CURRICULUM VITAE

# BRIAN R. DINEEN

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## EDUCATION

**Ph.D. in Labor and Human Resources, The Ohio State University**, 2003.

**Masters in Labor and Human Resources, The Ohio State University**, 2002.

**B.B.A. University of Notre Dame**, 1993.

## ACADEMIC APPOINTMENTS

**2025 – present:** Department Head, Organizational Behavior and Human Resource Management Department, Purdue University, Mitch Daniels School of Business.

**2022 – 2025:** Associate Department Head for Faculty Affairs, Purdue University, Mitch Daniels School of Business, Management Department.

**2021 – present:** Frederick and Alice Leeds Professor of Management, Purdue University, Mitch Daniels School of Business. Joint courtesy appointment with the Purdue University Industrial-Organizational Psychology Department.

**2018 – 2021:** Professor of Management, Purdue University, Krannert School of Management. Joint courtesy appointment with the Purdue University Industrial-Organizational Psychology Department.

**2013 – 2018:** Associate Professor of Management, Purdue University, Krannert School of Management. Joint courtesy appointment with the Purdue University Industrial-Organizational Psychology Department.

**2009 - 2013:** Associate Professor of Management, University of Kentucky, Gatton College of Business and Economics.

**2003 - 2009:** Assistant Professor of Management, University of Kentucky, Gatton College of Business and Economics.

## RESEARCH INTERESTS

Issues related to recruitment, job search and organizational entry. More specifically, investigations of factors that influence the quality of initial applicant pools in organizations, including recruitment message orientation and mass customization, third party employment branding, and job seeker search strategies. Issues related to employee retention, including Human Resource Management inducements and investments, socialization, and third-party employment branding.

## PUBLICATIONS

Chen, H., Tasselli, S., & Dineen, B.R. (2025). Simmelian brokerage, tertius iungens orientation, and idea elaboration. ***Research Policy, 54.*** https://doi.org/10.1016/j.respol.2025.105185.

Li, Y., Huang, Z, Dineen, B.R., Wang, M., and van Jaarsveld, D. (2025). Voluntary turnover rate fluctuations, Human Resource practices, and innovation: A within-organization investigation. ***Personnel Psychology, 78***, 103-122. http://doi.org/10.1111/peps.12661.

- Recognized as among the top ten most-cited *Personnel Psychology* articles originally published online in 2024.

Dineen, B.R., Yu, K.Y.T., & Stevenson-Street, J.M. (2023). Recruitment in Personnel Psychology and beyond: Where we've been working, and where we might work next. ***Personnel Psychology, 76***, 617-650. http://dx.doi.org/10.1111/peps.12548.

Soltis, S.M., Dineen, B.R., & Wolfson, M.A. (2023). Contextualizing social networks: The role of person-organization fit in the network-job performance relationship. ***Human Resource Management, 62,*** 445-460. https://doi.org/10.1002/hrm.22129.

Wu, L. & Dineen, B.R. (2023). Expanding branding: Effects of multiple brand types on organizational attractiveness. ***Chinese Management Studies, 17,*** 1346-1367. https://doi.org/10.1108/CMS-07-2022-0246.

Yu, K.Y.T., Dineen, B.R., Allen, D.G., & Klotz, A.C. (2022). Winning applicants and influencing job seekers: An introduction to the special issue on employer branding and talent acquisition. ***Human Resource Management, 61,*** 515-524. http://doi.org/10.1002/hrm.22140.

Pratt, B., Dineen, B.R., & Wu, L. (2022). Nowhere to grow: Ranking success and turnover composition in elite employers. ***Journal of Organizational Behavior, 43***, 584-603. http://dx.doi.org/10.1002/job.2587.

Dineen, B.R., Van Hoye, G., Lievens, F., & Rosokha, L.M. (2019). Third party employment branding: What are its signaling dimensions, mechanisms, and sources? In M. Buckley, A. Wheeler, J. Baur and J. Halbesleben (Eds.) ***Research in Personnel and Human Resources Management*** (Vol. 37, pp. 173-226). Emerald Publishing, Limited.

Henle, C.A., Dineen, B.R., & Duffy, M.K. (2019). Assessing intentional resume deception: Development and nomological network of a resume fraud measure. ***Journal of Business and Psychology, 34***, 87-106.

Dineen, B.R., VandeWalle, D., Noe, R.A., Wu, L., & Lockhart, D. (2018). Who cares about demands-abilities fit? Moderating effects of goal orientation on recruitment and organizational entry outcomes. ***Personnel Psychology, 71***, 201-224.

Dineen, B.R., Duffy, M.K., Henle, C.A., & Lee, K. (2017). Green by comparison: Deviant and normative transmutations of job search envy in a temporal context. ***Academy of Management Journal, 60***, 295-320. https://doi.org/10.5465/amj.2014.0767.

Dineen, B.R. & Allen, D.G. (2016). Third party employment branding: Human capital inflows and outflows following "Best Places to Work" certifications. ***Academy of Management Journal, 59***, 90-112.

Lopez-Kidwell, V., Grosser, T., Dineen, B.R., & Borgatti, S. (2013). What matters when: A multi-stage model and empirical investigation of job search effort. ***Academy of Management Journal, 56***, 1655-1678.

- *The first three authors contributed equally*

Dineen, B.R. & Allen, D.G. (2013). Internet recruiting 2.0: Shifting paradigms. In K. Y. T. Yu and Daniel M. Cable (Eds.), ***The Oxford Handbook of Recruitment*** (pp. 382-401). New York: Oxford University Press.

Dineen, B.R. & Williamson, I.O. (2012). Screening-oriented recruitment messages: Antecedents and relationships with applicant pool quality. ***Human Resource Management, 51***, 343-360.

Dineen, B.R., Ling, J., & Soltis, S.M. (2011). Manager responses to internal transfer attempts: Managerial orientation, social capital, and perceived benefits as predictors of assisting, hindering, or refraining. ***Organizational Psychology Review, 1****, 293-315*.

Lopez-Kidwell, V., Grosser, T., & Dineen, B.R. (2011). What matters when: A multi-stage examination of factors contributing to job search effort. ***Academy of Management Best Paper Proceedings***.

Dineen, B.R. & Soltis, S.M. (2011). Recruitment: A review of research and emerging directions. In S. Zedeck (Ed.) ***APA Handbook of Industrial and Organizational Psychology*** (Vol. 2, pp. 43-66). Washington, DC: American Psychological Association.

Dineen, B.R. & Noe, R.A. (2009). Effects of customization on application decisions and applicant pool characteristics in a web-based recruitment context. ***Journal of Applied Psychology, 94***, 224-234.

Brower, H., Lester, S., Korsgaard, A., & Dineen, B.R. (2009). A closer look at trust between managers and subordinates: Understanding the effects of both trusting and being trusted on subordinate outcomes. ***Journal of Management, 35***, 327-347.

Hanna, L.S. & Dineen, B.R. (2009, October 13th). Measuring up to Kentucky's Best Places to Work: Role satisfaction, good benefits inspire extra effort from employees. ***Business Lexington***.

Shaw, J.D., Dineen, B.R., Fang, R., & Vellella, R. (2009). Employee-organization exchange relationships, HRM practices, and quit rates of good and poor performers. ***Academy of Management Journal, 52***, 1016-1033.

Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2009). Trust congruence among negotiators as a predictor of joint behavioral outcomes in integrative negotiations. ***International Journal of Conflict Management, 20,*** 173-187.

Yao, E., Fang, R., Dineen, B.R., & Yao, X. (2009). Effects of customer feedback level and (in)consistency on new product acceptance in the click-and-mortar context. ***Journal of Business Research, 62***, 1281-1288.

Dineen, B.R., Ling, J., Ash, S.R., & DelVecchio, D. (2007). Aesthetic properties and message customization: Navigating the dark side of Web recruitment. ***Journal of Applied Psychology, 92***, 356-372.

Dineen, B.R., Noe, R.A., Shaw, J.D., Duffy, M.K., & Wiethoff, C. (2007). Level and dispersion of satisfaction in teams: Using foci and social context to explain the satisfaction-absenteeism relationship. ***Academy of Management Journal, 50***, 623-643.

DelVecchio, D., Jarvis, C.B., Klink, R.R., & Dineen, B.R. (2007). Leveraging brand equity to attract human capital. ***Marketing Letters, 18***, 149-164.

Dineen, B.R., Lewicki, R.J., & Tomlinson, E.C. (2006). Supervisory guidance and behavioral integrity: Relationships with employee citizenship and deviant behavior. ***Journal of Applied Psychology, 91***, 622-635.

Dineen, B.R. (2005). TeamXchange: A team project experience involving virtual teams and fluid team membership. ***Journal of Management Education, 29,*** 593-616.

Dineen, B.R., Noe, R.A., & Wang, C. (2004). Perceived fairness of Web-based applicant screening procedures: Weighing the rules of justice and the role of individual differences. ***Human Resource Management, 43***, 127-145.

Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2004). The road to reconciliation: Antecedents of victim willingness to reconcile following a broken promise. ***Journal of Management, 30,*** 165-188.

Dineen, B.R. & Noe, R.A. (2003). The impact of team fluidity and its implications for Human Resource Management research and practice. In J. Martocchio and G. Ferris (Eds.) ***Research in Personnel and Human Resources Management*** (Vol. 22, pp. 1-37). Elsevier.

Dineen, B.R., Ash, S.R., & Noe, R.A. (2002). A web of applicant attraction: Person-organization fit in the context of Web-based recruitment. ***Journal of Applied Psychology, 87****,* 723-734.

Dixon, M., Wang, S., Calvin, J., Dineen, B.R., & Tomlinson, E.C. (2002). The panel interview: A review of empirical research and guidelines for practice. ***Public Personnel Management, 31****,* 397-428.

Lewicki, R.J. & Dineen, B.R. (2002). Negotiation in virtual organizations. In R.L. Heneman & D.B. Greenberger (Eds.) ***Human Resource Management in virtual organizations*** (pp. 263-294). Greenwich, CT: Information Age.

Lewicki, R.J., Dineen, B.R., & Tomlinson, E.C. (2002). Organizational Theory Chapter Addendum: The 1990s. In V.A. Kremenyuk (Ed.) ***International negotiation: Analysis, approaches, issues*** (2nd ed., pp. 175-185). San Francisco, CA: Jossey Bass.

## MANUSCRIPTS AND OTHER WORK IN PROGRESS

Hedrick-Miller, S., Gabriel, A., Dineen, B., Chawla, N., & Stevenson-Street, J. [Job search and working-well policies]. Under review at ***Academy of Management Journal.***

Stevenson-Street, J.M., Kleshinski, C.E., & Dineen, B.R. Overcome or succumb: A multilevel latent profile approach to work and nonwork anxieties. Working paper, targeting ***Journal of Management***.

Hedrick-Miller, S., Gabriel, A., & Dineen, B. Searching for meaningful work. Design stage, targeting ***Academy of Management Journal.***

Pratt, B. & Dineen, B.R. Prospects and peril in making the list: Organizational ranking success, reputation, and stakeholder response. ***Working paper***.

Piplani, R., Grosser, T., Lopez-Kidwell, V., Dineen, B.R., & Borgatti, S. Teammates no more: How the conclusion of team co-membership changes interpersonal affect between colleagues. ***Working paper***.

Dineen, B.R., Duffy, M.K., Henle, C.A., Lee, K., Stevenson-Street, J.M., Grosser, T., & Lopez-Kidwell, V. Job search strategies and career outcomes: 12 and 15 year follow up studies. Manuscript writing stage.

Stevenson-Street, J.M., Dineen, B.R., & Jones, D.A. Corporate Social Responsibility and employee attributions. Data analysis stage.

## PROFESSIONAL PRESENTATIONS

*Academic Conference Presentations*

Hedrick-Miller, S.A., Gabriel, A., Chawla, N., Dineen, B.R., & Stevenson-Street, J.M. (2026). Just asking? Examining affective and behavioral consequences of working well asks during job search. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Dineen, B.R., Duffy, M.K., Henle, C., Lee, K., & Stevenson-Street, J.M. (2024). Does it matter how I search? How job search strategies relate to proximal and distal career outcomes. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.

Stevenson-Street, J., Dineen, B.R., & Jones, D.A. (2022). Good behaviors, bad motives: CSR attributions and employee vicarious moral licensing. Presented at the annual meeting of the Academy of Management, Seattle, WA.

Piplani, R., Grosser, T., Lopez-Kidwell, V., Dineen, B.R., & Borgatti, S. (2022). Effect of team co-membership change on change in interpersonal affect in the workplace: The moderating role of emotion regulation ability. Presented at the annual meeting of the Academy of Management, Seattle, WA.

Stevenson-Street, J., Kleshinski, C., & Dineen, B.R. (2021). Alleviating pandemic panic: The role of organizations in reducing job insecurity and fear of COVID-19. Presented at the annual meeting of the Academy of Management, virtual.

Pratt, B., Dineen, B.R., & Wu, L. (2020). Nowhere to grow: Third party employment branding success and dysfunctional turnover. Presented at the annual meeting of the Academy of Management, virtual.

Wu, L., Dineen, B.R., & Lu, C. (2020). The dark side of high-quality LMX: Relational tensions and their impacts on members. Presented at the annual meeting of the Academy of Management, virtual.

Dineen, B.R. & Stevenson-Street, J. (2019). The intersection of ethics branding and job seeker moral attentiveness: Relationships with job pursuit intentions and salary expectations. Presented at the 11th Biennial International Conference of the Dutch HRM Network, Tilburg, Netherlands.

Chen, H. & Dineen, B.R. (2019). Beyond brokerage position: Deployment of multiple brokering behaviors and impacts on performance. Presented at the annual meeting of the Academy of Management, Boston, MA.

Pratt, B. & Dineen, B.R. (2019). 'Yeah…I don't think much of it': Professional apathy toward third party employment branding success. Presented at the annual meeting of the Academy of Management, Boston, MA.

Pratt, B. & Dineen, B.R. (2018). Pairing secondary and primary data collection studies. Presented at the annual meeting of the Southern Management Association, Lexington, KY.

Pratt, B. & Dineen, B.R. (2018). Third-party employment branding: Impact on employees and organizational change. Presented at the annual meeting of the Academy of Management, Chicago, IL.

Wu, L. & Dineen, B.R. (2017). After offer acceptance but before day one: Does interim organizational socialization matter? Presented at the annual meeting of the Academy of Management, Atlanta, GA.

Wu, L. & Dineen, B.R. (2016). Employment brand image, time, and new hire expectations for interim interactions with organizations. Presented at the annual meeting of the Academy of Management, Anaheim CA.

Dineen, B.R. & Allen, D.G. (2015). Third party employment branding: Human capital inflows and outflows following "Best Places to Work" certifications. Presented at the People and Organizations Conference, The Wharton School.

Lievens, F., Wu, L. & Dineen, B.R. (2015). A closer look at employer brand strength: Noise or substance? Presented at the annual meeting of the Academy of Management, Vancouver, British Columbia.

Dineen, B.R., Allen, D.G., & Biggane, J. (2014). Best Places to Work: How "Making the List" impacts subsequent recruitment outcomes. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Dineen, B.R., & Wu, L. (2014). Expanding branding: Multiple forms of branding and recruitment outcomes. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Henle, C.A., Dineen, B.R., & Duffy, M.K. (2014). Deception by job applicants: Development of a resume fraud measure. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Honolulu, HI.

Dineen, B.R. & Shaw, J.D. (2012). Best Places to Work: How "Making the List" impacts employee turnover. Presented at the annual meeting of the Academy of Management, Boston, MA.

Lee, K., Duffy, M.K., Dineen, B.R., Henle, C.A., & Trzebiatowski, T.M. (2012). Blinded by success: Unethical behavior, success and guilt. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.

Dineen, B.R. (2011). Best Places to Work: How "Making the List" impacts subsequent recruitment outcomes. Presented at the annual meeting of the Southern Management Association, Savannah, GA.

Lopez-Kidwell, V., Grosser, T., & Dineen, B.R. (2011). What matters when: A multi-stage examination of factors contributing to job search effort. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

- *Winner of Best Student Paper in the Human Resources Division Award.*

Dineen, B.R., Ling, J., & Soltis, S. (2011). Manager responses to internal transfer attempts: Assistance, hindrance, or refraining. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

Duffy, M.K., Dineen, B.R., Henle, C., & Lee, K. (2011). Job seekers turning green: The role of envy in job search behaviors. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

Ofem, B., Lopez-Kidwell, V., Grosser, T., Dineen, B.R., & Borgatti, S. (2010). Good and bad apples: The effects of single individuals on student team outcomes. Presented at the annual meeting of the Academy of Management, Montreal, Canada.

- *Winner of Best Student Paper in Management Education Research Award.*

Grosser, T., Lopez-Kidwell, V., Dineen, B.R., & Borgatti, S. (2009). A turn for the better: The mediating role of interaction for improving network ties. Presented at the annual meeting of the Academy of Management, Chicago, IL.

Grosser, T., Lopez-Kidwell, V., Dineen, B.R., & Borgatti, S. (2009). Do first impressions matter? A longitudinal analysis of affective tie formation. Presented at the 29th Annual International Sunbelt Social Network Conference, San Diego, CA.

Ofem, B., Lopez-Kidwell, V., Grosser, T., Dineen, B.R., & Borgatti, S. (2009). Attributes and network approaches to understanding team outcomes: A synthesis. Presented at the 29th Annual International Sunbelt Social Network Conference, San Diego, CA.

Dineen, B.R. & Henle, C.A. (2008). Deviant behavior by job applicants: An investigation of the antecedents of resume fraud. Presented at the annual meeting of the Academy of Management, Anaheim, CA.

Dineen, B.R., VandeWalle, D., Noe, R.A., & Lockhart, D. (2008). Learning orientation in job search and employment contexts: Effects on recall and cultural alignment. Presented at the annual meeting of the Academy of Management, Anaheim CA.

Dineen, B.R. & Williamson, I.O. (2008). Effects of environmental and organizational attributes on recruitment message orientation. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Francisco, CA.

Dineen, B.R. & Noe, R.A. (2007). Customizing Web-based recruiting: Theoretical development and empirical investigation. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Dineen, B.R., Vandewalle, D., Noe, R.A., & Lockhart, D. (2007). Goal orientation: Effects on cultural understanding, perceived PO fit, and satisfaction. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, New York, NY.

Dineen, B.R. & Lockhart, D. (2006). Beyond PO fit: The impact of cultural understanding on individual and unit-level outcomes. Presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.

Dineen, B.R. & Lockhart, D. (2006). Reigning in and leveraging the World Wide Web: Understanding its shortcomings and exploring its possibilities as an effective recruitment platform. Caucus facilitator at the annual meeting of the Academy of Management, Atlanta, GA.

Dineen, B.R. & Williamson, I.O. (2006). Labor market forces, recruiter incentives, and applicant pool quality: Implications for Web-based recruitment strategizing. Presented at the annual meeting of the Academy of Management, Atlanta, GA.

Yao, E., Fang, R. & Dineen, B.R. (2006). New product acceptance in the click and mortar context: The effects of previous customer feedback. Presented at the annual meeting of the Academy of Management, Atlanta, GA.

Dineen, B.R. (2005). Negativity and contrast effects related to Web-based customization of recruitment material. Presented at the annual meeting of the Academy of Management, Honolulu, HI.

Dineen, B.R., Ling, J. & Ash, S.R. (2005). Substance versus style: Customization and aesthetic effects on recruitment outcomes. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA.

Dineen, B.R. & Noe, R.A. (2005). Job seeker goal orientation and the relative weighing of PO and demands-abilities fit perceptions in making application decisions. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Los Angeles, CA.

Dineen, B.R., Noe, R.A., & Wiethoff, C. (2005). Satisfaction configurations, absenteeism, and injuries in teams. Presented at the annual meeting of the Academy of Management, Honolulu, HI.

Ling, J. & Dineen, B.R. (2005). Internal transfers: A tale of human capital, social capital, and the manager as agent or steward. Presented at the annual meeting of the Southern Management Association, Charleston, SC.

Shaw, J.D., Mitra, A., & Dineen, B.R. (2005). Quit rate functionality, HRM investments, and innovation: Development and test of a theory of changes to HRM systems. Presented at the annual meeting of the Academy of Management, Honolulu, HI.

Dineen, B.R. & Noe, R.A. (2004). Web-based recruitment messages: Effects of information customization and value preferences. Presented at the annual meeting of the Academy of Management, New Orleans, LA.

Dineen, B.R. & Noe, R.A. (2004). Half empty or half full: The effects of individual difference variables on interpretations of P-E fit feedback information. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.

Brower, H., Lester, S., & Dineen, B.R. (2004). Two heads better than one? Effects and antecedents of convergence in dyadic perceptions of trust. Presented at the annual meeting of the Academy of Management, New Orleans, LA.

Klein, H.J., Dineen, B.R., & Alge, B.J. (2004). Temporal and hierarchical considerations in predicting subsequent self-set goals. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.

Lewicki, R.J., Dineen, B.R., & Tomlinson, E.C. (2004). Walking the talk: A field study examining supervisory coaching and modeling behaviors as antecedents of employee discretionary behavior. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.

Dineen, B.R. (2003). The effects of customizing P-E fit information to job seekers in a Web-based recruitment context. Presented at the annual meeting of the Academy of Management, Seattle, WA.

Dineen, B.R. (2003). The effects of customizing recruitment information to individual job seekers in an Internet-based recruitment context. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL.

Dineen, B.R. (2002). TeamXchange: A team project experience involving virtual teams and fluid team membership. Presented at the annual meeting of the Midwest Academy of Management, Indianapolis, IN.

- *Winner of Best Student Paper Award.*

Dineen, B.R., Noe, R.A., & Wang, C. (2002). Perceived fairness of a web-based applicant screening system: Weighing the rules of justice. Presented at the annual meeting of the Academy of Management, Denver, CO.

Klein, H.J. & Dineen, B.R. (2002). Predicting changes in goals from goal-performance discrepancies: What's the difference? Presented at the annual meeting of the Academy of Management, Denver, CO.

Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2002). Trust fit among negotiators as a predictor of joint behavioral outcomes. Presented at the annual meeting of the Midwest Academy of Management, Indianapolis, IN.

Tomlinson, E.C., Lewicki, R.J., & Dineen, B.R. (2002). Dealing with damaged trust: How to rebuild trust and temper distrust. Presented at the annual meeting of the Academy of Management, Denver, CO.

Dineen, B.R., Ash, S.R., & Noe, R.A. (2001). Internet-based recruitment: Does interactive P-O fit feedback matter? Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.

Dineen, B.R. & Noe, R.A. (2001). Teams turning over: A proposed framework of the effects of team fluidity on team process variables. Presented at the annual meeting of the Academy of Management, Washington, DC.

Dineen, B.R., Noe, R.A., & Wiethoff, C. (2001). Attitudinal diversity and team outcomes: Do interdependence and size moderate? Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.

Lewicki, R.J., Dineen, B.R., & Tomlinson, E.C. (2001). Coaching versus modeling: Examining supervisory impact on climate and attitudinal outcomes at the branch level of analysis. Presented at the annual meeting of the Academy of Management, Washington, DC.

Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2001). The road to reconciliation: The antecedents of reconciled trust following a broken promise. Presented at the annual meeting of the Midwest Academy of Management, Toledo, OH.

Tomlinson, E.C., Dineen, B.R., & Lewicki, R.J. (2001). Reconciliation following a broken promise: Antecedents for victim willingness to reconcile an identification-based trust relationship. Presented at the annual meeting of the International Association of Conflict Management, Paris, France.

*Other Invited Presentations and Seminars*

Job search and career growth: A 15-year networks study. Presented at University College London, 2025.

Nowhere to grow: Third party employment branding success and high performer turnover. Presented at the University of Texas-Dallas, 2020.

Nowhere to grow: Dysfunctional turnover in well-branded organizations. Presented at Nanjing University, 2019.

Privilege and peril in making the list: The paradox of organizational ranking success and dysfunctional turnover. Presented at the University of Ghent, 2018.

Socialize before you enter: The effects of interim organizational socialization between acceptance and day one. Presented at the University of Illinois-Chicago, 2017.

Third party employment branding: Organizational outcomes following 'Best Places to Work' certifications. Presented at Purdue University, Human Resource Executive Conference, 2015.

Third party employment branding: Employee turnover rates following 'Best Places to Work' certifications. Presented at Purdue University, Human Resource Executive Conference, 2013.

Third party employment branding effects on employee turnover and applicant pool outcomes. Presented at London Business School, 2013.

Third party employment branding effects on employee turnover and applicant pool outcomes. Presented at Purdue University, 2012.

Job seekers striving and turning green: Investigations of job seeker effort and deceit. Presented at the University of South Carolina, 2012.

Best Places to Work: Understanding the benefits of "Making the List." Presented for a workshop in association with the annual Kentucky Best Places to Work Awards Dinner, Louisville, KY., 2012.

Best Places to Work: Understanding the benefits of "Making the List." Presented for the University of Kentucky Institute for Workplace Innovation (IWIN) Webinar series, 2011.

IWIN/University of Kentucky/BCG Research. Presented at the We Know Next KYSHRM Virtual Symposium, broadcast to twelve locations in Kentucky, 2010.

Attitudinal and values-based alignment: Effects on employee counterproductive behavior. Presented at an invited faculty symposium as part of Gatton College of Business Alumni Hall of Fame Induction, 2008.

Goal orientations of job seekers and organizational incumbents: Effects on job search and employment outcomes. Presented at the University of Iowa, 2007.

## MEDIA COVERAGE

Interviewed for television newscast on COVID-19 vaccine mandate challenges (Fall 2021). https://www.wlfi.com/content/news/Vaccine-Mandate-Presents-Challenge-For-Local-Biz-575295431.html

Provided a segment on Employment Branding as part of the "Purdue experts on COVID-19" web-based initiative (Spring 2020). https://www.purdue.edu/innovativelearning/faculty-expert-videos/

Krannert Magazine (Spring 2019). Truth or consequences: Krannert research measures intentional resume deception among job seekers. https://krannert.purdue.edu/konline/2019s/viewpoints/resume-fraud-1.php.

Krannert publicity videos related to publications:

*Interview with Krannert School Dean regarding Best Places to Work research, sent to all Krannert alumni:*

https://www.youtube.com/watch?v=KFQjOCYpAAc&feature=youtu.be

*Additional publicity video regarding Best Places to Work research:*

https://www.youtube.com/watch?v=Aq6k7K8xsvw

*Publicity video regarding resume fraud research:*

https://www.youtube.com/watch?v=6UlCHA4m3x4

St. Louis Post-Dispatch Staff reports (2016, July 25). Study: Companies that are certified as 'best places to work' lose fewer employees. http://www.stltoday.com/business/local/study-companies-that-are-certified-as-best-places-to-work/article_d4d6e1c5-3b47-53bf-a901-0af4aa590108.html.

New Orleans City Business Staff Reports (2016, July 25). Companies designated as 'Best Places to Work' lose fewer employees. http://neworleanscitybusiness.com/blog/2016/07/25/companies-designated-as-best-places-to-work-lose-fewer-employees.

Diamond, M. (2016, July 14). Survey shows 'Best Places to Work' listing helps firms get better employees. http://www.northjersey.com/news/business/top-ranked-workplaces-are-reaping-benefits-1.1630423.

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McDonald, A. (2002, July 26). Cultural fit survey may mean fewer applicants, higher employee retention. *The Daily Reporter*, pp. 1, 4.

## HONORS AND AWARDS

- Daniels School of Business Bravo Award, 2024.
- Purdue University Faculty Scholar Award, 2018-2021 academic years.
- Krannert Faculty Fellow Award, 2016-2017 and 2017-2018 academic years.
- Selected to attend Purdue Insights Forum Leadership Development Program, 2018-2019.

- Blake Ethics in Recruitment Grant – Krannert School of Management (2018-2020): $10,000.

- Recognized in the January 18, 2017 edition of *Krannert Today*: "Krannert research draws media attention - Between July and December of 2016… Brian Dineen's study about rooting out deception in the hiring process was the top research story [among Krannert researchers] for the six-month period."

  *This was in reference to media placements in over 80 outlets, with estimated advertising value of over $63,000 and potential news audience of over 206 million.*

- *Academy of Management Journal* 2016 publication, "Third party employment branding: Human capital inflows and outflows following 'Best Places to Work' certifications," nominated for Academy of Management HR Division Scholarly Achievement Award.

- Distinguished or Outstanding Professor recognition for teaching evaluations: Nearly every module while on faculty at Purdue since 2013. Day and Weekend Masters Programs, Ph.D. Program, Krannert School of Management/Mitch Daniels Business School, Purdue University.

- SHRM Foundation Grant – Best Places to Work (2011-2013): $96,538.

- SHRM Foundation Grant – Resume Fraud (2009-2011): $75,390.

- Gatton College of Business and Economics summer grant award, 2006-2012.

- Best Student Paper Awards with doctoral students, 2010 and 2011 Academy of Management Conferences.

- Ralph Alexander Best Dissertation Award for Human Resources Division of the Academy of Management, 2004.

- Fisher College of Business Pace Setters Award, 2002-2003.

- Navy Achievement Medal, U.S. Navy, 1997.

## TEACHING

*Purdue University*

- Research Methods (OBHR 605 – Ph.D.)

- Individual Behavior in Organizations (OBHR 683 – Ph.D.)

- Human Resource Systems (OBHR 631, 690 – MSHRM)

- Negotiations in Organizations (OBHR 690, 669, 65430 – Masters in person and online; MBA weekend)

- Negotiations in Organizations (OBHR 669/MGMT 65430 – Online MBA): 4 Sections

*University of Kentucky*

- Seminar in Human Resource Management (Ph.D.)

- Rapid Immersion in Leadership (MBA)

- Human Resource Management (MBA)

- Personnel and Industrial Relations (MBA)

- Survey of Human Resource Management (Undergraduate)

- Negotiations (Undergraduate)

*Executive Education*

- Enlisted to provide material and live session for the Center for Working Well Leadership Coaching Institute's *Leadership in Action: Communicating and Connecting in a Changing World* program (2026).

- Provided session for Ignyte Group on Thriving as a Negotiator at Work (2026).

- Institute for Business Management and Leadership Excellence (2012-2013). Taught sessions on Human Resource Management Essentials and Strategy to professionals enrolled in Gatton College of Business certificate program.

- KASBO (Kentucky Association of School Board Officers) (2012). Taught two sessions on decision making to public school officials.

- UK HealthCare Executive Leadership Development Program (2010-2012). Taught sessions on decision making to doctors, nurses, and administrators.

- Hitachi Leadership Program (2008). Taught a session on decision making to managers from Hitachi Automotive Products, Inc.

*Other*

- Applied Management Principles (AMP): taught day-long program on Negotiations to 21 working professionals, June 2023.

- Taught a week-long Negotiations in Organizations course to 26 undergraduates at the University of Electronic Science and Technology of China; Chengdu, China; Summer 2019.

- Intercultural Pedagogy Grant 101 (IPG 101) workshop participant, Fall 2017.

- Entrepreneurship Boot Camp for Veterans: Presented a session on Negotiations, 2014.

- University of Kentucky Iraqi Linkages Program (2012). Worked for a month with a visiting faculty member from Kufa University in Iraq to develop curriculum and pedagogy for a Human Resource Management course.

## SERVICE ACTIVITIES

*Professional Service*

- Editorial Boards, *Journal of Applied Psychology* (2009-present)*, Personnel Psychology* (2014-present)*, Human Resource Management Review* (2016-2026), and *Journal of Management* (2017-2025).

- *Human Resource Management* Special Issue Co-Editor: Employer Branding and Talent Acquisition, 2021-2022.

- Ad hoc reviewer for *Administrative Science Quarterly, Academy of Management Journal, Academy of Management Review, Organizational Behavior and Human Decision Processes, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Managerial Psychology, Journal of Business and Psychology, Human Resource Management.*

- Reviewer, Human Resource Management Division, 2002-2012; 2014-2017 Academy of Management; 2003 Midwest Academy of Management; 2003-2006 Southern Management Association; 2005, 2007-2008 Society for Industrial and Organizational Psychology.

- Invited Panelist, Doctoral Consortia/Research Incubator: 2005-2006, 2015, 2017 Academy of Management Human Resources Division, 2008-2009, 2019, 2021-2022 Academy of Management Organizational Behavior Division, 2014 Human Resources International Conference Beijing.

- Invited Presenter, Professional Development Workshop Session "Shaping the Future of HR: A Call for Three Critical 'What's Next' Themes in HR." 2014 Academy of Management Meetings.

- External Letter Writer, Associate or Full Professor Promotion Cases: One in 2025, two in 2024, two in 2022, one in 2021, one in 2020, four in 2019.

- Academy of Management Human Resources Division Executive Committee (elected), 2009-2012. Communications/Member Relations Committee Chair.

- Best Student Paper Award Committee, Human Resources Division of the Academy of Management, 2012.

- Society for Industrial/Organizational Psychology Graduate Student Scholarship Committee, 2008.

- Scholarly Achievement Award Committee, Human Resources Division of the Academy of Management, 2007.

- Society for Human Resource Management Dissertation Proposal Grant Competition Committee, Human Resources Division of the Academy of Management, 2007.

- Invited speaker, 2007 Industrial Organizational and Organizational Behavior Conference.

- Best Dissertation Competition Awards Committee, Human Resources Division of the Academy of Management, 2006.

- Current member of: Academy of Management, Society for Industrial/Organizational Psychology, National Society for Human Resource Management.

*Purdue University Service*

- Department Head, Organizational Behavior and Human Resource Management Department, Mitch Daniels School of Business, July 2025 – present.

- Mitch Daniels School of Business Service Points Proposal Committee, 2025.

- Associate Department Head for Faculty Affairs, Management Department, Mitch Daniels School of Business, July 2022 – June 2025.

- Mitch Daniels School of Business Transition Task Force B, 2024.

- Presidential Excellence Ph.D. Awards Selection Committee, 2024.

- Mitch Daniels School of Business Insights Blog Posts, 2024, 2025.

- Research Integrity Office Appeals Committee Chair for a research misconduct appeals case, 2023.

- Deans Five-Year Administrative Review Committee, 2021.

- OBHR area faculty selection committee chair, 2020-2022.

- Ph.D. Program Committee, OBHR Area, 2013-2024.
- Krannert School of Management Area Committee, 2020-2021; 2022-2023.
- Krannert School of Management Research Committee, 2021-2022.
- Presented two sessions on negotiations to Krannert Professional Development Center students, Spring and Fall 2021.
- Sustainability Committee, Krannert School of Management, 2018-2021.
- Dissertation Committee Member: Christopher Hartwell, Matthew Perrigino, Catherine Kleshinski, Benjamin Pratt, Lindsay Rosokha.
- Dissertation Committee Chair: Lusi Wu (chair), Hongzhi Chen (co-chair), Julia Stevenson-Street (chair).
- Purdue University Graduate Council, 2017-2019.
- Proposed Online MBA Program Steering Committee, 2018-2019.
- Purdue University Charles C. Chappelle Fellowship competition evaluator, 2018.
- Jay Ross and Krannert Young Faculty Scholar Awards competition evaluator, 2018.
- Ph.D. Coordinator, OBHR Area, Krannert School of Management, 2015-2019.
- Ph.D. Program Review Committee, Krannert School of Management, 2017-2018.
- Management Policy Committee, Krannert School of Management, 2015-2017.
- Management Policy Committee Grading Policy Sub-Committee Chair, 2017.
- Committee to Develop an Undergraduate HR Minor, OBHR Area, 2016-2017.
- MSHRM Program Review Committee, OBHR Area, 2017-2018.
- MBA Program Review Committee, Krannert School of Management, 2015-2016.
- OBHR Area Faculty Search Committee Member, 2017, 2018.
- OBHR Area Faculty Search Committee Co-Chair, 2015.
- Student SHRM Chapter Faculty Advisor, 2013-2015.

- Faculty advisor for master's students: 2015 SHRM Midwest Regional Case Competition.

- Faculty advisor for master's students: 2014 University of Minnesota Carlson International Human Resources Case Competition.

- Member of faculty group selected to meet with University Provost to engage in Krannert School information sharing/strategic planning session, 2014.

- Ph.D. Student Selection Committee, OBHR Area, 2014-2015, 2017.

- Krannert OBHR Area Search Committee for MSHRM Head, 2013.

*University of Kentucky Service*

- Dissertation Committee Chair: Scott Soltis (graduated in 2012, placed at the University of Missouri St. Louis).

- Dissertation Committee Member: two doctoral students in Gatton College Management area and one doctoral student in Communications Department.

- Member of comprehensive examination committee for four doctoral students in Gatton College Management area (chair for one of these) and one doctoral student in Communications Department.

- University of Kentucky Honors Faculty of Record Committee, 2012.

- University of Kentucky Trust, Communication, and Values Work-Life task force, 2011-2012.

- Faculty advisor for Alpha Kappa Psi Business Fraternity, 2010-2012.

- Faculty affiliate for the University of Kentucky Institute for Workplace Innovation (IWIN).

- Invited speaker, 2009 University of Kentucky Institute for Workplace Innovation roundtable series.

- University of Kentucky General Education Reform Curriculum Development Committee, 2009.

- Gatton College of Business Search Committee for Associate Dean position, 2007.

- Developed and coordinated annual performance appraisal system for Gatton College Management area doctoral students, 2008-2012.

- Acting Director of Graduate Studies (DGS) during area DGS periodic out-of-country engagements, 2006-2011.

- Faculty Coordinator, Beta Gamma Sigma Business Honorary, 2006-2008.
- Gatton College Undergraduate Studies Committee, 2006-2008; 2012.
- Gatton College Learning Outcomes and Assessment Committee, 2008-2009.
- Gatton College Web Site Committee, 2003-2004.
- Academic advising, Gatton College Management area, 2004-2011.
- Experiential education advisor for undergraduate students, Autumn 2004, Summer 2005, Summer 2007, Autumn 2007, Spring 2008, Autumn 2008, Spring 2010, Autumn 2011.
- Regional student group advisor, Bluegrass Chapter of the Society for Human Resource Management, 2004-2005.

## PROFESSIONAL EMPLOYMENT

2020-2023 **Expert Witness** (Indianapolis, IN)
*Retained by **Barnes & Thornburg LLP** in a talent raiding case*

1997-1998 **ADECCO Personnel Services** (Cincinnati, Ohio)
*Global Product Supply Administration for **The Procter & Gamble Company***

1993-1997 **United States Navy**
*Training Schools (1993-1994)*

**USS Elrod (FFG-55):**
*Electronics Readiness Officer (1994-1995)*
*Ordnance Officer (1995-1997)*
*Legal Officer (1995-1997)*