

GERARD BEENEN
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EDUCATION

Carnegie Mellon University, Tepper School of Business, Pittsburgh, PA

- Ph.D., Organizational Behavior and Theory, August 2008
- Dissertation: An achievement goal framework for understanding the learning-performance tension for people in in short-term jobs; Committee: Denise Rousseau, Paul Goodman (co-chairs), Mark Fichman, Carrie Leana.
- M.S., May 2005, Concentrations in Social Psychology and Social Networks

Northwestern University, Kellogg School of Management, Evanston, IL

- M.B.A., Concentrations in Finance, Marketing, Organizational Behavior, June 1992

Fuller Theological Seminary, Pasadena, CA

- M.A., Theology (with graduate courses in Psychology and Ethics), August 1986

Southern California College, Costa Mesa, CA

- B.A., Religion, with highest honors (with courses in Psychology), May 1984

EMPLOYMENT

California State University, Fullerton, CA

- Assistant Professor of Management, Mihaylo College of Business and Economics (2009-Present)

Carnegie Mellon University, Pittsburgh, PA

- Post-doctoral Fellow in Organizational Behavior, Tepper School of Business (2008-2009)

Block Center for Integrative Cancer Care (Healthcare services), Evanston, IL

- CEO (2001-2003)

AmeriQuest Transportation & Logistics (Transportation services), Cherry Hill, NJ

- VP and General Manager of FleetXchange.com (2001)

Neodesic Corporation and FleetXchange.com (Software technology), Evanston, IL

- VP and Co-founder (1997-2000)

Bain & Company (Management consulting), Chicago, IL and Dallas, TX

- Consultant and Case Team Leader (1994-1997)

Ernst & Young (Management consulting), Chicago, IL

- Consultant and Senior Consultant (1992-1993)

Sibson & Company (Human resources consulting), Chicago, IL

- Research Associate (during full-time MBA studies) (1991-1992)

Orange County Environmental Management Agency (County government), Santa Ana, CA

- Management Analyst (1987-1990)

RESEARCH INTERESTS

A tension between learning and performance emerges when people need to do both in a short amount of time. My research examines the dynamics of this tension by focusing on questions such as: How can people both learn and perform in a new setting with limited time? How does individual motivation and organizational context influence this process? What role do leader-member relationships play? Under what conditions is it counterproductive to pursue both learning and performance?

RESEARCH ACTIVITIES

Publications in Peer-reviewed Journals

Beenen, G., & Rousseau, D.M. Forthcoming. Promoting learning and job acceptance in MBA internships. *Human Resource Management*.

Beenen, G., & Pinto, J. 2009. Resisting an epidemic of organizational-level corruption: An interview with Sherron Watkins. *Academy of Management Learning & Education*. 8.

Goodman, P.S., & Beenen, G. 2008. Organizational learning contracts and management education. *Academy of Management Learning & Education*. 7, 521-534.

Ling, K., Beenen, G., Kraut, R., Resnick, P. et al., 2005. Using social psychology to motivate contributions to online communities. *Journal of Computer Mediated Communication*. 10(4), article 10. <http://jcmc.indiana.edu/vol10/issue4/ling.html>

Publications in Peer-reviewed Proceedings

Beenen, G. 2007. Learning fast: Understanding MBA internship effectiveness. *Academy of Management, Best Paper Proceedings*, Philadelphia, PA August 2007. Barry Armandi Award for Best Student Paper, Management Education Division.

Beenen, G., Ling, K., Wang, X., Chang, K., Frankowski, D., Resnick, P., Kraut, R., 2004. Using social psychology to motivate contributions in online community, *CSCW 2004 Proceedings*, ACM Press.

Practitioner-oriented Publications

Beenen, G. 2008. Exploring MBA internship effectiveness: Intern goals and outcomes. *Graduate Management Admissions Council (GMAC) Research Reports*.
http://www.gmac.com/NR/rdonlyres/80A97CEC-32BA-4872-A82D-8F322BB83F14/0/RR0801_MBAInternshipEffectiveness.pdf

Erismann, A.M., & Beenen, G. 2007. Did we learn the lessons from Enron? *Ethix*.
<http://www.ethix.org/article.php3?id=368>

Erismann, A.M., & Beenen, G. 2007. Leadership for a 21st-century multinational corporation. *Ethix*. <http://www.ethix.org/article.php3?id=360>

Working papers

Effects of subordinate and perceived supervisor goal orientation on subordinate learning and performance. Longitudinal study of the additive and interactive effects of subordinate and perceived supervisor goal orientations on subordinate learning and performance.

A goal orientation framework for proactive learning and socialization. Longitudinal study of the combined effects of learning and performance goal orientations and socialization tactics on newcomer learning and socialization.

Do I really want to work here?: Pre-entry perceived P-O fit, career learning, and job acceptance intentions for MBA job seekers. (with Lori Muse and Shaun Pichler) Longitudinal study of how pre-entry P-O fit motivates post-entry proactive learning and job acceptance intentions for MBA interns.

Expectations and organizational learning contracts (Book chapter with Paul Goodman). Investigation of the impact of shared expectations on student behaviors and outcomes across three tertiary institutions.

Other projects

Organizational learning contracts (with Paul Goodman). NSF-funded study investigating antecedents and consequences of shared beliefs about learning outcomes, environments, and evaluation systems for over 150 students in three tertiary institutions.

Learning and performance in short-term work (with Denise Rousseau and Paul Goodman). Developing a theoretical framework to explain accelerated learning and performance.

Receiving and seeking feedback: The role of autonomy support. Field investigation of how autonomy supportive managers both provide informal feedback, and encourage subordinates to proactively seek feedback to improve their skills.

Goal orientations and creativity (with Ella Miron-Spektor and Linda Argote). Experimental study of how state goal orientations impact learning and creative performance.

From we to me: Perceived competence, egocentrism and group identity in work groups.
Exploratory study of self-centered and group-centered biased perceptions of competence within and between 37 natural work groups.

Leadership matters: The evidence on leadership effectiveness. (with David Miller) Practitioner-focused review of meta-analytic findings on characteristics of effective leader traits and behaviors.

PROFESSIONAL PRESENTATIONS

Effects of subordinate and perceived supervisor goal orientation on subordinate learning and performance. Academy of Management, Chicago, IL, August 2009.

Transformational leadership. (Paper Session Respondent). Academy of Management, Chicago, IL, August 2009.

A goal orientation framework for proactive learning and socialization. Academy of Management, Anaheim, CA August 2008.

Do I really want to work here?: Pre-entry perceived P-O fit, career learning, and job acceptance intentions for MBA job seekers. Paper accepted for Western Academy of Management, March, 2008. Best Student Paper nominee (unable to attend conference).

Leadership matters: A review of the evidence. Seattle Pacific University, October 2007.

Learning fast: Understanding MBA internship effectiveness. Academy of Management, August 2007. Barry Armandi Best Student Paper Award; Best Paper Proceedings.

Scientist & educator: Integrating our divided roles. o-organizer and presenter (with Denise Rousseau), Academy of Management, August 2006.

From we to me: Egocentrism and group identity in work teams. Interdisciplinary Network on Group Research (INGRoup) Conference, Carnegie Mellon, July 2006.

From we to me: Egocentrism and group identity in work teams. Center for Interdisciplinary Research on Teams (CIRT) Conference, Carnegie Mellon, September 2005.

Using social psychology to motivate online community contributions. Association for Computing Machinery, Computer Supported Cooperative Work, November 2004.

Using social psychology to motivate contributions in an online community. Invited presentation, University of Pittsburgh, September 2004.

TEACHING INTERESTS

I enjoy teaching courses covering individual and group behavior in organizations, organizational leadership, managing organizational change, strategic human resources management, managing in a virtual environment, and evidence-based management.

TEACHING EXPERIENCE

California State University, Fullerton

- Introduction to Organizational Behavior (undergraduate) (Fall 2009)

Carnegie Mellon University

- Organizational Change (MBA) (Summer 2009, Spring 2009, Spring 2008)
- Introduction to Organizational Behavior (undergraduate) (Summer 2006)
- Teaching Assistant for 11 undergraduate and graduate courses in organizational behavior, human resource management, negotiations, leading teams, strategy and ethics. (2004-2007)

Other Teaching Activities

- Business ethics seminar speaker for MBA students (Wharton School).
- E-commerce panelist (MIT/Sloan School; Brookings Institution).
- MBA class e-commerce guest lecturer (Kellogg School; Dr. Sunil Chopra).
- Accounting and marketing module trainer (Bain & Company).
- Taught two college courses as visiting Instructor (Bethel College, Kerala, India).

ACADEMIC AWARDS AND FELLOWSHIPS

- Western Academy of Management, Best Student Paper nominee (March, 2008).
- Academy of Management (August, 2007) Best Paper Proceedings, Best Student Paper Award, and Best Paper Award Nominee, MED Division.
- Graduate Management Admissions Council Doctoral Fellowship Award (\$20,000), (December, 2006) (1 of 2 awards granted out of 23 applications).
- Salancik Doctoral Dissertation Fellowship Award, Carnegie Mellon (April 2007).
- William Larimer Mellon Fellowship, Carnegie Mellon (2003-2006).
- Outstanding MBA Graduate in Organizational Behavior Award (June, 1992), Northwestern University, Kellogg School of Management.
- *Summa cum laude* graduate, *Delta Kappa* Honor Society and Grable Award for academic and leadership excellence; outstanding achievement award for Greek language studies, Vanguard University of Southern California.

SERVICE

- Session Chair, Outcomes in Executive Education, Academy of Management, 2009.
- Reviewer, Academy of Management 2008, 2009.
- Reviewer, Western Academy of Management 2008.
- InReview editor, *Ethix*, edit book and film review column, 2003-present.
- Founding Member, Evidence Based Management Collaborative, 2007-present, Carnegie Mellon University.
- Steering Committee Member, Center for Interdisciplinary Research on Teams, 2005-06, Carnegie Mellon, Laurie Weingart, Director.
- Reviewer, Computer Supported Cooperative Work (Association for Computing Machinery).
- Ad hoc reviewer, Journal of Organizational Behavior.
- Facilitator for interactive session on groups & teams, Academy of Management, August, 2004.

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- Society for Industrial Organizational Psychology

MANAGEMENT CONSULTING EXPERIENCE

<u>Industry</u>	<u>Representative clients</u>
▪ Consumer products/services	AAA Michigan, Continental Airlines, Kraft Foods
▪ Financial services	AIG, Allstate Insurance, Zurich-Kemper Mutual Funds
▪ Healthcare	Baxter, BC/BS Iowa, Northwestern University Hospitals
▪ Manufacturing/Technology	GE, Johnson Controls, Navistar, Xerox

INTERNATIONAL EXPERIENCE

- Management consulting assignments in Latin America.
- Spanish language studies in Costa Rica.
- Taught two college level courses in Kerala, India.
- Travelled in 25 countries throughout North America, South America, Europe and Asia.

OTHER SERVICE

- Board of Directors, Bellefield Presbyterian Church (PCUSA), Pittsburgh, PA, 2005-08.
- Board of Directors, Reba Place Development Corporation (Non-profit focused on Economic and Community Development), Evanston, IL, 2000-03.