**Charles D. Stevens**

*Curriculum Vitae*

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Work Address:

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**EDUCATION**

Ph.D. University of Kansas, Lawrence, KS. Ph.D. in Human Resource Management program in the School of Business. 1998

MBA Oklahoma State University, Stillwater, OK. 1984.

B.S. Oklahoma State University, Stillwater, OK. 1982

Major: Management/Personnel Management

**ACADEMIC EXPERIENCE**

2011-Present *Professor* *of Human Resource Management* in the College of Business, North Dakota State University.

2004-2011 *Associate Professor* *of Human Resource Management* in the College of Business, North Dakota State University.

1998-2004 *Assistant Professor of Human Resource Management* in the College of Business,

North Dakota State University.

1992-1998 *Instructor*  for eight semesters (and two summer sessions) in the School of Business, University of Kansas.

1989-90 *Instructor* in the Business Division, University of Science and Arts of Oklahoma

1987-89  *Instructor* in the Business Division, Rogers State College in Claremore, OK.

**NON-ACADEMIC WORK EXPERIENCE**

1985-88 *Manager* Condominium Properties, Inc. in Tulsa, OK.

**CONSULTING EXPERIENCE**

*Consultant* for the American University of Ras Al Khaimah, United Arab Emirates. Developed Human Resource Management curriculum. (2009)

*Outside Consultant* for DeFrain, Mayer, Lee**,** & Burgess Consultants and Actuaries (Overland Park, Kansas). Wrote 61 job descriptions for a municipal government. Consulted on the use of a statistical software package. (1996).

**REFEREED PUBLICATIONS**

Greer, C.R. & Stevens C.D. (Forthcoming). “HR in Collaborative Innovation with Customers: Role, Alignment and Challenges.” *The International Journal of Human Resource Management*.

Macintosh, G. & Stevens, C.D. (2013). “Individual Differences in Opportunistic Claiming Behavior.” *Journal of Consumer Behaviour 12* (10 – 19).

Stevens, C.D. & Szmerekovsky, J.G. (2010). “Attraction to Employment Advertisements: Advertisement Wording and Personality Characteristics.” *Journal of Managerial Issues* *22* (107- 126).

Macintosh, G. & Stevens, C.D. (2008). “Personality, Motives, and Conflict Strategies in Everyday Service Encounters.” *International Journal of Conflict Management 19* (112-131).

Greer, C.R., Stevens, C.D., & Stephens, G.K. (2007) “The State of the Unions in Mexico.” *Journal of Labor Research 28* (69-92).

Stevens, C.D. & Greer, C.R. (2005) “E-Voice, the Internet and Life Within Unions: Riding the Learning Curve.” in “Information Technology and the Future of Unions” [Special Issue]. *Working USA: The Journal of Labor and Society* *8* (439-455).

Stevens, C.D. & Macintosh, G. (2002-3). “Personality and Attractiveness of Activities Within Sales Jobs” *Journal of Personal Selling and Sales Management* *23* (23-37).

Garrison, M.J. & Stevens, C.D. (2003). “Sign This Agreement Not To Compete or You’re Fired! Non-Compete Agreements and the Public Policy Exception to Employment At Will” in “The Evolving Nature of the Employment Relationship: Protecting Workers from Unjust Dismissal Versus Safeguarding Employer Prerogatives” [Special Issue] *Employee Responsibilities and Rights Journal 15* (103-126).

Guthrie, J.P., Ash, R.A., & Stevens, C.D. (2003). “Are Women ‘Better’ than Men? Personality Differences and Expatriate Selection” in“The Management of Expatriates: Contemporary Developments and Future Challenges” [Special Issue]. *Journal of Managerial Psychology 18* (229-243).

Stevens, C.D., Guthrie, J.P., Ash, R.A., & Coate, C.J. (2002). “Does Personality Predict Preferred Managerial Style: Evidence from New Zealand and the United States.*”*  *Asia-Pacific Journal of Human Resources 40* (322-344).

Stevens, C.D. & Ash, R.A. (2001). “The Conscientiousness of Students in Subject Pools: Implications for ‘Laboratory’ Research”. *Journal of Research in Personality 35* (91-97)*.*

Stevens, C.D. & Ash, R.A. (2001). “Selecting Employees for Fit: Personality and Preferred Managerial Style”. *Journal of Managerial Issues 13* (500-517).

**CONFERENCE PROCEEDINGS**

Stevens, C.D. “A Proposed Model of Person-Sector Fit: The Case of For-Profit Versus Nonprofit Organizations.” *Proceedings of the 1999 Midwest Academy of Management meeting*, Lincoln, NE.

Stevens, C.D. & Ash, R.A. “The Conscientiousness of Students in Subject Pools: Serious Implications for ‘Laboratory’ Research.” *Proceedings of the 1998 Midwest Academy of Management meeting*, Kansas City, MO.

**CONFERENCE PRESENTATIONS**

Greer, C.R. & Stevens, C.D. *Human Resource Management Considerations in Collaborative Innovation with*

*Customers* . Presented at the Southern Management Association 2013 meeting. New Orleans, LA November 5-9, 2013.

Greer, C.R. & Stevens, C.D. *The Role of Talent management in Collaborative Innovation: Facilitating the Development of New Products and Services with Customers*. Accepted for presentation at the Workshop on Talent Management. European Institute for Advanced Studies in Management. Brussels, Belgium April 16-17, 2012.

Macintosh, G.M. & Stevens, C.D. *Individual Differences in Opportunistic Claiming in Services*, presented at the 2010 Society for Marketing Advances Conference. November 2010. Atlanta

Macintosh, G.M. & Stevens, C.D. *Social Value Orientation and the Big Five Dimensions of Personality*, presented at the 2010 Midwest Academy of Management meeting. October 2010. Grand Forks, ND.

Macintosh, G.M. & Stevens, C.D. *Personality, Motives, and Conflict Strategies in Everyday Service Encounters*, presented at the 2007 Recent Advances in Retailing and Consumer Services Science Conference. July 2007. San Francisco.

Macintosh, G.M. & Stevens, C.D. *Consumer Conflict Management Strategies in Everyday Service Encounters*. Presented at the 2005 Association for Consumer Research Conference. September 2005. San Antonio, TX.

Coate, C.J. & Stevens, C.D. *The Association of the Big Five Personality Taxonomy and Business Ethics: Generalizing Results Across Students.* Presented at the 10th Annual International Conference Promoting Business Ethics. October 2003. Garden City, NY.

Garrison, M.J. & Stevens, C.D. *Non-Competition Agreements and the Public Policy Exception to Employment-at- Will.* Invited presentation in the best regional papers session of the Academy of Legal Studies in Business annual meeting. August 2003. Nashville, TN.

Garrison, M. J. & Stevens, C.D. *Recent Developments in the Law of Employee Agreements Not to Compete.* Presented at the Pacific Southwest Academy of Legal Studies Meeting, February, 2003

Macintosh, G.M. & Stevens, C.D. *Individual Time Perspective and Relational Selling*. Presented at the National Conference in Sales Management. April 2003**.** Cincinnati, OH.

Coate, C.J. & Stevens, C.D. *Good Business, Good Ethics & the Big Five Personality Taxonomy.* Presented at the 9th annual International Conference Promoting Business Ethics. October, 2002. Niagra University: Niagra Falls, NY.

Garrison, M.J. & Stevens, C.D. *Non-Competition Agreements and the Public Policy Exception to Employment-at-Will.* Presented at the 2002 annual meeting of the Mid-Atlantic Academy of Legal Studies in Business. March 2002. Philadelphia.

Guthrie, J.P., Ash, R.A., & Stevens, C.D. *Are Women “Better” than Men? The Implications of Personality Differences in Hiring for Expatriate Assignment* presented in P.M. Caligiuri (Chair) *Female Expatriates: New Insights and Trends.* Symposium conducted at the 2001 conference of the Society for Industrial and Organizational Psychology, San Diego.

Stevens, C.D., Guthrie, J.P., Ash, R.A., & Coate, C.J. *Personality and Preferred Managerial Style: Evidence from the U.S. and New Zealand* presented in A. Sears (Chair) *Team and Leadership Processes.* Symposium conducted in the Human Resource Management Division program at the 1999 National Academy of Management meeting. August, 1999. Chicago.

Ash, R.A. & Stevens, C.D. *Personality and Pay System Preferences.* In J.R. Beatty (Moderator), *Illuminating Compensation Practices Through Research.* Panel Discussion conducted at the 1999 American Compensation Association International Conference. May 1999. Boston.

Stevens, C.D. *A Proposed Model of Person-Sector Fit: The Case of For-Profit Versus Nonprofit Organizations.* Presented at the 1999 Midwest Academy of Management meeting, April 1999, Lincoln, NE.

Stevens, C. D. & Ash, R.A. *Personality and Pay Preferences: A Person-Organization Fit Perspective.* Presented at the 1998 conference of the Society for Industrial and Organizational Psychology, Dallas.

Ash, R.A., Guthrie, J.O., Stevens, C.D., & Coate, C.J. Gender and Personality Differences: Implications for Selection Outcomes. In R.A. Ash (Chair), *Personality Tests in Personnel Selection: The Use of Gender-Based Norms.* Symposium conducted at the 1998 conference of the Society for Industrial and Organizational Psychology, Dallas.

Stevens, C.D. & Ash, R.A. *The Conscientiousness of Students in Subject Pools: Serious Implications for “Laboratory” Research.* Presented at the 1998 Midwest Academy of Management meeting, Kansas City, MO.

Stevens, C.D. & Ash, R.A. *People Higher in Openness to Experience Prefer Team Based Organizations.* Presented at the Advanced Concepts Conference of the Center for the Study of Work Teams. Dallas, TX. May, 1997.

Stevens, C.D. & Ash, R.A. *Selecting Employees for Fit: Personality and Preferred Managerial Style.* Presented at the 1997 Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Stevens, C.D. & Ash, R.A. *An Investigation of Relationships Between Personality Types and Managerial Style*. Presented at the 1995 Midwest Academy of Management meeting, St. Louis, MO.

**REPORTS**

Ash, R.A. & Stevens, C.D. *Evaluation of the Kansas Department of Commerce Kansas Industrial Training (KIT) and Kansas Industrial Retraining (KIR) Programs.* Institute for Public Policy and Business Research, The University of Kansas. January, 1992; Report No. 193.

Ash, R.A. & Stevens, C.D. *Adult Basic Education Activities of Kansas Businesses*. Chapter in *Adult Basic Skills and the Kansas Workforce.* Institute for Public Policy and Business Research, The University of Kansas. June, 1991; Report No. 187b.

**WORKING PAPERS**

Macintosh, G. & Stevens, C.D. “Individual Differences and Merit Pay Allocation Decisions”

Coate, C.J. & Stevens, C.D. “Good Business, Good Ethics and the Big Five Personality Taxonomy”

Guthrie, J.P., Ash, R.A., Stevens, C.D. & Coate, C.J. “Gender and Personality Differences: Implications for Selection”

Stevens, C.D. & Ash, R.A. “Personality and Pay Preferences: A Person-Organization Fit Perspective.”

**HONORS**

2013 Apple Polisher Award from Bison Ambassadors (Teaching).

Nominee for Eisele Teaching Fellow (2010)

Inducted into Beta Gamma Sigma (2008)

2007 Apple Polisher Award from Bison Ambassadors (Teaching).

Nominee for 2006 National Society of Collegiate Scholars Faculty of the Year Award.

Nominee for 2006 College of Business Service Award.

Nominee for 2005 Professor of the Year Award (Sponsored by the Council for the Advancement and Support of Education and the Carnegie Foundation for the Advancement of Teaching)

2004 College of Business Outstanding Teacher Award

2004 NDSU Mortar Board Preferred Professor Award

2003 NDSU College of Business Research Award

Nominee for 2003 NDSU College of Business Outstanding Teacher Award

Nominee for 2003 NDSU College of Business Service Award

Outstanding Paper Award. 2002 MidAtlantic Academy of Legal Studies in Businessconference (with M.J. Garrison)

Honorary member of Golden Key International Honour Society (Nominated and selected by NDSU honor students, 2002).

Recipient of three nominations (2 undergraduate, 1 graduate) for 2000 NDSU College of Business Administration Outstanding Teacher Award.

1999 North Dakota State University, College of Business Administration Summer Research Award.

1998 Tollefson Teaching Award. School of Business, University of Kansas

1998 School of Business nominee for university-wide teaching award at the University of Kansas.

**CONSORTIUMS**

1998 Doctoral Consortium at the 1998 Midwest Academy of Management Meeting in Kansas City, MO.

1997 Doctoral Consortium at the 1997 Society for Industrial and Organizational Psychology Annual Meeting in St. Louis, MO.

1995 Human Resource Management Doctoral Consortium at the 1995 Academy of Management Annual Meeting in Vancouver, Canada.

**FELLOWSHIPS**

University of Kansas School of Business Dissertation Fellowship for Spring semester, 1996 and Fall semester 1997 (awarded on a competitive basis).

**RESEARCH INTERESTS**

Human Resource Management and Innovation

Person-Organization Fit.

The Use of the Big Five Personality Dimensions in Human Resource Management.

The Effects of Changing Compensation Systems on Employee Recruitment and Selection**.**

The Role of Labor Unions in the Workplace of the Future.

The Big Five Personality Dimensions and behavior in service encounters.

The Big Five Personality Dimensions and claiming behavior.

**TEACHING INTERESTS**

Recruitment and Selection

Human Resource Management

Employment Law

Labor Relations/CollectiveBargaining

Compensation Management

Performance Appraisal and Management

**TEACHING EXPERIENCE**

North Dakota State University: Human Resource Management, Compensation Management, Labor Relations Foundations of Management

University of Kansas: Labor Relations, Human Resource Management, Contemporary Selection Topics

**PROFESSIONAL SERVICE**

Reviewer, *Human Resources Management: Strategic Issues, Applications, and Experiential Exercises.* Sage Publishing (2007).

Facilitator of “Current Topics in Human Resource Management” at the 2004 Midwest Academy of Management Meeting in Minneapolis, MN

*Ad hoc* reviewer *Career Development International (*2013 – Present)

*Ad hoc* reviewer *Journal of Applied Psychology* (2012 – Present)

*Ad hoc* reviewer *International Journal of Conflict Management* (2011 – Present)

*Ad hoc* reviewer, *Journal of Managerial Issues*(2002 - Present)

*Ad hoc* reviewer, *Human Resource Management Journal*(2002 - Present)

*Consulting Reader*, *Psychological Reports* (2002)

Reviewer, 1999 Midwest Academy of Management Meeting.

Reviewer, 2000 Midwest Academy of Management Meeting.

Reviewer, *Employment and Labor Law* (3rd Ed.) By Cihon & Castagnera; West Publishing

**PROFESSIONAL ORGANIZATIONS**

Academy of Management (1993-Present)

Society for Human Resource Management (2000-present)

Society for Industrial and Organizational Psychology(1995-2000)

American Psychological Association (2014-present)

**UNIVERSITY AND COLLEGE SERVICE**

MM Department Nomination Committee (2015)

MM ad hoc teaching award committee (2015)

Business Law Search Committee Chair (2014)

University Academic Integrity Committee (2013-Present)

College of Business Council Chair (2012-2013)

Management Search Committee (Chair) (2012)

University Academic Affairs Committee (2012 – 2013; Chair (2012-2013)

University Advance FORWARD Promotion to Professor Task Force (2011 – present)

College of Business Steering Committee (2007-2011)

CBA Nomination Committee (2000-2012)

College of Business Curriculum Committee (2010-2013); Chair (2012-2013)

Department of Management & Marketing Promotion, Tenure Evaluation Committee (2009-2010); (2012-2013) (2013-Present) Chair (2009- 2010) (2013 –Present)

Faculty advisor for the NDSU Human Resource Association (1998-Present).

CBA Student Progress Committee (2010-2013); Chair (2011- 2013)

Committee to study structure and governance of the NDSU College of Business (2010-2012), Chair

University Teaching and Professional Service Committee (2007- 2011)

University Academic Affairs Committee (2011)

University General Education Committee (1999-2000); (2007- 2010)

Social and Behavioral Sciences and Quantitative Reasoning Subcommittee of University General Education Committee (2007- 2010)

University Research & Consulting Committee (2006-2009)

Management Search Committee (2008-2009)

Search Committee for the Director of the Center for Global Initiatives & Leadership (2008-2009)

Organizational Behavior Search Committee (2006)

Visiting Management Search Committee (2006)

University Faculty Personnel Committee (2004 - 2008)

Department of Management, Marketing & Finance Promotion and Tenure Evaluation Committee (2004-2009)

Chair of the Department of Accounting and Information Systems Promotion and Tenure Evaluation Committee (2005-2007)

CBA Scholarship Committee (2002-2005); Chair (2004-2005)

Marketing Search Committee (2004)

CBA Dean Search Committee (2003 - 2004)

University Academic Standards Committee (2000 - 2002 & 2003 - 2004).

Organizational Behavior Search Committee Chair (2002)

CBA Student Progress Committee (1998-2002 & 2003-2004); Chair (2000-2002 & 2003-2004)

Operations Management Search Committee (2001 - 2002)

Marketing Search Committee (1999-2001)

CBA Search Committee (1998-1999)