VITA

Robert D. Bretz Jr.

Joe and Jane Giovanini Professor of Management
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EDUCATION


M.B.A. University of Kansas 1984 Focus: Human Resource Management

B.A. Bethany College 1980 Major: Economics

ACADEMIC EXPERIENCE

Beginning October 2001: Joe and Jane Giovanini Professor of Management, Department of Management, Mendoza College of Business, University of Notre Dame, Notre Dame, Indiana.

August, 1998 – June 2009: Department Chair, Department of Management, Mendoza College of Business, University of Notre Dame, Notre Dame, Indiana.

August 1998 – September 2001: Professor of Management, Department of Management, College of Business Administration, University of Notre Dame, Notre Dame, Indiana.

June 1997 – August 1998: Associate Professor of Management, Department of Management, College of Business Administration, University of Notre Dame, Notre Dame, Indiana.

June 1994 - June 1997: Associate Professor of Management, Department of Management and Organizations, College of Business Administration, University of Iowa, Iowa City, Iowa.


Bretz Vita, 1
REFEREED JOURNAL ARTICLES


This article was the recipient of the *Academy of Management Human Resources Division, Scholarly Achievement Award*. 


This manuscript was the recipient of the *Addison-Wesley Careers Division of the Academy of Management Best Paper Award*.


This manuscript was the recipient of the *Personnel/Human Resources Division of the Academy of Management Outstanding Paper Award*.


**CHAPTERS, PROCEEDINGS, AND OTHER PUBLISHED RESEARCH**


This paper was the recipient of the Addison-Wesley Careers Division Best Paper Award.


This paper was the recipient of the Best Contributed Paper Award.

PRESENTATIONS


Bretz, R. D. Teaching HRM in Business Schools. In the pre-conference session Future Directions for Teaching HR. Annual Meeting of the National Academy of Management, Boston, MA, August 1997.


Judge, T. A., Bretz, R. D., Kennedy, D. J., and Bloom, M. C. *People as sculptors vs. sculpture: Test of a dispositional model of career success.* Annual Meeting of the National Academy of Management, Cincinnati, Ohio, August 1996.


This paper was the recipient of the *Personnel/Human Resources Division Outstanding Paper Award*.


This paper was the recipient of the *Addison-Wesley Careers Division Best Paper Award*.


This paper was selected for inclusion in the *IRRA Working Paper Series*.


This paper was the recipient of the Best Contributed Paper Award.

UNPUBLISHED MANUSCRIPTS, WORKING PAPERS and RESEARCH IN PROGRESS

In Progress:
The role of business schools in delivering a modern liberal education. With Tim Judge.

In Progress:
Viewing the legitimacy of student course evaluations as performance assessment. (With Luis Gomez-Mejia)

In Progress:
The effects of core self-evaluations, sustained contemplative practices, and self-determination on physical health. With Tim Judge.

In Progress:
Language style matching in the application and employee selection process. With Tim Judge.

Progress Unknown:
The well-lived pastoral life. With Matt Bloom, Tim Judge, and Ken Kelley.
Progress Unknown:
The religious lives of American workers. With Matt Bloom and Ken Kelly.


TEACHING ACTIVITIES
Courses developed and taught at University of Notre Dame:

- MGT 231  Introduction to Management (Undergraduate Required)
- MGT 475  Developing the High Performance Workforce (Undergraduate Required)
- MGT 476  Improving Human Performance (Undergraduate Elective)
- MGT 476  Techniques of Human Resource Management (Undergraduate Elective)
- MGT 604  Improving Human Performance (MBA Elective)
- MGT 604  Techniques of Human Resource Management (MBA Elective)
- MGT 604  HR Practices in High Performing Organizations (MBA Elective)
- MGT 604  HR Practices in High Performing Organizations (MBA Elective)
- MGT 605  Developing the High Performance Workforce (MBA Elective)
- MSA 505  Human Resources (MSA Required Course)
- MNA 60210 Human Resources (MNA Required Course)
- MGT 70450 Acquiring and Assessing Human Resources (MBA Elective)
- MGT 70455 Developing and Rewarding Human Resources (MBA Elective)
- MGT 70480 HR Practices in High Performing Organizations (MBA Elective)
- MGT 70480 Managing Talent (MBA Elective)
- MGTC 40410 Leadership and Motivation (Undergraduate Mgt Major Required)
- MGTC 40410 Values Based Leadership

Courses developed and taught at the University of Iowa:

- 6N: 227  Administrative Sciences II -- Human Resources Management (MBA Core)
- 6J: 205  Performance Measurement and Management (MBA Elective)
- 6J: 245  Training and Development (MBA Elective)
- 6J: 151  Human Resource Management I (Undergraduate Required)

Courses developed and taught at Cornell University:

- ILRPR 260  Personnel Management (Undergraduate survey course)
- ILRPR 461  Human Resource Management in Organizations (Non-Majors)
- ILRPR 560  Personnel Management (Graduate survey course)
- ILRPR 663  Organizational Effectiveness and Performance Appraisal (Elective)
- ILRPR 693  Training in Organizations (Elective)
- ILRPR 960  Graduate Seminar in Personnel and Human Resource Management
EXECUTIVE EDUCATION


PROFESSIONAL SERVICE

- Editorial Board, Strategic HRM Journal, 2010 -
- Editorial Board, Personnel Psychology, 1996 - 2002
- Academy of Management, HR Division, Scholarly Achievement Award Com Chair, 1996 – 1997
- Academy of Management, HR Division, Scholarly Achievement Award Com 1992 -1995
- American Psychological Association (APA), Division 14 Program Committee, 1999
- American Psychological Association (APA), Division 14 Program Committee, 1997
- Society for Industrial and Organizational Psychology (SIOP), Program Committee, 2000
- Society for Industrial and Organizational Psychology (SIOP), Program Committee, 1998
University of Notre Dame, Faculty Appeals Committee, 2009 - present
University of Notre Dame, Kaneb Center Faculty Fellow, 2009 - 2010
University of Notre Dame, Associate Provost’s Committee on FYS Orientation, 2007 - 2008
University of Notre Dame, Vice President’s Committee on Student Discipline, 2007 - 2008
University of Notre Dame, Academic Council Executive Committee, 2003 - 2004
University of Notre Dame, Academic Council, 2001 – 2004
University of Notre Dame, Academic Council Subcom on Undergraduate Affairs, 2001-2002
University of Notre Dame, Academic Council Subcommittee on Faculty Affairs, 2001-2002
University of Notre Dame, PAC Subcommittee Collegiate Appointments, Chair, 2001- 2002
University of Notre Dame, Steering Committee for Strategic Planning process, 2001- 2002
University of Notre Dame, PAC Subcommittee on TCEs, 2000 – 2001
University of Notre Dame, PAC Subcommittee on Enrollment Caps and Dept. Gates, 2000
University of Notre Dame, PAC Subcommittee on Non-Dept. Faculty Appointments, 2000
University of Notre Dame, Provost’s Advisory Committee (PAC), 2000 – 2008
University of Notre Dame, Strategic Planning Steering Committee, 2001-2002

UND, Mendoza College of Business, Undergraduate Curriculum Committee, 2012
UND, Mendoza College of Business, Schurz Professor Search Committee Chair, 2009 - 2010
UND, Mendoza College of Business, MNA Admission Committee, 2004 - 2008
UND, Mendoza College of Business, Exec Education Advisory Board, 2002 - 2009
UND, Mendoza College of Business, EMBA Curriculum Committee, 2002
UND, Mendoza College of Business, College Council Subcom on Research Support, 01–02
UND, Mendoza College of Business, MS Accountancy Review Committee, 1999 - 2000
UND, Mendoza College of Business, MS in Administration Review Committee, 1999 - 2000
UND, Mendoza College of Business, College Council Subcom on DFAs, 1999 - 2000
UND, Mendoza College of Business, College Council, 1998 - 2009
UND, Mendoza College of Business, College Council Teaching Loads Com, 1998 - 1999
UND, Mendoza College of Business, Kaneb Teaching Award Com., 1998 - 1999
UND, Mendoza College of Business Curriculum Committee, 1998 – 1999
UND, Department of Management, Primary Author, Dept Self Study Report, 2009-2101
UND, Department of Management, CAP, 2009 - 2012
UND, Department of Management, Chair, 1998 - 2009
UND, Department of Management, CAP, Chair, 1998 - 2009
UND, Department of Management, Honesty Committee, Notre Dame, 1997-1998

University of Iowa, Computing Services Committee, 1996-1997
University of Iowa, MBA Core Committee, 1995-1996
University of Iowa, Undergraduate Programs Committee, University of Iowa, 1994-1995
University of Iowa, Department of Mgt and Orgs, Recruiting Committee, 1994-1995
University of Iowa, Department of Mgt and Orgs, MBA Committee, 1994-1997
University of Iowa, Department of Mgt and Orgs, Ph.D. Committee, 1994-1997

NYSSILR Cornell University, Undergraduate Program Committee, 1992
NYSSILR Cornell University, Nominations, Elections and Personnel Policies Com. 1991
NYSSILR Cornell University, Ad Hoc Com. for Evaluating Teaching Effectiveness, 1991
NYSSILR Cornell University, Department of HR Studies, Recruiting Com. 1989-1990

President, University of Kansas, Association of Business Doctoral Students, 1985-1986
University of Kansas, School of Business Doctoral Program Review Committee, 1985


GRADUATE STUDENT COMMITTEES
John Campling, Ph.D. NYSSILR, Cornell University, 1989-
Kevin Carlson, Ph.D. University of Iowa, 1996-1997
Kuh Yoon, Ph.D. University of Iowa, 1996-1997
PROFESSIONAL ORGANIZATION MEMBERSHIPS

- Beta Gamma Sigma Business Honor Society: Member since 1987
- Academy of Management: Member since 1987
- Association for Psychological Science (APS): Member since 1993; Fellow since 2005
- American Psychological Association (APA): Member since 1997; Fellow since 1998
- Industrial Relations Research Association (IRRA): Member 1987 – 1994
- Society for Industrial and Organizational Psychology (SIOP), APA Division 14, Member since 1993; Fellow since 1997

HONORS and AWARDS

- University of Notre Dame, MSA Program, Outstanding Teacher Award, 2009 – 2010
- University of Notre Dame, Kaneb Center Faculty Fellow, 2009 – 2010
- University of Notre Dame, MBA Program, Outstanding Professor Award, 2005
- Elected Fellow of the Association for Psychological Science (APS), 2005
- University of Notre Dame, Presidential Award, 2004
- University of Notre Dame, MSA Program, Outstanding Teacher Award, 2004
- Elected Fellow of the American Psychological Association (APA), 1998
- Elected Fellow of the Society for Industrial and Organizational Psychology (SIOP), 1997
- Cornell University, NYSSILR, Outstanding Educator Award, 1995.
- Human Resources Division, Academy of Management, Scholarly Achievement Award, 1994. For the article: Job search behaviors of employed managers.
- Human Resources Division, National Academy of Management Conference, Best Paper Award, 1992. For the manuscript: Comparing the Effects of Different Training Methods.
- Careers Division, National Academy of Management Conference, Best Paper Award, 1992. For the manuscript: Political influence behavior and career success.


University of Kansas, School of Business, Graduate Business Council *Outstanding Educator Award*, 1987.

Midwest Decision Sciences Inst. 17th Annual Meeting, 1986. *Best Contributed Paper Award*. For the manuscript: *Effects of promised and unpromised reinforcers on task performance and intrinsic motivation*.

**FUNDED RESEARCH**

- Beacon Health Systems. $75,000. Spirituality Effects on Holistic Health


