

# CLINT CHADWICK

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## ACADEMIC EXPERIENCE

**Professor of Strategy and Human Resources Management**, University of Kansas (KU),  
July 2017-present

**Adjunct Associate Professor**, University of Iowa, Jan.-May 2017  
(zero time appointment associated with CIMBA Italy study abroad program)

**Associate Professor of Strategy and Human Resources Management**, University of  
Kansas (KU), July 2010-July 2017 (tenured July 2013)

**Associate Professor of Strategy**, University of Alabama in Huntsville (UA Huntsville),  
August 2007-July 2010

**Assistant Professor of Labor and Industrial Relations**, Institute of Labor and Industrial  
Relations (ILIR, now the School of Labor and Employment Relations), University of Illinois  
at Urbana-Champaign (UIUC), August 1999 to August 2007

**Lecturer**, ILIR, University of Illinois at Urbana-Champaign, August 1998 to August 1999

**Research Assistant**, Dr. Peter Cappelli (Wharton) 9/94-8/98

**Research/Teaching Assistant**, Dr. Robert Daines (BYU) 8/93-4/94

**Research Assistant**, Dr. Kaye Hanson (BYU) 3/93-4/94

## EDUCATION

### **Doctor of Philosophy**

University of Pennsylvania, The Wharton School, Philadelphia, PA, August 1999  
Dissertation: "The Origins of Synergies in Strategic Human Resource Systems"  
Committee: Larry Hunter (chair), Peter Cappelli, Mark Huselid, Dan Levinthal, John  
Paul MacDuffie

**Master of Arts** in Management, University of Pennsylvania, The Wharton School,  
December 1996

**Master of Business Administration**, Human Resource Management emphasis, Brigham  
Young University (BYU), Marriott School of Management, Provo, UT, April 1994

**Bachelor of Arts** cum laude, English; Economics minor; BYU, April 1992

## RESEARCH EXPERIENCE

### **Research Interests**

The impact of human resource systems and human capital on firm competitiveness;  
organizational alignment and downsizing in organizations.

## Refereed Journal Articles

24. **Chadwick, Clint**, and \*Carol Flinchbaugh. "Searching for competitive advantage in the HRM/firm performance relationship." Forthcoming, *Academy of Management Perspectives*.
23. \*Flinchbaugh, Carol, Mortaza Zare, **Clint Chadwick**, \*Pingshu Li, and Spenser Essman. "The influence of independent contractors on organizational effectiveness: A review." Forthcoming, *Human Resource Management Review*.  
<https://doi.org/10.1016/j.hrmr.2019.01.002>
22. Brymer, Rhett, **Clint Chadwick**, Aaron Hill, and Janice Molloy. 2019. "Pipelines and their Portfolios: A More Holistic View of Human Capital Heterogeneity via Firm-Wide Employee Sourcing." *Academy of Management Perspectives*, 33(2): 207-233.  
<https://doi.org/10.5465/amp.2016.0071>
21. **Chadwick, Clint**, and \*Pingshu Li. 2018. "HR Systems, HR Departments, and Perceived Establishment Labor Productivity." *Human Resource Management*, 57(6): 1415-1428.  
<https://doi.org/10.1002/hrm.21914>
20. Subramony, Mahesh, Jesse Segers, **Clint Chadwick**, and Aarti Shyamsunder. 2018. "Leadership development practices and organizational performance: The mediating role of human capital and social capital." *Journal of Business Research*, 83: 120-129.  
<http://dx.doi.org/10.1016/j.jbusres.2017.09.044>
19. **Chadwick, Clint**. 2017. "Towards a More Comprehensive Model of Firms' Human Capital Rents." *Academy of Management Review*, 42(3): 499-519.  
<https://doi.org/10.5465/amr.2013.0385>
18. **Chadwick, Clint**, James Guthrie, and Xuejing Xing. 2016. "The HR Executive Effect on Firm Performance and Survival." *Strategic Management Journal*, 37(11): 2346-2361.  
<https://doi.org/10.1002/smj.2566>
17. **Chadwick, Clint**, and \*Carol Flinchbaugh. 2016. "The Effects of Part-Time Workers on Establishment Performance." *Journal of Management*, 42(6): 1635-1662.  
[doi: 10.1177/0149206313511116](https://doi.org/10.1177/0149206313511116)
16. \*Flinchbaugh, Carol, \*Pingshu Li, \*Matthew Luth, and **Clint Chadwick**. 2016. "Team-Level High Involvement Work Practices: Investigating the Role of Knowledge Sharing and Perspective Taking." *Human Resource Management Journal*, 26(2): 134-150.  
[doi: 10.1111/1748-8583.12098](https://doi.org/10.1111/1748-8583.12098)
15. **Chadwick, Clint**, \*Jan Super, and \*Kiwook Kwon. 2015. "Resource Orchestration in Practice: CEO Emphasis on SHRM, Commitment-based HRM, and Firm Performance." *Strategic Management Journal*, 36(3): 360-376. [doi: 10.1002/smj.2217](https://doi.org/10.1002/smj.2217)
14. Zhao, Zheng, and **Clint Chadwick**. 2014. "What We Will Do vs. What We Can Do: The Relative Effects of Unit-level NPD Motivation and Capability." *Strategic Management Journal*, 35(12): 1867-1880. [doi: 10.1002/smj.2184](https://doi.org/10.1002/smj.2184)
13. **Chadwick, Clint**, Sean A. Way, Gerry Kerr, and James W. Thacker. 2013. "Boundary Conditions of the High-Investment Human Resource Systems—Small Firm Labor Productivity Relationship." *Personnel Psychology*, 66(2): 311-343. [doi: 10.1111/peps.12015](https://doi.org/10.1111/peps.12015)

12. Allen, W. David, and **Clint Chadwick**. 2012. "Performance, Expectations, and Managerial Dismissal: Evidence from the National Football League." *Journal of Sports Economics*, 13(4): 337-363. [doi: 10.1177/1527002512450257](https://doi.org/10.1177/1527002512450257)
11. **Chadwick, Clint**, \*Ji-young Ahn, and \*Kiwook Kwon. 2012. "Human Resource Management's Effects on Firm Level Relative Efficiency." *Industrial Relations*, 51(3): 704-730. [doi.org/10.1111/j.1468-232X.2012.00696.x](https://doi.org/10.1111/j.1468-232X.2012.00696.x)
10. \*Kwon, Kiwook, Kweon-Taek Chung, Hyuntak Roh, **Clint Chadwick**, and John Lawler. 2012. "The Moderating Effects of Organizational Context on the Relationship between Voluntary Turnover and Organizational Performance: Evidence from Korea." *Human Resource Management*, 51(1): 47-70. [doi:10.1002/hrm.20433](https://doi.org/10.1002/hrm.20433)
9. Molloy, Janice C., **Clint Chadwick**, Robert E. Ployhart, and Simon M. Golden. 2011. "Making Intangibles 'Tangible' in Tests of Resource-based Theory: A Multidisciplinary Construct Validation Process." *Journal of Management*, 37: 1496-1518. [doi: 10.1177/0149206310394185](https://doi.org/10.1177/0149206310394185)
8. **Chadwick, Clint**. 2010. "Theoretic Insights on the Nature of Synergies in Human Resource Systems: Toward Greater Precision." *Human Resource Management Review*, 20(2): 85-101. [doi: 10.1016/j.hrmr.2009.06.001](https://doi.org/10.1016/j.hrmr.2009.06.001)
7. **Chadwick, Clint** and \*Adina Dabu. 2009. "Human Resources, Human Resource Management, and the Competitive Advantage of Firms: Toward a More Comprehensive Model of Causal Linkages." *Organization Science*, 20(1): 253-272. [doi: 10.1287/orsc.1080.0375](https://doi.org/10.1287/orsc.1080.0375)
6. **Chadwick, Clint**. 2007. "Examining Non-linear Relationships between Human Resource Practices and Establishment Performance." *Industrial and Labor Relations Review*, 60(4): 499-521.
5. Chadwick, Clint. 2006. "The Vital Role of Strategy in Strategic Human Resource Management Education." *Human Resource Management Review*, 15(3): 200-213. [doi: 10.1016/j.hrmr.2005.11.003](https://doi.org/10.1016/j.hrmr.2005.11.003)
4. **Chadwick, Clint**, Larry Hunter, and Stephen Walston. 2004. "Effects of Downsizing Practices on the Performance of Hospitals." *Strategic Management Journal*, 25: 405-427. Paper selected as lead article for this edition of SMJ. [doi: 10.1002/smj.383](https://doi.org/10.1002/smj.383)
3. Walston, Stephen L., and **Clint Chadwick**. 2003. "Perceptions and Misperceptions of Major Organizational Changes in Hospitals: Do Change Efforts Fail because of Inconsistent Organizational Perceptions of Restructuring and Reengineering?" *International Journal of Public Administration*, 26(14): 1583-1607. [doi: 10.1081/PAD-120024412](https://doi.org/10.1081/PAD-120024412)
2. Cappelli, Peter, Jill Constantine, and **Clint Chadwick**. 2000. "It Pays to Value Family: Work and Family Tradeoffs Reconsidered." *Industrial Relations*, 39(2): 175-198. Paper selected as one of the top 20 articles in Work-Family research for 2001 by the Center for Families at Purdue University. [doi: 10.1111/0019-8676.00162](https://doi.org/10.1111/0019-8676.00162)

1. Jehn, Karen A., **Clint Chadwick**, and Sherry M. B. Thatcher. 1997. "To Agree or Not to Agree: The Effects of Value Congruence, Individual Demographic Dissimilarity, and Conflict on Workgroup Outcomes." *The International Journal of Conflict Management*, 8(4): 287-306. doi: [10.1108/eb022799](https://doi.org/10.1108/eb022799)

\*Denotes current or former doctoral student co-authors.

### Book Chapters

5. **Chadwick, Clint**. "What Law Firm Spinouts Can Mean for Strategic Human Capital Research." Forthcoming, *Employee Mobility: A Conversation across Disciplines and Setting a New Agenda*, Daniel Tzabbar and Bruce Cirillo (eds.).
4. Coff, Russell, and **Clint Chadwick**. 2020. "Commentary on 'Setting Base Pay Rates: Integrating Compensation Practice with Human Capital Value Creation and Value Capture.'" *Handbook of Research on Strategic Human Capital Resources*, Anthony Nyberg and Tom Moliterno (eds.). Northampton, MA: Edward Elgar.
3. **Chadwick, Clint**, and Russell Coff. 2020. "Commentary on 'Rents from Human Capital Complementarities: A Relational View of Value Creation and Value Capture.'" *Handbook of Research on Strategic Human Capital Resources*, Anthony Nyberg and Tom Moliterno (eds.). Northampton, MA: Edward Elgar.
2. **Chadwick, Clint**, and Peter Cappelli. 1999. "Alternatives to Generic Strategy Typologies In Strategic Human Resource Management." In Wright, Dyer, Boudreau, and Milkovich (Eds.), *Research in Personnel and Human Resources Management, Supplement 4*. Greenwich, CT: JAI Press.
1. **Chadwick, Clint**, and Peter Cappelli. 1999. "Strategy, Human Resource Management, and the Performance of Life Insurance Firms." In Cummins and Santomero (Eds.), *Life Insurance: An Industry in Flux*, Philadelphia, PA: Wharton Financial Institutions Center.

### Other Publications

8. \*Jo, Jinhwan, and **Clint Chadwick**. "Human Capital Resource Orchestration: The Strategic Value of Functional Managers in Resource Orchestration." *Proceedings of the 2019 Annual Meetings of the Academy of Management*. <https://doi.org/10.5465/AMBPP.2019.10>
7. Krausert, Achim, **Clint Chadwick**, Edward Houghton, and Louisa Baczor. 2019. "The Intangible Workforce: Investor Perspectives on Workforce Data+" (white paper). London: Chartered Institute of Personnel and Development.
6. Houghton, Edward, Louisa Baczor, Achim Krausert, and **Clint Chadwick**. 2017. "The Intangible Workforce: Do Investors See the Potential of People Data?" (white paper). London: Chartered Institute of Personnel and Development.
5. \*Li, Pingshu, Kaifeng Jiang, **Clint Chadwick**, and Zhen Zhang. 2017. "Investigating Variability of HRM Practice Perceptions Between Managers and Employees." *Proceedings of the 2017 Annual Meetings of the Academy of Management*.
4. Brymer, Rhett, Janice Molloy, and **Clint Chadwick**. 2015. "Strategic Human Capital." *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press (published online).

3. Subramony, Mahesh, Jesse Seegers, **Clint Chadwick**, Aarti Shyamsunder, and John Dooney. 2015. "Leadership development practices and organizational performance." *Proceedings of the 2015 Annual Meetings of the Academy of Management*. <https://doi.org/10.5465/ambpp.2015.37>
2. **Chadwick, Clint**, Sean A. Way, Gerry Kerr, and James W. Thacker. 2010. "Low Performance Work Systems? The Deleterious Effects of Formal Human Resource Management Systems on Small Firm Labor Productivity." *Proceedings of the 2010 Annual Meetings of the Academy of Management*. <https://doi.org/10.5465/ambpp.2010.54484774>
1. **Chadwick, Clint**. 1997. (Book review). *Team Talk: The Power of Language in Team Dynamics*, by Anne Donnellon. *The International Journal of Conflict Management*, 7(4): 380-382.

### Major Refereed Presentations

58. Jo, Jinhwan, and Clint Chadwick. "Human Capital Resource Orchestration: Does Human Resource Function Really Matter?" Presented at the *Academy of Management* annual meetings, Chicago, IL, August 2019.
57. Abele, Maximilian, Clint Chadwick, Johannes Meuer, and Ingo Weller. "Administrative Intensity and Managerial Resources in Emerging Firms." Presented at the *Strategic Management Society* annual meetings, Paris, France, September 2018.
56. Krausert, Achim, Clint Chadwick, Edward Houghton, and Louisa Baczor. "Human Capital Reporting to Investors: An Efficient Market Perspective." Presented at the *Academy of Management* annual meetings, Chicago, IL, August 2018.
55. Subramony, Mahesh, Clint Chadwick, Tim Vogus, Charles Gowen, and Kathleen McFadden. "Hospital Workload, Nurse Turnover, and Patient Mortality: A Moderated-Mediation Model." Presented at the *Academy of Management* annual meetings, Chicago, IL, August 2018.
54. \*Li, Pingshu, Jiang, Kaifeng, Chadwick, Clint, and Zhen Zhang. "Not Seeing Eye to Eye: Variability between Managers' and Employees' Perceptions of HR Practices." Presented at the *Academy of Management* annual meetings, Atlanta, GA, August 2017. Paper selected as HR Division's Best Convention Paper.
53. Chadwick, Clint, and James Hayton. "The Effects of Managerial Human Capital and Strategic Human Capital Capabilities on SME Performance." Presented at the *Strategic Management Society Special Conference on Human Capital*, Milan, Italy, March 2017.
52. Brymer, Rhett, Aaron Hill, Janice Molloy, and Clint Chadwick. "Human Capital Pipelines: Definitional Clarity, Typology, and Theoretical Implications." Presented at the *Strategic Management Society Special Conference on Human Capital*, Milan, Italy, March 2017.
51. \*Flinchbaugh, Carol, \*Pingshu Li, Mortaza Zare, and Clint Chadwick. "The Influence of Independent Contractors on Organizational Effectiveness: A Review." Presented at the *Western Academy of Management* annual meetings, Palm Springs, CA, March 2017.
50. Jorgensen, Frances, Clint Chadwick, and Elena Antonacopoulou. "Qualitative Insights on the Evolution of Firms' Strategic Human Capital Management Practices." Presented at the *Strategic Management Society* annual meetings, Berlin, Germany, September 2016.

49. Jorgensen, Frances, Clint Chadwick, and Elena Antonacopoulou. "Qualitative Insights on the Evolution of Firms' Strategic Human Capital Management Practices." Presented at the *Strategic Management Society Human Capital Mini-conference*, Munich, Germany, September 2016.
48. \*Li, Ping, Clint Chadwick, and Jim Guthrie. "Formal Human Resource Management Functions and Firm Effectiveness." Showcase symposium presented at the *Academy of Management* annual meetings, Vancouver, WA, August 2015.
47. Subramony, Mahesh, Seegers, Jesse, Chadwick, Clint, Shyamsunder, Aarti, and Dooney, John. "Leadership Development Practices and Organizational Performance." Presented at the *Academy of Management* annual meetings, Vancouver, WA, August 2015.
46. Chadwick, Clint, \*David Wangrow, and \*Karl Kammerer. "Microfoundations of Firms' Human Capital-Related Rents and Losses." Presented at the *Strategic Management Society* annual meetings, Madrid, Spain, September 2014.
45. Chadwick, Clint, \*David Wangrow, and \*Karl Kammerer. "Microfoundations of Firms' Human Capital-Related Rents and Losses." Presented at the *Academy of Management* annual meetings, Philadelphia, PA, August 2014.
44. Chadwick, Clint, Hilary Schloemer, and Dongni Wan. "The Effect of Human Capital Investment on Firm Performance: Context of the Korean Financial Crisis." Presented at the *Academy of Management* annual meetings, Philadelphia, PA, August 2014.
43. Chadwick, Clint, Carol Flinchbaugh, and Jim Guthrie. "Reinvigorating the Strategy Perspective in Strategic Human Resource Management." Professional Development Workshop (PDW) presented at the *Academy of Management* annual meetings, Philadelphia, PA, August 2014.
42. Subramony, Mahesh, and Clint Chadwick. "Firm Specific Human Capital and Performance at Different Levels of Analysis: Evidence for Curvilinearity." Presented at the *Strategic Management Society Human Capital Mini-conference*, Copenhagen, Denmark, June 2014.
41. Chadwick, Clint, Hilary Schloemer, and Dongni Wan. "The Effect of Human Capital Investment on Firm Performance: Context of the Korean Financial Crisis." Presented at the *Strategic Management Society* annual meetings, Atlanta, GA, September 2013.
40. Chadwick, Clint, and Carol Flinchbaugh. "Renewing the Strategy Perspective in Strategic Human Resource Management." Presented at the *Strategic Management Society* annual meetings, Atlanta, GA, September 2013.
39. Chadwick, Clint, Jan Super, and Kiwook Kwon. "Resource Orchestration in Practice: CEO Emphasis on SHRM, Commitment-based HRM, and Firm Performance." Presented at the *Academy of Management* annual meetings, Lake Buena Vista, FL, August 2013.
38. Chadwick, Clint. "Is Strategic HRM Research Mis-specified? Economic Determinants of HPWS Adoption and Dissemination." Presentation given as part of the professional development workshop (PDW), "The Next Big Questions? Expanding the HR-Performance Research Agenda" at the *Academy of Management* annual meetings, Lake Buena Vista, FL, August 2013.

37. Chadwick, Clint. "Beyond Firm-specific Human Capital: Labor Market Imperfections, Human Capital Scarcity, and the Competitive Advantage of Firms." Presented at the *University of Utah Strategic Human Capital Conference*, Midway, UT, February 2013.
36. Chadwick, Clint. "Human Capital Acquisition and Establishment Performance." Presented at the *Strategic Management Society* annual meetings, Prague, Czech Republic, October 2012.
35. Chadwick, Clint, and D.J. Schepker. "Insights on Chief Executive Dismissal from a Natural Experiment in the National Football League." Presented at the *Strategic Management Society* annual meetings, Prague, Czech Republic, October 2012.
34. Zhao, Zheng, and Clint Chadwick. "The Effect and Antecedents of New Product Development Motivation." Presented at the *Academy of Management* annual meetings, Boston, MA, August 2012.
33. Chadwick, Clint, and D.J. Schepker. "It's Not Whether You Win or Lose, It's When You Play the Game: Insights on Chief Executive Dismissal from a Natural Experiment in the National Football League." Presented at the *Academy of Management* annual meetings, Boston, MA, August 2012.
32. Zhao, Zheng, and Clint Chadwick. "The Effect and Antecedents of New Product Development Motivation." Presented at the *2nd Tilburg Conference on Innovation*, Tilburg, The Netherlands, June 2012.
31. Chadwick, Clint, and Carol Flinchbaugh. "The Effects of Part-Time Workers on Establishment Performance." Presented at the *Academy of Management* annual meetings, San Antonio, TX, August 2011.
30. Chadwick, Clint. "What Is Synergy in HR Systems?" Presentation given as part of the panel symposium, "Conceptualizing and Operationalizing HR Practices and Systems." at the *Academy of Management* annual meetings, San Antonio, TX, August 2011.
29. W. David Allen, and Clint Chadwick. "Performance, Expectations, and Managerial Dismissal: Evidence from the National Football League." Presented at the *Western Economic Association International* annual meetings, San Diego, CA, June 2011.
28. Chadwick, Clint, Jan Super, and Kiwook Kwon. "Motivations to Adopt HR Practices: The Effect on Firm Performance Measures." Presented at the *Mini-conference of the Strategic Human Capital Interest Group, Strategic Management Society: The Value Proposition of Human Capital*. Columbus, OH, June 2011.
27. Molloy, Janice C., Clint Chadwick, Robert E. Ployhart, and Simon M. Golden. "Making intangibles tangible in tests of resource-based theory: A multidisciplinary construct validation process." Presented at the *Southern Management Society* annual meetings, Tampa, FL, October 2010.  
Awarded best paper in track for research methods at this conference.
26. Chadwick, Clint. "Labor Market Imperfections and the Competitive Advantages of Firms." Presented at the *Strategic Management Society* annual meetings, Rome, Italy, October 2010.
25. Molloy, Janice, Clint Chadwick, and Rob Ployhart. "Do You See What I See? Bridging

Disciplinary Divides in Human Capital Scholarship.” Professional development workshop (PDW) at the *Academy of Management* annual meetings, Montreal, Canada, August 2010.

24. Chadwick, Clint, Sean A. Way, Gerry Kerr, and James W. Thacker. “Low Performance Work Systems? The Deleterious Effects of Formal Human Resource Management Systems on Small Firm Labor Productivity.” Presented at the *Academy of Management* annual meetings, Montreal, Canada, August 2010.
23. Chadwick, Clint, Ji-young Ahn, and Kiwook Kwon. “Human Resource Management’s Effects on Firm-level Relative Efficiency.” Presented at the *Academy of Management* annual meetings, Chicago, IL, August 2009.
22. Chadwick, Clint. “The Liability of Using Part-time Workers to Buffer High-Commitment Work Systems.” Presented at the *2nd Wharton Macro-HR conference*, Philadelphia, PA, June 2009.
21. Chadwick, Clint, and Adina Dabu. “The Resource-based View of Rents, Organizational Capabilities, and Human Resources. Presented at the *Academy of Management* annual meetings, Anaheim, CA, August 2008.
20. Chadwick, Clint. “How Common Contextual Characteristics Shape Relationships between Commitment-based HRM and Organizational Performance.” Presented at the *Academy of Management* annual meetings, Philadelphia, PA, August 2007.
19. Chadwick, Clint. “Performance Implications of the Make or Buy Decision in Human Resources.” Presented at the *Academy of Management* annual meetings, Philadelphia, PA, August 2007.
18. Chadwick, Clint, Kiwook Kwon, and Ji-young Ahn. “Institutionalism vs. Efficiency in Strategic Human Resource Management.” Presented at the *Wharton Macro-HR conference*, Philadelphia, PA, June 2007.
17. Chadwick, Clint and Adina Dabu. “Rent Theories, Human Resources, and the Competitive Advantage of Firms.” Presented at the *Academy of Management* annual meetings, Honolulu, HI, August 2005.
16. Chadwick, Clint. “The Role of Strategy Education in Strategic Human Resource Management Courses.” Presented at the *Innovative Teaching in Human Resources and Industrial Relations conference*, Park City, UT, March-April 2005.
15. Chadwick, Clint, and Xiaowei Luo. “The Legitimation Process in Institutional Theory.” Presented as part of the symposium, “Theoretical Perspectives and Frameworks for Macro HRM Research: Empirically Revisited” at the *Academy of Management* annual meetings, Denver, CO, August 2002.
14. Chadwick, Clint, and Tim Gardner. “What Happens if We Take the Resource-Based View of the Firm Seriously? Observations on the Theory and Practice of Strategic Human Resource Management.” Presented as part of the symposium, “Theoretical Perspectives and Frameworks for Strategic Human Resource Management” at the *Academy of Management* annual meetings, Washington, D.C., August 2001.



13. Chadwick, Clint, and Fister, Todd. "Innovative Human Resource Practices and Outcomes For Workers." Presented at the *Industrial Relations Research Association* annual meetings, New Orleans, January 2001.
12. Chadwick, Clint. "Examining Non-linear Relationships between Human Resource Systems and Organizational Performance." Presented at the *Academy of Management* annual meetings, Toronto, Canada, August 2000.
11. Chadwick, Clint. "Empirical Insights on the Origins of Performance Synergies in Strategic Human Resource Systems." Presented as part of the symposium, "Unlocking the Black Box of Strategic Human Resource Management Research" at the *Academy of Management* annual meetings, Toronto, Canada, August 2000.
10. Chadwick, Clint. "Next Steps for Strategy in Strategic Human Resource Management." Presented as part of the symposium, "Measurement Issues in Strategic Human Resource Management Research" at the *Academy of Management* annual meetings, Chicago, IL, August 1999.
9. Chadwick, Clint, Stephen Walston, and Larry Hunter. "Shrinking Successfully: Best Practice Downsizing and Progressive Human Resource Practices." Presented at the *Industrial Relations Research Association* annual meetings, New York, NY, January 1999.
8. Thatcher, Sherry M.B., Karen A. Jehn, and Clint Chadwick. "What Makes A Difference? The Impact of Individual Demographic Differences, Group Diversity, and Conflict on Individual Performance." Presented at the *Academy of Management* annual meetings, San Diego, CA, August 1998.
7. Chadwick, Clint, and Peter Cappelli. "Investments or Contracts? The Performance Effects of Human Resource Systems under Different Contingencies." Presented at the *6<sup>th</sup> Annual Bargaining Group Conference*, Institute of Labor and Industrial Relations, University of Illinois at Urbana-Champaign, May, 1998.
6. Chadwick, Clint, and Peter Cappelli. "Alternatives to Generic Strategy Typologies in Strategic Human Resource Management." Presented at the *Research and Theory in Strategic Human Resource Management: An Agenda for the 21st Century* conference, Cornell University, October, 1997.
5. Chadwick, Clint, and Stephen Walston. "The Interactions between Progressive Human Resource Practices and Downsizing." Presented at the *Strategic Management Society* annual conference, Barcelona, Spain, October 1997.
4. Jehn, Karen A., Clint Chadwick, and Sherry M.B. Thatcher. "To Agree or Not to Agree: The Effects of Value Congruence, Member Diversity, and Conflict on Workgroup Outcomes." Presented at the *Academy of Management* annual meetings, Boston, MA, August 1997.
3. Chadwick, Clint. "Records of Success and the Market for Coaching Talent: Attributions of Ability Based on Past Experience." Presented at the *Society for Industrial and Organizational Psychology* annual meetings, St. Louis, MO, April 1997.
2. Jehn, Karen A., Clint Chadwick, and Sherry M.B. Thatcher. "To Agree or Not to Agree:

The Effects of Value Congruence, Member Diversity, and Conflict on Workgroup Outcomes.” Presented at the *International Association for Conflict Management* conference in Ithaca, NY, June 1996.

1. Cappelli, Peter, Jill Constantine, and Clint Chadwick. “It Pays to Value Family: Work and Family Tradeoffs Reconsidered.” Presented at the *Academy of Management* annual meetings, Vancouver, Canada, August 1995.

\*Presentation with current or former doctoral student(s).

## TEACHING EXPERIENCE, AWARDS, AND GRANTS

### While at the University of Kansas

KU MBA Faculty Award, 2014

KU Business School Doctoral Student Mentor Award, 2014

KU Celebration of Teaching honoree for business school graduate teaching, 2013

Runner up, KU Business School Teaching Excellence (Bubb) award, 2012 & 2014

Major Management Theories, Fall 2019

- Taught KU doctoral seminar in Organizational Theory, HRM, Strategy, and related topics
- Student evaluation scores averaged 4.91 on 1 to 5 scale

Strategic Human Capital, Spring 2018, Spring 2019

- Taught **Seoul National University** MBA course at the intersection of HRM and Strategy
- Student evaluation scores averaged 4.54 on 1 to 5 scale

Strategic Management, Fall 2018

- Taught 27 students in KU business school’s full time MBA survey course in Strategy
- Student evaluation scores averaged 4.13 on 1 to 5 scale

Strategic Management (online), Spring 2017

- Taught 130 students in KU business school’s online MBA survey course in Strategy
- Student evaluation scores averaged 3.32 on 1 to 5 scale

Introduction to Management, Spring 2017

- Taught **CIMBA Italy** program’s undergraduate survey course in management
- Student evaluation scores averaged 5.44 on 1 to 6 scale

Human Resource Management, Spring 2017

- Taught **CIMBA Italy** program’s undergraduate survey course in HRM
- Student evaluation scores averaged 5.86 on 1 to 6 scale

Strategic Human Resource Management, Fall 2016

- Taught KU doctoral seminar in Strategic Human Resource Management/Human Capital
- Student evaluation scores averaged 4.8 on 1 to 5 scale

Behavioral Strategy, Spring 2015

- Taught KU doctoral seminar in Behavioral Strategy
- Student evaluation scores averaged 4.8 on 1 to 5 scale

Managing People, Fall 2014

- Taught KU business school's graduate (MBA) survey course in HRM/OB
- Student evaluation scores averaged 4.24 on 1 to 5 scale

Human Resources Management, Spring 2012, Fall 2013

- Taught KU business school's graduate (MBA) survey course in HRM
- Student evaluation scores averaged 3.9 on 1 to 5 scale

Strategic Management, Spring 2012, Spring 2013, Fall 2014, Fall 2015, Fall 2018

- Taught KU business school's graduate (MBA) survey course in Strategy
- Student evaluation scores averaged 4.2 on 1 to 5 scale

Business Policy and Strategy, Spring 2011, Spring 2013, Spring 2014, Spring 2018

- Taught KU business school's undergraduate survey course in Strategy
- Student evaluation scores averaged 4.3 on 1 to 5 scale

Human Resources Management, Fall 2010-Spring 2015

- Taught KU business school's undergraduate survey course in HRM
- Student evaluation scores averaged 4.2 on 1 to 5 scale

Doctoral student faculty advisor for:

Ian Na, 2018-present  
 Jihwan Jo, 2016-2018  
 Dongni Wan, 2012-2017  
 Zachary Mundell, 2016-2017

Faculty mentor for doctoral student teaching:

- Joseph Westbrook. Worked with Joseph Westbrook to prepare him to teach MGMT 498 (Strategic Management) independently, Aug.-Dec. 2014
- Hilary Schloemer and Dongni Wan. Worked with Hilary Schloemer and Dongni Wan to prepare them to teach MGMT 410 (Human Resources Management) independently, Aug.-Dec. 2012
- Carol Flinchbaugh. Worked with Carol Flinchbaugh to prepare her to teach MGMT 410 (Human Resources Management) independently, Aug.-Dec. 2010

Chaired Comprehensive Exam committee for:

Jihwan Jo (September 2018)  
 Hilary Schloemer (October 2014)  
 Dongni Wan (October 2014)

Doctoral committee member for:

- Jinhwan Jo (dissertation proposal successfully defended 9/17)
- Dongni Wan (committee chair; dissertation successfully defended 6/17)
- Pingshu Li (dissertation successfully defended 7/16)
- Mark Geiger (dissertation successfully defended 7/16)
- David Wangrow (dissertation successfully defended 6/16)
- Hilary Schloemer (dissertation successfully defended 6/16)
- Karl Kammerer (dissertation successfully defended 7/15)
- Jan Super (dissertation successfully defended 3/13)
- Carol Flinchbaugh (dissertation successfully defended 6/13)
- Ghadir Ibrahim (dissertation successfully defended 4/13)
- D.J. Schepker (dissertation successfully defended 5/12)
- Preeti Wadhwa (dissertation successfully defended 8/12)

### **At the University of Alabama in Huntsville**

Organizational Theory, Behavior, and Environment, Spring and Summer 2009 and Spring and Summer 2010

- Taught UA Huntsville's graduate survey course in management
- Course included distance learning component
- Student evaluation scores averaged 4.4 on 1 to 5 scale

Strategic Human Resource Management, Fall 2008 and Fall 2009

- Taught UA Huntsville's MBA course in Strategic HRM
- Student evaluation scores averaged 4.6 on 1 to 5 scale

Competitive Strategy, Fall 2007-Spring 2010

- Revamped UA Huntsville's undergraduate capstone course in strategy
- Student evaluation scores averaged 4.4 on 1 to 5 scale

### **At the Institute of Labor and Industrial Relations**

Recipient of the ILIR's Faculty Teaching Excellence Award, 2002 and 2005  
ILIR Curriculum Development Grant, 2002

Strategic Human Resource Management, Fall 1999-Fall 2006

- Revamped the ILIR's elective course in Strategic IR/HRM
- Student evaluation scores averaged 4.4 on 1 to 5 scale
- Named to the "UIUC Incomplete List of Teachers Ranked Excellent by their Students" for this class for Spring 2001, Fall 2003, Spring 2005, Fall 2005, Spring 2006, Fall 2006

Human Resource Management/Industrial Relations, Spring 1999-Spring 2007

- Revamped the ILIR's required introductory survey course in HRM/IR
- Student evaluation scores averaged 4.3 on 1 to 5 scale
- Named to the "UIUC Incomplete List of Teachers Ranked Excellent by their Students" for this class for Spring 2001, Fall 2002, Spring 2003, Spring 2004, Fall 2004, Spring 2005, Spring 2006, Spring 2007

### **At the University of Pennsylvania**

Human Resource Management, Wharton, Summers of 1997 and 1998

- Taught an introductory survey course in IR/HRM to evening school students

- Student evaluation scores averaged 6.5 on 1 to 7 scale

Introduction to Management, Wharton, Spring 1998

- Taught an introductory survey course in Management to evening school students

Entrepreneurship and Organization, Graduate School of Education, Fall 1995 to Spring 1998

- Designed and oversaw a two-semester course in business fundamentals

Introduction to Management, Wharton, Fall 1995

- Taught an introductory survey course in Management to Wharton undergraduates
- Student evaluation scores averaged 4.2 on 1 to 5 scale

## ACADEMIC HONORS, AWARDS, AND GRANTS

- KU Senior Administrative Fellow, 2019-20
- KU School of Business Fitch/Ball professorship, awarded 2019
- KU School of Business Howard Fitch faculty fellowship, 2016-2019
- KU School of Business Mabry Best Research Paper award, 2016
- KU General Research Fund grant, 2018; \$2500 (with Jinhwan Jo)
- KU General Research Fund grant, 2016; \$5200 (with Dongni Wan)
- KU General Research Fund grant, 2014; \$5200 (with David Wangrow and Karl Kammerer)
- KU General Research Fund grant, 2013; \$5400 (with Hilary Schloemer and Dongni Wan)
- KU New Faculty Research grant, 2011; \$3000 (with Carol Flinchbaugh)
- UA Huntsville College of Business Administration Mark McDaniel, Henri McDaniel, and Robert “Bud” Cramer Faculty award, 2008
- UA Huntsville Research Mini-grant, 2008; \$10,000
- UA Huntsville College of Business Administration Best Research Paper award, 2007
- Honorable Mention, Industrial Relations Research Association’s Best Dissertation Competition, 2000
- The Wharton School Litton Fellowship for Industrial Relations Doctoral Candidates, 1996, 1997
- University of Pennsylvania University Research Foundation grant, 1997 (with Karen Jehn and Sherry M.B. Thatcher)
- BYU Replenishment scholarship 1993-94
- BYU Marriott School of Management G. Roger Victor scholarship 1993
- BYU MBA program Union Pacific scholarship 1992
- BYU Trustees’ scholarship 1986-92

## PROFESSIONAL ASSOCIATIONS

- Strategic Management Society Strategic Human Capital Interest Group
- Academy of Management, (Human Resource and Strategic Management divisions)
- Sloan Fellow, Wharton Financial Institutions Center
- Beta Gamma Sigma honor society
- Phi Kappa Phi honor society

## NON-ACADEMIC WORK EXPERIENCE

Human Resource Representative, *Host Marriott, Inc.*, Salt Lake City, UT 5/94-8/94

- Redesigned termination procedures for simplicity

- Oversaw selection, compensation, benefits, and other personnel issues for 280+ employees
- Led strategic planning for Human Resource function

Human Resource Intern, *Weyerhaeuser Company*, Amarillo, TX, 5/93-8/93

- Administered EEO, ADA, employee relations, selection, and other personnel issues
- Assisted in quality control and environmental compliance procedures
- Participated in supervisor training and development

Interpersonal Skills Trainer, *Missionary Training Center*, Provo, UT, 8/90-8/92

- Refined group presentation and communication skills
- Trained 500+ representatives in interpersonal skills, management, and planning
- Prepared, formulated, and presented classroom lessons daily

Volunteer Representative, *Church of Jesus Christ of Latter-day Saints*, Southern Idaho, 11/87-12/89

- Developed interpersonal, planning, and selling skills
- Taught interpersonal and planning skills to 150+ fellow representatives
- Gained management skills while directing divisions of 20-25 representatives

Quality Control Technician, *Union Sugar Corp.*, Betteravia, CA, 5/87-11/87

- Monitored production process quality continuously
- Generated hourly reports of production efficiencies

## SERVICE RECORD (at KU)

### **To the Management Area**

Management Area Director (equivalent to department chair), July 2017-present

Member, Management Area HR faculty position search committee, Fall 2019

Chair, Management Area OB/HR faculty position search committee, Fall 2015

Member, Management Area Strategy faculty position search committee, Fall 2014

Member, Management Area OB faculty position search committee, Fall 2012

Faculty organizer, Management Area research seminar series, 2011-2014

Member, Management Area Graduate Teaching Assistant evaluation team, 2011-2013

Center for Teaching Excellence Ambassador for the Management Area, 2012-2014

Faculty mentor for Visiting Assistant Professor Burcu Arikan, 2014-2015.

Faculty mentor for Assistant Professor Kristie Rogers, 2013-2014

### **To the School of Business**

KU School of Business Mabry Best Research Paper award committee, 2017

Faculty Advisory Committee member, 2014-2016

Member, School of Business MBA Team, 2014-2016

Member, School of Business Undergraduate Team, 2011-2014

- Team designed and received approval for new School of Business Honors program
- Chaired task force that performed strategic evaluation of School of Business undergraduate program

Society for Human Resource Management (SHRM) Club faculty advisor, 2013-2015

3<sup>rd</sup> Year Reviewer (teaching component) for Niki den Nieuwenboer, 2016

PRET Evaluator (research component for promotion to full professor) for Vince Barker, 2013

### **To the University**

Chair, KU Retirees' Rights and Benefits Committee, 2015-2016

Faculty representative, KU Retail Dining Advisory committee, 2011-2012

KU General Education Assessment faculty interviewer, 2012

Faculty advisor to the undergraduate TOMS club (founded 2011), 2011-2014

### **Professional Service outside the University**

- Associate Editor, *Human Resource Management* (journal), Nov. 2010-Nov. 2013
- Editorial Board member, *Human Resource Management Review*, 2016-present
- Editorial Board member, *Journal of Management*, 2014-present
- Editorial Board member, *Human Resource Management* (journal), 2004-present
- Chair, *Strategic Management Society Strategic Human Capital Interest Group*, 2014-2015
  - Program Chair, *Strategic Management Society Strategic Human Capital Interest Group*, 2013-2014
  - Associate Program Chair, *Strategic Management Society Strategic Human Capital Interest Group*, 2012-2013
- Founding Member, *Strategic Management Society Strategic Human Capital Interest Group*, Fall 2010
- Academy of Management (AoM)
  - Co-chair, Human Resources Division Pre-dissertation Doctoral Student Professional Development Workshop 2011, 2012, 2013
    - Member of the Human Resources Division best dissertation committee, 2012
    - Member of the Human Resources Division best paper committee, 2008, 2012
    - Chair of the Human Resources Division best paper committee, 2007
    - Member, Human Resources Division Program Committee, 2009
- Ad hoc reviewer for:
  - *Academy of Management annual meetings*, 1996-present
  - *Academy of Management Journal*, 2000-present
  - *Academy of Management Review*, 2011-present
  - *Human Relations*, 2000-present
  - *Human Resource Management*, 2002-present
  - *Human Resource Management Review*, 2007-present
    - *HRMR Excellence in Reviewing award*, 2018, 2019
  - *Industrial Relations*, 2001-present

- *International Journal of Strategic Change Management*, 2008-present
- *Journal of Management*, 2012-present
- *Journal of Management Studies*, 2005-present
- *National Science Foundation*, 2009-present
- *Organization Science*, 2006-present
- *Strategic Management Journal*, 2002-present
- *Strategic Management Society annual meetings*, 2011-present