

Guillermo E. Dabos
Curriculum Vitae – January 2005

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Marital status: Married
Date of birth: April 11, 1969
Place of birth: Tandil, Argentina
Citizenship: Argentina
Visa status: F1

EDUCATION

Carnegie Mellon University, Pittsburgh, PA, USA

Doctor of Philosophy (Ph.D.) in Groups, Organizational Effectiveness and Technology,
Expected June 2005.
GPA: 3.91/4.00.

Master of Philosophy in Groups, Organizational Effectiveness and Technology, 2003.

Master of Science in Public Policy and Management (MSPPM) (with distinction), 2000.

Universidad Nacional del Centro (UNICEN), Argentina

Master in Business Administration (MBA) (with distinction), 1996.

Bachelor of Science in Management and Accounting (with distinction), 1992.

RESEARCH INTERESTS

Interpersonal relationships as a source of wealth and value creation in knowledge-intensive organizations: Psychological contracts and functional employment relationships for knowledge workers. The role of social networks and micro-level processes on innovation and change. Meso-organizational behavior building from more micro into more macro explanations of the phenomena.

DISSERTATION

Three essays on the contracting processes underlying the formation, maintenance and change of functional employee-organization relationships.

Dissertation Committee: Denise M. Rousseau (Chair), Ashish Arora, David Krackhardt.

In a knowledge-driven economy, functional employee-organization relationships (EORs) are an increasingly important source of wealth and value creation. When adequately built and maintained, EORs provide the basis for flexibility in dealing with dynamic change while allowing for the stability required for improved performance. The first essay examines the extent of consistency in employee and employer beliefs regarding specific exchange terms (mutuality) and reciprocal commitments (reciprocity), as well as its impact on the outcomes associated with the employment relationship. The second essay adopts a social network perspective to examine how the patterns of social interaction among employees shape their psychological contracts with the organization. In the third essay, I use a meso-organizational approach to investigate how managers of a pluralistic organization acted as institutional entrepreneurs to change the normative contract of professional employees embedded in highly structured employment relationships. Building on social contract theory, this study explores how the interpretations and enactments of the agreements to which individuals, groups, and organizations are party shape their actions in initiating or responding to change. The first two essays are complete, whereas the third essay is still in progress.

PUBLICATIONS

Articles

- Dabos, G. E., & Rousseau, D. M. 2004. Mutuality and reciprocity in the psychological contracts of employees and employers. *Journal of Applied Psychology*, 89(1), 52-72.
- Dabos, G. E., & Rousseau, D. M. 2004. Social interaction patterns shaping employee psychological contracts. *Academy of Management Best Papers Proceedings*, OB, N1-N6. Winner of the Organizational Behavior Division's Best Paper Award.
- Dabos, G. E. *Institutional entrepreneurship in highly structured employment contexts: Changing the normative contract of professional employees*. Working Paper. The Heinz School, Carnegie Mellon University.

Conference Presentations

- Dabos, G. E., & Rousseau, D. M. 2004. *Social interaction patterns shaping employee psychological contracts*. Paper presented at the 64th Annual Meeting of the Academy of Management, Organizational Behavior Division, New Orleans, LA. Winner of the Organizational Behavior Division's Best Paper Award.
- Dabos, G. E. 2003. *An examination of the effects of conflict in community managed software projects*. Paper presented at the 63rd Annual Meeting of the Academy of Management, All-Academy Session, Democracy in a Knowledge Economy: The case of open source software development, Seattle, WA.
- Dabos, G. E. 2003. *Managing creativity and innovation in community managed software projects: An examination of micro-social processes*. Nominated for the 10th Annual CCC (Consortium on Competitiveness and Cooperation) Doctoral Colloquium, Rotman School of Management, University of Toronto, Canada.
- Dabos, G. E. 2003. *Network centrality and proximity: How social interaction patterns shape the psychological contract in employment*. Paper presented at the International Social Network Conference, Sunbelt XXIII, Cancún, Mexico.
- Dabos, G. E., & Rousseau, D. M. 2002. *Mutuality and reciprocity in research collaborations: Psychological contracts in academic settings*. Paper presented at the 62nd Annual Meeting of the Academy of Management, Organizational Behavior Division, Denver, CO.

Working Papers

- Dabos, G. E., & Rousseau, D. M. Psychological contracts and the informal social structure of organizations: Systemic and local effects. Under review: "Revise and resubmit" in the *Academy of Management Journal*.
- Dabos, G. E. *Relative standing as a basis for idiosyncratic deals in pluralistic organizational contexts*. Working paper.

TEACHING

Carnegie Mellon University, Pittsburgh, PA, USA

- Managing in a Virtual Environment*, Master of Science in Public Policy and Management (MSPPM), and Master of Information Systems Management (MISM), Teaching Fellow, Spring 2003.
- Organizational Management*, MISM, Teaching Assistant, Spring 2003.
- Human Behavior in Organizations*, Full-time MBA, Teaching Assistant, Fall 2002.
- Organizational Design and Implementation*, MSPPM, Teaching Assistant, Fall 2001, Fall 2002.
- Average Teaching Rating: 4.56/5.00.

Universidad de San Andrés, Argentina

- Social Networks Seminar*, Executive Program in Strategic Human Resource Management, 2004.

Universidad Nacional del Centro (UNICEN), Argentina

- Organizational Change*, Executive MBA, 2004.
- Organizational Design and Processes*, Business undergraduate course, Instructor, 1997, 1998.

RELEVANT WORK EXPERIENCE

Research and Consulting (Sep 2003 – Dec 2004)

Tandil Science & Technology Park – Software Cluster, Tandil, Argentina

Helped the university's top management team consolidate partnerships in the software industry. Conducted extensive research on institutional entrepreneurship and university-industry partnerships.

Research Assistant (Jun 2001 – Dec 2003)

Software Industry Center, Carnegie Mellon University, Pittsburgh, PA, USA

Conducted research on creativity and innovation. Assisted Prof. Florida with his book *The Rise of the Creative Class*. Participated in numerous seminars and events sponsored by the Software Industry Center.

Management Consultant (Sep 1997 – Jun 1998)

Instituto de Desarrollo Empresario Bonaerense (IDEB), Tandil, Argentina

Worked collaboratively in a multidisciplinary team to provide organizational assistance and management consulting to CEOs, policymakers and top level managers of private, public and non-profit organizations.

Chief Operating Officer (Feb 1993 – Aug 1997)

Universidad Nacional del Centro (UNICEN), Tandil, Argentina

Assisted the Dean and Academic Departments in planning and administration. Worked in the formulation and implementation of academic funding from world-class organizations such as World Bank, IDB, and EU.

Human Resources Consultant (Sep 1995 – Dec 1995)

Instituto Nacional de Tecnología Agropecuaria (INTA), Buenos Aires, Argentina

Evaluated the institutional impact of the Training and Development program for research scientists.

HONORS AND AWARDS

Winner of Organizational Behavior Division Best Paper Award, Academy of Management, 2004.

Invited Speaker, Argentina Senate of the Nation (Honorable Senado de la Nación, República Argentina), 2004.

Research Grants, Secretary of Science & Technology (Argentina) and Scientific Research Commission (Buenos Aires Province), 2004.

Invited Participant, Academy of Management, OB/OMT/ODC Doctoral Consortium, 2003.

Doctoral Fellowship, Alfred P. Sloan Foundation, Software Industry Center, 2001-2003.

Doctoral Fellowship, Carnegie Mellon University, 2000-2002.

W. W. Cooper Scholarship, The Heinz School, Carnegie Mellon University, 1998-2000.

J. William Fulbright Scholarship, Master's Program in the United States, 1998-2000. *I have already fulfilled the two-year home country residence requirement.*

Professional Council of Economic Sciences, Honor Medal to the Highest GPA, Graduation 1996, UNICEN.

Best Master's Thesis (shared), Commencement 1996, UNICEN.

Professional Council of Economic Sciences, Honor Medal to the Highest GPA, Graduation 1992, UNICEN.

Student Representative to the Academic Committee, UNICEN, 1991 (Elected).

Vice President of the Student Association, UNICEN, 1990 (Elected).

ACADEMIC SERVICE

Reviewer for Journal of Organizational Behavior, European Journal of Work and Organizational Psychology, and Academy of Management (OMT Division).

Session Facilitator for Academy of Management, 62nd Annual Meeting, Denver, CO. Shared Interest Track Session, Relationship building: Mentoring and social capital.

INTERCULTURAL EXCHANGE PROGRAMS

University of California, Berkeley. UC Extension, Winter 1996.

University of Minnesota, Twin Cities. Spring 1997.

Loyola University, New Orleans. Fulbright Pre-Academic Program, Summer 1998.

Activities included communication skills, academic writing, cultural events, and social exchange.

EXTRA-CURRICULAR ACTIVITIES

Member of the UNICEN Soccer Team, National Collegiate Athletic Association, Argentina (Division I):
National Champion, Santa Fe, 1993; Runner-up, Buenos Aires, 1991.

Volunteer for Argentine Tennis Association, Student Affairs Secretary (UNICEN), San José Catholic School.

REFERENCES

Dr. Denise M. Rousseau, H. J. Heinz II Professor of Organization Behavior, Carnegie Mellon University, and
President, Academy of Management. rousseau@andrew.cmu.edu.

Dr. Ashish Arora, Associate Professor of Economics and Public Policy, Carnegie Mellon University, and
Research Director, Software Industry Center, Sloan Foundation. ashish@andrew.cmu.edu.

Dr. Richard Florida, Omer L. and Nancy Hirst Professor of Public Policy and Management, George Mason
University and Co-Director, Software Industry Center, Sloan Foundation and Carnegie Mellon University.
florida@andrew.cmu.edu.

Dr. David Krackhardt, Professor of Organizations, Carnegie Mellon University. krack@andrew.cmu.edu.