

## **CURRICULUM VITAE**

### **Janet M. Dukerich**

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### **Education**

Ph.D. University of Minnesota, 1985  
Major: Organizational Behavior  
Minor: Social Psychology

M.A. Ohio State University, 1981  
Major: Social Psychology  
Minor: Statistics

B.S. Ohio State University, 1979, magna cum laude  
Major: Psychology

### **Professional Employment**

Vice Provost for Advocacy & Dispute Resolution  
University of Texas at Austin, 2019-present

Professor  
Harkins & Company Centennial Chair  
McCombs School of Business  
University of Texas at Austin, 2010-present

Senior Vice Provost for Faculty Affairs  
University of Texas at Austin, 2014-2019

Senior Associate Dean for Academic Affairs  
Harkins & Company Centennial Chair  
McCombs School of Business  
University of Texas at Austin, 2006-2010

Professor and Chair of Management  
William H. Arlitt Jr. Professor of Management  
McCombs School of Business  
University of Texas at Austin, 2003-2006

Associate Professor of Management  
Fayez Sarofim & Co. Centennial Fellow  
McCombs School of Business  
University of Texas at Austin, 1992-2003

Assistant Professor of Management  
College of Business Administration  
University of Texas at Austin, 1989-1992

Assistant Professor of Management  
Stern School of Business  
New York University, 1985-1989

### **Research Interests**

Organizational identity and identification processes; reputation management.

### **Teaching Areas**

Negotiation; qualitative research methods; organizational behavior; organizational corruption

### **Awards and Honors**

Administrative Science Quarterly Award for Scholarly Contribution, 2000 (with Jane Dutton & C.V. Harquail). This award is given to the paper published in the journal five years previously which has had the greatest impact on the field. The award was received for “Organizational Images and Member Identification” (see publication list).

Academy of Management Journal Best Article Award, 1992 (with Jane Dutton). This award was received for “Keeping an Eye on the Mirror: Image and Identity in Organizational Adaptation” (see publication list).

Giblin Fellowship for research in ethics, New York University (with A. Brief), 1989.

Fawn & Vijay Mahajan Teaching Excellence Award for Executive Education, 2003, 2017.

International Research Fellow, Centre for Corporate Reputation, Oxford University, 2011 - present

### **Publications**

Mattarelli, E., Bertolotti, F., & Dukerich, J. 2019. The relationship between polychronicity and social networks: A mixed-method study of research and development professionals, *Human Relations*, 72(10), 1595-1622.

Bartel, C., Baldi, C. & Dukerich, J. 2016. To know us is to love us: Fostering stakeholder identification through expressed organizational identities. In M. Pratt, M. Schult, B. Ashforth & D. Ravasi (Eds.), *Oxford handbook of organizational identity*, Oxford University Press.

Elsbach, K.D. & Dukerich, J.M. 2016. Organizational identity and the undesired self. In M. Pratt, M. Schult, B. Ashforth & D. Ravasi (Eds.), *Oxford handbook of organizational identity*, Oxford University Press.

Stern, I., Dukerich, J.M., & Zajac, E. 2014. Unmixed signals: How the congruence of quality signals affects alliance formation. *Strategic Management Journal*, 35(4): 512-531.

- Dukerich, J.M. 2007. Identity and beyond: Future directions for identity and identification research. In C. Bartel, S. Blader & A. Wrzesniewski (Eds.), *Identity and the modern organization*, Mahway, NJ: Lawrence Erlbaum Associates, pp. 245-249.
- Dutton, J.E. & Dukerich, J.M. 2006. The relational foundation of research: An underappreciated dimension of interesting research. *Academy of Management Journal*, 49: 21-26. [invited paper]
- Wolfe, R., Weick, K., Usher, J., Terborg, J., Poppo, L., Murrell, A., Dukerich, J., Crown, D., Dickson, K., & Jourdan, J. 2005. Sport and organizational studies: Exploring synergy. *Journal of Management Inquiry*, 14: 182-210.
- Dukerich, J.M., Golden, B.R., & Shortell, S.M. 2002. Beauty is in the eye of the beholder: The impact of organizational identification, identity, and image on the cooperative behaviors of physicians. *Administrative Science Quarterly*, 47: 507-533.
- Ammeter, A.P. & Dukerich, J.M. 2002. Leadership, team building, and team member characteristics in high performance project teams. *Engineering Management Journal*, 14: 3-11. [awarded 2001 American Society for Engineering Management Best Paper]
- Dukerich, J.M. 2001. More is not always better: Limits to managerial thinking and decision making. In T. Lant & Z. Shapiro (Eds.), *Organizational cognition*. Hillsdale, NJ: Lawrence Erlbaum Associates, pp. 265-269.
- Brief, A.P., Buttram, R.T., & Dukerich, J.M. 2001. Collective corruption in the corporate world: Toward a process model. In M.E. Turner (Ed.), *Groups at work: Theory and research*. Mahwah, NJ: Lawrence Erlbaum Associates, pp.471-499.
- Ammeter, A.P. & Dukerich, J.M. 2001. Perception versus reality: Using self-reports to predict factors leading to high performance in project teams. *Proceedings, Southern Management Association Conference*, New Orleans. [received the Southern Academy of Management Meetings Best Paper Award for the OB/OT/OD Track]
- Golden, B.R., Dukerich, J.M., & Hauge, F.E. 2000. The interpretation and resolution of resource allocation issues in professional organizations: An examination of the professional-manager dichotomy. *Journal of Management Studies*, 37(8):1157-1187.
- Dukerich, J.M., Waller, M.J., George, E., & Huber, G.P. 2000. Moral intensity and managerial problem solving. *Journal of Business Ethics*, 24:29-38.
- Dukerich, J.M. & Carter, S.M. 2000. Distorted images and reputation repair. In M. Schmidt, M. Hatch, & M. Larsen (Eds.), *The expressive organization*. Oxford: Oxford University Press, pp.97-112.
- Carter, S.M. & Dukerich, J.M. 1998. Corporate responses to changes in reputation. *Corporate Reputation Review*, 1(3): 250-270.
- Dukerich, J., Kramer, R., & McLean Parks, J. 1998. The dark side of identification. In D. Whetten & P. Godfrey (Eds.), *Identity in organizations: Building theory through conversations*. Thousand Oaks: Sage, pp. 245-256.

- Carter, S.M. & Dukerich, J.M. 1997. Corporate reputation and its effect on organizational actions: How reputations are managed. *Corporate Reputation Review*, 1: 152-156.
- Dukerich, J.M., Golden, B.R., & Jacobson, C.K. 1996. Nested cultures and identities: A comparative study of nation and profession/occupation status effects on resource allocation decisions. In P.A. Bamberger, M. Erez, & S.B. Bacharach (Eds.), *Research in the sociology of organizations*, Vol. 14, pp. 35-89. Greenwich, CN: JAI Press.
- Brief, A.P., Dukerich, J.M., Brown, P.R., & Brett, J.F. 1996. What's wrong with the Treadway Commission Report? Experimental analyses of the effects of personal values and codes of conduct on fraudulent financial reporting. *Journal of Business Ethics*, 15: 183-198.
- Dutton, J.E., Dukerich, J.M., & Harquail, C.V. 1994. Organizational images and member identification. *Administrative Science Quarterly*, 39:239-263. [received *Administrative Science Quarterly* Award for Scholarly Contribution, 2000]
- McCabe, D.L., Dukerich, J.M., & Dutton, J.E. 1994. The effects of professional education on values and ethical decision making: Business school vs. law school students. *Journal of Business Ethics*, 13:693-700.
- McCabe, D.L., Dukerich, J.M., & Dutton, J.E. 1993. Values and moral dilemmas: A cross-cultural comparison. *Business Ethics Quarterly*, Vol. 3, No. 3.
- McCabe, D.L., Dukerich, J.M., & Dutton, J.E. 1992. Values and ethical decision making among professional school students: A study of dental and medical students. *Professional Ethics*, 1:117-136.
- Brief, A.P. & Dukerich, J.M. 1991. Theory in organizational behavior: Can it be useful? In L.L. Cummings & B.M. Staw (Eds.), *Research in organizational behavior*, 13:327-352. Greenwich, CN: JAI Press Inc.
- Brief, A.P., Dukerich, J.M., & Doran, L.I. 1991. Resolving ethical dilemmas in management: Experimental investigations of values, accountability, and choice. *Journal of Applied Social Psychology*, 21(5):380-396.
- Dukerich, J.M. & Nichols, M.L. 1991. Causal information search in managerial decision making. *Organizational Behavior & Human Decision Processes*, 50:106-122.
- Dutton, J.E. & Dukerich, J.M. 1991. Keeping an eye on the mirror: Image and identity in organizational adaptation. *Academy of Management Journal*, 34(3):517-554. [received *Academy of Management Journal* Best Article Award, 1992]
- McCabe, D.L., Dukerich, J.M., & Dutton, J.E. 1991. Context, values and moral dilemmas: Comparing the choices of business and law school students. *Journal of Business Ethics*, 10:33-42.
- Nichols, M.L. & Dukerich, J.M. 1991. Investigating issues using a theory building methodology. In J.R. Meindl, R.L. Cardy, & S.M. Puffer (Eds.), *Advances in information processing in organizations*, 4:161-181. Greenwich, Conn: JAI Press.
- Dukerich, J.M., Milliken, F.J., & Cowan, D.A. 1990. Inbasket exercises as an information processing methodology. *Simulation & Gaming*, 21(4):395-408.

- Dukerich, J.M., Nichols, M.L., Elm, D.R., & Vollrath, D.A. 1990. Moral reasoning in groups: Leaders make a difference. *Human Relations*, 43:473-493.
- Dukerich, J., Weigelt, K., & Schotter, A. 1990. A game theory analysis of dual discrimination. *Organizational Behavior and Human Decision Processes*, 47:21-41.
- Weigelt, K., Dukerich, J., & Schotter, A. 1989. Reactions to discrimination in an incentive pay compensation scheme: A game-theoretic approach. *Organizational Behavior and Human Decision Processes*, 44:26-44.
- Nichols, M.L., Dukerich, J.M., & Roering, W.D. 1986. A theory of managing the scope of an issue. *Proceedings, National Academy of Management Meetings*, Chicago.
- Meindl, J.R., Ehrlich, S.B., & Dukerich, J.M. 1985. The romance of leadership. *Administrative Science Quarterly*, 30:78-102.
- Pryor, J.B., Ostrom, T.M., Dukerich, J.M., Mitchell, M.L., & Herstein, J.A. 1983. Preintegrative categorization of social information: The role of persons as organizing categories. *Journal of Personality and Social Psychology*, 44(5):923-932.
- Lingle, J.H., Dukerich, J.M., & Ostrom, T.M. 1983. Accessing information in memory-based impression judgments: Incongruity vs. negativity in retrieval selectivity. *Journal of Personality and Social Psychology*, 44(2):262-272.

## Reviews

- Dukerich, J.M. 2001. Review of role transitions in organizational life: An identity-based perspective, by Blake E. Ashforth, *Academy of Management Review*, 26: 670-672.

## Competitively Reviewed Conference Papers

- Clair, J., Dukerich, J., Foreman, P., Hekman, D., Rockmann, K. Me, myself, and I: Opportunities and challenges in multiple identities research. K. Ostermeier & H. Vaziri, organizers. Panel symposium, National Academy of Management Meetings, Chicago, 2018.
- Elsbach, K.D., & Dukerich, J.M. Organizational identity and the undesired self. Presented at the National Academy of Management Meetings, Philadelphia, 2014.
- Jeudi, R.H. & Dukerich, J.M. How well do I fit in here: Extending the predictions of congruence using an identity orientation model. Presented at the 29<sup>th</sup> Colloquium of the European Group for Organisational Studies, Montreal, 2013.
- Baldi, C., Stern, I. & Dukerich, J. Mascot love: Common educational background and alliance formation. Presented at the National Academy of Management Meetings, Chicago, 2009.
- Bertolotti, F., Dukerich, J.M., Macri, D.M., & Mattarelli, E. The interplay between work identity and polychronicity in R&D professionals' social networks. Presented at the National Academy of Management Meetings, Chicago, 2009.

- Baldi, C., Stern, I. & Dukerich, J. Mascot love: Common educational background and alliance formation. Presented at the Insead Conference on Network Evolution, 2008.
- Stern, I. & Dukerich, J.M. Reputation, self-efficacy, and alliance formation between biotechnology companies and pharmaceutical firms. Presented at the Sumantra Ghoshal Strategy Research Conference, London Business School, 2008.
- Bertolotti, F., Dukerich, J.M., Macri, D.M., & Mattarelli, E. The influence of multiple work identities on global R&D teams' effectiveness. Presented at the 24<sup>th</sup> Colloquium of the European Group for Organisational Studies, Amsterdam, 2008.
- Stern, I. & Dukerich, J.M. All that glitters is not gold: Scientists' academic reputation and alliance formation between pharmaceutical and biotechnology firms. Presented at the Reputation Institute's 11<sup>th</sup> International Conference on Corporate Brand, Identity and Competitiveness, Oslo Norway, 2007.
- Stern, I. & Dukerich, J.M. Scientists' academic status and alliance formation between pharmaceutical and biotechnology firms. Presented at the National Academy of Management Meetings, Atlanta, 2006.
- Seidel, M-D.L., Dukerich, J.M., & Bertolotti, F. Weathering identity crises: Building identity in C-form organizations. Presented at the 22<sup>nd</sup> Colloquium of the European Group for Organisational Studies, Bergen, 2006.
- Dukerich, J.M., Lange, D., & Huber, G.P. Ironic processes in organizational corruption control. Presented at the National Academy of Management Meetings, Hawaii, 2005.
- Dukerich, J.M. Identification in organizations: Purely cognitive? Presented at the National Academy of Management Meetings, Seattle, 2003.
- Seidel, M-D. L., Dukerich, J.M., & Bertolotti, F. Creating an identity in community-based organizations. Presented at the National Academy of Management Meetings, Seattle, 2003.
- Bertolotti, F., Kinnett, J.S., & Dukerich, J.M. Differing interpretations of dirty work. Presented at the National Academy of Management Meetings, Washington D.C., 2001.
- Dukerich, J.M., Simmons, J.L., & Dickson, K.E. When is a fan a fanatic? Image versus esteem management in a sports context. Presented at the National Academy of Management Meetings, Washington D.C., 2001.
- Seidel, M-D. L., Dukerich, J.M., & Bertolotti, F. Managing boundaries in the e-commerce age. Presented at the 17<sup>th</sup> Colloquium of the European Group for Organisational Studies, Lyon, 2001.
- Carter, S.M. & Dukerich, J.M. Discrepant expectations and the effectiveness of corporate reputation management behavior. Presented at the National Academy of Management Meetings, Toronto, 2000.
- Dukerich, J.M. & Carter, S.M. Adding insult to injury: Identity threats and reputation repair. Presented at the National Academy of Management Meetings, Chicago, 1999.
- Dukerich, J. & McLean Parks, J. The dark side of organizational identification. Presented at the National Academy of Management Meetings, Boston, 1997.

- Dukerich, J. Project team identification and project team success. Presented at the Advanced Concepts Conference on Work Teams, Dallas, 1997.
- Dukerich, J.M. & Carter, S.M. Adding insult to injury: Identity threats and reputation repair. Presented at the National Academy of Management Meetings, San Diego, 1998.
- Dukerich, J. & McLean Parks, J. The dark side of organizational identification. Presented at the National Academy of Management Meetings, Boston, 1997.
- Dukerich, J. Project team identification and project team success. Presented at the National Academy of Management Meetings, Dallas, 1997.
- Dukerich, J.M. & Golden, B.R. The politics of exclusion in strategic decision making. Presented at TIMS/ORSA, Anchorage AL, 1994. [not competitively reviewed]
- Dukerich, J.M., Waller, M.J., & Huber, G.P. Differences in the nature and treatment of moral and nonmoral problems in organizations. Presented at the National Academy of Management Meetings, Atlanta, 1993.
- Dukerich, J.M., Golden, B.R., & Jacobson, C.K. A cross-cultural study of the factors that influence the values and decisions of professionals and managers. Presented at the National Academy of Management Meetings, Dallas, 1994.
- Dukerich, J.M. & Golden, B.R. The politics of organizational behavior. Presented at the National Academy of Management Meetings, Las Vegas, 1992.
- Dukerich, J.M., Waller, M.J., & Huber, G.P. Differences in the nature and treatment of moral and nonmoral problems in organizations. Presented at the National Academy of Management Meetings, Atlanta, 1993.
- Golden, B.R., Dukerich, J.M., & Hauge, F.E. The effect of values on the interpretation of ethical dilemmas in professional organizations. Presented at TIMS/ORSA, Orlando, FL, 1992. [not competitively reviewed]
- Brief, A.P., Dukerich, J.M., & Golden, B.R. The two spheres of organizational behavior. Presented at the National Academy of Management Meetings, Las Vegas, 1992.
- McCabe, D.L., Dukerich, J.M., & Dutton, J.E. Values and ethical decision making behavior among professional school students. Presented at the National Academy of Management Meetings, Las Vegas, 1992.
- Dukerich, J.M. & Dutton, J.E. The risks of accepting responsibility for social issues: Homelessness and the Port Authority of New York/New Jersey. Presented at the National Academy of Management Meetings, Miami, 1991.
- McCabe, D.L., Dukerich, J.M., & Dutton, J.E. Values and moral dilemmas: A cross-cultural comparison. Presented at the Center for Business Ethics' Ninth Conference on Business Ethics, Waltham, Mass., 1992.

- Milliken, F.J. & Dukerich, J.M. Judgments of strategic importance: How issue characteristics affect the interpretation process. Presented at the National Academy of Management Meetings, Washington, DC, 1989.
- Dukerich, J.M. & Dutton, J.E. The risks of accepting responsibility for social issues: Homelessness and the Port Authority of New York/New Jersey. Presented at the National Academy of Management Meetings, Miami, 1991.
- Dukerich, J.M., Milliken, F.J., & Cowan, D.A. Simulations as a research tool: Problems and opportunities. Presented at the National Academy of Management Meetings, Anaheim, 1988.
- Dukerich, J.M., Vollrath, D.A., Nichols, M.L., & Elm, D.R. Moral reasoning in groups: Leaders, framing, and discussion. Presented at the National Academy of Management Meetings, Anaheim, 1988.
- Nichols, M.L. & Dukerich, J.M. Managing the scope of an issue: Development and test of a contextual model. Presented at the Second Conference on Decision Making and Information Processing: Contextual Influences, SUNY at Buffalo, June, 1988.
- Dukerich, J.M., Milliken, F.J., & Cowan, D.A. Simulations as a research tool: Problems and opportunities. Presented at the National Academy of Management Meetings, Anaheim, 1988.
- Dukerich, J.M. & Milliken, F.J. Noticing and interpreting complex changes: An information processing approach. Presented at the National Academy of Management Meetings, Anaheim, 1988.
- Dukerich, J.M. Causal analysis in managerial decision making. Presented at the National Academy of Management Meetings, Chicago, 1986.
- Nichols, M.L., Dukerich, J.M., & Elm, D.R. Moral reasoning in groups. Presented at the National Academy of Management Meetings, Chicago, 1986.
- Dukerich, J.M. & Milliken, F.J. Noticing and interpreting complex changes: An information processing approach. Presented at the National Academy of Management Meetings, Dallas, 1983.
- Dukerich, J.M. Causal analysis in managerial decision making. Presented at the National Academy of Management Meetings, Chicago, 1986.
- Dukerich, J.M., Pryor, J.B., Herstein, J.A., & Ostrom, T.M. Effects of person familiarity on the cognitive organization of social information. Presented at the Midwestern Psychological Association Convention, St. Louis, 1980.

## **Grants**

“Thick as Thieves: Predicting Alliances From University Ties” (with I. Stern & C. Baldi), August 2006-July 2007. Funded by IC<sup>2</sup>, \$11,406.

“The Effects of Scientist Reputation on the Likelihood of Alliance Formation between Biotech Firms and Major Pharmaceutical Companies” (with I. Stern), January 2004-September 2006. Funded by IC<sup>2</sup>, \$43,430.



“Identifying Success Factors for High Performance Project Teams,” June 1996-May 1998. Funded by the Construction Industry Institute, \$138,832.

“Developing Richer and More Basic Normative Theories of Group Problem Solving,” July 1991-June 1993. Funded by the National Science Foundation, \$68,314 (with G. Huber).

“The Effects of Personal Values and Codes of Corporate Conduct on Fraudulent Financial Reporting,” January 1989-May 1991. Funded by the National Association of Accountants, \$23,310 (with A. Brief and P. Brown).

### **Professional Activities & Memberships**

#### Editorial Review Board

*Administrative Science Quarterly*, 1998-2006

*Corporate Reputation Review*, 2006-2018

*Journal of Management Inquiry*, 1995-2007

*Academy of Management Journal*, 1991-1996

*Academy of Management Review*, 2003-2005

#### Ad Hoc Reviewer

*Administrative Science Quarterly*

*Academy of Management Journal*

*Organization Science*

*National Academy of Management Meetings*

#### Member

Academy of Management

American Psychological Association

American Psychological Society