

Alex Stajkovic

M. Keith Weikel Distinguished Chair in Leadership

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ACADEMIC POSITIONS

- M. Keith Weikel Distinguished Chair in Leadership, 2015-Present
- M. Keith Weikel Professor in Leadership, 2013-2015
- The Procter & Gamble Chair in Business, 2008-2013
- Associate Professor, 2006
- Assistant Professor, 1999-2005

- Stanford University, Psychology Department
 - Visiting scholar, 2007-2008

- University of California, Irvine, Graduate School of Management
 - Visiting Assistant Professor, 1997-1999

- Washington State University, Management Department
 - Visiting Assistant Professor, 1996-1997

EDUCATION

- Ph.D., Organizational Behavior, University of Nebraska-Lincoln, 12/1996
- M.A., Management, University of Nebraska-Lincoln, 1993
- B.Sc., Economics, University of Belgrade (Serbia), 1991

ACADEMIC HONORS

- *Journal of Applied Psychology*, Editor nomination by the APA, 2013.

- *Gaumnitz Distinguished Research Award*. WSB, 2007.

- *Mabel Chipman Excellence in Teaching Award*. WSB, 2005.

- *Full-time MBA Honors Board*. WSB, 2004-2007.

- *Early Career Contribution to Industrial/Organizational Psychology*, nominated by Division 14, SIOP, of the American Psychological Association (APA), 2001.

- Self-efficacy and work-related performance: A meta-analysis, article nominated for *Best Paper Published in Organizational Behavior*, Academy of Management, 1999.

- *Excellence in Teaching Award* (as voted by students), Univ. of California-Irvine, 1998.

PUBLICATIONS

- (36) Stajkovic, A.D. & Sergent, K. (forthcoming, 2018). *Discovering Competitive Advantage in Subconscious Goals: A Global Leadership Perspective*. New York, NY: Routledge
- (35) Stajkovic, A.D., Bandura, A., Locke, E. A., Lee, D., & Sergent, K. (2017). Test of three conceptual models of influence of the big five personality traits and self-efficacy on academic performance. *Personality and Individual Differences*, *120*, 238-23.5
- (34) Lee, D., Stajkovic, A.D., & Sergent, K. (2016). A field examination of the moderating role of group trust in group efficacy formation. *Journal of Occupational and Organizational Psychology*, *89*, 856-876.
- (33) Stajkovic, A.D., Lee, D., Greenwald, J. M., & Raffiee, J. (2015). The role of core confidence higher-order construct in self-regulation of performance and attitudes: Evidence from four studies. *Organizational Behavior and Human Decision Processes*, *128*, 29-48.
- (32) Lee, D, Stajkovic, A.D, Cho, B. (2011). Trust and emotion as antecedents of cooperation: Evidence from Korea. *Journal of Applied Social Psychology*, *41*, 1603-1631.
- (31) Stajkovic, A.D., Carpenter, M., & Graffin, S. (2011). Charismatic leadership, social networks, and goal-setting among U.S. and Chinese executives. In Carpenter, M. (Ed.), *The Handbook of Research on Top Management Teams*. Edward Elgar Publishing.
- (30) Latham, G. P., Stajkovic, A.D., Locke, E. A. (2010). The relevance and viability of subconscious goals in the workplace. *Journal of Management*, *36*, 234-255.
- (29) Luthans, F. & Stajkovic, A.D. (2009). Provide recognition for performance improvement. In Locke, E. A. (Ed.), *Handbook of Principles of Organizational Behavior* (2nd edition). Blackwell Publishing.
- (28) Stajkovic, A.D., Lee, D., & Nyberg, A.J. (2009). Collective efficacy, group potency, and group performance: Meta-analyses of their relationships, and test of mediation model. *Journal of Applied Psychology*, *94*, 814-828.
- (27) Stajkovic, A.D. (2006). Development of a core confidence higher-order construct. *Journal of Applied Psychology*, *91*, 1208-1224.
- (26) Stajkovic, A.D., Locke, E.A, & Blair, E. (2006). A first examination of the relationships between primed subconscious goals, assigned conscious goals, and task performance. *Journal of Applied Psychology*, *91*, 1171-1180.
- (25) Carpenter, M.A. & Stajkovic, A.D. (2006). Social network theory and methods as tools for helping business confront global terrorism: Capturing the case and contingencies presented by dark social networks. In G. Suder (Ed), *Corporate Strategies Under International Terrorism and Adversity*, pp. 7-19. UK: Edward Elgar Publishing.

- (24) Stajkovic, A.D., & Luthans, F. (2003). Behavioral management and task performance in organizations: Conceptual background, meta-analysis, and test of alternative models. *Personnel Psychology*, 56, 155-194.
- (23) Stajkovic, A.D., & Luthans, F. (2003). Social cognitive theory and self-efficacy: Implications for motivation theory and practice. In R. M. Steers, L. W. Porter, & G. A. Bigley (Eds.), *Motivation and Work Behavior (7th ed.)*, 126-140. NY, McGraw-Hill.
- (22) Stajkovic, A.D., & Luthans, F. (2001). Differential effects of incentive motivators on work performance. *Academy of Management Journal*, 44, 580-590.
- (21) Stajkovic, A.D., & Sommer, S. (2000). Self-efficacy and causal attributions: Direct and reciprocal links. *Journal of Applied Social Psychology*, 30, 707-737.
- (20) Luthans, F. & Stajkovic, A.D. (2000). Provide recognition for performance improvement. In Locke, E. A. (Ed.), *Handbook of Principles of Organizational Behavior (1st edition)*. Blackwell Publishing.
- (19) Luthans, F., Stajkovic, A.D., & Ibrayeva, E. (2000). Environmental and psychological challenges facing entrepreneurial development in transitional economies. *Journal of World Business*, 35, 95-110.
- (18) Stajkovic, A.D. (1999). Fitting parametric fixed effect categorical models to effect sizes: A neglected meta-analytic approach in organizational studies. *Organizational Research Methods*, 2, 90-104.
- (17) Luthans, F., & Stajkovic, A.D. (1999). Reinforce (not necessarily pay) for performance. *Academy of Management Executive*, 13, 49-57.
- (16) Stajkovic, A.D., & Luthans, F. (1998). Self-efficacy and work-related performance: A meta-analysis. *Psychological Bulletin*, 124, 240-261. Nominated for the "Best Published Paper in Organizational Behavior" (Academy of Management, OB division, 1999).
- (15) Stajkovic, A.D., & Luthans, F. (1998). Social cognitive theory and self-efficacy: Going beyond traditional motivational and behavioral approaches. *Organizational Dynamics*, 26, 62-74.
- (14) Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Behavioral management: Meeting the challenge of performance improvement in Eastern Europe. *European Management Journal*, 16, 466-475.
- (13) Stajkovic, A.D., & Luthans, F. (1997). Business ethics across cultures: A social cognitive model. *Journal of World Business*, 32, 17-34.
- (12) Stajkovic, A.D., & Luthans, F. (1997). A meta-analysis of the effects of organizational behavior modification on task performance, 1975-95. *Academy of Management Journal*, 40, 1122-1149.

Proceedings (peer reviewed)

- (11) Stajkovic, A.D., Carpenter, M. A., & Graffin, S. D. (2005). Charisma, social networks, and self-set career goals in the U.S. and China. *Academy of Management, International Management* division. Honolulu, 2005.
- (10) Luthans, F., & Stajkovic, A.D. (2000). The impact of social recognition on employee performance. *Midwest Academy of Management, OB* division, Chicago, 2000.
- (9) Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Managerial effectiveness for emerging economies. *Pan Pacific Conference, Organizational Behavior* track. South Korea, 1998.
- (8) Farner, S., Luthans, F., & Stajkovic, A.D. (1998). The impact of self-efficacy training and rewards on worker performance. *Decision Science Institute, OB* division. Las Vegas.
- (7) Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). Pay for performance: Theory, research, and practice. *Midwest Decision Science Institute*, Lincoln, NE.
- (6) Stajkovic, A. D. (1996). Fitting parametric fixed effect categorical models to effect sizes. *Decision Science Institute, Organizational Behavior* division. Orlando, FL.
- (5) Luthans, F., Stajkovic, A.D., & Reed, K. (1996). Country clustering revisited: A quantitative review of cultural dimensions. *Decision Science Institute, Organizational Behavior* division. Orlando, FL.
- (4) Luthans, F., Goebel, J, & Stajkovic, A.D. (1996). Comparing perceptions of business ethics across cultures: U.S., Europe, and Japan. *Pan-Pacific Conference, Organizational Behavior* track. Japan, 1996.
- (3) Stajkovic, A.D. (1995). Effects of self-efficacy, goal-setting, and locus of control on task performance: A three-way factorial. *Decision Science Institute, OB* division. Boston.

Book Reviews and Cases

- (2) Stajkovic, A.D. (1997). Case "Vietnam: An emerging market in the global economy." In *International Management*, (3rd Ed.), 544-545. New York: McGraw-Hill.
- (1) Stajkovic, A.D. (1996). Book review of *Building flexible organizations: A people centered approach*, by M. H. Overholt. *Organizational Dynamics*, 25, 93-94.

PAPERS UNDER REVISE AND RESUBMIT

- (1) Stajkovic, A.D., Sergent, K., Ko Y. H., Khoshimov, B., Kim, J. H., & Baek, I. G. (2018). *Title removed per journal policy * ***Psychological Science***. 2nd revise and resubmit.
- (2) Sergent, K., & Stajkovic, A.D. (2018). *Title removed per journal policy *. ***Applied Psychology: An International Review***. 2nd revise and resubmit.

PAPERS SUBMITTED/UNDER REVIEW

- (3) Stajkovic, A.D., Lee, D., Sergent, K., Raffiee, J., & Younger, S. (2018). *Title removed per journal policy * ***Personnel Psychology***.
- (4) Stajkovic, A.D., Bandura, A., Sergent, K., Peterson, S. J., & Greenwald, J. M. (2018). *Title removed per journal policy *. ***Academy of Management Journal***.
- (5) Sergent, K., & Stajkovic A.D. (2018). *Title removed per journal policy * ***The Accounting Review***.
- (6) Stajkovic, A.D., Latham, G. P., Sergent, K., & Peterson, S. J. (2018). *Title removed per journal policy * ***Journal of Business and Psychology***.

PRESENTATIONS (peer reviewed)**National Conferences**

- (82) Sergent, K., & Stajkovic, A.D. (2018). Discriminant, convergent, and incremental validities between perceived self-efficacy and subconscious self-efficacy. ***Association for Psychological Science***, San Francisco, CA.
- (81) Stajkovic, A.D., Sergent, K., Peterson, S., & Greenwald, J. (2017). Interactive effects of primed and perceived self-efficacy on goal-directed behavior. ***Association for Psychological Science***, Boston, MA.
- (80) Stajkovic, A.D., Peterson, S. J., Sergent, K., & Bartels, A., (2017). Subconscious and conscious self-efficacy in the regulation of behavior. ***Society for Industrial and Organizational Psychology***, Orlando, FL.
- (79) Stajkovic, A.D., Sergent, K., Peterson, S. J., Schantz, A. (2016). Symposium on latest developments in priming research in Organizational Behavior. ***Academy of Management, Organizational Behavior division***. Anaheim, CA.
- (78) Stajkovic, A.D. (2014). Chair of the session: Improving measurement, response, and generalizability. ***Academy of Management, Research Methods division***. Philadelphia.
- (77) Stajkovic, A.D. (2014). Discussant of the symposium: New perspectives on implicit processes in organizations. ***Society for Industrial and Organizational Psychology***. Honolulu, HI.

- (76) Stajkovic, A.D. (2012). Facilitator of the session: Factors influencing effective and ineffective leadership. *Academy of Management, Cross-division session*. Boston, MA.
- (75) Stajkovic, A.D. (2012). Chair of the session: Assessing current analytical methods. *Academy of Management, Research Methods division*. Boston, MA.
- (74) Stajkovic, A.D., Greenwald, J. M., & Triana, M. D. C. (2012). Master tutorial on priming. *Society for Industrial and Organizational Psychology*. San Diego, CA.
- (73) Stajkovic, A.D., Johnson, R., & Bowling, N. (2011). Discussant of the symposium: Measuring implicit processes in organizational research. *Society for Industrial and Organizational Psychology*. Chicago, IL.
- (72) Stajkovic, A.D., & Latham, G. P. (2010). Organizational Behavior division new members research forum. Faculty fellow with Gary Latham for the work motivation topic. *Academy of Management, Organizational Behavior division*. Montreal, Canada.
- (71) Stajkovic, A.D., Locke, E. A., Latham, G. P., Shantz, A., & Piccolo, R. (2009). Chair of the symposium and presenter: Subconscious goals, primed self-efficacy, and need for achievement. *Society for Industrial and Organizational Psychology*. New Orleans, LA.
- (70) Stajkovic, A.D. (2009). Chair of the symposium and presenter: Goal setting, self-efficacy and performance: New research directions. Included nine authors. *Society for Industrial and Organizational Psychology*. New Orleans, LA.
- (69) Stajkovic, A.D., Locke, E., Erez, M., Kremer, S., & Latham, G. (2007). Chair of the symposium and presenter: Conscious and subconscious goal effects on self-efficacy and effects of primed creativity on performance in single and dual tasks. *Academy of Management*, co-sponsored by *HR division and MOC divisions*. Philadelphia, PA.
- (68) Lee, D., & Stajkovic, A.D. (2006). Collective efficacy formation and measurement. *Society for Industrial and Organizational Psychology*. Dallas, TX.
- (67) Lee, D., & Stajkovic, A.D. (2005). Interpersonal trust and emotion as predictors of cooperation in work teams. *Academy of Management, Managerial and Organizational Cognition division*. Honolulu, HI.
- (66) Stajkovic, A.D., Locke, E. A., Miner, J. B., Howard, A., & Latham, G.P. (2005). Chair of the symposium and presenter. The effects of subconscious trait and state motivation on task performance. *Society for Industrial and Organizational Psychology*. Los Angeles.
- (65) Stajkovic, A.D., & Locke, E. A. (2004). Goal priming: A new approach to goal research. Master tutorial. *Society for Industrial and Organizational Psychology*. Chicago, IL.
- (64) Stajkovic, A.D. (2003). Positive psychology and work motivation: Development of a core confidence model. *Academy of Management, Organizational Behavior division*. Seattle, WA.
- (63) Locke, E. A., & Stajkovic, A.D. (2003). Work motivation: What we know and what we

- don't. Master tutorial. *Society for Industrial and Organizational Psychology*. Orlando.
- (62) Stajkovic, A.D., Avolio, B. Luthans, F., & Kechmar, M. (2002). Collective efficacy, networking, and performance in small social groups: What are the relationships? *Academy of Management, All-Academy symposium*. Denver, CO.
- (61) Stajkovic, A.D., & Brown, S. (2002). Self-efficacy domain relatedness and intra-role criterion specificity on a complex task. *Society for Industrial and Organizational Psychology*. Toronto, Canada.
- (60) Eden, D., Stajkovic, A.D., Kanfer, R., Mathieu, J. E., & Vancouver, J. (2002). Airing contrary views on self-efficacy beliefs' nature, meaning, and application. Symposium presenter. *Society for Industrial and Organizational Psychology*. Toronto, Canada.
- (59) Stajkovic, A.D., & Lee, D. (2001). A meta-analysis of the relationship between collective efficacy and performance. *Academy of Management, Organizational Behavior* division. Washington, D.C.
- (58) Stajkovic, A.D. & Peterson, S. (2000). Toward a social cognitive theory of organizational change. *Academy of Management, Managerial and Organizational Cognition* division. Toronto, Canada.
- (57) Stajkovic, A.D., Peterson, S., & Luthans, F. (2000). The effects of multi-source feedback interventions on affect and performance: A social cognitive analysis. *Academy of Management, Human Resources* division. Toronto, Canada.
- (56) Ibrayeva, E., Luthans, F., & Stajkovic, A.D. (2000). The impact of environmental and personal variables on entrepreneurship in transitional economies: An empirical analysis. *Academy of Management, International Management* division. Toronto, Canada.
- (55) Stajkovic, A.D., Farner, S., Ibrayeva, E., & Luthans, F. (2000). A social cognitive approach to organizational behavior: Theory, research, and practice. Symposium. *Decision Science Institute, Organizational Behavior* division. Orlando, FL.
- (54) Stajkovic, A.D., & Luthans, F. (1999). The past is prologue: History, review, and meta-analysis of the effects of different rewards on performance. *Academy of Management, Creative approaches to research and technology in management* track. Chicago, IL.
- (53) Stajkovic, A.D., Porter, L. W., Luthans, F., Wood, R. E., Eden, D., & Locke, E. A. (1999). Self-efficacy: Theory, research, and application. Chair of the symposium and presenter. *Academy of Management*, jointly sponsored by the *Organizational Behavior* division and *Managerial and Organizational Cognition* division. Chicago, IL.
- (52) Ibrayeva, E., Luthans, F., & Stajkovic, A.D. (1999). Psychological challenges facing entrepreneurial development in Eastern European economies. *Decision Science Institute, Organizational Behavior* division. New Orleans, LA.
- (51) Stajkovic, A. D., & Luthans, F. (1998). A social cognitive model for organizational behavior theory and application. *Academy of Management, Organizational Behavior*

division. San Diego, CA.

- (50) Luthans, F., Stajkovic, A.D., & Mosley, A. (1998). The effects of financial vs. non-financial rewards on work performance: A field experiment. *Academy of Management, Organizational Behavior* division and the shared interests track. San Diego, CA.
- (49) Stajkovic, A.D., & Luthans, F. (1997). Self-efficacy and task performance: A meta-analysis. *Academy of Management, Organizational Behavior* division. Boston, MA.
- (48) Stajkovic, A.D., Pearce, J. Lee, S. M., Luthans, F., & Whybark, C. (1997). What lessons have been learned during the transition in Eastern Europe. Chair of the symposium and presenter, *Decision Science Institute, Organizational Behavior* division. San Diego, CA.
- (47) Luthans, F., Stajkovic, A.D., Envick, B. (1997). Effects of general and social self-efficacy on entrepreneurial behaviors and performance. *Decision Science Institute, Organizational Behavior* division. San Diego, CA.
- (46) Stajkovic, A.D., & Luthans, F. (1996). A meta-analytic review of the effects of organizational behavior modification on task performance. *Academy of Management, Organizational Behavior* division. Cincinnati, OH.
- (45) Stajkovic, A.D., & Sommer, S. M. (1996). Self-efficacy and causal attributions: Direct and reciprocal links. *Academy of Management, Organizational Behavior* division. Cincinnati, OH.

Regional Conferences

- (44) Stajkovic, A.D. Peterson, S., & Luthans, F. (2000). Coping with organizational change in the 21st Century. Chair of the symposium and presenter, *Midwest Academy of Management*, Chicago, IL.
- (43) Stajkovic, A.D., & Peterson, S. J. (1999). Social cognitive processes in coping with organizational change: The role of self-efficacy. *Western Academy of Management*. Redondo Beach, CA.
- (42) Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). The achievement motivation of managers: Private vs. public firms. *Midwest Academy of Management*, Kansas City.
- (41) Stajkovic, A.D. (1998). Newly emerging organizational behavior constructs for improving human performance. *Western Decision Science Institute*, Reno, NV.
- (40) Luthans, F., & Stajkovic, A.D. (1997). Behavioral management: Past, present, and future. Special session, *Midwest Academy of Management*, Ann Arbor, MI.

International Conferences

- (39) Stajkovic, A.D. (2008). Core confidence and coping with organizational change: A development of a theoretical model with examples of its applicability from Vietnam's transition economy. *PACIBER Annual Conference*, Hanoi, Vietnam.

- (38) Blair, E. S., & Stajkovic, A.D. (2004). Subconscious resilience and its relationship to entrepreneurial performance. *The Babson-Kauffman Entrepreneurship Research Conference*. Glasgow, Scotland.
- (37) Stajkovic, A.D., & Lee, D. (2001). Hoping for collective efficacy while nurturing self-efficacy: Culture and team-building at work. *Pan-Pacific Conference*, Chile.
- (36) Stajkovic, A.D., Porter, L. W., Slocum, J. W., Jr., & Luthans, F. (2001). The impact of organizational behavior research in the global arena: A view of the past & look at the future. Chair of the symposium and presenter. *Pan-Pacific Conference*, Chile.
- (35) Stajkovic, A.D. (2000). The impact of self-efficacy on coping with organizational change in the interdependent global economy. *Pan-Pacific Conference*. Australia.
- (34) Stajkovic, A.D., Porter, L. W., Slocum, J. W., Jr., & Luthans, F. (2000). Organizational Behavior implications for international management. Chair of the symposium and presenter. *Pan-Pacific Conference*. Gold Coast, Australia.
- (33) Stajkovic, A.D. (2000). The role of social cognition in self-regulation in entrepreneurial development in Eastern Europe: *Transition and Enterprise Restructuring In Eastern Europe*. Copenhagen Business School, Denmark.
- (32) Stajkovic, A.D. (1997). Behavioral management: implications for HRM in Eastern Europe. *Management in the East European Transformation*, Chemnitz Germany.

Invited Talks (not peer reviewed)

- (31) Stajkovic, A.D. (2017). Developing transformational leaders as one of the HR competences at UW-Madison. HR@UW 2017. *UW-Madison, Office of Central HR*.
- (30) Stajkovic, A. D. (2016). Motivating exceptional performance through transformational leadership. HR@UW 2016: Developing a culture of collaboration. *UW-Madison, Office of Central HR*.
- (29) Stajkovic, A. D. (2016). Ain't no mountain high enough: The role of self-efficacy and confidence in the careers of women. *John Deere Construction & Forestry Division, The Society of Women Engineers Conference*, Platteville, WI.
- (28) Stajkovic, A. D. (2015). Ain't no mountain high enough: The role of self-efficacy and confidence in the careers of women. *Thermo Fisher Scientific, The Women Employees' Resource Group. Madison, WI*.
- (27) Stajkovic, A. D. (2014). Goal setting theory applied to academic medicine. *University of Wisconsin-Madison, School of Medicine and Public Health*.
- (26) Stajkovic, A. D. (2014). Facilitator for the strategic planning event for the *Biomedical Research Center. Marshfield Clinic Research Foundation*. Invited for 2014.
- (25) Stajkovic, A. D. (2014). Leadership of student organizations. *Greek Presidents Retreat*.

- (24) Stajkovic, A. D. (2013). Leadership and creativity in medicine. *University of Wisconsin-Madison Hospitals and Clinics, Radiology Department*.
- (23) Stajkovic, A. D. (2013). Teaching leadership. *Student Faculty Board meeting*. UW-Madison, School of Business.
- (22) Stajkovic, A. D. & Zagzebski, I. (2013). Leadership of student organizations. *GlobeMed at UW-Madison national event*. GlobeMed at UW-Madison is a national student organization aimed at improving health, and global health awareness around the world.
- (21) Stajkovic, A.D. (2010). Research methods for priming subconscious constructs. Research seminar. *National University of Singapore*. November, 2010. Singapore.
- (20) Stajkovic, A.D. (2010). Priming subconscious constructs - conflict between primed and set conscious goals. Seminar. *National University of Singapore*. 10/2010 Singapore.
- (19) Stajkovic, A.D. (2010). Ain't no mountain high enough. Key note closing presentation at the *Women's Executive Leadership Summit*. October, 2010. Madison, WI. Pro bono.
- (18) Stajkovic, A.D. (2010). Three invited talks at the *University of Rome*, (psychology dep., school of economics, and consulting company). Postponed due to scheduling.
- (17) Stajkovic, A.D. (2009, 2010, 2011). Motivation across cultures. *Tsinghua University*, Beijing China. Pro bono.
- (16) Stajkovic, A.D. (2008). What happens to performance when conscious and subconscious goals are in conflict? *Global Leadership Series, Sogang University*, Seoul, South Korea.
- (15) Stajkovic, A.D. (2006). Transactional vs. transformational leadership. *Credit Unions Executive Society*. San Diego, CA.
- (14) Stajkovic, A.D. (2003). Building effective executive teams. *Credit Unions Executive Society: The CEO Network*. Naples, FL.
- (13) Stajkovic, A.D. (2003). Science of positive psychology. Keynote address. *Filene Research Council Meeting*. Santa Fe, NM.
- (12) Stajkovic, A.D. (2003). Next level leadership: Transactional vs. Transformational leadership. *Credit Unions Executive Society*. Boston, MA.
- (11) Stajkovic, A.D. (2002). Research methodologies applied in an international context: A role for meta-analysis. *Ohio State University*, Columbus, OH.
- (10) Stajkovic, A.D. (2002). Work motivation and its role in the 21st century management. Talk delivered to the members of the Chinese Academy of Sciences attending the seminar on *Managing Technology from Research to Market*. UW-Madison.
- (9) Stajkovic, A.D. (2002). A cross-cultural analysis of attitudes and performance. *CIBER*

Annual Advisory Board Meeting. School of Business, UW-Madison.

- (8) Stajkovic, A.D. (2001). Work motivation without money. *Peking University*, China.
- (7) Stajkovic, A.D. (2001). Self-efficacy and work motivation. *Department of Foreign Affairs, Beijing General Research Institute*. Beijing, China.
- (6) Stajkovic, A.D. (2001). Work motivation, self-efficacy, and collective efficacy in the 21st century management. Presentation at the *Luoyang Copper Co, Ltd*. Louyang, China.
- (5) Stajkovic, A.D. (2001). Work motivation through self-efficacy. Presentation at the *Shanghai Dachang Copper Industry Co., Ltd*. Shanghai, China.
- (4) Stajkovic, A.D. (2000). Work motivation and human resources management for the 21st century. Presented to the directors and members of the Chinese Academy of Sciences. *Asian Partnership Initiative*, University of Wisconsin-Madison.
- (3) Stajkovic, A.D. (2000). The role of work motivation in the 21st century management. *Board Meeting of the International Institute of Internal Auditors*. Madison, WI.
- (2) Stajkovic, A.D. (1999). Work motivation. *University of Pretoria*, Pretoria, South Africa.
- (1) Stajkovic, A.D. (1997). Self-efficacy. *Gallup Research Headquarters*, Lincoln, NE.

TEACHING:

MHR prepares students for careers in leadership. I contribute to this mission by teaching Work Motivation and Leadership in undergraduate, EvMBA, EMBA, and PhD programs.

My teaching philosophy focuses on conveying knowledge by integrating research and practice. In this way, my research and teaching form a mutually informative symbiosis, contributing to forward-thinking with a focus on research paradigms applied to organizations. I aim to make the psychology of leadership more immediate and valuable by drawing on foundational research.

At the undergraduate level, in Spring of 2012, I developed and taught a new course, *Leadership*, that takes a myth-debunking approach by providing students with leadership concepts grounded in research. Below is feedback on this course that I taught in 2016, 2014, 2013, 2012:

<i>Leadership</i>	4.82 (scale 1)	94.29% in top 30%
Spring 2016, MHR 365	4.38 (scale 2)	80.00% in top 10%
<i>Leadership</i>	4.94 (scale 1)	97.1% in top 30%
Spring 2014, MHR 365	4.96 (scale 2)	94.3% in top 10%
<i>Leadership</i>	4.96 (scale 1)	96.5% in top 30%
Spring 2013, MHR 365	4.95 (scale 2)	93.1% in top 10%
<i>Leadership</i>	4.91 (scale 1)	100% in top 30%
Spring 2012, MHR 365	4.76 (scale 2)	90.5% in top 10%

I also created and taught *Leadership Across Cultures: China Class and Study Tour* that exposed students to the foundations of global leadership and provided hands-on experiential learning opportunities. Below is feedback on this course that I taught in 2011, 2010, 2007:

<i>Leadership Across Cultures</i>	4.94 (scale 1)
Spring 2011, MHR 365	4.81 (scale 2)
<i>Leadership Across Cultures</i>	4.89 (scale 1)
Spring 2010, MHR 365	4.71 (scale 2)
<i>Leadership Across Cultures</i>	4.22 (scale 1)
Spring 2007, MHR 365	3.47 (scale 2)

At the graduate level of MBA teaching, in the Evening MBA program, I was asked in 2015 to move my EvMBA MHR 704 class from the second to the first semester. In the EMBA program, I was asked in 2016 to move my class from the second year to the first-semester of the first year. This allowed me to “set the tone” with both the first-year EvMBA and EMBA students.

I developed and taught this modified Leadership EMBA course for the first time in the Fall of 2016, and achieved my personal EMBA teaching record, earning a scale 1 rating of 4.95/5.00.

I have taught a Ph.D. seminar in OB every year 1999-2013, and every other year since.

“Top 10 list”

<u>Course</u>	<u>Program</u>	<u>Evaluations</u>	<u>Top 30%</u>
<i>Organizational Behavior</i> (MHR 872)	Ph.D.	5.00 (scale 1) 5.00 (scale 2)	100%
	Ph.D.	5.00 (scale 1) 4.96 (scale 2)	100%
<i>Leadership</i> (MHR 365)	Undergraduate	4.96 (scale 1) 4.95 (scale 2)	96.5%
Organizational Behavior (MHR 700)	Executive MBA	4.95 (scale 1) 4.87 (scale 2)	100%
<i>Leadership</i> (MHR 365, Contemporary topics)	Undergraduate	4.94 (scale 1) 4.96 (scale 2)	97.1%
<i>Leadership Across Cultures: Learning from the Books and Streets of China</i> (includes 10 days in Beijing and Shanghai) (MHR 365, Contemporary topics)	Undergraduate	4.94 (scale 1) 4.81 (scale 2)	91.7%
<i>Leadership</i> (MHR 365)	Undergraduate	4.91 (scale 1) 4.76 (scale 2)	100%
<i>Leadership Across Cultures: Learning from the Books and Streets of China</i> (includes 10 days in Beijing and Shanghai) (MHR 365, Contemporary topics)	Undergraduate	4.89 (scale 1) 4.71 (scale 2)	100%
<i>Motivation and Leadership</i>	Executive MBA	4.87 (scale 1) 4.59 (scale 2)	93.1%
<i>Managing Behavior in Organizations</i> (MHR 704)	Executive MBA	4.81 (scale 1) 4.67 (scale 2)	90.9%
<i>Managing Behavior in Organizations</i> (MHR 704)	Evening MBA	4.80 (scale 1) 4.62 (scale 2)	88.1%

MEDIA EXPOSURE, select

Please see: www.stajkovic.biz/media

- ❑ *LinkedIn* (2017): Developing Leadership Savoir-Faire: What B-Schools Can Do for Graduates
- ❑ *LinkedIn* (2017): Core Confidence Across Walks of Life
- ❑ *WSB Recruiting* (2017): Learn from a UW-Madison Confidence Expert
- ❑ *Ivy Exec Webinar* (2016): How Confidence Impacts Your Professional Success
- ❑ *Biz Ed November* (2016). Putting Faculty in the Limelight
- ❑ *Ivy Exec Webinar* (2015): Motivating Exceptional Performance Through Transformational Leadership
- ❑ *WSB Faculty Blog* (2015). How to Predict Employee Performance and Satisfaction
 - Rated #1 most popular faculty blog for 2015
- ❑ *YouTube Promotion for WSB* (2015): What is Confidence?
 - Most viewed WSB faculty video on YouTube
- ❑ *Wisconsin State Journal* (2015): Huge Morgridge gift grows beyond UW expectations
- ❑ *LinkedIn Student Blog* (2015): Office Hours Gone Golden – Alex is my Golden Mentor
- ❑ *The Boston Globe* (2008). Interview on the role of self-efficacy in the workplace.
- ❑ *Elle Magazine* (2007). *Ain't no mountain high enough*. Interview with Louisa Kemps on the role of self-efficacy in the careers of women. April 2006, Vol. 22, No. 8.
- ❑ *Henry Stewart Talks* (2006): Work Motivation: Definition, Purpose, and Relevance Podcast
- ❑ *Podcast* (2006): Social Cognitive Theory and Self-efficacy
- ❑ *Evening MBA Promotional Video* (2005): University of Wisconsin - Madison
- ❑ *Midwest Airlines Magazine* (2003). Interview on work motivation and interpersonal relations in business. 2003, Vol. 11, No. 3, p. 16
- ❑ *A Quantitative Examination of Trends in I-O Psychology 2001-2005*. Top 10 article in the Top Most Highly Cited Equally Industrial Organizational Articles for 2001 - 2005.

EXECUTIVE EDUCATION

I have conducted over 30 Executive Education programs with companies such as Allergan, Actuant, Credit Unions Executive Society, Cummins, Epic, Government of Latvia (Booz, Allen & Hamilton), Lands' End, Johnson Controls, Ultratec, WE Energies, and Womens' Executive Leadership Summit.

A Few Recent Examples

- Actuant corporation
 - *Transformational Leadership*, custom program, 1.5 days
 - Evaluation: 7.0 / 7.0
 - Evaluation: 100% of participants ($n = 15$) stated expectations as “exceeded”

- Strategic Leadership Institute
 - *Motivation and Leadership*, custom program, 3 days
 - Evaluation: 6.9 / 7.0
 - Evaluation: 100% of participants ($n = 9$) stated expectations as “exceeded.”

- Johnson Controls, Inc.
 - *Transformational Leadership*, custom program, 2 days
 - Evaluation: 6.6 / 7.0
 - Evaluation: 80% of participants ($n = 20$) stated expectations as “exceeded”

GRANTS (\$183,675.01)

I have received 24 grants over the years. The projects included funding dissertation research in China, supporting honors students, as well as doctoral students with RA funds, international travel support and research projects. Funding sources were at the University, professional (SHRM), private (Filene), and national levels (CIBER, U.S. Department of Education).

A few examples:

- Project: Ain't no mountain high enough, or is it? The role of confidence in the careers of women.
 Amount: \$119,000.00 (entire amount requested is for doctoral student funding)
 Source: UW2020, WARF Discovery Initiative, proposal accepted, final submitted, pending.

- Project: Funding for students to help them with the cost of the study tour to China.
 Amount: \$9,000.00
 Source: CIBER

- Project: Testing core confidence higher-order construct.
 Amount: \$8,500.00
 Source: Filene Research Council, private research foundation.

- Project: The role of self-efficacy in predicting minority student Ph.D. applications and enrollment in U.S. business schools. With Michael DeVaughn.

Amount: \$15,000.00

Source: School of Business Research Competition, University of Wisconsin-Madison.

- Project: Expanding social network theory to better understand and predict global terrorism. With Mason Carpenter and Anthony Nyberg.
Amount: \$7,500.00
Source: CIBER
- Project: Comparing the impact of financial and nonfinancial rewards on employee performance: A field experiment.
Amount: \$9,300.00
Source: Society for Human Resource Management (SHRM) Foundation.
- Project: The effects of culture on team trust, collective efficacy, and team performance: A comparative study in China and the United States. Dissertation funding for my doctoral student to collect field data in China.
Amount: \$6,000.00
Source: Asian Partnership Initiative.
- Project: One year of Research Assistantship funding for my doctoral student.
Amount: \$12,924.00
Source: Wisconsin Alumni Research Foundation.

SERVICE

Global

- Israel Science Foundation
 - Reviewer for a research grant proposal
 - 2015
- Hong Kong, National Research Grants Council
 - Reviewer for a multinational research grant proposals
 - 2014, 2016
- Croatian Science Foundation
 - Reviewer for a research grant proposal
 - 2015
- South African Republic, National Research Foundation, 2013
 - External reviewer of Prof. ... career research productivity
 - Requested as a comprehensive career evaluation process defined as follows:
“The NRF evaluation and rating process is a benchmarking tool that researchers can use to assess their own standing relative to peers around the world. The NRF uses the evaluation and rating system as a mechanism to nurture scholarship and grow the country’s research capacity. The evaluation and rating system reinforces the importance of internationally competitive research and stimulates healthy competition between researchers and research institutions. It demands that researchers are accountable and efficient. The system recognizes researchers who produce quality research outputs and remain internationally competitive.”

Editorial

Editorial Boards

- *Journal of Applied Psychology*
 - Contributing editor, editorial board member
 - 2014-2020
 - 2008-2014

- *Academy of Management Journal*
 - Board member
 - 2000-2001; 2001-2004

- *Organizational Behavior and Human Decision Processes*
 - Board member
 - 2007-2011

- *Harvard Business Review*
 - Advisory council, member
 - 2009-present

- *South African Journal of Human Resource Management*
 - Board member
 - 2003-present

- *Organizational Dynamics*
 - Board member
 - 1999-2016

University

- Senator, UW-Madison
 - 2012-2015
 - 2009-2012
 - 2006-2009

- AIESEC faculty advisor

School of Business

- Chair, search committee for Director of Health Care Leadership in the WSB. (June 2015-February 2016)

- Masters curriculum committee for EMBA/EvMBA (2015-2016; 2013-2014)

- Masters curriculum committee for full-time MBA (2013/2014)

- ❑ Chair, search committee for Assistant Dean for Executive, Evening, and Corporate MBA programs (2013, summer)
- ❑ Undergraduate curriculum committee, school level (2012/2013)
- ❑ Meeting with Fluno executive education director about Leadership offerings (2012)
- ❑ Awards committee (1999-2007, 2009-2010)
- ❑ Core MBA faculty committee (1999-2006)

Department

- ❑ Tenure and promotion committee for Maria Triana (2013/2014)
- ❑ Tenure and promotion committee for Cynthia Devers (2009/2010)
- ❑ KDBIN, MHR subcommittee for OB/HR classes (2013)
- ❑ Ph.D. committee (2001-2006)
- ❑ Faculty recruiting committees (2016/17, 2010/11, 2007/08, 1999/00)
- ❑ Doctoral student committees:

Kayla Sergent

- Dissertation committee, chair
- MHR department

Rachel Martin

- Dissertation committee, member
- Accounting department
- Graduated: December 2015

Jessica M. Greenwald

- Dissertation committee, chair
- Prelims committee - reader for Organizational Behavior area
- Graduated: 2010
- Assistant professor at St. Ambrose University

Mark A. Maltarich

- Dissertation committee, chair
- Prelims committee - reader for Organizational Behavior area
- Graduated: 2009
- Assistant professor at University of South Carolina

Eden S. Blair

- Dissertation committee, chair
- Prelims committee - reader for Organizational Behavior area
- Graduated: 2008
- Associate professor at Bradley University

Dongseop Lee

- Dissertation committee, chair
- Prelims committee - reader for Organizational Behavior area
- Graduated: 2005
- Associate professor at Korea University

Amanda Shantz

- Dissertation committee, external examiner
- University of Toronto, Centre for Industrial Relations and Human Resources
- Graduated: 2008

Sean Andre

- Dissertation committee, member
- Accounting department
- Graduated: 2008

Greg P. Reilly

- Dissertation committee, member
- Graduated: 2007

Ingo Holzinger

- Dissertation committee, member
- Graduated: 2005

Robyn Berkley

- Dissertation committee, member
- Graduated: 2000

Anthony M. Sadler

- Prelims committee - reader for Organizational Behavior area

Scott D. Graffin

- Prelims committee - reader for Organizational Behavior area

Michael DeVaughn

- Prelims committee - reader for Organizational Behavior area

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
 - Organizational Behavior division
 - Research Methods division
- American Psychological Association (APA)

- Division 14, Society for Industrial and Organizational Psychology (SIOP)
- American Psychological Association
 - Division 8, Personality and Social Psychology
- Midwestern Psychological Association (MPA)
- Association for Psychological Science (APS)
- Society for Science of Motivation (SSM)

NATIONAL ASSOCIATION CONSORTIUMS

- Junior Faculty Consortium - Academy of Management
- OB/OT/OD Doctoral Consortium - Academy of Management
- OB Doctoral Consortium - Decision Sciences Institute

OTHER SCHOOLS AND UNIVERSITIES ATTENDED

- Alliance Francaise
 - Ecole Internationale de Langue et de Civilisation Francaises
 - Paris, France
- Foundation Postuniversitaire Internationale
 - Center Audiovisuel de Langue Francaises
 - Paris, France
- Oxford University
 - St. Joseph's Hall
 - Oxford, England
- Cambridge University
 - O.C.E.S.
 - Cambridge, England
- Oxford University
 - International College
 - Oxford, England

PROFESSIONAL EXPERIENCE

- National Bank of Commerce, Corporate banking, Lincoln, Nebraska
- Ernst & Young, External audit, Milan, Italy
- Banca Popolare di Verona, International banking and currency trading, Verona, Italy