Organizational Performance, 380 pages. Prentice Hall/Financial Times. (In Spanish: “La retribucion y los resultados de la organizacion”.)

Gómez-Mejia, L.R., Balkin, D.B., & Cardy, R. (2006). Direccion y gestion de recursos humanos. Prentice Hall: Madrid, Spain (590 pages).

Gómez-Mejia, L.R., & Balkin, D.B. (2007). Administracion. McGraw-Hill (Spain) (530 pages).

Gómez-Mejia, L.R., Sanchez, G., & Berrone, P. (forthcoming). Compensation: A general management approach. Uppersaddle River, N.J.; Pearson/Prentice-Hall (est. 450 pages).

Gómez-Mejia, L.R., Balkin, D.B., & Cardy, R. (1997). Gestion de Recursos Humanos en Una Economia Globalizada. Madrid, Spain: Prentice Hall (425 pages).

Gómez-Mejia, L.R., & Lawless, M.W. (Eds.). (1996). Implementation Management in High Technology. Greenwich, Conn: JAI Press.

Lawless, M.W., & Gómez-Mejia, L.R. (Eds.) (1995). Strategic Alliances in High Technology. Greenwich, Conn: JAI Press.

Gómez-Mejia, L.R., & Lawless, M.W. (Eds.). (1995). Global Management of High Technology. Greenwich, Conn: JAI Press.

DeCastro, J., Balkin, D.B., Meyer, D., & Gómez-Mejia, L.R. (Eds.). (1995). High Technology and Entrepreneurship. Greenwich, Conn: JAI Press.

Lawless, M.W., & Gómez-Mejia, L.R. (Eds.) (1994). Management of Competitive Strategy in High Technology. Greenwich, Conn: JAI Press.

Lawless, M.W., & Gómez-Mejia, L.R. (Eds.) (1994). High Technology Venturing. Greenwich, CT: JAI Press.

Gómez-Mejia, L.R., & Lawless, M.W. (Eds.) (1993). Human Resource Management Strategy in High Technology. Greenwich, Conn: JAI Press.

Gómez-Mejia, L.R., & Lawless, M.W. (Eds.). (1993). Top Management and Effective Leadership in High Technology. Greenwich, Conn: JAI Press.

Gómez-Mejia, L.R., & Balkin, D.B. (1992). Compensation, organizational strategies and firm performance. South-Western Series in Human Resource Management, Cincinnati,

Ohio: South-Western Publishing Co.

Powers, J.K., & Gómez-Mejia, L.R. (1991). Conflict Resolution. Englewood Cliffs: Prentice-Hall.

Lawless, M.W., & Gómez-Mejia, L.R. (1990). (Eds.) Strategic Management in High Technology Firms. Greenwich, Conn: JAI Press.

Gómez-Mejia, L.R., & Lawless, M.W. (1990). (Eds.). Organizational Issues in High Technology Management. Greenwich, Conn: JAI Press.

Gómez-Mejia, L.R. (Ed.). (1989). Compensation and Benefits. Bureau of National Affairs, Washington, D.C. This book consists of original materials and is used as the American Society for Personnel Administration's official Handbook of Wage and Salary Administration.

Gómez-Mejia, L.R., & Lawless, M.W. (Eds.). (1988). Managing the High Technology Firm. High Technology Management Research Center, University of Colorado, Boulder.

Balkin, D.B., & Gómez-Mejia, L.R. (1987). New Perspectives on Compensation. Englewood Cliffs, N. J.: Prentice-Hall. Note: The book (about 400 pages long) includes six chapters from the authors as well as invited manuscripts on specific areas from leading experts in the field.

Gómez-Mejia, L.R., & Powers, K.J. (1985). The Practice of Collective Bargaining: An Experiential Approach. Plano, Texas: Business Publications, Inc. In addition to the student's text, the package includes a 60 page instructor's manual, a mainframe fortran program, an interactive CMS execution program, and a Lotus 1-2-3 PC bargaining software.

Gómez-Mejia, L.R., & McCann, J.E. (1985). Meeting the Challenges of Foreign Expansion. Columbus, Ohio: Grid Publishing Co., Inc.

### **Articles Appearing in Premier or First Tier Management Journals Concerning Family Firms**

**Note: P. Berrone, C. Cruz, M. Makri, M. Larraza, K. Haynes, M. Nunez-Nickel, J. Moyano , C. Jones and other listed co-authors of these family related papers were my doctoral students at the time**

Berrone, P., Cruz, C., Gomez-Mejia, L. R. & Larraza-Kintana, M. (2010). Socioemotional wealth and corporate response to institutional pressures: Do family controlled firms pollute

less? Administrative Science Quarterly, 54 (2), 82-114.

Cruz, C., Gómez-Mejia, L.R. & Becerra, M. (2010). Perceptions of benevolence and the design of agency contracts: CEO-TMT relations in family firms. Academy of Management Journal, 53 (1), 69-89.

Gómez-Mejia, L.R., Makri, M., & Larraza, M. (2010). Diversification decisions in family controlled firms. Journal of Management Studies, 47 (2), 223-252.

Jones, C., Makri, M., & , Gómez-Mejia, L.R. (2008, November). Affiliate directors and perceived risk bearing in publicly traded, family controlled firms: The case of diversification. Entrepreneurship Theory and Practice, 1042-2587

Gómez-Mejia, L.R., Haynes, K., Jacobson, K., Nunez-Nickel, M. & Moyano, J. (2007). Socioemotional wealth and business risks in family controlled firms. Administrative Science Quarterly, 52(1), 106-138.

Gómez-Mejia, L.R., Larraza, M., & Makri, M. (2003). The determinants of executive compensation in family controlled firms. Academy of Management Journal, 46, 226-238.

Gómez-Mejia, L.R., Gutierrez, I., & Nunez-Nickel, M. (2001). The role of family ties in agency contracts. Academy of Management Journal, 44(1), 1-15.

### **Other Articles Appearing in Premier or First Tier Management Journals**

Berrone, P., & Gómez-Mejia, L.R. (2009). Environmental performance and executive compensation: An integrated agency-institutional perspective. Academy of Management Journal, 52(1), 103-126.

Cennano, C., Berrone, P., & Gómez-Mejia, L.R. (2009). Does stakeholder management have a dark side?: The role of perverse incentives. Journal of Business Ethics, 89 (4), 491-503.

Gómez-Mejia, L.R., Wiseman, R., & Cuevas-Rodriguez, G. (in press). Do we need a social agency model? Journal of Management Studies.

Villena, V., Gomez-Mejia, L.R. Revilla, E. (2009). The Decision of the Supply Chain Executive to Support or Impede Supply Chain Integration: A Multidisciplinary Behavioral Agency Perspective. Decision Sciences, 40 (4), 635-665.

Mayo, M., J.C. Pastor, L.R., Gomez-Mejia & Cruz, C. (2009). Why some firms adopt telecommuting while others do not: A contingency perspective. Human Resource Management, 48 (6), 917-939.

- Gómez-Mejia, L.R., & Berrone, P. (2009). The pros and cons of rewarding social responsibility at the top. Human Resource Management, 48 (6), 957-969.
- Larraza-Kintana, M., Wiseman, R., Gómez-Mejia, L.R., & Welbourne, T. (2007). Disentangling compensation and employment risks in a behavioral agency model of managerial risk taking. Strategic Management Journal, 28(10): 1001-1019.
- Gómez-Mejia, L.R., & Wiseman, R. (2007). Does agency theory have universal relevance? Journal of Organizational Behavior, 8, 81-98.
- Makri, M., Lane, P., & Gómez-Mejia, L.R. (2006). CEO incentives, innovation, and performance in technology intensive firms: A reconciliation of outcome and behavior-based incentive schemes. Strategic Management Journal, 127: 1057-1080.
- Rivera, J., & Gómez-Mejia, L.R. (2006). Management education in Iberoamerican countries. Journal of World Business (prior Columbia Journal of World Business), 41(3), 205-220.
- Werner, S., Gómez-Mejia, L.R., & Tosi, H. (2005). Organizational governance and employee pay. Strategic Management Journal, 26(4), 452-463.
- Gómez-Mejia, L.R., Wiseman, R., & Johnson, B. (2005). Agency problems in diverse contexts: A global perspective. Journal of Management Studies, 42(7), 1507-1520.
- Miller, J., Wiseman, R. & Gómez-Mejia, L.R. (2002). The fit of CEO compensation design and firm risk. Academy of Management Journal, 45, 745-756.
- Gómez-Mejia, L.R. & Balkin, D.B. (2002). Explaining the gender effects of faculty pay raises: Do the squeaky wheels get the grease? Group and Organization Management, 27: 352-373.
- Gómez-Mejia, L.R., Gutierrez, I., & Nunez-Nickel, M. (2001). The role of family ties in agency contracts. Academy of Management Journal, 44(1), 1-15.
- Balkin, D.B., Markman, G., & Gómez-Mejia, L.R. (2000). Is CEO pay related to innovation in high technology firms? Academy of Management Journal, 43(6), 30-41.
- Gómez-Mejia, L.R., Welbourne, T.R., & Wiseman, R. (2000). The role of risk sharing and risk taking under gainsharing. Academy of Management Review, 25(3), 492-509.
- Tosi, H., Werner, S., Katz, J., & Gómez-Mejia, L.R. (2000). How much does performance matter? A meta-analysis of CEO pay studies. Journal of Management, 26(2), 301-339.
- Miller, J., Hom, P.W., & Gómez-Mejia, L.R. (2001). The high cost of low wages: Does Maquiladora compensation reduce turnover? Journal of International Business Studies, 32

(3), 585-595.

Palich, L.E., & Gómez-Mejia, L.R. (1999). A theory of global strategy and firm efficiencies: Considering the effects of cultural diversity. Journal of Management, 25(4), 587-606.

Wiseman, R., & Gómez-Mejia, L.R. (1998). A behavioral agency model of managerial risk taking. Academy of Management Review, 1, 120-144.

Barkema, H., & Gómez-Mejia, L.R. (1998). Executive compensation: A general research framework. Academy of Management Journal, 41(2), 135-145.

Tosi, H., Katz, J., & Gómez-Mejia, L.R. (1997). Disaggregating the agency contract. Academy of Management Journal, 40(3), 584-602.

Gómez-Mejia, L.R., & Wiseman, R. (1997). Reframing executive compensation: An assessment and outlook. Journal of Management, Summer: 145-198.

Gómez-Mejia, L.R., & Palich, L. (1997). Cultural diversity and the performance of multinational firms. Journal of International Business Studies, 3, 420-441.

Gómez-Mejia, L.R., & Welbourne, T. (1995). Gainsharing: A critical review and a future research agenda. Journal of Management, 21(3), 559-609.

Welbourne, T., Balkin, D.B., & Gómez-Mejia, L.R. (1995). Gainsharing and mutual monitoring: A combined agency-organizational justice interpretation. Academy of Management Journal, 38(3): 818-834.

Tosi, H., & Gómez-Mejia, L.R. (1994). CEO monitoring and firm performance. Academy of Management Journal, 37(4): 1002-1016.

McCann, J.E., & Gómez-Mejia, L.R. (1992). Going on line for environmental scanning of the Caribbean Basin. IEEE Transactions in Engineering Management, 39(4): 394-412.

Gómez-Mejia, L.R., & Balkin, D.B. (1992). The determinants of faculty pay: An agency theory perspective. Academy of Management Journal, 35(5): 1-36. (Note: selected as best paper by editorial board, Academy of Management).

Gómez-Mejia, L.R. (1992). Diversification, compensation strategy and firm performance. Strategic Management Journal, 13: 381-397.

McCann, J.E., & Gómez-Mejia, L.R. (1990). A social issues perspective of the Caribbean Basin Domain. Human Relations, 43(2): 141-167.

Balkin, D.B., & Gómez-Mejia, L.R. (1990). The relationship between organizational strategy, pay strategy, and compensation effectiveness. Strategic Management Journal, 11:

153-169.

Tosi, H., & Gómez-Mejia, L.R. (1989). The decoupling of performance and CEO pay: An agency theory perspective. Administrative Science Quarterly, June, 169-189.

Gómez-Mejia, L.R., & Balkin, D.B. (1989). The effectiveness of individual and aggregate incentive plans in research and development units. Industrial Relations, 28: 431-445.

Gómez-Mejia, L.R. (1989, 1985). Dimensions and correlates of the personnel audit as an organizational assessment tool. Personnel Psychology, August, 293-308. (1985). Reprinted in abridged form In G. Kroeck. (Ed.), Personnel/Human resource Management, Science Research associates (1989).

Gómez-Mejia, L.R., & McCann, J.E. (1988). Managerial activities and organization performance: An empirical study in 26 high technology plants. Journal of Applied Business Research, Winter, 158-167.

Gómez-Mejia, L.R. (1988). The role of human resources strategy in export performance: A longitudinal study. Strategic Management Journal, 9: 493-505.

Gómez-Mejia, L.R. (1988). Does the performance appraisal instrument make a difference? A cross-cultural comparison. Journal of Organization Behavior Management, 9(2); 155-172.

Balkin, D.B., & Gómez-Mejia, L.R. (1987). Toward a contingency theory of compensation strategy. Strategic Management Journal, 8: 169-182.

Gómez-Mejia, L.R., Tosi, H., & Hinkin, T. (1987). Managerial control, performance, and executive compensation. Academy of Management Journal, 30: 51-70.

Gómez-Mejia, L.R., & Balkin, D.B. (1987). The determinants of personnel manager perceptions of effective drug testing programs. Personnel Psychology, 40: 745-763.

Gómez-Mejia, L.R. (1986). Determining the cross-cultural structure of task-related and contextual constructs. Journal of Psychology, 120: 5-19.

Gómez-Mejia, L.R., McCann, J.E., & Page, R.C. (1985). The structure of managerial behaviors and rewards. Industrial Relations, 24: 147-159.

Gómez-Mejia, L.R., & Balkin, D.B. (1984). Faculty satisfaction with pay and other job dimensions under union and nonunion conditions. Academy of Management Journal, 27: 591-602.

Gómez-Mejia, L.R., & Balkin, D.B. (1984). Union impacts on secretarial earnings. Industrial Relations, 23: 97-102.

Gómez-Mejia, L.R. (1984). Effect of occupation on task-related, contextual, and job involvement orientation: A cross-cultural perspective. Academy of Management Journal, December, 27: 706-720.

Balkin, D.B., & Gómez-Mejia, L.R. (1984). Compensation strategies in high technology. Personnel Psychology, 37: 635-650.

Gómez-Mejia, L.R. (1983). Sex differences in occupational socialization. Academy of Management Journal, 26: 492-499.

Gómez-Mejia, L.R., Page, R.C., & Tornow, W.W. (1982). A comparison of the practical utility of traditional, statistical, and hybrid job evaluation approaches. Academy of Management Journal, 25: 790-809.

Milkovich, G.T., & Gómez-Mejia, L.R. (1976). Day care and selected employee behaviors. Academy of Management Journal, 19: 111-120.

### **Research Monographs and Chapters**

Zahra, S., Gómez-Mejia, L.R., DeCastro, J., & Cruz, C. (in press). Family business governance: What we know and what we have yet to learn. Annals of the Academy of Management, The Academy of Management 80 pages).

Welbourne, T., & Gómez-Mejia, L.R. (2008). New perspectives on team-based pay. In D. Berger & L. Berger (Eds.). The Compensation Handbook. Chicago, Ill: McGraw-Hill.

Berrone, P., & Gómez-Mejia, L.R. (2008). Beyond financial performance: Is there something missing in executive compensation schemes? In Gómez-Mejia, L.R. & Werner, S. (Eds.), Global compensation. United kingdom: Routledge.

Gómez-Mejia, L.R., & Larraza-Kintana, M. (2008). Strategic management of human resources (In Spanish). Barcelona, Spain: Gestion 2000.

Berrone, P., Gerbert, L., & Gómez-Mejia, L.R. (2008). Can institutional forces create competitive advantage? (In Spanish). Barcelona, Spain: IESE Analises.

Makri, M., & Gómez-Mejia, L.R. (2007). Executive compensation: Something old, something new. In Werner, S. (Eds.), Global compensation. United Kingdom: Routledge.

Gómez-Mejia, L.R., Egatz, A., & Larraza, M. (2006). Human resource, practices and managerial innovation (In Spanish). In Bonache, J. & Cabrera, A. (Eds.), Direccion de Personas. Prentice-Hall, Spain.

Cabrera, A., Gómez-Mejia, L.R., & Bonache, J. (2006). The pilars of effective human resource management (in Spanish). Direccion de Personas. Prentice-Hall/Financial Times,

13-29.

Denya, B., Gómez-Mejia, L.R., DeCastro, J., & Wiseman, R. (2005). Incentive alignment or perverse incentives?: A behavioral view of stock options. Management Research, 3(2), 1-17.

Makri, M. & Gómez-Mejia, L.R. (2006). New trends in executive compensation. (Society for Industrial and Organizational Psychology). In Silzer, R. (Ed.), New developments in industrial and organizational psychology. Jossey Bass, 200-228.

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Minneapolis, Minnesota.

## **REFEREED PROCEEDINGS AND CONFERENCE PRESENTATIONS**

### **National Conventions -- Academy of Management**

Male-Female Differences in Work Related Attitudes (August, 1982).

A Comparative Study of Job Evaluation Systems in Terms of Practical Utility (August, 1982).

Management Research in a Cross-Cultural Setting: A Comparative Study (August, 1983).

Impact of Secretarial Unions on the Earnings of Clerical Workers (August, 1983).

Determinants of Faculty Pay Satisfaction (August, 1983).

Development and Implementation of an Effective Personnel Audit System (August, 1983).

Testing Management Theory in a Cross-Cultural Setting (August, 1984).

The Determinants of Chief Executive Compensation (August, 1984). (with H. Tosi and T. Hinkin).

Compensation Practices in the High Tech Industry. (August, 1984).

Environmental Scanning of the Caribbean Basin (August, 1986). (with J. E. McCann).

Human Resources Utilization and Export Performance (August, 1987).

Compensation Strategy as an Emerging Research Area (August, 1987).

Effect of Organizational Strategy on Pay Policy (August 1987) (with D. Balkin).

Agency Theory and Executive Compensation (August, 1988) (with H. Tosi).

A Social Issues Analysis of the Caribbean Basin (August, 1988) (with J. McCann).

Human Resource Strategies in High Technology Firms (August, 1988) (with T. Welbourne).

The Institute for Dominican Enterprises: A Social Issues Perspective (with Joseph E. McCann), (August, 1989).

Social Issues in Drug Testing Programs, (August, 1989).

New Developments in Executive Compensation (Doctoral Consortia, 1990).

Human Resource Management Priorities and R & D Operations (Doctoral Consortia, 1991).

New Trends in Compensation Strategies (Doctoral Consortia, 1991).

Compensation Monitoring and the Theory of Agency (1991, with H. Tosi).

Gainsharing and Mutual Monitoring (1993, with T. Welbourne).

A meta analysis of executive compensation studies (1995, with H. Tosi and J. Katz).

Disaggregating the agency contract (1996, with H. Tosi, J. Katz, and S. Werner).

Executive compensation and escalation of commitment (1996, with J. Miller).

Gender discrimination in faculty pay (1996, with D. Balkin).

Reconsidering executive compensation from a behavioral perspective (1997, with R. Wiseman).

Forming a Hispanic Academy of Management (1997).

Management theory and practice in Iberoamerican countries vs. U.S.A. (1998, with J. Rivera).

What it takes to succeed in mainstream management journals (1998).

Management research and practice in recently opened economies (1998, with J. De Castro).

Relational principal-agent contracts, employment risk, and firm survival (1999, with I. Gutierrez and M. Nunez).

Balancing compensation risk and context (1999, with J. Miller).

Publishing in the leading management journals for people who are not native English speakers (2000, Graduate Consortium).

The role of HR Division in supporting career advancement of new faculty (2000, Graduate Consortium).

The Iberoamerican Academy of Management and the Academy of Management (2000): Integration vs. differentiation.

Identifying tools for managing organizational knowledge. The role of executive

compensation (2001, with V. Anand).

Gente del corazon: The influence of Hispanic culture on HR practices (2001).

Determinants of executive compensation in family owned firms (2001) (with M. Makri & M. Larraza).

Influence of short- and long-term innovation on executive pay (2001) (with M. Makri and P. Lane).

Research challenges in Iberoamerican countries (2002).

The effects of executive stock options on managerial risk taking behavior (2002) (with B. Deya & R. Wiseman).

The impact of compensation strategy on external information seeking (2003) (with V. Anand).

Iberoamerican Academy of Management (2003). Past, present, future.

Linkages between Iberoamerican scholars within and outside the United States (2004). Preconference.

Top journals for IAM scholars (2004). Preconference.

Latin management between tradition and change (2004).

Economic rationality versus identification: The paradox between risk and control in family firms (2004) (with M. Nunez, K. Jacobson, & K. Haynes).

The effects of the Iberoamerican macro environment in the 21<sup>st</sup> century (2005).

Establishing collaborations with international associations and the entrepreneurship division (2005).

Diversification decisions in family controlled public corporations (2005) (with Martin Larraza & Marianna Makri).

Do firms compensate CEOs for environmental performance? (2006) (with P. Berrone).

International diversification decisions in family controlled public corporations (2006) (with M. Makri & M. Larraza).

Not all risk taking is born equal. The influence of perceptions on risk taking outcomes (2006) (with N. Washburn & W. Glick).

Iberoamerican Academy of Management (2006). Past present, future (Pre-conference).

Governance and environmental performance in family controlled public corporations (2007) (with Berrone et al.).

Trends in Iberoamerican management practices (2007).

Past performance and organizational risk taking (2008) (with Washburn and M. Makri).

Strategic use of CSR as a signal for good management (2008) (with Jiang et al.).

Can institutional forces create a competitive advantage? (2008) (with Berrone et al.).

Iberamerican Academy. Distinguished speaker series (2008).

### **Various Academic Conventions and Miscellaneous Presentations**

Managerial Work Value Structures: An International Perspective. American Psychological Association (Division 14, September, 1980).

Adaptation of Women to Male Dominated Occupations. American Psychological Association (Division 14, August, 1982).

Job Evaluation Systems: A Comparative View. American Psychological Association (August, 1982).

An Empirical Study of Expatriates' Reactions to their Foreign Assignments, Southern Academy of Management (November, 1982).

Organization-Environment Relations: An Empirical Comparison in 26 Plants (November, 1982) Southern Academy of Management (with J.E. McCann).

Faculty Unionization Trends in the South, Southern Academy of Management (November, 1982).

A Model to Monitor Export/Import Activities for Jacksonville. International Trade Association of Jacksonville Meeting (May, 1983) (with J. McCann).

Correlates of Personnel Audit Measures. American Psychological Association (Division 14, August, 1983).

A Cross-Cultural Study of the Construct Validity of Task Related, Contextual, and Job Involvement Scales. American Psychological Association (Division 14, August, 1983).

Major Issues Active in the Caribbean Region. Caribbean/Central American Action

- Committee Conference (Miami, December 1984).
- Role of Work Values in Human Resource Management: An International Perspective. Industrial and Labor Relations School, Cornell University (November, 1984).
- An Evaluation of the Caribbean Basin Initiative. International Trade Association of Tampa Meeting (April, 1985) (with J. McCann).
- The Use of Computerized Literature Abstracts in Business Fields. Universidad Autonoma de Mexico (Mexico, June 1985).
- Export Potential of Caribbean Basin Countries. International Trade Association of Orlando Meeting (April, 1986) (with J. McCann).
- Use of Incentives for Productivity Enhancement in R&D Units, Southwestern Academy of Management (March, 1987) (with D.B. Balkin).
- Human Resource Management in High Technology Firms, Western Academy of Management (April, 1987).
- Gainsharing: A review of Research Evidence, Southern Academy of Management (November, 1987) (with T. Welbourne).
- The Use of Spanish and Portuguese in the Technology and Business Sectors, 4th Annual Conference of Spanish-Portuguese Academic Association (October, 1987).
- Export Promotion in Caribbean Basin. 4th Symposium on Hispanic Business and Economy (San Juan, Puerto Rico, November, 1987).
- Future Trends in Compensation. Hay and Associates Academic Council Meeting (Philadelphia, October, 1987).
- The Influence of Venture Capitalists on Small High Technology Firms. Managing the High Technology Firm Conference (Boulder, CO., January, 1987) (with D. Balkin and T. Welbourne).
- Psychological and Behavioral Correlates of Pay Compression. Southwest Academy of Management (March, 1988).
- A Survey Report on Drug Testing Practices in the Late 1980's. Western Academy of Management, (March, 1988) (with D. Balkin).
- Compensation Strategies for the 1990's. Canadian Compensation Association (Toronto, Canada, April, 1988).
- Compensation and Benefits: New Frontiers. McGill University and University of

- Montreal, (Montreal, Canada, April, 1988).
- Role of Technology and Technology Transfers in the Hispanic World. Critical Studies of the Americas Meeting, (Boulder, CO., May, 1988).
- Aggregate and Individual Compensation Strategies: The Concept of Fit. Hay and Associates Academic Council Meeting (Philadelphia, June, 1988).
- Human Resource Strategies for the 1990's. Bocconi University, (Milan, Italy, June 1988).
- An Agency Perspective on CEO Pay Influence Patterns. Arizona State University (Tempe, AZ, October, 1988).
- Compensation Strategies in the High Technology Industry. Southern Academy of Management (Atlanta, GA, November, 1988).
- New Trends in Executive Compensation. New York University (New York, NY, December, 1988).
- Emerging Social Issues in the Caribbean Basin. Business Association of Latin American Studies (BALAS). (Boca Raton, Florida, February, 1989).
- Compensation Strategies: Measurement Properties and a Research Agenda. University of Oregon (Eugene, Oregon, March, 1989).
- Women's Adaptation to High Technology Organizations. Southwestern Academy of Management (New Orleans, LA, March, 1989).
- Do Compensation Policies Matter? Cornell University (Ithaca, NY, May, 1989).
- Human Resource Management Practices in Latin America (Multiple Presentations, Spring and Summer, 1991, Santo Domingo, D.K.)
- Compensation practices in the Maquiladora Industry. Universidad Autonoma de Mexico, (Mexico City, September 1994).
- An organization theory perspective on executive compensation, 1st International Workshop on Executive Compensation and Corporate Governance (1994, Berlin, Germany).
- Faculty pay in an open market (1995, Universidad Menendez Pelayo, Sevilla, Spain).
- Evaluation of research impact: A market perspective (1995, Universidad Pompeu Fabra, Barcelona).
- Agency theory and cultural values (Universidad Autonoma de Barcelona, 1995, Barcelona,

Spain).

Estrategias retributivas para el sector de alta tecnología (5th Congreso de la Asociación Española de Administración de Empresas, 1995, El Escorial, Spain).

Incentivos para investigación y desarrollo (Universidad Menendez y Pelallo, Sevilla, 1995, Spain).

Remuneración de profesores en un mercado cerrado (Universidad Pompeu Fabra, 1995, Barcelona, Spain).

Investigación en el area de management (Universidad de Cadíz, Cadíz, 1995, Spain).

Compensation strategies in a European context. (University of Naples, Naples, 1995, Italy).

Making HR research relevant to line managers (University of Minnesota, Minnapolis, 1995).

Executive compensation and uncertainty. (Tilburg University, Holland, 1996).

Executive compensation and its future (1996, University of Naples, Naples, Italy).

Research in the field of management (1996, Universidad de Canarias, Las Palmas, Spain).

Human resources in the public sector (1996, Public Administration Asociation of Spain, Tenerife, Canary Islands).

Agency theory and its relevance for research (1996, University of Cadíz, Spain).

Management and its relationship to other disciplines (1996, Universidad Carlos III, Madrid).

CEO compensation in the high technology sector (University of Tolouse, Tolouse, 1996, France).

Pay for performance systems to reward innovation (Product Development Management Association, South Carolina, 1996).

Managerial compensation and firm performance (University of Tilburg, Tilburg, Netherlands, 1996).

A metaanalysis of executive compensation studies (University of Tilburg, Tilburg, Netherland, 1996).

Gainsharing and employee motivation (Universidad Autonoma de Barcelona, Barcelona,

- Spain, 1996).
- A comparison of management related research in Europe versus North America (Universidad Carlos III, Madrid, Spain, 1996).
- Methodological challenges in the field of management (Universidad de Oviedo, Oviedo, Spain, 1996).
- Effective human resources management practices for the high technology industry (Instituto Flores de Lemus, High technology Management Program, Madrid, Spain, 1996, 1997, 1998).
- Employee compensation in the high technology industry. Southwestern Academy of Management (1997, with M. Saura).
- Compensation strategy and the Miles & Snow's typology. Southwestern Academy of Management (1997, with M. Saura).
- New trends in management research (Norwegian Business School, Oslo, May, 1997).
- Employee attitudes and Hofstede's cultural dimensions (Eastern Academy of Management, Dublin, Ireland, June, 1997).
- Executive compensation and firm performance (Toulouse University, France, February, 1997).
- Reward strategies for key contributors in a research and development environment (Instituto Flores de Lemus, High Technology Management Program, Madrid, Spain, 1997).
- Control systems for entrepreneurial firms (Naples Navale University, Naples, Italy, May, 1997).
- Incentive systems and innovation (Instituto Tecnológico de Mexico or ITAM, Mexico City, Mexico, December 1997).
- New developments in compensation (Human Resource Management Asso., Mexico City, Mexico, December 1997).
- Agency theory and executive decision making (University of Cadiz, Spain, June, 1997).
- Incentive systems for high technology firms (Centro de Tecnología or COTEC, Sevilla, Spain, May, 1997).
- Corporate diversification strategies and executive compensation (1997, Strategic Management Society, Barcelona Spain, with B. Boyd, S. Finkelstein, and H.

Barkema)

Incentive systems for small start up firms (National Council of Research, Naples, 1997, Italy).

Inventing new governance models: Examining government-entrepreneur alliances for starting new ventures in Italy (1997, Strategic Management Society, Barcelona, Spain, with R. Wiseman & M. Ferrara).

Leading management practices to stimulate innovation (INCAE, Costa Rica, March, 1998).

Technological innovation in a Latin American context (Universidad de Panama, Panama City, Panama, March, 1998).

Management education in Central America (Universidad de Guatemala, Guatemala City, Guatemala, March, 1998).

The role of economic incentives and innovation (Universidad Pompeu Fabra, Barcelona, April, 1998).

Role of management in socioeconomic development within a Latin American context (Havana Libre, Havana, Cuba, June 1998).

Technology management research in less developed economies (Biotechnology Research Center, June, 1998, Havana, Cuba).

Compensation strategies and innovation (IFSAM's IV International Conference, Alcala de Henares, Spain, July 1998).

Human resource management in the context of an MBA program (Universidad Carlos III de Madrid, September, 1998)

Recursos Humanos para empresas innovadoras (Instituto de Empresas, Madrid, November, 1998).

Managerial discretion and CEO pay design (Cornell University, February, 1999).

Human resource management in the 21st century (Universidad Andres Bello, Caracas, Venezuela, March, 1999).

Iberoamerican Academy of Management: Its role and function (Universidad de los Andes, Bogota, Columbia, March 1999).

New managerial trends in management practice (Universidad Memendez-Pelayo, Barcelona, Spain, July, 1999).

Linking compensation and organizational strategies (Instituto de Empresas, Madrid, September, 1999).

New trends in Human Resources Management (2000, University of Murcia, Spain).

Incentive systems: New development for the next millennium (2000, Instituto de Empresas, Madrid).

Managerial discretion and executive pay (2000, Universidad Torcuato de Tella, Argentina).

The impact of firm size and performance on executive pay (2000, Universidad de Navarra, IESE, Spain).

The role of compensation fostering innovation (2003) (Instituto Flores de Lemus, Madrid).

The challenge of appraising performance in high technology firms (2003) (Instituto Flores de Lemus, Madrid).

Creating a performance oriented culture in high technology organizations (2003). (Instituto Flores de Lemus, Madrid).

Human Resource Management: Why we lagging behind (2003). 3<sup>rd</sup> International Conference on Human Resource Management co-sponsored by Universidad de Cadiz and Universidad de Sevilla (Spain).

Environmental, organizational and individual influences on the human resource practices of high technology firms (2003). Instituto de Empresas, Madrid.

Challenges in conducting management research internationally (2003). Universidad Getulio Vargas, Brazil.

Developing international research collaboration (2003). Universidad Getulio Vargas, Brazil.

Plenary speaker on trends in Iberoamerican research (2003). 3<sup>rd</sup> International Iberoamerican Academy of Management Conference.

Contemporary compensation trends (2002) (University of Toulouse, 2002).

Executive compensation and family ownership (University of Navarra, 2002).

Rewarding innovation in high technology firms (University of Islas Balerares, 2002).

Effective human resources management practices for the high technology industry (Instituto Flores de Lemus, High technology Management Program, Madrid, Spain,

2000-2002).

Fostering research in Iberoamerican countries (2001).

The effects of executive stock options on managerial risk taking (with B. Deyá). 2001. Congreso de Recursos Humanos, Seville, Spain.

Behavioral agency models of managerial risk taking (with M. Larraza) 2001. ACEDE Conference, Spain.

Human resources in family businesses (with M. Larraza). 2001. AEDEM Conference, Spain.

Compensation practices of family owned firms (with M. Larraza). 2001. Iberoamerican Academy of Management Conference, Mexico City, Mexico.

Developing a successful career by publishing in mainstream management journals. 2001. Iberoamerican Academy of Management Conference, Mexico City, Mexico.

International market for MBA students. 2001. Universidad Carlos III, Madrid.

Fostering innovation through human resource practices. 2001. Instituto de Empresas, Madrid.

Evaluation of “human resource strategies” (by Carlos Portales, Universidad Católica – Chile). 2001. IESE. Barcelona.

Recent trends in management research (Instituto de Empresas, 2002).

Performance management systems in high technology organizations (Universidad Carlos III, 2002).

Manpower planning (Instituto de Cooperación Cubano – Español, 2002).

Iberoamerican Academy of Management: Its role and function (Instituto Tecnológico de México) (2002).

Research trends in Human Resources Management (2002, University of Murcia, Spain).

Incentive systems: New development for the next millennium (2000, Instituto de Empresas, Madrid) (2002).

The determinants of executive pay (2002, Universidad de Navarra, IESE, Spain).

Human resource management practices in the high technology industry (2004). 10<sup>th</sup> International Conference on Industry, Engineering, and Management Systems,

Cocoa Beach, Florida.

Successful management practices for family owned firms (2004). Instituto de la Empresa Familiar, Zaragoza, Spain.

Rise and fall of family owned firms (2004). Universidad de Zaragoza, Spain.

Incentive systems and corporate governance (2004). Across the board: An interdisciplinary conference on corporate governance. McCombs School of Business, University of Texas-Austin.

The practice of management in integrated markets (2004). Invited plenary speaker at CLADEA Conference (attended by business school deans of most Latin American and Spain - Portugal Universities. This is similar to AACSB in USA), Santo Domingo, D. R.

How to become a successful academic (2004). Doctoral Consortium, CLADEA Conference, Santo Domingo, D.R.

New technology is not enough to foster innovation (2004). IEEE Conference, Orlando, Florida.

Globalization is making incentive systems look alike (2004). Instituto de Empresas, Madrid, Spain.

Managing human capital in the 21st century (2004). Departamento de Economía de la Empresa, Carlos III university, Madrid, Spain.

Human resource management: Emerging issues (2004). Universidad Nacional de Cuyo, Argentina.

Family ownership, board shareholding, and firm diversification (2004). 24<sup>th</sup> ACEDE Conference, University of Murcia, Murcia, Spain.

The role of compensation fostering innovation (2003) (Instituto Flores de Lemus, Madrid).

The challenge of appraising performance in high technology firms (2003) (Instituto Flores de Lemus, Madrid).

Creating a performance oriented culture in high technology organizations (2003). (Instituto Flores de Lemus, Madrid).

Human Resource Management: Why we lagging behind (2003). 3<sup>rd</sup> International Conference on Human Resource Management co-sponsored by Universidad de Cadiz and Universidad de Sevilla (Spain).

Environmental, organizational and individual influences on the human resource practices of

high technology firms (2003). Instituto de Empresas, Madrid.

Challenges in conducting management research internationally (2003). Universidad Getulio Vargas, Brazil.

Developing international research collaboration (2003). Universidad Getulio Vargas, Brazil.

Plenary speaker on trends in Iberoamerican research (2003). 3<sup>rd</sup> International Iberoamerican Academy of Management Conference.

Plenary speaker on management research in Iberoamerican countries (2005). 4<sup>th</sup> International Iberoamerican Conference (Lisbon, Portugal).

How to design research projects in the management field (2008). (Universidad Pablo de Olavide, Sevilla, Spain)

Key research areas in human resource management (2008). (Universidad Pablo de Olavide, Sevilla, Spain).

A macro approach to human resource management: Integrating economics and psychology. (2008). (Universidad Carlos III, Madrid, Spain).

Human resource management: responding to environmental changes (2008). MBA advisory Council, Madrid.

New developments in compensation and performance appraisal (2008). (Universidad Carlos III, Madrid).

Stakeholder ambiguity and executive discretion (2007). Iberoamerican Academy of Management Conference (Santo Domingo, Dom. Rep.). (With C. Cennano and Pascual Berrone).

Field of Management: Its development overtime (2007). Iberoamerican Academy of Management Conference. (Santo Domingo, Dom. Rep.)

Human resource management in publicly held family owned firms (2007). Iberoamerican Academy of Management. (Santo Doming, Dom. Rep.)

Conducting relevant research: What does it mean? (2007). (Universidad Catolica Madre Maestra).

Management research for practitioners (2007). Instituto de Empresas (Madrid, Spain)

Corporate governance and human resource management (2007). (Universidad Carlos III, Madrid).

Multiple presentations on Iberoamerican Academy of Management during 2000-2007:

- Universidad of Buenaventura (Colombia)
- Universidad del Valle (Colombia)
- Universidad Torcuato de Tella (Argentina)
- Universidad Nacional de Buenos Aires (Argentina)
- Universidad Nacional de Chile (Chile)
- Universidad Catolica de Chile (Chile)
- Universidad de Montevideo (Uruguay)
- Centro de Estudios Empresariales (Uruguay)
- Universidad Andres Bello (Venezuela)
- Universidad Nacional de Panama (Panama City, Panama)
- Universidad de Guatemala (Guatemala City, Panama)
- Instituto Tecnologico de Mexico (Mexico City, Mexico).

### **RESEARCH GRANTS**

- oo National Science Foundation of Italy (\$19,500) (1998). Major focus: Agency relations of entrepreneurial firms.
- oo National Science Foundation of Spain (\$20,000) (1998). Major focus; Incentive systems to enhance innovation in technology intensive firms.
- oo National Science Foundation of France (\$3,000) (1997). Major focus: Compensation strategies.
- oo Banco de Bilbao Vizcaya (BBV) of Spain (\$25,000) (1997). Major focus: Management practices in Spain.

- oo As Co-Investigator (with Michael W. Lawless): \$72,000 from International Business Machine (IBM) research foundation to study competitive strategies for high technology products (1988-1990).
- oo \$210,000 matching grant from Federal Government under Title VI-B (international business grants) to study managerial characteristics of American firms that succeed in expanding their foreign operations. Proposal was ranked no. 2 among 300 proposals being submitted. (August, 1983 - November, 1985). (With Joseph McCann as junior investigator).
- oo \$12,000 from Federal Government through the Center for Latin American Studies to study the internationalization of Florida and its implications for managerial training. (August, 1982 - August, 1983).
- oo \$8,000 from Cowan Fund to conduct study of R&D compensation practices in high tech firms along Route 128, Boston, Mass. (August, 1982 - August, 1984, as co-investigator with David Balkin).

### **EDITORIAL AND REVIEWING ACTIVITIES**

Editor and founder of the Journal of High Technology Management and Research. Guest editor of Human Resource Planning. Editorial Boards: Strategic Management Journal, Academy of Management Journal, Human Resource Management, Cross Cultural Management, Management Research, Human Resource Planning, Compensation and Benefits Review, Journal of Information Systems, International Journal of Forecasting, Cuadernos de Investigacion, EsicMarket (Revista Internacional de Economia y Empresa).

Reviewer for Academy of Management meetings, nationally and regionally; reviewer for Journal of International Business Studies (JIBS), Personnel Psychology, Academy of Management Review, Industrial and Labor Relations Review, Human Resource Planning, Administrative Science Quarterly, and Journal of Business Research among others.

### **SOME HIGHLIGHTS OF UNIVERSITY SERVICE ACTIVITIES**

**University of Florida** (1981-1986)

Business School Representative, University Senate, 1983-1984.

University International Studies Council, 1985-1986.

Member, Curriculum Committee, Center for Latin American Studies, 1982-1986.

Business School Representative, Teaching Evaluation Committee, 1983-1985.

Business School Representative, Minority Affairs Committee, 1981-1986.

Member, Management Department Recruitment Committee, 1983-1984.

Member, Study Abroad Scholarship Committee, 1981-1986.

Serve in the supervisory committee of several doctoral and master thesis.

Coordinator of Florida-Spain Alliance Conference.

Director, InterAmerican Business Center.

**University of Colorado** (1986-1989)

Chairperson, Recruitment Committee, 1987.

Program Director, High Technology Management Conference (1988).

Preceptor for entering freshman class, 1987-1988.

Undergraduate and Graduate Curriculum Committees, 1987.

Advisor, Personnel and Human Resource Program (1987-1988).

Chairperson, Faculty Evaluation Committee (1987-1988).

Business school representative to university-wide affirmative action committee  
(1987-1988).

Business school representative to university-wide Salary Equity Committee (1987-1988).

University Faculty Senate Committee on Privilege and Tenure (1987-1988).

Steering Committee, Center for Studies of Ethnicity and Race in America (1987  
continuing).

Advisor, Student Chapter of American Society for Personnel Administration (1987).

Business school representative, Annual Meeting of Hispanic Mayors of American Cities  
(1987-1988).

Director, High Technology Management Research Center.

**Arizona State University** (1989-2009)

University Tenure and Promotion Committee (2006-2009). Met almost weekly.

Executive Advisory Council to President Michael Crow (2003-2009). Met several times a year.

Regent's Professor Selection Committee (2006-2009).

University Honorary Degree Committee (2007-2009).

Excellence in Scholarly Creative Activities Award Committee (2007-2009) (Reports directly to Provost. Dean's nominations from each college are submitted to committee for evaluation).

Provost Search Committee. Assist President Michael Crow in the recruitment and selection of new provost to replace Milton Glick (2005-2006).

Faculty Mentor to Underrepresented and Under-privileged Students, College of Business (2005-2006).

Faculty Committee to coordinate mentoring activity

One-on-one tutoring/counseling

Chair of Comprehensive Exam Committee, Management Department (2007-2008).

Regents Professor Advisory Council to President Michael Crow (2003-2006).

Program Review Committee, faculty representative, Materials Management Program at ASU (accreditation visit) (2003).

College of Business Dean Search Committee (2003-2004).

Personnel Committee, Management Department (2002-2005).

Management Department's Strategic Planning Committee (1994-2005).

College of Business Representative to University Graduate Council (2000-2003). Meets monthly for two hours.

University Program Review Committee (2000-2003).

University Graduate College Appeals Committee (2001-2003).

College of Business Research Awards Committee (2000-2001, 2001-2002, 2003-2004, 2004-2005).

Management Department's Doctoral Committee (1999-2000; 2000-2001, 2001-2002,

2003-2004)

Chair, Management Department Research Committee (1998-1999, 1999-2000, 2000-2001; 2001-2002, member 2002-2004).

Chair, Evaluation Committee of Department Chair of Management Department.

Comprehensive Exam Committee.

Co-chair of Management Department Recruitment Committee for multiple searches and committee member (2000-2005).

Distinguished Scholar Research Selection Committee (1997-1998 and 1998-1999).

Management Department Research Committee (1997-1998, 1998-1999, 1999-2000, 2000-2001).

Comprehensive Exam Committee (1997-1998 and 1998-1999).

Co-chair of Management Department Recruitment Committee (1996-1997, 1997-1998, 1998-1999, 1999-2000) and committee member (2000-2001).

Management Department Ad Hoc Committee to develop norms for departmental grants (1996-1997).

Management Department Chair Search Committee (1994-1995). Participated in the external recruitment of chair and transition to the new chair. Agreed to remain as “acting chair” for two years during the search process (1993-1994 and 1994-1995).

College of Business/College of Engineering search committee for manufacturing technology joint appointment faculty position (1996-1997).

University Wide Faculty Reward and Appraisal Task Force (1994).

Served as Management Department Chair from June 1990 to June, 1995. As part of the chair’s job, participated in several college level and university committees throughout the years in addition to the normal chair’s duties.

Development Committee (Hispanic Research Center) (1989).

Graduate Committee (Departmental, 1989-1990).

Graduate Committee (College of Business, 1989-1990).

Advisory Board (Hispanic Research Center, 1989-1990).

Personnel Committee (Hispanic Research Center).

**Texas A&M University** (2009-current)

Mays College of Business Promotion and Tenure Committee

**Miscellaneous Professional Service Activities**

President, Iberoamerican Academy of Management (1998-present). (A formal division of Academy of Management that includes all Latin American countries, Spain, Portugal and Hispanic faculty in USA.).

President, Personnel/Human Resource Division, Academy of Management (1999-2000). Continued in a variety of leadership roles as past president during 2000-2005.

Chair, Election and Nominations Committee, Human Resources Division, Academy of Management (2001). Responsible to conduct election of incoming division chair and new division officers.

Chair of Scientific Committee, international conference on “Iberoamerica Looks at the Future” (Mexico City, 2001).

Chair of Scientific Committee 3<sup>rd</sup> International Conference of Iberoamerican Academy of Management (Sao Paolo, Brazil, 2003).

Co-editor and founder of Journal of Management Research (2001), to be published on quarterly basis by Iberoamerican Academy of Management.

Strategic Planning Committee, Personnel/Human Resource Division, Academy of Management (1998-1999).

Academy of Management Board of Governor’s representative to International Management Association (IFSAM) (1998-1999).

Academy of Management Board of Governors, 1997-1999. (Note: Board consists of seven members at large who are elected out of a total membership of 10,000.)

Coordinator, PreConference workshops, Academy of Management, 1997, 1998, 1999, 2000 (Human Resource Division and Iberoamerican Academy).

Research member, Spanish Technology and Innovation Project Team CICYT, Madrid, Spain (1997-1998).

Program Chair Elect 1997 (a step towards becoming Director of the Division), Human Resource Management Division, Academy of Management (over 2,500 members,

elected position).

Board of Governors, Academy of Management, Awards Committee, (1997).

Coordinator, all preconference activities (involving 70 presenters) for Personnel/Human Resource Division, Academy of Management (1997 meeting).

Member of Long Range Planning Committee, Academy of Management (1996-1998).

European Union Doctoral Programs Network, 1996-1997. Placement of doctoral students in different countries that are members of European Union.

Research Advisor Asociación Española de Administración de Personal (AEDIPE), 1996.

Co-Director (with Harry Barkema, University of Tilburg, Netherlands), International Congress on Managerial Compensation (held in the Netherlands, Summer, 1996).

European Management Institute, workshop coordinator (Summer, 1996).

Member of Scholarly Award Committee (all divisions), Academy of Management (1996).

Council of European Union, conference on Management and new technologies Summer, 1996 (Special international issue of Journal of high Technology Management Research was published in 1998 for selected papers in a JAI Press volume on high technology management).

Elected member of the executive committee, Personnel/Human Resource Division, Academy of Management (1995).

Coordinator, Pre-conference Doctoral workshops, Academy of Management, 1995.

American Compensation Association, member of the International Task Force and Education/Training Committee (1994-1995).

National Research Council of Italy (equivalent to NSF in U.S.), External Advisor (1993-present).

American Compensation Association, member of task force on the "body of knowledge" required of ACA members," 1992-1993.

Liaison Committee, Human Resource Division, Academy of Management, 1992-1993.

Minority Affairs Committee, National Academy of Management, 1992.

Academy of Management Journal, Best Paper Selection Award Committee for 1991.

Long Range Planning Committee, Academy of Management, 1991.

Vice President, Hispanic Business Professors Association, a national organization ("Los Profesores") 1990-1994.

Executive Board member of Personnel/Human Resources Division of National Academy of Management (Note: 9 members are elected to Board for two years period out of 2,500 members in division), 1990-1992.

Member of Strategic Planning Committee for Personnel/Human Resources Division, Academy of Management, 1990.

Academic Advisory review member, National Academy of Sciences (Washington, D. C.) 1990.

Academic Advisory Board member of Work in America Institute, 1989-1992.

Scholarly Achievement Award Committee, National Academy of Management, 1989-1991 and 1996-1997.

Vice-President, National Association of Hispanic Business Professors (1987-1995).

Academic Advisory Board Member of Hay and Associates, largest compensation consulting group in the world, 1985-1988.

National Academy of Sciences (Washington, D.C.) reviewer.

## **CONSULTING**

Have done consulting work with a variety of public and private sector organizations. Selected ones include:

Green Giant Corporation

Greater Minneapolis Day Care Association

City of Minneapolis

State of Minnesota

Radisson Hotel Corporation (Carlson Companies)

Control Data Corporation

Honeywell

Federal Government

Rockefeller Commission

IBM

DuPont

Hay and Associates

Agency for International Development

American Management Association

**Luis R. Gómez-Mejía**

**Resume**

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