

THE UNIVERSITY OF MICHIGAN

CURRICULUM VITAE

LLOYD E. SANDELANDS
Professor of Management and Organization
Stephen M. Ross School of Business Administration
University of Michigan
R5356 Ross Building
Ann Arbor, MI 48109-1234
Phone: (734) 764-3128
Fax: (734) 764-2555

and

Professor of Psychology
College of Literature, Science and Art
University of Michigan
Department of Psychology
Ann Arbor, MI 48109-1109

Email Address: lsandel@umich.edu

Education:

Ph.D. 1982 Northwestern University
B. A. 1977 Washington University

Professional Experience:

1996 - present Professor, School of Business Administration, University of Michigan
1999 - present Professor, Department of Psychology, University of Michigan

1992 - 1999 Assoc. Professor, Department of Psychology, University of Michigan
1991 - 1996 Assoc. Professor, School of Business, University of Michigan

1989 - 1992	Assist. Professor, Department of Psychology, University of Michigan
1989 - 1991	Assist. Professor, School of Business, University of Michigan
1986 - 1989	Associate Professor, Graduate School of Business, Columbia University
1982 - 1986	Assistant Professor, Graduate School of Business, Columbia University
1979 - 1982	Lecturer, J. L. Kellogg Graduate School of Management, Northwestern University

Publications - Books:

1. Sandelands, L.E., 2011. The nuptial mind. Lanham, MD: University Press of America
2. Sandelands, L.E., 2010. God and mammon. Lanham, MD: University Press of America
3. Sandelands, L.E., 2007. An anthropological defense of God. New Brunswick, NJ: Transaction.
4. Sandelands, L.E., 2005. Man and nature in God. New Brunswick, NJ: Transaction.
5. Sandelands, L.E., 2003. Thinking about social life. Lanham, MD: University Press of America.
6. Sandelands, L.E., 2001. Male and female in social life. New Brunswick, NJ: Transaction.
7. Sandelands, L.E., 1998. Feeling and form in social life. Lanham, MD: Rowman & Littlefield.

Publications - Journal Articles:

8. Sandelands, L.E., 2010 "Why the center holds: On the nuptial foundations of the corporation," Catholic Social Science Review, XV: pp. 193-210.
9. Sandelands, L.E., 2010 "The play of change," Journal of Organizational Change Management, 23(1): pp. 71-86

10. Sandelands, L.E., 2009 "A thin spot," Business and Society Review, 114(4): pp. 491-510
11. Sandelands, L.E., 2009 "The business of business is the human person: Lessons from the Catholic Social Tradition," Journal of Business Ethics, v. 85: pp. 93-101.
12. Sandelands, L.E. & Hoffman, A.J., 2008 "Sustainability, faith, and the market," Worldviews: Global Religions, Culture and Ecology, v. 12: pp. 129-145.
13. Sandelands, L.E., 2008 "Thy will be done?" Journal of Management Inquiry, v. 17, pp. 137-142.
14. Sandelands, L.E., 2008 "Christmas thoughts about business education," Logos: A Journal of Catholic Thought and Culture, v 11 (1), pp.126-155.
15. Hoffman, A.J. & Sandelands, L.E., 2005, "Getting right with nature: Anthropocentrism, ecocentrism, theocentrism." Organization and Environment, v. 18(2), pp. 1-22.
16. Sandelands, L.E., 2003, "The argument for God from organization studies." Journal of Management Inquiry, v. 12(2), pp. 168-177.
17. Sandelands, L.E., 2002, "Male and female in organizational behavior." Journal of Organizational Behavior, v. 23(2), pp. 149-165.
18. Sandelands, L.E., 1998, "Feeling and form in groups." Visual Sociology, v. 13(1), pp. 5-23.
19. Sandelands, L.E., 1995, "The idea of social life." Philosophy of the Social Sciences, v. 25(2), pp. 147-179.
20. Sandelands, L.E., 1994, "The sense of society." Journal for the Theory of Social Behaviour, v. 24(4), pp.1-33.
21. Sandelands, L.E. & Srivatsan, V., 1993, "The problem of experience in the study of organizations." Organization Studies, v. 14(1), pp. 1-25.

22. Sandelands, L.E. & St.Clair, L., 1993, "Toward an empirical concept of group." Journal for the Theory of Social Behavior, v. 23(4), pp. 424-453.
23. Sandelands, L.E., Glynn, M.A. & Larson, J.R. Jr., 1992, "Control theory and social behavior in the workplace," Human Relations, v. 44(10), pp. 1107-1130.
24. Drazin, R.D. & Sandelands, L.E., 1992, "Autogenesis: A Perspective on the Process of Organizing," Organization Science, v. 3, pp. 230-249.
25. Sandelands, L.E., 1990, "What is so practical about theory? Lewin revisited," Journal for the Theory of Social Behaviour, v. 20(3), pp. 357-379.
26. Weick, K.E. & Sandelands, L.E., 1990. "Social behaviour in organisation studies," Journal for the Theory of Social Behaviour, v. 20(4), pp. 322-345.
27. Sandelands, L.E. & Drazin, R. 1989, "On the language of organization theory, " Organization Studies, v. 10(4), pp. 457-478.
28. Sandelands, L.E., 1988, "Work, play, and the evaluation of tasks," Journal of Applied Social Psychology, v. 18, pp. 1032-1048.
29. Sandelands, L.E., 1988, "The concept of work feeling," Journal for the Theory of Social Behaviour, v. 18(4), pp. 437-457.
30. Sandelands, L.E., Brockner, J. & Glynn, M.A., 1988, "If at first you don't succeed, try, try again: The effects of persistence-performance contingencies, ego-involvement, and self-esteem on task persistence," Journal of Applied Psychology, v. 3, pp. 208-216.
31. Sandelands, L.E., 1987, "Task grammar and attitude," Motivation and Emotion, v. 11, pp. 224-243.
32. Sandelands, L.E. & Calder, B.J., 1987, "Perceptual organization in task performance," Organizational Behavior and Human Decision Processes, v. 40, pp. 287-306.

33. Sandelands, L.E. & Stablein, R.E., 1986, "Self-consciousness and bias in social interaction," Social Behavior and Personality, v. 14, pp. 239-252.
34. Sandelands, L.E. & Larson, J. R. Jr., 1985, "When measurement causes attitudes: A note from the laboratory," Journal of Applied Psychology, v. 70, pp. 116-121.
35. Sandelands, L.E. & Calder, B.J., 1984, "Referencing and bias in social interaction," Journal of Personality and Social Psychology, v. 46, pp. 755-762.
36. Sandelands, L.E., Ashford, S.J. & Dutton, J. E., 1983, "Reconceptualizing the over-justification effect: A template-matching approach," Motivation and Emotion, v. 7, pp. 229-255.
37. Staw, B.M., Sandelands, L.E. & Dutton, J.E., 1981, "Threat-rigidity effects on organizational behavior," Administrative Science Quarterly, v. 26, pp. 501-524.
- Reprinted in: Sutton, R.I., Whetten, D. & Cameron, K. (eds.), 1988, Organizational decline. Ballinger.
 - Reprinted in: C.L. Cooper (ed.), 1991, Industrial and organizational psychology, Vol. II. Elgar.
 - Reprinted in: C.L. Cooper (ed), 2000. Classics in management thought. Elgar.
38. Staw, B.M., Calder, B.J., Hess, R. & Sandelands, L.E., 1980, "Intrinsic motivation and norms for payment," Journal of Personality, v. 48, pp. 1-15.

Publications - Book Chapters:

39. Sandelands, L.E. 2011. "In God We Trust: Comparing Spiritualities at Work," *Handbook of Positive Organizational Studies*. New York: Oxford University
40. Sandelands, L.E. & Boudens, C.J., 2000. "Feelings at work," Emotions in Organizations, (ed.) S. Fineman, pp., London: Sage.

41. Sandelands, L.E., 1997, "The body and the social," The Mark of the Social, (ed.) J. Greenwood, pp.133-152, Lanham, MD: Rowman & Littlefield.
42. Sandelands, L.E. & Buckner, G.C., 1989, "Of art and work: Aesthetic experience and the concept of job satisfaction," Research in Organizational Behavior, v. 11, B.M. Staw & L.L. Cummings (eds.). Greenwich, CT: JAI Press, pp. 105-132.
- * Reprinted in: Staw, B.M. & Cummings, L.L. (eds.), 1990, Work in organizations. Greenwich, CT: JAI.
43. Sandelands, L.E. & Stablein, R.E., 1987, "The concept of organization mind," Research in the Sociology of Organizations, v. 6, (eds.) N. DiTomaso & S. Bachrach, (eds.). Greenwich, CT: JAI Press, pp. 135-161.
44. Sandelands, L.E., Glynn, M.A., and Larson, J. R. Jr., 1985, "Effects of subordinate performance on supervisory feedback," Proceedings of the Association of Human Resource Management and Organizational Behavior. AHRMOB.

Publications - Research Reports, Reviews, Commentaries:

45. Sandelands, L.E. 2009. Review of J.C. Gibbons, *Man and God in the World: A Treatise on Human Nature*. Catholic Social Science Review, 14: pp. 427-429
46. Sandelands, L.E. 2006. Evolution's lost souls. Behavioral and Brain Sciences, 29(5): pp. 484-485.
47. Sandelands, L.E., 2003. Review of P.R. Lawrence & N. Nohria, *Driven: How human nature shapes our choices*. Administrative Science Quarterly, 48(3): pp. 510-513.
48. Sandelands, L.E., 1996. Review of B. Czarniawska-Joerges and P. Guillet de Monthoux (eds.) *Good Novels, Better Management*, Administrative Science Quarterly, v. 41(4), pp. 735-739.

49. Sandelands, L.E., 1993. Review of P. Frost and R. Stablein (eds.) *Doing exemplary research*, Academy of Management Review, v. 18, pp. 377-380.
50. Sandelands, L.E., 1991. Review of R. Fredrickson et al. (eds.) *The ethics of organizational transformation*, Administrative Science Quarterly, v. 35(1), pp. 171-172.
51. Sandelands, L.E., 1991. Review of E. Hartman's *Foundations of organization theory*, Contemporary Psychology, v. 36(2), pp. 161-162.
52. Sandelands, L.E., 1991. Review of R. Giacalone & P. Rosenfeld (eds.), *Impression management in the organization*, Contemporary Psychology, v. 36(12), pp. 1042-1043.
53. Sandelands, L.E., 1991. Review of J. Hassard and D. Pym (eds.) *The theory and philosophy of organizations*, Administrative Science Quarterly, v. 36(4), pp. 684-687.
54. Sandelands, L.E., 1990. Review of R. E. Quinn and K. Cameron (eds.). *Paradox and transformation: Toward a theory of change in organization and management*, Contemporary Psychology, v. 35(5), pp. 427-428.
55. Sandelands, L.E., 1989. Review of H.S. Baum *The unconscious world of bureaucracy*, Contemporary Psychology, v. 34(7), pp. 651-653.
56. Sandelands, L.E., 1988. Review of C. L. Cooper and I. T. Robertson (eds.), *International review of industrial and organizational psychology*, Academy of Management Review, v. 13, pp. 658-661.

Work in Progress and/or Under Review

Sandelands, L.E. & Carlsen, A., 2011. "The Romance of Wonder in Organization Studies," (in preparation)

Carlsen, A. & Sandelands, L.E., 2011. "First Passion: Towards a Theory of Wonder in Organizational Inquiry," (submitted for editorial review)

Sandelands, L.E. & Carlsen, A., 2010. "Wonder Divine: At End but Ever New," (resubmitted for editorial review)

Sandelands, L.E. & Worline, M.C. 2010. The social life of organizations (resubmitted for editorial review)

Papers Presented and Invited Colloquia:

October, 2010: "Economic Growth, Prosperity, and the Influence of Catholicism and Catholic Social Teaching," Moderator, Society of Catholic Social Scientists, Holy Cross College, South Bend, IN

November, 2009: "In God We Trust: Comparing Spiritualities at Work." Paper presented to the Winston Center for Leadership and Ethics, Boston College, Chestnut Hill, MA

February, 2009: "Sustainability, faith, and the market." Paper presented to the Au Sable Grad Fellows, University of Michigan, Ann Arbor, MI.

November, 2008: "Christmas Thoughts about Business Education." Paper presented to the Christian Business Initiative, University of Michigan, Ann Arbor, MI.

October, 2008: "Why the Center Holds: On the Nuptial Foundations of the Corporation." Paper presented to the Society of Catholic Social Scientists, De Sales University, Center Valley, Pennsylvania.

August, 2008: "Not 'Who am I?' but 'How am I in God'." Paper presented in symposium entitled "New Directions in the Meaning of Work," 68th Annual Academy of Management, Anaheim, California.

August, 2008: "The Missing 3rd Term in Organization Theory." Discussant comments on Symposium entitled "Sideways Organizing: A New Stance for Questions about Practices and Routines," 68th Annual Academy of Management, Anaheim, California.

June, 2008: "An Unmet Longing." Organizer remarks to close Organization Studies Workshop entitled "Embracing Complexity: Advancing Ecological Understanding in Organization Studies," Pissouri, Cyprus.

April, 2006: "Man and nature in God." Lecture presented to the Socratic Club, Department of Philosophy, University of Michigan.

- October, 2005: "On puzzles in organization studies." Panelist remarks to open the inaugural ICOS Retreat, University of Michigan.
- August, 2005: "Narratives of life in organizations." Discussant remarks presented to the 65th Annual Academy of Management, Honolulu, Hawaii
- August, 2005: "A cultural-cognitive perspective on organizing." Panelist remarks presented to the 65th Annual Academy of Management, Honolulu, Hawaii.
- May, 2004: "Toward a positive organizational scholarship." London Business School.
- April, 2004: "Whither Positive Organizational Scholarship?" *Interdisciplinary Consortium on Organization Studies*. University of Michigan.
- August, 2003: "Play is the 2nd moment of social life." Paper presented to the 63rd Annual Academy of Management, Seattle, Washington.
- September 1999: "Gazing toward 2000: Reflections on organization studies at the millennium." *Interdisciplinary Consortium on Organization Studies*. University of Michigan.
- January 1997: "Feeling and form in social life." *Interdisciplinary Consortium on Organization Studies*. University of Michigan.
- November 1996: "Images of feeling and form." *Institute for the Humanities*, University of Michigan.
- November 1995: "Feeling and form in social life." University of Illinois.
- June 1995: "Of art and social organization." Conference on *Organizations, Managers, and Design: Exploring the Aesthetic Dimension of Business*, Luxembourg.
- August 1993: "Of individuals, organizations, and the prospects of cross-level theory." Paper presented at the *53rd Annual Academy of Management*, Atlanta, Georgia
- December 1992: "Forms of relevance." University of Texas, Austin.
- August 1992: "How is business practice like telling a story? Or like making an explanation?" Paper presented at the *52nd Annual Academy of Management*, Las Vegas, Nevada.
- August 1992: "Some limitations of synthetic reasoning." Paper presented at the *52nd Annual Academy of Management*, Las Vegas, Nevada.
- February 1990: "What is so practical about theory: Lewin revisited." *Interdisciplinary Consortium on Organization Studies*. University of Michigan.

- June 1989: "Control theory and understanding motivated behavior: Ticket to ride or extra baggage. A debate before the *SIOP*. Boston, Massachusetts.
- December 1988: "Creativity, Aesthetics, and the Study of Management." University of Linköping, Linköping, Sweden.
- December 1988: "On the language of organization theory." Stockholm School of Economics, Stockholm, Sweden.
- August 1988: "Notes on the language of organizing." Paper presented at the *48th Annual Academy of Management*, Anaheim, California
- August 1988: "Feeling and form in work." Paper presented to the *48th Annual Academy of Management*, Anaheim, California
- February 1988: "Intuition and the logic of explanation." NY School of Industrial and Labor Relations, Cornell University.
- November 1987: "On the language of organization theory." New York University.
- August 1987: "Work, play, and the evaluation of tasks." Paper presented to the *47th Annual Academy of Management*, New Orleans, Louisiana.
- August 1986: "The concept of organization mind: An application to organizational decision-making." Paper presented to the *46th Annual Academy of Management*, Chicago, IL.
- August 1986: "If at first you do not succeed, try, try again: Situational and dispositional determinants of non-productive persistence." Paper presented to the *46th Annual Academy of Management*, Chicago, Illinois.
- August 1985: "Task punctuation and attitudes." Paper presented to the *45th Annual Academy of Management*. San Diego, California.
- May 1985: "Perceptual organization and task performance." *Tri-State Social Cognition Conference*. New York, New York.
- April 1985: "Effects of subordinate performance on supervisory feedback." Paper presented to the *Assoc. Human Resource Mgmt and Org. Behavior*. Boston, Massachusetts.
- November 1984: "Perceptual competence and task attitudes." Department of Sociology, Columbia University.
- April 1984: "Perceptual competence and task attitudes." Dartmouth College.

August 1983: "When attitudes predict task behavior." Paper presented to the *43rd Annual Academy of Management*. Dallas, Texas.

August 1980: "Intrinsic motivation and the over-justification effect: Insights from play." Paper presented to the *American Psychological Association*. Montreal, Canada.

April 1980: "The structure of intrinsically motivating activities." Paper presented to the *1st Annual Graduate Student Conference in I/O Psychology*. Columbus, Ohio. * Recipient "Outstanding Paper Award"

Undergraduate Honors Theses Chaired or Served

Mary MacComb (chair)
Joelle Gropper (chair)
Perry Teicher (chair)
Justin Benson

Doctoral Dissertations Chaired

Mary Ann Glynn	Brian Weiner	Sri Srivatsan
Lynda St. Clair	Jay Salazar	Stephane Cote
Monica Worline	Jason Kanov	Amy Trahan
Connie Boudens	Brian Sandoval	John Paul Stephens

Other Doctoral Dissertation Committees Served

Tony Rosa	Melisa Manojlovich	Rachel Hsiung
Helen Klein	Robert Hooijberg	Jim Carillon
Michelle Kaminski	Harry Ford	Mike Pratt
Marla Erbin-Roesman	Barbara Trautlein	Renee Stiles
Stephanie Lewis	Amy Wreznesiewski	Jinnam Choi
Lynda Vega-Rodriquez	Jo Ann Brooks	Sara Baumrin
Diana Stork	Steve Grover	Mary Ann Koch
Nancy Fisher	Chris Gresov	Depender Singh
Alon Gratch	Chloe Clark	Mapesh Gopinath
Arran Caza	Debra Horner	Emily Heaphy
Sharon Smith	Mark Marotto	Carole Sansone

Professional Memberships:

Editorial Boards:	<i>Administrative Science Quarterly</i>	1992 – 2005
	<i>Academy of Management Review</i>	2002 – 2005

	1990 – 1996
<i>Journal of Management Inquiry</i>	2005 – present
<i>Organization Studies</i>	2006 – present

National Association of Scholars, Society of Catholic Social Scientists, Fellowship of Catholic Scholars, Academy of Management

University Service:

2004 - 2010	Executive Committee, ICOS
1996 - 1997	Honors Committee, Rackham Graduate School

Ross School of Business:

2005 - 2009	Chair, Ph.D. Admissions committee, M&O
1999 - open	Curriculum committee
2002 - 2003	Chair, Ph.D Admissions Committee
2002 - 2003	Doctoral Advisory Committee, OBHRM
2002 - 2003	Spencer Chair search committee
2001 - 2002	Faculty Search Committee, OBHRM
2000 - 2001	Society of Scholars Committee
1997 - 1998	Department Chair, OBHRM
1996 - 1999	Honors Committee
1997 - 1998	Faculty search committee
1994 - 1995	Faculty search committee
1992 - 1993	Dean's Task Force on Doctoral Program
1992 - 1993	Faculty search committee
1991 - 1992	Faculty search committee
1990 - 1993	Doctoral Program Advisor, OBHRM

Department of Psychology:

2005 - 2011	Area Chair, Organizational Psychology
2002 - 2005	Graduate Committee
2001 - 2002	Faculty Recruiting, C&P/Organizational
1998 - 1999	Pillsbury Award Committee
1998 - 1999	Area Committee on Organization Studies
1996 - 2002	Area Chair, Organizational Psychology
1994 - 1997	Executive Committee
1995 - 1996	Faculty Recruiting, Personality
1994 - 1995	Faculty Recruiting, Organizational
1993 - 1994	Interim Chair, Undergraduate Committee

1992 - 1994 Undergraduate Committee
1993 - 1994 Advisor, Undergraduate Psychological Society
1993 - 1994 Marquis Award Committee
1992 - 1993 Tanner Award Committee
1992 - 1994 Faculty Recruiting, Organizational
1990 - 1998 Psychology Pro-seminar, Psych 600
1989 - 2005 Organizational Area Graduate Admissions Committee
1989 - 2006 Organizational Area Prelim Committee
1989 - 1995 Organizational Area Executive Committee

Community Service

Pastoral Council, St. Thomas the Apostle Catholic Church, Ann Arbor
Catholics in the Public Square

05.05.2011