

THE UNIVERSITY OF MICHIGAN

CURRICULUM VITAE

LLOYD E. SANDELANDS
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and

Professor of Psychology
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University of Michigan
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Ann Arbor, MI 48109-1109

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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., (forthcoming). Being at Work. Lanham, MD: University Press of America.
2. Sandelands, L.E., 2012. The Nuptial Mind. Lanham, MD: University Press of America
3. Sandelands, L.E., 2010. God and Mammon. Lanham, MD: University Press of America
4. Sandelands, L.E., 2007. An Anthropological Defense of God. New Brunswick, NJ: Transaction.
5. Sandelands, L.E., 2005. Man and Nature in God. New Brunswick, NJ: Transaction.
6. Sandelands, L.E., 2003. Thinking about Social Life. Lanham, MD: University Press of America.
7. Sandelands, L.E., 2001. Male and Female in Social Life. New Brunswick, NJ: Transaction.
8. Sandelands, L.E., 1998. Feeling and Form in Social Life. Lanham, MD: Rowman & Littlefield.

Publications – Articles:

9. Sandelands, L. E. & Carlsen, A., 2013 “Wonder divine: At end but ever new,” Theology and Science, v. 11(3): pp. 304-316

10. Sandelands, L.E. & Carlsen, A., 2013 “The romance of wonder in organizational studies,” Journal of Management, Spirituality, & Religion, <http://dx.doi.org/10.1080/14766086.2013.801024>
11. Carlsen, A. & Sandelands, L.E. 2013. “Living Ideas at Work,” Handbook of Managerial and Organizational Innovation., eds. Tyrone Pitsis, Erlend Dehlin & Ace Simpson. London: Edward-Elgar Press.
12. Sandelands, L.E. 2012. “In God We Trust: Comparing Spiritualities at Work,” *Handbook of Positive Organizational Studies*, (eds.) Kim Cameron & Gretchen Spreitzer. New York: Oxford University; pp. 1001-1025
13. Sandelands, L.E. & Worline, M.C., 2011 “The social life of organizations,” International Journal of Humanities and Social Sciences, v. 1(17): pp. 134-147.
14. Sandelands, L.E., 2010 “Why the center holds: On the nuptial foundations of the corporation,” Catholic Social Science Review, v. XV: pp. 193-210.
15. Sandelands, L.E., 2010 “The play of change,” Journal of Organizational Change Management, v. 23(1): pp. 71-86
16. Sandelands, L.E., 2009 “A thin spot,” Business and Society Review, v. 114: pp. 491-510
17. 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.
- Reprinted in: Domenec Mele & Martin Schlag, Christian Humanism in Economics and Business. New York: Springer, 2013
18. Sandelands, L.E. & Hoffman, A.J., 2008 “Sustainability, faith, and the market,” Worldviews: Global Religions, Culture and Ecology, v. 12: pp. 129-145.
19. Sandelands, L.E., 2008 “Thy will be done?” Journal of Management Inquiry, v. 17, pp. 137-142.

20. Sandelands, L.E., 2008 "Christmas thoughts about business education," Logos: A Journal of Catholic Thought and Culture, v 11 (1), pp.126-155.
21. Hoffman, A.J. & Sandelands, L.E., 2005, "Getting right with nature: Anthropocentrism, ecocentrism, theocentrism." Organization and Environment, v. 18(2), pp. 1-22.
22. Sandelands, L.E., 2003, "The argument for God from organization studies." Journal of Management Inquiry, v. 12(2), pp. 168-177.
23. Sandelands, L.E., 2002, "Male and female in organizational behavior." Journal of Organizational Behavior, v. 23(2), pp. 149-165.
24. Sandelands, L.E. & Boudens, C.J., 2000. "Feelings at work," Emotions in Organizations, (ed.) S. Fineman, pp., London: Sage.
25. Sandelands, L.E., 1998, "Feeling and form in groups." Visual Sociology, 13(1), pp. 5-23.
26. Sandelands, L.E., 1997, "The body and the social," The Mark of the Social, (ed.) J. Greenwood, pp.133-152, Lanham, MD: Rowman & Littlefield.
27. Sandelands, L.E., 1995, "The idea of social life." Philosophy of the Social Sciences, v. 25(2), pp. 147-179.
28. Sandelands, L.E., 1994, "The sense of society." Journal for the Theory of Social Behaviour, v. 24(4), pp.1-33.
29. Sandelands, L.E. & Srivatsan, V., 1993, "The problem of experience in the study of organizations." Organization Studies, v. 14(1), pp. 1-25.
30. 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.
31. 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.

32. Drazin, R.D. & Sandelands, L.E., 1992, "Autogenesis: A Perspective on the Process of Organizing," Organization Science, v. 3, pp. 230-249.
33. 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.
- For response see: Craig, R.T., 1996, "Practical theory: A reply to Sandelands," Journal for the theory of Social Behaviour, v. 26(1), pp. 65-79
34. 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.
35. 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.
36. Sandelands, L.E. & Drazin, R. 1989, "On the language of organization theory, " Organization Studies, v. 10(4), pp. 457-478.
- For response see: Skoldberg, K. 1992, "Through a glass darkly: A critique of Sandelands and Drazin," Organization Studies, v. 13(2), pp. 245-259
37. Sandelands, L.E., 1988, "Work, play, and the evaluation of tasks," Journal of Applied Social Psychology, v. 18, pp. 1032-1048.
38. Sandelands, L.E., 1988, "The concept of work feeling," Journal for the Theory of Social Behaviour, v. 18(4), pp. 437-457.
39. 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.

40. Sandelands, L.E., 1987, "Task grammar and attitude," Motivation and Emotion, v. 11, pp. 224-243.
41. Sandelands, L.E. & Calder, B.J., 1987, "Perceptual organization in task performance," Organizational Behavior and Human Decision Processes, v. 40, pp. 287-306.
42. 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.
43. Sandelands, L.E. & Stablein, R.E., 1986, "Self-consciousness and bias in social interaction," Social Behavior and Personality, v. 14, pp. 239-252.
44. 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.
45. 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.
46. Sandelands, L.E. & Calder, B.J., 1984, "Referencing and bias in social interaction," Journal of Personality and Social Psychology, v. 46, pp. 755-762.
47. 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.
48. 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.
49. 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 - Research Reports, Reviews, Commentaries:

50. 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
51. Sandelands, L.E. 2006. Evolution's lost souls. Behavioral and Brain Sciences, 29(5): pp. 484-485.
52. 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.
53. 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.
54. Sandelands, L.E., 1993. Review of P. Frost and R. Stablein (eds.) *Doing exemplary research*, Academy of Management Review, v. 18, pp. 377-380.
55. Sandelands, L.E., 1991. Review of R. Fredrickson et al. (eds.) *Ethics of organizational transformation*, Administrative Science Quarterly, v. 35(1), pp. 171-172.
56. Sandelands, L.E., 1991. Review of E. Hartman's *Foundations of organization theory*, Contemporary Psychology, v. 36(2), pp. 161-162.
57. Sandelands, L.E., 1991. Review of R. Giacalone & P. Rosenfeld (eds.), *Impression management in the organization*, Contemporary Psychology, v. 36, pp. 1042-1043.

58. 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.
59. 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.
60. Sandelands, L.E., 1989. Review of H.S. Baum *The unconscious world of bureaucracy*, Contemporary Psychology, v. 34(7), pp. 651-653.
61. 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

- Carlsen, A. & Sandelands, L.E., 2013. "First Passion: Towards a Theory of Wonder in Organizational Inquiry," (article submitted for review)
- Sandelands, L.E. 2011. "Coming To: A Spiritual Memoir" (book manuscript, completed but not submitted for publication)
- Sandelands, L.E. 2013. "On taking people seriously" (article submitted for review)
- Sandelands, L.E. 2013. "The ache of work" (article submitted for review)
- Sandelands, L.E. 2013. "The virtue of human being at work" (chapter in review)
- Sandelands, L.E. 2013. "The psychology of work and spirituality" (chapter in review)

Papers Presented and Invited Colloquia:

- December, 2012: "Three puzzles of business." Lecture given as part of the Diocese of Lansing's series on *Science or Faith or Science and Faith* as part of the "Year of Faith," Michigan League, Ann Arbor, MI.

- 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*, Univ. of Mich.
- 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 and 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
Brent Rosso		

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-Rodriguez	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 – 2012
	<i>Organization Studies</i>	2006 – present

Professional Associations: *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

09.03.2013