

CURRICULUM VITAE

Daniel C. Ganster

Professor

Department of Management
College of Business
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EDUCATION

Ph.D. in Organizational Behavior	Purdue University, Krannert Graduate School of Management, 1978
MS in Management	Purdue University, Krannert Graduate School of Management, 1976
BA in Psychology	Wabash College, 1973

EMPLOYMENT

2011 – 2017	Partnership for Excellence Professor, Colorado State University
2012 – 2016	Senior Associate Dean for Research and Administration, College of Business, Colorado State University
2009 – 2013	Chair, Department of Management, Colorado State University
2009 – 2011	Richard and Lorie Allen Professor of Business Administration, Colorado State University
2000 – 2009	Professor and Charles C. Fichtner Endowed Chair in Management, University of Arkansas
1998 (Summer)	Visiting Professor, City University of Hong Kong
2007	Visiting Professor, University of Bern, Switzerland

- 1994 - 2004 Chair, Department of Management,
University of Arkansas
- 1990 - 2000 Professor and Raymond F. Orr Endowed Chair in
Management, University of Arkansas
- 1978 - 1990 Assistant Professor and Associate Professor of
Management, University of Nebraska

PROFESSIONAL ACTIVITIES

- 2006 Elected to Society for Organizational Behavior
(Executive Committee 2012-2017)
- 2003-2005 Consortium faculty presenter, HR Division Doctoral Consortium,
Academy of Management Annual Meeting, 2003, 2004, 2005
- 1988-2016 Reviewer for HR and OB Divisions, Academy of Management Annual
Meetings
- 1998 Invited Faculty Member in the Midwest Academy of Management Doctoral
Student Consortium
- 1995 Invited Presenter at the National Institute of Mental Health Workshop on
Social Stressors, Personal and Social Resources, and Their Health
Consequences, Bethesda, MD: August
- 1989 Invited Faculty in the Academy of Management Doctoral Student and Junior
Faculty consortium (Human Resource Division)
- 1982 - 1987 Member, Behavioral Sciences Research Review Committee,
National Institute of Mental Health
- 1988 – Present Ad Hoc Consultant for Extramural Project Review, National Institute of
Mental Health
- 1982 - 2012 Program Committee, Southern Academy of Management;
Program Committee, Decision Sciences Institute
Program Committee, Midwest Academy of Management;
Associate Program Chair, Decision Sciences Institute (1986)
Program Committee, Academy of Management,
Organizational Behavior, Human Resources, and Research Methods
Divisions
- 1986 Invited Panelist, National Institute for Occupational Safety and Health
Symposium for the Prevention of Leading Work-Related Diseases and
Disorders

EDITORIAL BOARD MEMBERSHIPS

Academy of Management Journal, 2004 - present

Journal of Management, 2000 – 2017

Journal of Applied Psychology, 1992-1997, 2010 – present

Journal of Occupational Health Psychology, 2010 – present

Occupational Health Science, 2016 - present

Organizational Behavior and Human Decision Processes, 2007 - 2010

Journal of Organizational Behavior, 1986-2000, Associate Editor, 1991-1993

Stress and Health, 1996-2002

I serve as an ad hoc reviewer for the following journals:

Academy of Management Review

Administrative Science Quarterly

Journal of Occupational and Organizational Psychology

Human Relations

Journal of Management Studies

Quarterly Journal of Business and Economics

Personnel Psychology

Journal of Applied Social Psychology

Journal of Experimental Psychology, Applied

Journal of Personality and Social Psychology

I also served as a Co-Editor (with John Ivancevich) for a special double issue of the *Journal of Organizational Behavior Management*.

AWARDS AND HONORS

1979	Outstanding Dissertation Paper Award, Academy of Management (O.B. Division)
1984	University Distinguished Teaching Award, University of Nebraska
1993	Phillips 66 Faculty Excellence Award for Research,

	University of Arkansas
2006	Sam M. Walton College of Business Faculty Research Award
2007	Sam M. Walton College of Business Outstanding "All-Around" Faculty Member Award
2016	Emerald Publishing "Citation of Excellence Award" for one of the most highly cited and influential papers published in 2013 (Ganster & Rosen, 2013)
2016	<i>Academy of Management Journal</i> "Editorial Board Outstanding Reviewer Award"
2018	<i>Journal of Management</i> Scholarly Impact Award (Sage Publishers)
2018	Sonny Lubick Pinnacle Award for Overall Excellence (Colorado State College of Business)

EXTERNAL GRANTS AND CONTRACTS

2013 – 2016	"International Development Innovation Network," Massachusetts Institute of Technology/USAID (\$671,996)
2007 - 2009	"Sales Performance and Retention Management," Dillard's, Inc. (\$143,000)
2003 - 2005	"Development and Validation of an electronic employee selection system." Dillard's, Inc. (\$275,000)
1992 - 1993	"NIOSH Healthy Companies Project," National Institute for Occupational Safety and Health, Project Number 29278255. (\$14,300)
1992 - 1993	"Endocrinological and Immune System Responses with exposure to work conditions," National Institute for Occupational Safety and Health, Project Number 34556789. (\$12,400)
1988 - 1989	"Perceived Control in the Work Place," National Institute for Occupational Safety and Health, Contract No. 88-79187. (\$22,400)
1987	"Cognitive Task Demands and Psychophysiological Responses," National Institute for Occupational Safety and Health, Contract No. 87-11713. (\$41,300)

1986 - 1987	"Assessment of Cognitive Load in Occupational Settings," National Institute for Occupational Safety and Health, Contract No. 86-72479. (\$15,600)
1986 - 1987	"Agriculture in Transition Program Evaluation," Nebraska Department of Labor (\$39,300)
1985 - 1987	"Type A and Occupational Stress," NIMH Research Grant (1 RO1 MH40368), Principal Investigator. (\$143,000)
1985	"A Psychometric Instrument for the Assessment of Occupational Stress," National Institute for Occupational Safety and Health, Contract No. 85-35946. (\$22,700)
1981 - 1983	"Antecedents and Consequences of Employee Stress," NIMH Research Grant (1 RO1 MH34408), Principal Investigator. (\$183,000)

TEACHING

I have taught undergraduate and graduate level courses in Organizational Behavior and Team Management. I have also taught Data Analysis and Interpretation, a freshman level core course for the Walton College of Business at the University of Arkansas. I served as course coordinator for this course as well. I have also devoted considerable time to the research methodology curriculum of the Ph.D. program at the Walton College of Business with regular courses in Multiple Regression/Correlation Methods and general research design, as well as periodic topical seminars. At CSU I taught a course in data analysis to students in the Global Social & Sustainable Enterprise MBA Program. I also teach MBA classes on managing human capital in the MBA program and Introduction to Management for undergraduates.

FORMER DOCTORAL STUDENTS

Pamela Perrewé	Robert O. Lawton Distinguished Professor and Haywood and Betty Taylor Eminent Scholar, Florida State University
Nancy G. Dodd	Associate Professor, Montana State University (retired)
Kenneth Eastman	Dean of College of Business, Oklahoma State University
Ross A. McDonald	Senior Lecturer, University of Auckland (New Zealand)
Dale J. Dwyer	Professor, University of Toledo
Barbara Kemmerer	Associate Professor, Eastern Illinois University (Retired)
Marilyn Fox	Professor and MBA Director, Minnesota State University-Mankato
Corinne Karuppan	Professor, Missouri State University

Linda T. Thomas	Professor, Bellevue University
Jeffery Slattery	Professor, Northeastern State University
Bruce Walker	Associate Professor, Northeast Louisiana State University
Michelle Duffy	Vernon Heath Chair of Work and Organizations, Carlson School of Management, University of Minnesota
Mary Logan	Senior Lecturer, London School of Economics and Assistant Dean of the Global Executive MBA Program, New York University
Kent Faught	Professor, Ouachita Baptist University
Eric Stark	Professor, James Madison University

JOURNAL PUBLICATIONS (Google Scholar citations: 15,070, H Index: 50)

- Burzynska, A.Z., Jiao, Y., & Ganster, D.C. (2019). Adult-life occupational exposures: Enriched environment or a stressor for the aging brain? *Work, Aging, and Retirement*, 5, 3-23.
- Miller, J., Ganster, D.C., & Griffis, S. (2018). Leveraging Big Data to Develop SCM Theory: The Case of Panel Data." *Journal of Business Logistics*, 39(3),182-202.
- Ganster, D.C., Crain, T., & Brossoit, R. (2018). Physiological Measurement in the Organizational Sciences: Review and Recommendations for Future Use. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 267-293.
- Ganster, D.C., Rosen, R., & Fisher, G.G. (2018). Long working hours and well-being: What we know, what we do not know, and what we need to know. *Journal of Business and Psychology*, 33, 25-39.
- Elfering, A., Grebner, S., Ganster, D.C., Berset, M., Kottwitz, M.U., & Semmer, N. K. (2018). Cortisol on Sunday as indicator of recovery from work: Prediction by observer ratings of job demands and control through self-reported after-work fatigue. *Work & Stress*, 2018, 32, 168-188.
- Lean, E. & Ganster, D.C. (2017). Is there a common understanding of spiritual leader behaviors? *Journal of Management, Spirituality and Religion*, 14, 295-317.
- Nesterkin, D. & Ganster, D.C. (2015). The effects of non-response rates on group-level correlations. *Journal of Management*, 41, 789-807.
- Gupta, N., Ganster, D.C., & Kepes, S. (2013). Assessing the validity of sales self-efficacy: A cautionary tale. *Journal of Applied Psychology*, 98, 690-700.

- Ganster, D.C. & Rosen, C.R. (2013). Work stress and employee health: A multidisciplinary review. *Journal of Management*, 39, 1085-1122.
- Ganster, D.C., Kiersch, C.E., Marsh, R., & Bowen, A. (2011). Performance-based rewards and work stress. *Journal of Organizational Behavior Management*, 31, 221-235.
- Ganster, D.C. (2008). Measurement challenges for studying work-related stressors and strains. *Human Resource Management Review*, 18, 259-270.
- Schaubroeck, J., Walumbwa, F., Ganster, D.C., & Kepes, S. (2007). Destructive leader traits and the neutralizing influence of an enriched job. *Leadership Quarterly*, 18, 236-251.
- Logan, M. & Ganster, D.C. (2007). The Effects of Empowerment on Attitudes and Performance: The Role of Social Support and Empowerment Beliefs. *Journal of Management Studies*, 44, 1523-1550.
- Duffy, M.K., Ganster, D.C., Shaw, J.D., Johnson, J.L., & Pagon, M. (2006). The social context of undermining behavior at work. *Organizational Behavior and Human Decision Processes*, 101, 105-126.
- Ganster, D.C. (2005). Executive Job Demands: Suggestions from a Stress and Decision Making Perspective. *Academy of Management Review*, 30, 492-502.
- Logan, M. & Ganster, D.C. (2005). An experimental evaluation of a control intervention to alleviate job stress. *Journal of Management*, 31, 90-107.
- Karuppan, C. & Ganster, D.C. (2004). The labor-machine dyad and its influence on mix flexibility. *Journal of Operations Management*, 22, 533-556.
- Logan, M. S, Faught, K., Ganster, D. C. (2004). Outsourcing a satisfied and committed workforce: a trucking industry case study. *International Journal of Human Resource Management*, 15, 147-162.
- Slattery, J. & Ganster, D.C. (2002). Determinants of risk taking in a dynamic uncertain environment. *Journal of Management*, 28, 89-106.
- Duffy, M., Ganster, D. C., & Pagon, M. (2002). Social undermining in the workplace. *Academy of Management Journal*, 45, 331-351.
- Ganster, D.C., Fox, M., & Dwyer, D. (2001). Explaining Employee Health Care Costs: A Prospective Examination of Stressful Job Demands, Personal Control, and Physiological Reactivity. *Journal of Applied Psychology*, 86, 954-964.
- Schaubroeck, J., Ganster, D.C., & Jones, J. (1998). Organization and occupation influences in the attraction – selection – attrition process. *Journal of Applied Psychology*, 83, 869-891.

- Duffy, M., Ganster, D.C., & Shaw, J.D. (1998). Positive affectivity and negative outcomes: The role of tenure and job satisfaction. *Journal of Applied Psychology*, 83, 950-959.
- Pagon, M., Duffy, M.K., Ganster, D.C., & Lobnikar, B. (1998). Understanding police deviance: Personal and interpersonal determinants. *Security Journal*, 11, 179-184.
- Schaubroeck, J., Ganster, D.C. & Kemmerer, B. (1996). Does trait affect promote job attitude stability? *Journal of Organizational Behavior*, 17, 191-196.
- Dodd, N.G. & Ganster, D.C. (1996). The interactive effects of variety, autonomy, and feedback on attitudes and performance. *Journal of Organizational Behavior*, 17, 329-348.
- Ganster, D. C. & Dwyer, D.J. (1995). The effects of understaffing on individual and group performance in professional and trade organizations. *Journal of Management*, 21, 175-190.
- Thomas, L.T. & Ganster, D.C. (1995). The impact of family-supportive work variables on work-family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80, 6-15.
- Schaubroeck, J., Ganster, D.C., & Kemmerer, B.E. (1994). Job complexity, Type A behavior, and cardiovascular disorder: A prospective study. *Academy of Management Journal*, 37, 426-439.
- Schaubroeck, J., Ganster, D.C., Sime, W., & Dittman, D. (1993). A field experiment testing supervisory role clarification. *Personnel Psychology*, 46, 1-25.
- Fox, M., Dwyer, D., & Ganster, D.C. (1993). Effects of stressful job demands and control on physiological and attitudinal outcomes in a hospital setting. *Academy of Management Journal*, 36, 289-318.
- Schaubroeck, J. & Ganster, D.C. (1993). Chronic demands and responsivity to challenge. *Journal of Applied Psychology*, 78, 73-85.
- Taylor, L.A., Cosier, R.A., & Ganster, D.C. (1992). The positive effects of easy goals on decision quality and risk propensity in an MCPLP task. *Decision Sciences*, 23, 880-898.
- Schaubroeck, J., Ganster, D.C., & Fox, M.L. (1992). Dispositional affect and work-related stress. *Journal of Applied Psychology*, 77, 322-335.
- Dwyer, D.J. & Ganster, D.C. (1991). The effects of job demands and control on employee attendance and satisfaction. *Journal of Organizational Behavior*, 12, 595-608.
- Ganster, D.C. & Schaubroeck, J. (1991). Work stress and employee health. *Journal of Management*, 17, 235-271.

- Ganster, D.C. & Schaubroeck, J. (1991). Role stress and worker health: An extension of the plasticity hypothesis of self-esteem. *Journal of Social Behavior and Personality*, 6, 349-360.
- Schaubroeck, J. & Ganster, D.C. (1991). Beyond the call of duty: A field study of extra-role behavior in organizations. *Human Relations*, 44, 569-582.
- Schaubroeck, J. & Ganster, D.C. (1991). The role of negative affectivity in work-related stress. *Journal of Social Behavior and Personality*, 6, 319-330.
- Mayes, B.T., Barton, M., & Ganster, D.C. (1991). An exploration of the moderating effect of age on job stressor-employee strain relationships. *Journal of Social Behavior and Personality*, 6, 289-308.
- Ganster, D.C., Williams, S., & Poppler, P. (1991). Does training in problem solving improve the quality of group decisions? *Journal of Applied Psychology*, 76, 479-483.
- Ganster, D.C., Schaubroeck, J., Sime, W., & Mayes, B.T. (1991). The nomological validity of the Type A personality among employed adults. *Journal of Applied Psychology (Monograph)*, 76, 143-168.
- Ganster, D.C. & Fusilier, M.R. (1989). Control in the Work Place. *International Review of Industrial and Organizational Psychology*, 235-280.
- Perrewé, P.L. & Ganster, D.C. (1989). The impact of job demands and behavioral control on experienced job stress. *Journal of Organizational Behavior*, 10, 213-229.
- Mayes, B.T. & Ganster, D.C. (1988). Exit and Voice: A test of hypotheses based on fight/flight responses to job stress. *Journal of Organizational Behavior*, 9, 199-216.
- Ganster, D.C. & Victor, B. (1988). The impact of social support on mental and physical health. *British Journal of Medical Psychology*, 61, 17-36.
- Fusilier, M.R., Ganster, D.C., & Mayes, B.T. (1987). Effects of social support, role stress, and locus of control on health. *Journal of Management*, 13, 521-532.
- Ganster, D.C. (1986). Type A behavior and occupational stress. *Journal of Organizational Behavior Management*, 8, 61-84.
- Fusilier, M.R., Ganster, D.C., & Mayes, B.T. (1986). The social support and health relationship: Is there a gender difference? *Journal of Occupational Psychology*, 59, 145-153.
- Ivancevich, J.M. & Ganster, D.C. (1986). Stress: Theory, Research, and Suggestions. *Journal of Organizational Behavior Management*, 8, 1-4.
- Ganster, D.C., Fusilier, M.R., & Mayes, B.T. (1986). Role of social support in the experience of stress at work. *Journal of Applied Psychology*, 71, 102-110.

- Baker, D.D. & Ganster, D.C. (1985). Leader communication style: Test of vertical dyad linkage versus undirected models. *Group and Organization Studies*, 10, 242-259.
- Fusilier, M.R., Ganster, D.C., & Middlemist, D. (1984). A within person test of the form of the expectancy theory model in a choice context. *Organizational Behavior and Human Performance*, 34, 323-342.
- Mayes, B.T., Sime, W.E., & Ganster, D.C. (1984). Convergent validity of Type A behavior pattern scales and their ability to predict physiological responsiveness in a sample of female public employees. *Journal of Behavioral Medicine*, 7, 83-108.
- Mayes, B.T. & Ganster, D.C. (1983). A multitrait-multimethod matrix analysis of the PRF and MNQ need scales. *Journal of Management*, 9, 113-126.
- Ganster, D.C., Hennessey, H., & Luthans, F. (1983). Social desirability response effects: Three alternative models. *Academy of Management Journal*, 26, 321-331.
- Ganster, D.C., Mayes, B.T., Sime, W.E., & Tharp, G.D. (1982). Managing organizational stress: A field experiment. *Journal of Applied Psychology*, 67, 533-542.
- Woodman, R., Ganster, D.C., Adams, J., McCuddy, M., Fromkin, H., & Tolchinsky, P. (1982). A survey of employee perceptions of information privacy in organizations. *Academy of Management Journal*, 25, 647-663.
- Ganster, D.C. (1981). Protestant Ethic and performance: A re-examination. *Psychological Reports*, 48, 335-338.
- Tolchinsky, P., McCuddy, M., Adams, J., Ganster, D.C., & Woodman, R. (1981). Employee perceptions of invasion of privacy: A field simulation experiment. *Journal of Applied Psychology*, 66, 303-313.
- Ganster, D.C. (1980). Individual differences and task design: A laboratory experiment. *Organizational Behavior and Human Performance*, 26, 131-148.
- Stone, E., Ganster, D.C., Woodman, R., & Fusilier, M.R. (1979). Relationships between growth need strength and selected individual differences employed in job design research. *Journal of Vocational Behavior*, 14, 329-340.
- Ganster, D.C. & Lovell, J. (1978). An evaluation of a career development seminar using Crites' Career Maturity Inventory. *Journal of Vocational Behavior*, 13, 172-180.

BOOKS AND BOOK CHAPTERS

- Rosen, C. R., & Ganster, D. C. (2014). Workplace politics and well-being: An allostatic load perspective. In A. M. Rossi, J. Meurs, & P. Perrewé (Eds.), *Improving Employee Health and Well-Being*. Charlotte, NC: Information Age Publishing.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2011). *Research in occupational stress and well being. Volume 9: The role of individual differences in occupational stress and well being*. UK: Emerald.

Ganster, D.C. & Perrewé, P.L. (2011). Theories of work stress. In J.C. Quick & L.E. Tetrick (Eds.), *Handbook of occupational health psychology*. (pp. 37-53). Washington, D.C.: American Psychological Association.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2010). *Research in occupational stress and well being. Volume 8: New Developments in Theoretical, Conceptual, and Methodological Approaches to Job Stress*. UK: Emerald.

Sonnentag, S., Perrewé, P.L. & Ganster, D.C. (Eds.) (2009). *Research in Occupational stress and well being. Volume 7: Current perspectives on job-stress recovery*. UK: Emerald/JAI.

Ganster, D.C. (2008). Book Review: Roberts, B. (2007). Getting the most out of the research experience. Thousand Oaks, CA: Sage. *Organizational Research Methods*. Published online on September 5, 2008 as doi:10.1177/1094428108324515.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2007). *Research in Occupational stress and well being. Volume 6: Exploring the work and non-work interface*. Amsterdam: Elsevier.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2006). *Research in occupational stress and well being. Volume 5: Employee health, coping and methodologies*. Amsterdam: Elsevier.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2005). *Research in occupational stress and well being. Volume 4: Exploring interpersonal dynamics*. Amsterdam: Elsevier.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2003). *Research in occupational stress and well being. Volume 3: Emotional and physiological processes and positive intervention strategies*. Amsterdam: Elsevier JAI

Duffy, M.K., O'Leary-Kelly, A.M., & Ganster, D. (2003). Antisocial work behavior and individual and organizational health. In D.A. Hofmann & L.E. Tetrick (Eds.), *Health and safety in organizations* (pp. 173-200). San Francisco: Jossey-Bass Publishers.

Perrewé, P.L. & Ganster, D.C. (Eds.) (2002). *Research in Occupational Stress and Well Being. Volume 2: Historical and Current Perspectives on Stress and Health*. Amsterdam: JAI.

- Perrewé, P.L. & Ganster, D.C. (Eds.) (2001). *Research in Occupational Stress and Well Being. Volume 1: Exploring Theoretical Mechanisms and Perspectives*. Amsterdam: JAI.
- Ganster, D.C. & Murphy, L. (2000). Workplace interventions to prevent stress-related illness: Lessons from research and practice. In C.L. Cooper and E.A. Locke (Eds.), *I/O Psychology: What we know about theory and practice* (pp.34-51). Oxford: Blackwell.
- Ganster, D.C. (1998). Factors intrinsic to the job: Autonomy and control. In J.M. Stellman (Ed.), *Encyclopaedia of Occupational Health and Safety*, 4th Ed. (Vol. 2, 34.23-34.25). Geneva, Switzerland: International Labour Office.
- Ganster, D.C. (1995). Interventions for building healthy organizations: Suggestions from the stress research literature. In L. Murphy, J.J. Hurrell, Jr., S. Sauter, and G. Keita (Eds.), *Job Stress Interventions*. Washington, D.C.: American Psychological Association, pp. 323-336.
- Ganster, D.C. and Schaubroeck, J. (1995). The moderating effect of self-esteem on the work stress-employee health relationship. In R. Crandall and P. Perrewe (Eds.), *Occupational Stress: A Handbook* (2nd ed.). New York, NY: Taylor & Francis, pp. 167-177.
- Schaubroeck, J. and Ganster, D.C. (1991). Associations among stress-related individual differences. In C.L. Cooper and R. Payne (Eds.), *Individual Differences, Personality, and Stress*. Chichester: John Wiley & Sons, Ltd., pp. 33-66.
- Ganster, D.C. (1989). Worker control and well-being: A review of research in the workplace. In S.L. Sauter, J.J. Hurrell, Jr., & C.L. Cooper (Eds.), *Job Control and Worker Health*. Chichester: John Wiley & Sons, Ltd., pp. 3-23.
- Ganster, D.C., Mayes, B.T., & Sime, W.E. (1989). Type A behavior in the work setting: A review and some new data. In A. Seigman and T. Dembroski (Eds.), *In Search of Coronary-Prone Behavior: Beyond Type A*. Hillsdale, NJ: Erlbaum, pp. 169-194.
- Ganster, D.C. (1988). Improving measures of worker control in occupational stress research. In J.J. Hurrell, Jr., L. Murphy, S. Sauter, & C.L. Cooper (Eds.), *Occupational Stress: Issues and Developments in Research*. London: Taylor & Francis Ltd (pp. 88-99.)
- Ivancevich, J.M. & Ganster, D.C. (Eds.) (1987). *Job Stress: From Theory to Suggestion*. New York: Haworth Press.
- Ganster, D.C., Hurrell, J.J., Jr., & Thomas, L. (1987). Development of a scale to assess occupational cognitive demands. In G. Salvendy, S.L. Sauter, & J.J. Hurrell, Jr. (Eds.), *Social, Ergonomic and Stress Aspects of Work with Computers*. Amsterdam: Elsevier Science (pp. 231-238).

Sime, W.E., Mayes, B.T., Witte, H., & Ganster, D.C. (1984). Occupational stress testing in the real world. In F.J. McGuigan, W.E. Sime, and J.M. Wallace (Eds.), *Stress and Tension Control*. New York: Plenum, pp. 225-239.

Ganster, D.C. (1983). Getting the pink slip. *Contemporary Psychology*, 28, 705.

PAPER PRESENTATIONS

Fromkin, H., Ganster, D., & McCuddy, M. Similarity and self-esteem: Replication and extension. Paper presented at the meeting of the Midwest Psychological association, Chicago, May, 1977.

Ganster, D. & Lovell, J. An evaluation of career development. Paper presented at the meeting of the American Psychological Association, San Francisco, August, 1977.

Osborn, R., Adams, J., Fromkin, H., Ganster, D., McCuddy, M., & Woodman, R. Corporate information handling practices and employee perceptions. Paper presented at the Symposium on Transborder Data Flows and the Protection of Privacy, Organization for Economic Cooperation and Development, Vienna, Austria, September, 1977.

Mayes, B.T. & Ganster, D. The implications of organizational politics research on managerial decision making. Paper presented at the meeting of Southwest American Institute for Decision Sciences, Houston, March, 1979.

Ganster, D. The effects of individual differences and objective task scope on task perceptions and satisfaction: A laboratory investigation. Paper presented at the meeting of the Academy of Management, Atlanta, August, 1979.

Ganster, D., Woodman, R., Adams, J., Fromkin, H., McCuddy, M., & Tolchinsky, P. Information privacy in organizations: An examination of employee perceptions and attitudes. Paper presented at the meeting of the Academy of Management, Atlanta, August, 1979.

Mayes, B.T., Ganster, D., & Schoenborn, T. The effect of leader-subordinate similarity in personality and task perceptions on leader behavior and subordinate satisfaction. Paper presented at the meeting of the American Institute for Decision Sciences, New Orleans, November, 1979.

Ganster, D. & Mayes, B.T. An experimental test of Protestant Ethic as a predictor of satisfaction and performance. Paper presented at the meeting of the American Institute for Decision Sciences, New Orleans, November, 1979.

Ganster, D. Task design and employee stress. Paper presented at the meeting of the Midwest Academy of Management, Cincinnati, April, 1980.

- McCuddy, M., Tolchinsky, P., Adams, J., Ganster, D., & Woodman, R. An experimental investigation of factors influencing employee perceptions of invasion of privacy. Paper presented at the meeting of the Academy of Management, Detroit, August, 1980.
- Ganster, D., Mayes, B.T., Sime, W., & Tharp, G. Stress in organizations: The impact of tasks and individual differences on physiological and affective responses. Paper presented at the annual meeting of the Academy of Management, Detroit, August, 1980.
- Conti, M., Ganster, D., Mayes, B.T., & Perrewé, P. Organizational systems and sources of stress. Paper presented at the International Conference on Systems Science in Health Care, Montreal, July, 1980.
- McCuddy, M., Adams, J., Ganster, D., Tolchinsky, P., Woodman, R., & Fromkin, H. Invasion of privacy: A social concern for personnel managers. Paper presented at the meeting of the Indiana Academy of the Social Sciences, October, 1980.
- Mayes, B.T. & Ganster, D. A path-analytic test of the Mobley, Griffeth, Hand, and Meglino model of employee turnover. Paper presented at the meeting of the American Institute for Decision Sciences, Las Vegas, November, 1980.
- Haeker, S., Sime, W., Mayes, B.T., & Ganster, D. Coronary-prone behavior pattern, sex role orientation, and physiological responses to stress. Paper presented at the meeting of the Biofeedback Society of America, Louisville, 1981.
- Ganster, D., Cullen, J, Lee, S., & Mowday, R. Job scope as a causal factor in job satisfaction and organizational commitment: A cross-lagged panel test. Paper presented at the meeting of the Western American Institute for Decision Sciences, Hilo, March, 1981.
- Ganster, D. & Mayes, B.T. Organizational stress and quality of worklife: A multivariate investigation. Paper presented at the meeting of the Western Academy of Management, Monterey, April, 1981.
- Conti, M., Mayes, B.T., & Ganster, D. Organizational climate and individual personality as predictors of organizational politics. Paper presented at the meeting of the Western Academy of Management, Monterey, April, 1981.
- Mayes, B.T. & Ganster, D. Participation in the leader-subordinate dyad: A coalition politics extension of the vertical dyad linkage model. Paper presented at the meeting of the Western Academy of Management, Monterey, April, 1981.
- Ganster, D., Petelle, J., Baker, D., Dallinger, J., & Backus, D. Leader communication: Toward the development of a multidimensional construct. Paper presented at the meeting of the International Communication Association, Minneapolis, May, 1981.
- Baker, D. & Ganster, D. Leader communication style: A test of undirected vs VDL models. Paper presented at the meeting of the Academy of Management, San Diego, August, 1981.

- Ganster, D., Mayes, B.T., Sime, W., & Tharp, G. An evaluation of a stress management training program. Paper presented at the meeting of the Academy of Management, San Diego, August, 1981.
- Ganster, D., Steere, J., & Mayes, B.T. An exploration of the career anchor model. Paper presented at the meeting of the American Institute for Decision Sciences, Boston, November, 1981.
- Mayes, B.T. & Ganster, D. An examination of the psychometric properties of the PRF and MNQ need scales. Paper presented at the meeting of the American Institute for Decision Sciences, Boston, November, 1981.
- Ganster, D., Hennessey, H., & Luthans, F. An examination of the role of social desirability in organizational behavior research. Paper presented at the meeting of the Academy of Management, New York, August, 1982.
- Ganster, D., Baker, D. & Luthans, F. An empirical comparison of ALS and VDL leadership models. Paper presented at the meeting of the American Institute for Decision Sciences, San Francisco, November, 1982.
- Ganster, D., Mayes, B.T., & McCaul, K. An empirical assessment of coping: A preliminary analysis. Paper presented at the meeting of the American Institute for Decision Sciences, San Francisco, November, 1982.
- Balling, S., Mayes, B.T., Sime, W., & Ganster, D. Androgyny and job stress: If some is good, more is not necessarily better. Paper presented at the meeting of the Academy of Management, Dallas, August, 1983.
- Ganster, D., Mayes, B.T., & Fusilier, M. Sex role orientation and occupational stress. Paper presented at the meeting of the American Institute for Decision Sciences, San Antonio, November, 1983.
- Specht, P., Fusilier, M., & Ganster, D. Experiential learning-based discussion vs lecture-based discussion: A comparative analysis in a classroom setting. Paper presented at the meeting of the Association for Business Simulation and Experiential Learning, Honolulu, January, 1984.
- Fusilier, M., Ganster, D., & Specht, P. An evaluation of the Minitab package as a supplement in teaching business statistics concepts. Paper presented at the meeting of the Association for Business Simulation and Experiential Learning, Honolulu, January, 1984.
- Mayes, B.T., Ganster, D., Sime, W., & Tharp, G. A multivariate test of a general model of job stress. Paper presented at the meeting of the Academy of Management, Boston, August, 1984.
- Ganster, D., Fusilier, M., & Mayes, B.T. An examination of the role of social support in the experience of job stress. Paper presented at the meeting of the Southern Management Association, New Orleans, November, 1984.

- Ganster, D. Causes and consequences of work stress. Paper presented at the Conference on Methodology for the Study of Work Stress, National Institute of Mental Health, Washington, D.C., March, 1985.
- Ganster, D., Fusilier, M., & Mayes, B.T. Social support and work stress: A test of gender differences. Paper presented at the meeting of the Academy of Management, San Diego, August, 1985.
- Ganster, D. The role of control in occupational stress. Paper presented at the Conference on Occupational Stress Measurement, National Institute for Occupational Safety and Health, New Orleans, October, 1985.
- Fusilier, M., Ganster, D., & Mayes, B.T. Effects of role stress, social support, and locus of control on health. Paper presented at the meeting of the Decision Sciences Institute, Honolulu, November, 1986.
- Ganster, D. Worker control and well-being: A review of research in the workplace. Paper presented at the National Institute of Occupational Safety and Health Conference on Control at Work, Cincinnati, May, 1987.
- Ganster, D., Hurrell, J., & Thomas, L. Development and validation of a self-report measure of cognitive task demand. Paper presented at the Second International Conference on Human-Computer Interaction, Honolulu, August, 1987.
- Dodd, N. & Ganster, D.C. The interaction of autonomy, variety, and feedback to predict satisfaction and performance: A laboratory experiment. Paper to be presented at the annual meeting of the Southern Academy of Management, New Orleans, November, 1987.
- Ganster, D.C. & Mayes, B.T. A field test of the interactive effects of job demands and control on worker well-being. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA., August, 1988.
- Ganster, D.C. & Mayes, B.T. Occupational selection and hyper-reactivity models of Type A and work-related stress. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA., August, 1988.
- Mayes, B.T., Barton, M.E., & Ganster, D.C. An exploration of the moderating effect of age on job stressor-employee strain relationships. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA., August, 1988.
- Ganster, D.C. & Dwyer, D.J. The effects of understaffing on employee motivation and group performance. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA., November, 1988.

- Ganster, D.C., Walderssee, R., & Victor, B. Employee ability and performance as determinants of leader behavior. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA., November, 1988.
- Ganster, D.C., Fox, M., & Mayes, B.T. Relating job stress to strain: Is there really a dispositional influence? Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C., August, 1989.
- Dwyer, D.J. & Ganster, D.C. The effects of job demands and control on employee attendance and satisfaction. Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C., August, 1989.
- Schaubroeck, J. & Ganster, D.C. Organizational commitment and volunteer behavior. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA., November, 1989.
- Ganster, D.C., Schaubroeck, J., Sime, W., & Mayes, B.T. Unhealthy leader dispositions, work group strain, and performance. Paper presented at the Annual Meeting of the Academy of Management (and published in the "Best Paper" Proceedings), San Francisco, CA., August, 1990).
- Ganster, D.C., Williams, S., & Poppler, P. The effects of training in individual problem solving and group process on the quality of group decisions. Paper presented at the Annual Meeting of the Academy of Management, San Francisco, CA., August, 1990.
- Ganster, D.C. & Dwyer, D.J. The effects of staffing sufficiency on individual and group performance. Paper presented at the annual meeting of the Decision Sciences Institute, San Diego, CA., November, 1990.
- Mayes, B.T., Johnson, T.W., & Ganster, D.C. Stress in a police department: The nature of job stressors and their relationship to strains and coping behavior. Paper presented at the meeting of the Western Academy of Management, Santa Barbara, CA., March, 1991.
- Ganster, D.C. Neuroendocrine approaches to studying job design. Paper presented at the Annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, April, 1991.
- Fox, M.L., Dwyer, D.J., & Ganster, D.C. Stress and control among nurses: Effects on physiological outcomes. Paper presented at the Annual meeting of the Academy of Management, Miami, August, 1991.
- Schaubroeck, J., Ganster, D.C., & Fox, M.L. Dispositional affect and work-related stress. Paper presented at the annual meeting of the Decision Sciences Institute, Miami, November, 1991.
- Schaubroeck, J., Ganster, D.C., Sime, W., & Dittman, D. A field experiment testing supervisory role clarification. Paper presented at the annual meeting of the Academy of Management, Las Vegas, August, 1992.

- Schaubroeck, J. & Ganster, D.C. Characteristics of enriched jobs and cardiovascular health: A prospective study. Paper presented at the APA/NIOSH Conference on Job Stress, Washington, D.C., November, 1992.
- Dwyer, D.J., Fox, M.L., & Ganster, D.C. Assessment of work and nonwork demands on psychological and physiological health: A test of the spillover model. Paper presented at the Annual Meeting of the Midwest Academy of Management, April, 1993.
- Dwyer, D.J., Fox, M.L., & Ganster, D.C. The relationship of stress and the conflict between work and nonwork domains: An investigation of the effects of work and nonwork time and energy. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, August, 1993.
- Schaubroeck, J., Ganster, D.C., & Kemmerer, B. Personality and the stability of job satisfaction. Paper presented at the annual meeting of the Academy of Management, Dallas, August, 1994.
- Slattery, J.P. & Ganster, D.C. Risk propensity influences upon the choice of a goal in a strategic context. Paper presented at the meeting of the Western Decision Sciences Institute, San Francisco, April, 1995.
- Ganster, D.C., Duffy, M., & Hurrell, J.J., Jr. The role of objective occupational demands in determining worker stress and well being. Paper presented at the annual meeting of the Academy of Management, Vancouver, August, 1995.
- Ganster, D.C., Slattery, J., Pagon, M., & Md-Sidin, S. The effects of stress on the relative influence of leaders and members of decision making groups. Paper presented at the annual meeting of the Academy of Management, Vancouver, August, 1995.
- Ganster, D.C. The stressful workplace, mental and physical health, and the problem of prevention. Paper presented at the NIMH Workshop on Social Stressors, Personal and Social Resources, and their Health Consequences. Bethesda, MD, August, 1995.
- Duffy, M., Hurrell, J.J., Jr. & Ganster, D.C. Testing the demands-control model with objective occupational control measures. Paper presented at the APA/NIOSH Conference on Work Stress and Health, Washington, D.C., September 1995.
- Slattery, J. & Ganster, D.C. Prior outcome effects upon the subsequent choice of a goal in a strategic context. Paper presented at the annual meeting of the Decision Sciences Institute, Boston, November, 1995.
- Schaubroeck, J., Ganster, D.C., & Duffy, M. The influence of trait affect susceptibility on job attitudes. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH., August, 1996.
- Dwyer, D., Fox, M., & Ganster, D.C. A prospective study of Karasek's job demands - job decision latitude model in predicting employee health and well being. Paper presented at the annual meeting of the Academy of Management, Cincinnati, OH., August, 1996.

- Duffy, M., Shaw, J., & Ganster, D.C. Personality and performance: Individual and group level predictions. Paper presented at the meeting of the Southern Management Association, New Orleans, LA., November, 1996.
- Slattery, J.P. & Ganster, D.C. Effects of attractiveness perceptions on the choice of a goal in a perceptually ill-structured context in which extrinsic incentives are offered. Paper presented at the meeting of the Decision Sciences Institute, Orlando, FL., November, 1996.
- Ganster, D.C., Pagon, M., & Duffy, M. Organizational and interpersonal sources of stress in the Slovenian Police Force. Paper presented at the International Conference on Policing in Central and Eastern Europe, Ljubljana, Slovenia, November, 1996.
- Duffy, M. & Ganster, D.C. When positive affect produces negative outcomes: The role of tenure and job satisfaction. Paper presented at the annual meeting of the Academy of management, Boston, August, 1997.
- Ganster, D.C. & Duffy, M. The structure and dimensions of perceived control. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, St. Louis, April, 1997.
- Slattery, J. & Ganster, D.C. Prior outcome influences on decision making in a strategic context. Paper presented at the annual meeting of the Decision Sciences Institute, San Diego, November, 1997.
- Slattery, J. & Ganster, D.C. Determinants of risky decision making when choosing a goal in a perceptually ill-structured context. Paper presented at the annual meeting of the Western Decision Sciences Institute, Hawaii, April, 1997.
- Duffy, M., Ganster, D.C., & Pagon, M. Social undermining and social support in the workplace. Paper presented at the annual meeting of the Academy of Management, San Diego, August, 1998.
- Ganster, D.C. & Duffy, M. Measurement of stressors and strains. Paper presented at the annual meeting of the Academy of Management, San Diego, August, 1998.
- Pagon, M., Lobnikar, B., Duffy, M. & Ganster, D. Organizational and interpersonal determinants of police deviance. Paper presented at the Second Biennial International Conference on Policing in Central and Eastern Europe, Ljubljana, Slovenia, November, 1998.
- Logan, M., Faught, K., & Ganster, D.C. Developing empowerment through supervisory practices: An exploratory analysis. Paper presented at the annual meeting of the Southern Management Association, New Orleans, November, 1998.

- Logan, M., Ganster, D.C., & Faught, K. The relationship of prior job attitudes with post-merger adjustment. Paper presented at the annual meeting of the Midwest Academy of Management, Lincoln, NE, April, 1999.
- Slattery, J. & Ganster, D.C. Determinants of risk-taking and decisions in a perceptually ill-structured environment. Paper presented at the annual meeting of the Midwest Academy of Management, Lincoln, NE, April, 1999.
- Ganster, D. The stressful workplace: Challenges for intervention. Paper presented at the APA/NIOSH Conference on Work, Stress, and Health '99, Baltimore, MD.: March, 1999.
- Faught, K., Logan, M., Ganster, D., & Delery, J. Conceptual and empirical examination of the role of employee commitment in strategic human resource management. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.: November, 1999.
- Logan, M. & Ganster, D.C. An experimental evaluation of an empowerment intervention. Paper presented at the annual meeting of the Academy of Management, Toronto, CA: August, 2000.
- Duffy, M., Ganster, D.C., & Pagon, M. The influence of the social context on individual reactions to perceived supervisory undermining. Paper presented at the annual meeting of the Academy of Management, Toronto, CA: August, 2000.
- Ganster, D.C., Slattery, J., & Pagon, M. Replication and Extension of the Multilevel Theory of Team Decision Making to an Unstructured Team Context. Paper presented at the annual meeting of the Decision Sciences Institute. Orlando, FL.: November, 2000.
- Faught, K.S. & Ganster, D.C. Correcting the fundamental attribution error: The role of statistical process control in TQM. Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C., August, 2001.
- Faught, K., Ganster, D.C., & Logan, M. How the use of statistical process control alters the manager's behavior to improve quality. Paper presented at the annual meeting of the Southern Management Association, New Orleans: November 2001.
- Slattery, J. & Ganster, D.C. Probability estimates and prior outcome feedback influences upon risk taking in a dynamic uncertain environment. Paper presented at the annual meeting of the Decision Sciences Institute, San Diego, CA: November 2002.
- Ganster, D.C. & Bates, C.A. Do long work hours decrease general well being and increase work-family conflict? Paper presented at the annual meeting of the Academy of Management, Seattle, WA, August, 2003.

- Slattery, J. & Ganster, D.C. Positive and negative affect and performance outcome feedback influences upon strategic decision making. Paper presented at the annual meeting of the Decision Sciences Institute, Washington, D.C., November, 2003.
- Ganster, D.C. Strategies for collecting data overseas. Professional Development Workshop at the annual meeting of the Academy of Management, Atlanta, 2006.
- Ganster, D.C. Using salivary cortisol as a marker for job stress. Paper presented at the annual meeting of the Academy of Management, Philadelphia: August, 2007.
- Ganster, D.C. Individual health at work: An agenda for I/O psychologists. Keynote address given at annual meeting of the Society of Industrial and Organizational Psychology, San Francisco: April, 2008.
- Ganster, D.C. Employee well-being. Presenter in All-Academy Workshop: The questions we ask and don't ask: Where should we go from here? Academy of Management Annual Meeting, Anaheim, CA: August 2008.
- Ganster, D.C. Physiological measurement of work stress outcomes. Presenter in All-Academy Professional Development Workshop: Questions we (don't) ask: Human physiology and management. Academy of Management Annual Meeting, Anaheim, CA: August 2008.
- Ganster, D.C. Using cortisol to address questions about work stress, recovery, and well-being. Presentation at Academy of Management Annual Meeting, Anaheim, CA: August 2008.
- Ganster, D.C. Methods myopia revisited: Promoting cause and effect in organizational behavior. Professional Development Workshop at the annual meeting of the Academy of Management, Chicago, August, 2009.
- Kepes, S., Ganster, D.C. & Gupta, N. Sales self-efficacy: Scale development and nomological validation. Presentation at the annual meeting of the Academy of Management, Chicago, August, 2009.
- Elfering, A., Grebner, S., Ganster, D.C., Berset, M., & Semmer, N. Psychological and Physiological Recovery during a Work Week: Effects of Job Demands and Control. Paper presented at APA/NIOSH Stress Conference: Work Stress, and Health 2009: Global Concerns and Approaches, San Juan, Puerto Rico, November 7, 2009.
- Liou, R-S. & Ganster, D.C. Female breadwinners' perceived coworker support in dealing with family-work conflicts. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA: April 2010.
- Bruning, P., Bruning, N.S., & Ganster, D.C. Change management integrity, perceived consistency between objectives, behaviors, and outcomes. Paper presented at the

- annual meeting of the Society for Industrial and Organizational Psychology, Chicago, April 16, 2011.
- Ganster, D.C., Rosen, C., & Mayes, B.T. Organizational Politics and Blood Pressure: Divergent Effects of Political Behavior and Political Climate. Paper presented at APA/NIOSH Work, Stress, and Health 2011 Conference. Orlando, May, 2011.
- Ganster, D.C. & Schaubroeck, J. Quasi-experimentation in Organizations: A professional workshop. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego: April 2012.
- Ganster, D.C. & Greenberg, J. The art of experimentation in organizations: Practical and ethical considerations. Master Tutorial presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX, April 2013.
- Rosen, C.C & Ganster, D.C. Workplace politics and well-being: An allostatic load perspective. Paper presented at the annual meeting of the Academy of Management, Orlando, FL., August 2013.
- Ganster, D.C & Rosen, C. Workplace politics and well-being: A tragedy of the commons? Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI, May, 2014.
- Ganster, D.C. and Hammer, L. Intervening for Work Stress: Work-Life Stress and Total Worker Health Approaches. Webinar presented for CDC/ National Institute for Occupational Safety and Health, August 19, 2014.
<http://www.cdc.gov/niosh/twh/webinar.html>
- Lean, E. & Ganster, D.C. Is there a common understanding of spiritual leader behaviors? Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA, August, 2016.
- Ganster, D.C. & Crain, T. Understanding worker health with objective measures: Selection, implementation, and practical implications. Workshop presented at the Work, Stress, and Health Conference, Minneapolis, MN: June, 2017.
- Ganster, D.C., Rosen, C., & Fisher, G. Is working long hours really detrimental to one's mental and physical health? Paper presented at the Work, Stress, and Health Conference, Minneapolis, MN: June, 2017.
- Jiao, Y., Ganster, D.C., McAuley, E., Kramer, A., & Burzynska, A. Relationships between occupational characteristics and neurocognitive outcomes in older age. Paper presented at Cognitive Aging Conference, Atlanta, GA: May 2018.
- Ganster, D.C. Emerging research in employee health and well-being interventions. Showcase Symposium at the Annual Meeting of the Academy of Management, Chicago: August 2018.

Ganster, D.C. Engaging in physical activity: The interplay with work. Symposium at the Annual Meeting of the Academy of Management, Chicago: August 2018.

Jiao, Y., Ganster, D., Nicholson, R., O'Connor, D., McAuley, E., Kramer, E., & Burzynska, A. Midlife stressful occupational exposures and hippocampal size in healthy older adults. Poster session presented at the Gerontological Society of America's 70th Annual Scientific Meeting, Boston, Massachusetts, November 2018.

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