

CURRICULUM VITAE

BRADLEY J. ALGE

CONTACT INFORMATION

Office: Krannert School of Management
100 S. Grant Street
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Purdue University
West Lafayette, IN 47907-1310

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EDUCATION

1995-1999 Ph.D. Business Administration
The Ohio State University

Major: Organizational Behavior & Human Resource Management
Minor: Strategy

Dissertation: “Electronic performance monitoring and control systems (EPMCS): An examination of the roles of organizational justice and organizational privacy.”

Major Advisors: Dr. Jerald Greenberg and Dr. Howard J. Klein
Minor Advisor: Dr. Jay Barney

1991-1993 M.B.A.
Kent State University

1985-1989 B.B.A. Management (MIS)
University of Notre Dame

HONORS, GRANTS, AWARDS

- 1999- Distinguished Teaching Recognition – Krannert School of Management
2020
- 2015 Faculty Service Award (for distinguished service)
- 2014 Selected to deliver President’s Council “Best of Back to Class” lecture, Naples, FL
- 2013 Selected to deliver President’s Council “Back to Class” lecture, Purdue University
- 2013 Krannert Summer Research Award, **\$5,000**.
- 2011 Inducted into the inaugural class of the St. Paul High School Hall of Fame, January 8, 2011, Norwalk, OH
- 2010 Paper selected for Best Paper Proceedings for 2010 Academy of Management – top 10 % of accepted papers (see conference paper with Anthony below).
- 2009 Excellence in Teaching Award, Krannert Executive Education Programs, Weekend MBA (for leadership course taught)
- 2009 DARPA, via US Air Force, research grant. Study Title: Information Sharing and Influence in Networked Teams: Exploring Intended and Unintended Consequences. (Award Amount: \$120,000.00) Co-PI with Lt. Col. John Elshaw.
- 2008 Outstanding Reviewer, Organizational Behavior Division of the Academy of Management
- 2007 Nominated Finalist for Murphy Outstanding Undergraduate Teacher Award, Purdue University
- 2006 Nominated Finalist for Murphy Outstanding Undergraduate Teacher Award, Purdue University
- 2005 Krannert Outstanding Undergraduate Teaching Award
- 2004 Jay N. Ross Young Faculty Scholar Award for 2003-2004 in recognition of research excellence, **\$10,000** award and plaque.
- 2004 Instructional Technology at Purdue (ITAP), digital content grant to conduct feasibility study of wireless interactive course response systems for Krannert School of Management, **\$11,175**.
- 2004 Krannert Summer Research Award, **\$9,200**.
- 2003 Purdue Research Foundation Faculty Summer Research Grant, **\$7,000**.

- 2002 Paper selected for Best Paper Proceedings for 2002 Academy of Management – top 10 % of accepted papers (see conference paper with Ballinger and Green below).
- 2001 Awarded Krannert Technology Transfer Initiative Research Grant in the amount of **\$24,555** to study the relationship between electronic workplace surveillance, information sharing, creativity, and employee attitudes (e.g. privacy, justice).
- 1999 Management Volunteers Program and Krannert Graduate Student Association Teaching Award (voted by Krannert Graduate Students) – Purdue University
- 1999 Nominated for Graduate Student Teaching Award (top 4% of all graduate student teachers) - The Ohio State University
- 1998 University Representative - Organizational Behavior Doctoral Consortium, Academy of Management, San Diego, CA
- 1993 Finalist, Outstanding MBA Student
- 1988 Hesburgh-Joyce Scholar-Athlete Award
- 1988 Member of 1988 NCAA National Championship Football Team under the direction of Coach Lou Holtz; Fiesta Bowl Champion; Monogram Winner

RESEARCH INTERESTS

Leadership; Information management (collection, handling, interpretation and dissemination); Theories of control including a multi-level framework for control and control's relationship to intrinsic motivation, creativity, and innovation; Human-Technology Interaction (virtual teams, electronic monitoring, distance leadership); Employer/Employee Rights (e.g. organizational justice, organizational privacy, ethics); Motivation (self-regulation, intrinsic versus extrinsic control)

TEACHING INTERESTS

Organizational Behavior

Teams/Group Dynamics, Motivation, Ethics, Leadership,
Technology & Innovation Management, Management Consulting, Change
Management

Human Resource Management

HRIS, Technology & Human Capital Management, Strategic HR

ACADEMIC EXPERIENCE

- 2005-Present Associate Professor of Management
Krannert Graduate School of Management, Purdue University
- Courses taught at Purdue:
- Organizational Behavior (full-time MBA; weekend MBA)
 - Organizational Behavior (MBA Online)
 - Research Methods (PhD)
 - HR Analytics and Consulting (MSHRM)
 - Leadership (Executive MBA, Weekend MBA, non-degree)
 - Experiencing Leadership: A Transformational Journey from Gettysburg (distance/non-degree/experiential immersion)
 - Human Resource Information Systems I & II (MSHRM)
 - Teams, Titans, & Technology (MBA)
 - Technology & Human Capital Management (MSHRM/MBA)
 - Organizational Behavior (Undergraduate)
 - Organizational Theory (PhD)
 - Leadership (PhD)
 - Advanced Topics in OBHR (PhD)
 - Human Capital Consulting - Coordinate and Advise Experiential Learning Projects in HRM
 - Numerous independent studies
- Programs/Levels Taught: PhD, Executive MBA, Weekend MBA, Online MBA, Full Time Masters Programs (MBA, MSHRM), Undergraduate, Executive Non-degree, Formats (in-residence, hybrid, online)
- 2007-2015 Area Head (Chair), Organizational Behavior and Human Resources area
- 2013-Present Courtesy Appointment – Faculty member – Lincoln Leadership Institute at Gettysburg
- 2007-Present Courtesy Appointment – Faculty member - Industrial and Organizational Psychology Department, Purdue University
- 1999-2005 Assistant Professor of Management
Krannert Graduate School of Management, Purdue University
- 1997-1999 Instructor, Graduate Teaching Associate
The Ohio State University
Taught courses in Human Resource Management and Organizational Behavior
- 1995-1996 Teaching Assistant, Graduate Teaching Associate

The Ohio State University
Organizational Behavior (6 quarters) - Under the direction
of Dr. Jerald Greenberg and Dr. John Wanous

1996, 1998 Research Assistant, Graduate Research Associate
The Ohio State University
Under the direction of Dr. Howard J. Klein

1988-1989 Undergraduate Teaching Assistant
University of Notre Dame
Course: Decision Support Systems

INTERNATIONAL TEACHING EXPERIENCE

Spring 2015 Brazil - Doing Business in Brazil, Faculty Facilitator, spring break
international study trip to Sao Paulo and Rio de Janeiro, Weekend
MBA Program

Fall 2008 Germany - Taught MBA Organizational Behavior courses at GISMA
in Hannover, Germany (see www.gisma.com)

SERVICE TEACHING EXPERIENCE

2010-2017 Taught leadership modules as part of Purdue's Entrepreneurial Boot
Camp for disabled veterans looking to start their own businesses.

PROFESSIONAL WORK EXPERIENCE

Sampling of Consulting, Research & Executive Development Clients Served:

Eaton Corp., IBM, Archer Daniels Midland, Oerlikon Drive Systems,
Lafayette Police Department, Panduit, US Navy, US Dept. of Interior,
US Department of Health & Human Services, Alcoa, Adkev, Inc.,
British Petroleum, LTV Steel (ArcelorMittal), Kimberly Clark – Latin
America, Victoria's Secret Catalogue (Limited Corp.), FlexonUSA,
City of Columbus Transportation Authority, American Animal
Hospital Association, Valspar Paints, Pfizer, Saint-Gobain Container
(Verallia), Whirlpool Corp, Evonik Degussa, INDOT, GE Aviation,
Purdue Department of Athletics

2008-Present **Panoptic Insight, LLC**, West Lafayette, IN
Consultant (Founder)
Human Capital Consulting

1989-1991,
1993-1995 **Andersen Consulting (Accenture)**, Cleveland, Ohio
Senior Consultant for Information Systems Installation and Business
Process Reengineering Engagements.

1991-1993

Kent State University, Kent, Ohio
Graduate Assistant Football Coach. Coached Wide Receivers and Tight Ends; Assisted Student-athletes in Academic Development.

PUBLICATIONS

- Bruning, P., Alge, B. J., & Hsin-Chen, L. (2020). Social networks and social media: Understanding and managing vulnerability to social influence in a connected society. *Business Horizons*, 63, 749-761
- Bruning, P., Alge, B. J., & Hsin-Chen, L. (2018). The embedding forces of network commitment: An examination of the psychological processes linking advice centrality and susceptibility to social influence. *Organizational Behavior and Human Decision Processes*, 148, 54–69.
- Hansen, S. D., Dunford, B. B., Alge, B. J., & Jackson, C. L. (2016). Corporate social responsibility, ethical leadership and trust propensity: A multi-experience model of perceived ethical climate. *Journal of Business Ethics*, 137(4), 649-662.
- Alge, B. J. & Hansen, S. D. (2014). Workplace monitoring and surveillance research since '1984': A review and agenda. In M. D. Coovert and L. F. Thompson (Eds.), *Frontiers of industrial/organizational psychology: The psychology of workplace technology*. New York, NY: Routledge/Psychology Press.
- Hansen, S. D., Alge, B. J., Brown, M. E., Jackson, C. L., & Dunford, B. B. (2013) Ethical leadership: Assessing the value of a multifoci social exchange perspective. *Journal of Business Ethics*, 115, 435-449.
- Authors. (2012). *The researcher guidebook: A guide for successful institutional-industrial collaboration*. Atlanta, GA: Georgia Tech Research Corporation in collaboration with the University-Industry Demonstration Partnership and supported by the Defense Threat Reduction Agency and the National Science Foundation (multiple authors contributed to this guidebook).
- Lehman, D., Hahn, J. P., Ramanujam, R., & Alge, B. J. (2011). Performance periods and the dynamics of the performance-risk relationship. *Organization Science*, 22, 1613-1630.
- Alge, B. J., & Anthony, E. L. (2010). The Effects of Supervisory Interpersonal Justice when Big Brother is Watching. *Academy of Management Best Paper Proceedings*.
- Alge, B. J., Anthony, E. L., Rees, J., & Kannan, K. (2010). Controlling A, while hoping for B: Deviance deterrence and public versus private deviance. In C. A. Schriesheim, & L. L. Neider (Eds.), *The Dark Side of Management* (Vol.

8 of Research in Management) Charlotte, NC: Information Age Publishing, 115-141.

- Alge, B. J. & Upright, K. B. (2009). HRIS Needs analysis. In M. J. Kavanagh and M. Thite (Eds.), *Human Resource Information Systems: Basics, Applications, and Future Directions*. (pp. 79-98). Thousand Oaks, CA: Sage Publications.
- Alge, B. J., & Hansen, S. D. (2008). Information privacy in organizations. In C. Wankel (Ed.), *21st Century Management: A Reference Handbook*. (Vol. 2, pp. 380-390). Thousand Oaks, CA: Sage Publications.
- Alge, B. J., Greenberg, J., & Brinsfield, C. (2006) An identity-based model of organizational monitoring and control: Integrating information privacy and organizational justice. *Research in Personnel and Human Resource Management*, 25, 71-135.
- Tangirala, S., & Alge, B. J. (2006). Evaluation of authorities in computer-mediated interactions: Use of fairness as a heuristic. *Organizational Behavior and Human Decision Processes*, 100, 1-20.
- Alge, B. J., Ballinger, G. A., Tangirala, S., & Oakley, J. (2006). Information privacy in organizations: Empowering creative and extra-role performance. *Journal of Applied Psychology*, 91, 221-232.
- Alge, B. J., Ballinger, G. A., & Green, S. G. (2004). Remote control: Predictors of electronic monitoring intensity and secrecy. *Personnel Psychology*, 57, 377-410.
- Alge, B. J., Wiethoff, C., & Klein, H. J. (2003) When does the medium matter? Knowledge-building experiences and opportunities in decision-making teams. *Organizational Behavior and Human Decision Processes*, 91, 26-37.
- Alge, B. J., Ballinger, G. A., Green, S. G., & Till, G. (2002). The effects of dependence and trust on the decision to electronically monitor subordinates. *Academy of Management Best Paper Proceedings*.
- Alge, B. J., Gresham, M. T., Heneman, R. L., Fox, J., & McMasters, R. (2002). Measuring customer service orientation using a measure of interpersonal skills: A test in a public service environment. *Journal of Business and Psychology*, 16, 467-476.
- Alge, B. J. (2001). Effects of computer surveillance on perceptions of privacy and procedural justice. *Journal of Applied Psychology*, 86, 797-804.
- Klein, H. J., Wesson, M., Hollenebeck, J. R., & Alge, B. J. (1999). Goal commitment and the goal setting process: Conceptual clarification and empirical synthesis. *Journal of Applied Psychology*, 84, 885-896.

***Paper Reprinted in:** Porter, L. W., Bigley, G., Steers, R. M. (2002). *Motivation and Work Behavior*, 7th Edition. McGraw-Hill.

Greenberg, J., & Alge, B. J. (1998). Aggressive reactions to workplace injustice. In R. W. Griffin, A. O'Leary-Kelly, & J. Collins (Eds.) *Dysfunctional behavior in organizations, Vol: 1: Violent behaviors in organizations* (pp. 83-117). Greenwich, CT: JAI Press.

Alge, B. J. (1997). Review of D. Ulrich's, Human resource champions. *Human Resource Development Quarterly*, 8, 186-190.

PAPERS IN REVIEW PROCESS

Bruning, P., Alge, B. J., & Jackson, C. Leadership Faultlines: A Conceptual Analysis of the Mechanisms and Outcomes of Bi-Modal LMX Differentiation. *Canadian Journal of Administrative Sciences*. Invited to Revise and Resubmit)

Alge, B. J., Ballinger, G. A., Tangirala, S., & Lehman, D. W. The control paradox and monitoring spillover effects: The relationship of electronic monitoring to public and private deviance. (to be submitted for 1st Review, *Management Science* February 2021 anticipated)

INVITED TALKS

- 2020 Alge, B. J. The control paradox and monitoring spillover effects: The relationship of electronic monitoring to public and private deviance. Presented as part of the Industrial and Organizational Psychology Colloquia series, September 24, 2020
- 2020 Alge, B. J. How to work and manage virtually. Krannert School of Management COVID-19 webinar on current, post-pandemic challenges, June 10, 2020.
<https://www.facebook.com/PurdueKrannert/videos/270751450949316>
- 2019 Leadership competencies as a development tool: The role of 360 Feedback. Naval Supply Command, Mechanicsburg, PA
- 2018 Alge, B. J., "The embedding forces of network commitment: An examination of the psychological processes linking advice centrality and susceptibility to social influence," Organizational Behavior and Human Resources Area, West Lafayette, IN.
- 2016 Succession Management and Benchmarking. Archer Daniels Midland Corporate Headquarters, Chicago, IL.

- 2016 Alge, B. J., Hartwell, C. J., & Law-Penrose, J. (2016). Innovation through creativity: How leaders build organizational ambidexterity one relationship at a time. Paper presented at the 2016 Krannert Executive Conference for HR Professionals, West Lafayette, IN
- 2016 Alge, B. J., Law-Penrose, J.L., & Prince, J.J. Leadership and Work-Life Experience of Purdue Student-Athletes. Presentation for Purdue Athletic Council (former student-athlete alumni), Homecoming weekend (October, 2016, West Lafayette, IN); Also presented to Wooden Institute project sponsors.
- 2015 Alge, B. J. Experience Leadership: A Transformational Journey from Gettysburg, presentation for the 2015, Higher Education Roundtable, University of Notre Dame, Notre Dame, IN.
- 2015 Building a Culture of Engagement, Lafayette Police Department
- 2014 Alge, B. J. Experience Leadership: A Transformational Journey from Gettysburg, presentation for the 2014 Council for Advancement and Support of Education (CASE V) conference in Chicago, IL, December 2014.
- 2012 Montgomery County Chamber of Commerce – “High performing organizations”
- 2012 Lincoln Leadership Institute, Gettysburg, PA
- 2011 Workplace monitoring and surveillance research since 1984: A review and agenda, University of South Florida, Seminar hosted by Dr. Michael Coovert
- 2010 Virtual team and communication best practices, Department of Health and Human Services, Center for Medicare and Medicaid Service (CMS)
- 2010 Leveraging virtual teams for global product development, Whirlpool Corporation
- 2010 Leadership engagement and empowerment, Alcoa Corporation
- 2009 “Unsecured Economies” Panel Discussion. Invited moderator. Annual Symposium, Center for Education and Research on Information Assurance and Security (CERIAS), Purdue University
- 2009 “Teamwork across boundaries”, US Department of Interior, BIA, Office of Chief Financial Officer, Reston, VA (August, 2009)
- 2009 Pugwash Lecture Series on Ethics and Technology, College of Engineering, Purdue University

- 2009 “Leadership in small business” Entrepreneurial Leadership Forum, Discovery Park’s Burton Morgan Center for Entrepreneurship, West Lafayette, IN
- 2008 “Leadership in small businesses”, Entrepreneurial Leadership Forum (Ken Kahn, Director), Purdue University, West Lafayette, IN
- 2006 “Organizational monitoring”, Department of Industrial and Organizational Psychology, Purdue University, West Lafayette, IN
- 2005 “Organizational security and the role of information privacy”, Penn State University, Smeal College of Business, State College, PA
- 2000 “Electronic workplace surveillance”, Department of Industrial and Organizational Psychology, Purdue University, West Lafayette, IN

WHITE PAPERS

- 2012 Alge, B.J., Elshaw, J., & Bruning, P. (2012). Unlocking social networks: A three-study examination of member attitudes, influence, advice centrality, teaming and the role of virtual/social media (Submitted to US Air Force in fulfillment of AFOR/DARPA grant)
- 2010 Alge, B. J. & Anthony, E. Leader empowerment. (white paper submitted for large glass manufacturer).

WORKING PAPERS/WORK IN PROGRESS/UNPUBLISHED MANUSCRIPTS

- Alge, BJ, Hartwell, C. J., & Law-Penrose, J. A model of creativity in distant contexts: How leaders influence creative cognitions and build ambidextrous capability.
- Alge, B. J. & Anthony, E. The Supervisor at the Nexus of Control: A Multi-foci Control Model of Individual Job Performance (Formerly titled, Interpersonal justice and performance: Context and the mediating role of intrinsic motivation.) (unpublished manuscript, writing for journal submission)
- Alge, B. J. Field study of organizational culture/employee engagement in law enforcement organizations (data analysis phase)
- Alge, B. J. (2018). Promotion Process Effectiveness in Law Enforcement. (data analysis)
- Alge, B. J. (2018). Development and testing of a leadership competency model. (data collection)

Elshaw, J., Alge, B. J. , & Anthony, E. Leader-member virtualness and interpersonal trust in leader: Justice climate and trust differentiation as contextual moderators. (unpublished manuscript).

Oakley, J. & Alge, B. J. Human resource policies and their impact on intrinsic motivation: A hierarchical approach. (unpublished manuscript)

Alge, B. J. & Anthony, E. Can justice climate mitigate distance effects in leader-member exchanges? A test of social information processing and uncertainty management theory. (Unpublished manuscript).

Alge, B.J., Anthony, E. L., & Green, S. G. Does empowerment beget empowerment: The study of leadership empowerment antecedents and outcomes. Field study at 6000 employee manufacturing organization. A total of 237 surveys from four hierarchical levels collected. (unpublished data)

Klein, H. J, Dineen, B. R., & Alge, B. J. Deconstructing the relationship of goal-performance discrepancies on goal regulation: The role of time, higher-order goals, self-efficacy and satisfaction with performance. (unpublished manuscript).

Alge, B. J. & Ballinger, G. A. Psychological reactance to electronic monitoring: The effects of notification, task discretion, and task relatedness on invasion of privacy perceptions. (unpublished manuscript).

PRESENTATIONS

Bruning, P. & Alge, B. J. (2016). An examination of network commitment and conformity. Paper presented at the 2016 European Academy of Management Meetings (EURAM), Paris, France.

Bruning, P., Jackson, C. J., & Alge, B. J. (2016). Leadership differentiation and group faultlines: A conceptual analysis. Paper presented at the 2016 National Academy of Management Meetings, Anaheim, CA

Hartwell, C. J., Law-Penrose, J. C., & Alge, B. J. (2014). Managing uncertainty and increasing creativity through transformational leadership. Paper presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Honolulu, HI

Hansen, S. D., Alge, B. J., Dunford, B. B., Jackson, C. L., & Brown, M. E. (August, 2012). Corporate Social Responsibility (CSR) and Ethical Leadership: An Inferential-Impression Model of Ethical Behavior. Academy of Management (AOM) Annual Meeting, Boston, Massachusetts.

Hansen, S. D., Alge, B. J., Brown, M., Jackson, C., & Dunford, B. (2011). Ethical Leadership and Employee Commitment: A Multifoci Social Exchange

Perspective. Paper to be Presented at the Annual Meeting of the Academy of Management, San Antonio, TX.

Alge, B. J., & Anthony, E. L. (2010). The Effects of Supervisory Interpersonal Justice when Big Brother is Watching. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada. ***Paper was selected as a Best Paper (top 10%) by the Organizational Behavior Division of the Academy of Management.***

Elshaw, J., & Alge, B. J. (2009). Virtualness and organizational climate: A multi-level study examining trust development. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Alge, B. J. (2009). Corporate social responsibility: What can I/O psychologists do? In D. Rupp & A. Grant, *The Science and Practice of CSR: What I-O Psychologists Can Contribute*. Presented at the 24th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA.

Alge, B. J., & Anthony, E. (2008). Organizational monitoring and the many faces of employee deviance. In Suzy Fox (Chair) *The complexity of counterproductivity: New theoretical directions in counterproductive work behavior*. Symposium presented at the Annual Meeting of the Southern Management Association, St. Pete Beach, FL.

Lehman, D., Ramanujan, R., & Alge, B. J. (2007). Revisiting the performance-risk relationship: Evidence from the National Football League. Paper presented at the Annual Meeting of the National Academy of Management, Philadelphia, PA.

Oakley, J., & Alge, B. J. (2007). Human resource policies and their impact on intrinsic motivation: A hierarchical approach. In H. Liao (Chair), *Service management around the globe*. Symposium presented at the 22nd Annual Conference of the Society of Industrial and Organizational Psychology. New York, NY.

Alge, B. J., Ballinger, G. A., Oakley, J. A., Tangirala, S., & Lehman, D. W. (2006). Deterrent or propellant of employee deviance? Making sense of organizational monitoring. In D. Rupp (Chair), *Rethinking the nomological network of organizational justice: Questioning old assumption*. Symposium presented at the Annual Meeting of the National Academy of Management, Atlanta, GA.

Alge, B. J., Green, S. G., & Lehman, D. (2005). Perceived Remoteness and Information Sharing in Virtual Teams. 20th Annual Conference of the Society of Industrial and Organizational Psychology. Los Angeles, CA.

- Tangirala, S., & Alge, B. J. (2004). Depersonalized interactions and fairness heuristics: Justice judgments in distributed teams. Paper presented at the Annual Meeting of the National Academy of Management, New Orleans, LA.
- Klein, H. J., Dineen, B., & Alge, B. J. (2004). Temporal and hierarchical considerations in predicting subsequent self-set goals. Paper presented at the 19th Annual Conference of the Society of Industrial and Organizational Psychology. Chicago, IL.
- Alge, B. J., Ballinger, G. A. & Tangirala, S. (2003). Cognitive and Affective Dimensions of Privacy: Validation of an Organizational Privacy Scale. In M. Hakel (Chair), *New Directions in Organizational Privacy Theory and Research*. Symposium conducted at the 18th Annual Conference of the Society of Industrial and Organizational Psychology. Orlando, FL.
- Alge, B. J., Ballinger, G. A., Green, S. G., & Till, G. (2002). The effects of dependence and trust on the decision to electronically monitor subordinates. Paper presented at the Annual Meeting of the Academy of Management, Denver, CO. ***Paper was selected as a Best Paper (top 10%) by the Organizational Behavior Division of the Academy of Management.***
- Alge, B. J., Ballinger, G. A., & Smithson, H. M. B. (2002). Applying organizational justice to electronic monitoring contexts. In J. Greenberg & J. A. Colquitt (Chairs), Emerging contexts for organizational justice. Symposium conducted at the Annual Meeting of the Academy of Management, Denver, CO.
- Alge, B. J. & Ballinger, G. A. (2002). Personal use of the Internet on the job: Some initial findings on the link between fairness and Internet use. In B. J. Alge & J. Greenberg (Chairs), Cyberjustice: The quest for fairness in today's networked organization. Symposium conducted at the Annual Meeting of the Academy of Management, Denver, CO.
- Ballinger, G. A., Smithson, H., & Alge, B. J. (2002). Privacy and procedural justice reactions to Internet monitoring under different job/roles and task deviance conditions: A field experiment. Presented at the 45th Annual Meeting of the Midwest Academy of Management, Indianapolis, Indiana, April, 2002.
- Alge, B. J., Ballinger, G., & Smithson, H. (2001). Internet Surveillance: The effects of notification policies on privacy and procedural justice. In B. J. Alge & J. Greenberg (Chairs), The social side of technology: Connecting and disconnecting on the job. Symposium conducted at the Annual Meeting of the Academy of Management, Washington, D.C.
- Alge, B. J., & Ballinger, G. (2001). Electronic workplace surveillance: The effects of advanced notice and task discretion on perceptions of privacy and procedural

justice. In B. J. Alge (Chair), Design considerations in electronic performance monitoring. Symposium conducted at the 16th Annual Conference of the Society of Industrial and Organizational Psychology. San Diego, CA.

Alge, B. J., & Ballinger, G. (2001). Notification of electronic workplace surveillance: Privacy and fairness reactions across high and low discretion tasks. Paper presented at the Center for Education and Research in Information Assurance and Security (CERIAS), 2nd Annual Research Symposium. West Lafayette, IN

Alge, B. J. (2000). Privacy in the name of justice: Understanding employee reactions to information gathering and control systems. In B. J. Alge & E. Douthitt (Chairs), Being Electronically Connected at Work: Justice, Privacy, and Other Implications. Symposium conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Alge, B. J. (1999). The role of fairness and privacy in electronic performance monitoring and control systems: Some preliminary findings. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Heneman, R., Greenberger, D. B., Alge, B. J., & Gresham, M. (1999). Test validation as an unintended training intervention. Paper presented at the 14th Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Klein, H. J., Hollenbeck, J. R., Wesson, M., & Alge, B. J. (1998). Goal commitment and the goal setting process: Ten years after. Paper presented at the Annual Meeting of the Academy of Management, San Diego, CA.

PROFESSIONAL SERVICE

Board Memberships:

2018-Present Board of Directors, Washington Campus.

Committees:

2014-2015 Society of Human Resource Management (SHRM) Foundation Dissertation Grant/Award Selection Committee

2009 Academy of Management Best Paper Selection Committee

2001-2005 Member of the Communications/Information Technology Committee of the Human Resources Division of the National Academy of Management.

Chaired Symposiums at National Conferences:

Alge B. J. & Greenberg, J. (Chairs), Cyberjustice: The quest for fairness in today's networked organization. Symposium conducted at the Annual Meeting of the Academy of Management, Denver, CO, August, 2002

Alge, B. J. & Greenberg J.(Chairs), The social side of technology: Connecting and disconnecting on the job. Annual Meeting of the Academy of Management, Washington, D.C., August, 2001.

Alge, B. J. (Chair), Design considerations in electronic monitoring and surveillance systems. 16th Annual Meeting of the Society of Industrial and Organizational Psychology. San Diego, CA, April, 2001. (Symposium was part of a broader technology showcase).

Alge, B. J. (Chair) Being electronically connected at work: Justice, privacy, and other implications. 15th Annual Meeting of the Society of Industrial and Organizational Psychology, New Orleans, LA, (April, 2000).

Appointed Chaired Sessions:

Alge, B. J. (Chair). E-Communication among individuals, teams, and virtual communities. Session presented at the 2003 Annual Meeting of the Academy of Management, Seattle, WA.

Editor/Editorial Boards:

2021 Editorial Board, *Journal of Business and Psychology* Special issue on cybersecurity and privacy.

2017-Present Editorial Board—*Journal of Management* (David Allen, Editor)

2005-Present Editorial Board Member – *Human Resource Management Journal* (Howard, Klein, Theresa Welbourne Editor, James Hayton Editor)

2008-12 Editorial Board Member—*Journal of Management* (Talya Bauer, Editor)

2008-12 Editorial Board Member—*Academy of Management Review* (Amy Hillman, Editor)

2007-2009 Editorial Board Member—*Organizational Behavior and Human Decision Processes* (John Schaubroeck, Editor).

2002-2003 Editorial Board Member – *Journal of Management* (Micki Kacmar Editor)

2001 Editorial Board – Special Issue, *Journal of Organizational Behavior*, “A Brave New World”

Current and Past Professional Affiliations/Membership:

Current:

Academy of Management (Organizational Behavior, Human Resources, Research Methods,
& Organizational Communication and Information Systems Divisions)

Society of Human Resource Management (SHRM)

Society of Industrial and Organizational Psychology (SIOP)

Past:

American Psychological Association (Division 14)

American Psychological Society

International Association of Human Resource Information Management (IHRIM)

e-Enterprise Center at Discover Park, Purdue University (Member)

CEER, Purdue University (Member)

CERIAS, Purdue University (Member)

Paper/Journal Reviews:

Ad hoc reviewer for:

The Academy of Management Review

Human Resource Management Review

Journal of Management

Journal of Applied Psychology

Journal of Organizational Behavior

Journal of Applied Social Psychology

Organization Science

Organization & Management Studies

Human Resource Management Journal

Group & Organization Management

MIS Quarterly

Annual Meeting of the Academy of Management

OB, HR, OCIS Divisions

ISIS Conference

Sample Professional Development Activities:

Certified MBTI, DDI

LOCAL/SCHOOL SERVICE

2021-2024 University Senate – Purdue University

2019-Present Committee Member, Grade Appeals Committee.

2011-Present Faculty Advisor, Management Volunteers

2019-2020 Chairperson, MSHRM Program Review and Online MSHRM Program
Proposal Team

2017-2020 Faculty Relations Committee (2020 Chair)

2019	Interviewer for Associate Dean Online Programs Search
2019	MBA/Weekend MBA Steering Committee
2015-2019	University Senate – Purdue University
2018	Search Chair, OBHR faculty job searches
2017-18	Specialized Masters Program Review Committee
2015-16	Faculty Recruiting OBHR committee
2016-17	Faculty Recruiting OBHR committee
2015-2020	PhD Program OBHR committee
2013-16	Grade Appeals Committee
2005-Present	Management Primary Committee
2014-2015	Faculty Advisor, KSport/KFit (Masters Student sports club/intramurals)
2013-2015	Krannert HR Corporate Leadership Council (I founded this group of corporations in 2013, to support HR initiatives and provide leadership)
2007-2015	Area Head/Coordinator, OBHR area, Krannert School of Management
2012-2015	Staff Christmas Party – Santa Claus
2012-2015	Administer and/or oversee Launching Global Leaders 360 Survey Program
2014-15	Chair, task force to create undergraduate major in Strategy and Organizational Management
2012-2015	Faculty Relations Committee member, Chaired in 2014, 2015
2013	Interim MSHRM Program Director
2012-2013	MSHRM Advisory Council member (disbanded in 2013)
2012	Launching Global Leaders Steering Committee
2012	Designed, built, implemented Launching Global Leaders 360 survey and feedback reports for full time masters programs.
2012	Plan & Coordinate 2 nd Annual Krannert Executive Conference for HR Professionals
2012	Coordinate staffing of four faculty positions in OBHR
2012	Opening Remark – Krannert Human Capital Case Competition
2001	Faculty Member, Delta Sigma Pi Business Honor Fraternity
2010-2013	“Purdue is for Me” – Faculty lecture to high school students applying to Purdue.
2011	Chair, inaugural Krannert Executive Conference for HR Professionals
2011-12	Member, MSHRM Program Review Committee
2011	Interim PhD Program Coordinator (OBHR, Fall 2011)
2011	Assurance of Learning Committee
2011-12	Krannert Weekend
2011	Helped develop combined degree program Liberal Arts/MSHRM
2011-2012	Mentor Selection Committee (MBA mentors)
2010-12	Entrepreneurial Bootcamp for Veterans with Disabilities (EBV); taught leadership module
2009-2012	Chair, MSHRM Advisory Council
2009	Chair, job search for visiting professor (Niti Pandey)
2009	Academy of Management Best Paper Selection Committee
2001-2012	Ph.D. Selection Committee (OBHR)

2008 Undergraduate OBHR Concentration planning committee (with Jackson & Berger)

2008 Murphy Outstanding Teacher Selection Committee (Appointed by Dean Tang)

2008 OBHR Faculty Search (Chair)
- job searches: Visitor (Susan Crotty) and Assistant (Kelly Schwind-Wilson; tenure-track) search

2006-2008 Krannert Information Access Committee

2005-2008 Ph.D. Prelim Exam Committee Coordinator (OBHR)

2006-2008 OBHR area Ph.D. program coordinator, Krannert School of Management

2006-2011 Student Mentor – Horizons Program – Undergraduate mentor program for minorities

2006-2007 Krannert Representative to PhD Project, Chicago, IL – Program to attract top minority candidates to our PhD program

2006-2007 Undergraduate Task Force (Steve Green, Chair)

2006 Faculty Representative - Undergraduate Krannert Days Meet and Greet; Served as faculty representative providing a brief overview of what to expect, and answering parent and prospective student questions (4 different meetings in Spring 2006), at request of Dean Denis and Sue Hiser

2006 OBHR Faculty Panelist – MBA Krannert Weekend

2006 Chair, John & Mary Coffin Speaker Series – Committee that invited, administered and hosted guest speakers:
Professor John Hollenbeck (Michigan State University)
Professor Deborah Rupp (University of Illinois)

2006 Undergraduate Program Review Committee (Susan Watts, Chair)

2004 Stakeholder, HR Focus Group OnePurdue ERP Vendor Evaluation and Selection Project (Susan Davis HR Functional Team Lead)

2001-2006 STAR Committee

2001 CEER Advisory Committee

2001-2004 University-wide Library Committee

2003 MARC/AIM Mentor – program to identify gifted minority students for future graduate study

2001-2006 Library Representative OBHR area

2000-01 IT Search Committee

2000 Interim Ph.D. coordinator (Fall 2000)

1995-1999 Ph.D. Student Representative to MHR Faculty,
The Ohio State University

Doctoral Student Advising, Mentoring, Support

PHD Dissertations:

Jared Law-Penrose (Chair)
Lusi Wu (Committee)
Pryanka Brunei (Committee)
Chris Hartwell (Committee)
Breck Terheide (Committee)
Patrick Bruning (Committee)

Heidi Baumann (Committee)

Erica Anthony (Chair) – Erica took a position at Morgan State University

John Elshaw (Chair) – John took a position with the Air Force Institute of Technology, Wright-Patterson Air Force Base.

Shaun Hansen (Chair) – Shaun took tenure track position at U. of Central Washington

Subra Tangirala (Chair) – Subra took tenure track position at U. Maryland

Gary Ballinger (Committee) – Gary took tenure track position at U. of Virginia

Chen Zhang (Committee; MIS area)

David Lehman (Committee)

Shoshanna Magazine (Committee)

Troy Mumford (Committee)

Masters Thesis:

Todd Smoak

CURRENT/PAST COMMUNITY SERVICE

Church Parish Council, Blessed Sacrament (2010-2013)

Knights of Columbus

Mentor/Coach (YWCA Basketball, Westside Flag Football/Little Gridiron, West Lafayette Jr. High Football, West Lafayette Varsity Football)

Krannert/Headstart programs (Halloween, Secret Santa)

Teambuilding Seminar delivered upon request to:

- Krannert Staff as part of their Staff Development Program
- Kappa Kappa Gamma Sorority

SELECTED MEDIA/SOCIAL MEDIA

Virtual Offices and Telework

Cited in article on Flex HQs like SNAP CHAT in BisNow, picked up by Forbes March 9, 2017
<https://www.forbes.com/sites/bisnow/2017/03/09/snapchats-real-estate-strategy-makes-corporate-hqs-seem-like-dinosaurs/#877ab86226ba>

Leadership

Trial by Fire Youtube: <http://www.youtube.com/watch?v=vbKn41veuu8>

Leadership Development at Purdue, http://www.youtube.com/watch?v=q_t3Y_Vadzk

AllBusiness.com & Discovery Park

- Series of online interviews/Q&A conducted for and appearing at Allbusiness.com—a small business support organization. Topics:

On the value of retaining employees:

<http://www.allbusiness.com/labor-employment/human-resources-personnel-management/11382363-1.html>

Beyond the bottom line:

<http://www.allbusiness.com/management/management-theory-management-practice/11382357-1.html>

Techniques for sharing information:

<http://www.allbusiness.com/management/11382326-1.html>

Attracting talented employees:

<http://www.allbusiness.com/management/management-theory-management-practice/11382360-1.html>

New Management-Labor relations:

<http://www.allbusiness.com/management/management-theory-management-practice/11382354-1.html>

Avoiding organizational silos:

<http://www.allbusiness.com/company-activities-management/company-structures-ownership/11382322-1.html>

Bridging the generational gap:

<http://www.allbusiness.com/management/management-theory-management-practice/11382339-1.html>

Telecommuting

- Appeared on WLFI Channel 18 Lafayette on Purdue's pilot telecommuting program
- Quoted in iVillage.com story entitled "Come Home and Work" by Sarah Milstein
- Interview with Kiwanis Magazine

Electronic Workplace Surveillance/Privacy

- Financial Times (2018) <https://www.ftiecla.com/users/170274-catherine-mazy/posts/39222-ai-monitoring-will-change-the-company-employee-relationship>
- Chicago Tribune
- Sydney Times
- Ft Wayne Journal-Gazette (author Green)
- Atlanta Journal-Constitution (8/29/01)
- FutureTense – online interview with Jon Gordon for National Public Radio (6/19/01)

Stress, Flex Policies

- South Bend Tribune
- Indiana Business Journal

Iraqi War, Reservists, Employer Perceptions

- Indiana Business Journal

Purdue News Service Stories/Krannert Releases

- Trump social media summit shows power of social networks (July 23, 2019)
<https://www.purdue.edu/newsroom/releases/2019/Q3/trump-social-media-summit-shows-power-of-social-networks.html>
- Purdue, Lincoln Institute to offer class with Gettysburg Component:
<http://www.purdue.edu/newsroom/releases/2013/Q1/purdue,-lincoln-institute-to-offer-leadership-class-with-gettysburg-component.html>
- Prepare for Victory, <http://www.krannert.purdue.edu/news/features/alge.asp>
- Managing telecommuting demands policy, attitude adjustments
<http://www.purdue.edu/UNS/html4ever/0008.Alge.telecommuting.html>
- Management challenge: Getting real results from virtual teams
<http://news.uns.purdue.edu/UNS/html4ever/030422.Alge.teams.html>
- Information Age dilemma: can corporate security, privacy coexist?
<http://news.uns.purdue.edu/UNS/html4ever/010522.Alge.security.html>

Rawls Hall Grand Opening

- Interview for Indiana Business and Purdue Basketball Halftime TV spots

Baseball & Loyalty of Fans/Chicago Cubs

- Chicago Tribune