

September 2016

Vita

Joseph G. Rosse

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Academy of Management
Association for Psychological Science (Charter Member Emeritus)
Society for Human Resource Management
Society of Industrial/Organizational Psychologists

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“Enhancing the Effectiveness of Human Protections Review”, NIH/National Center for Research Resources, \$99,600, (2002-2004).
“Workplace Factors and Medication Errors”, DHHS/Agency for Healthcare Research and Quality, \$738,697 (2001-2004)
IBM Faculty Award (\$30,000) (2001)
Recognition award from University of Colorado Society for Personnel Administrators (1989)
Honorable mention, 1983 S. Rains Wallace Dissertation Award (sponsored by Division 14 of American Psychological Association)
Alpha Sigma Nu Honor Society (1976)

Research Activities

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Employee adaptation to work; stress; burnout
Effects of employee attitudes on behavior
Employee selection and retention

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Dubovsky, S.L., Gendel, M., Dubovsky, A.N., Rosse, J., Levin, R., & House, R. (2008) [Can admissions interviews predict performance in residency?](#) *Academic Psychiatry*, 32 (6): 498-503.

Stecher, M.D. & Rosse, J. (2007). [Understanding reactions to workplace injustice through process theories of motivation.](#) *Journal of Management Education*, (31), 777-796.

Dubovsky, S.L., Gendel, M., Dubovsky, A.N., Rosse, J., Levin, R., & House, R. (2005). [Do data obtained from admissions interviews and reside](#)

- Rosse, J., Stecher, M.D., Miller, J.L. & Levin, R. (1998). [The impact of response distortion on pre-employment personality testing and hiring decisions.](#) Journal of Applied Psychology, 83, 634-644.
- Markman, G., Meyer, G.D., & Rosse (1997). The impact of mission statements on the performance of entrepreneurial work groups: An empirical test of an unproven assumption. Frontiers of Entrepreneurial Research, 17, 450-451.
- Westerman, J. & Rosse, J. (1997). Reducing the threat of rater non-participation in 360-degree feedback systems: An exploratory examination of antecedents to participation in upward ratings. Group and Organization Management, 22, 288-309.
- Koberg, C., Sarason, Y. & Rosse, J. (1996). A taxonomic approach to studying high technology firms: Deciphering the Tower of Babel. Journal of High Technology Management Research, 7, 15-35.
- Rosse, J. Ringer, R. & Miller, J. (1996). Personality and drug testing: An exploration of the perceived fairness of alternatives to urinalysis. Journal of Business and Psychology, 10, 459-476.
- Rosse, J., Miller, J. & Ringer, R. (1996). The deterrent effect of drug and integ Tm /TT1 o7 cm BTy testi Journal of Business and Psychology, 10, 477-486.
- Crown, D. & Rosse, J. (1995). Yours, mine and ours: Facilio7 cm BTao7 cm BTing group productivio7 o7 cm BThrough a7 cm BTion of individual and group Organizao7 cm BTional Behavior and Human Decision Processes, 64, 138-150.
- Rosse, J., Miller, J. & So7 cm BTecher, M. (1994) A field study of job applicano7 cm BTs' reaco7 cm B' personalio7 cm BTy and cogno7 cm BTi Journal of Applied Psychology, 79, 987-992.
- Rowley, D., Rosse, J., and Harvey, O.J. (1992). The effects of belief systems on the job-relao7 cm BTed sa7 cm BTisfaco7 cm BTion of managers of Applied Social Psychology, 22, 212-220.
- Rosse, J., Boss, R.W., Johnson, A.E. & Crown, D. (1991) Concepo7 cm BTualizing the role of self

- Crown, D. & Rosse, J. (1988). A critical review of the assumptions underlying drug testing. Journal of Business and Psychology, 3(1), 22-41.
- Rosse, J. (1987). Job-related ability and turnover. Journal of Business and Psychology, 1(4), 326-336.
- Rosse, J. (1986). Personality influences on relations among role perceptions and job attitudes and behavior. International Journal of Management, 3(1), 5-15.
- Rosse, J. & Hulin, C. (1985). Adaptation to work: An analysis of employee health, withdrawal and change. Organizational Behavior and Human Decision Processes, 36(4), 324-347.
- Schlotzhauer, D. & Rosse, J. (1985). A five year study of a positive incentive absence control program. Personnel Psychology, 38(3), 575-585.
- Rosse, J. & Kraut, A. (1983). Re-evaluation of the vertical dyad linkage model of leadership. Journal of Occupational Psychology, 56(1), 63-71.
- Rosse, J. & Rosse, P. (1981). Role conflict and role ambiguity among nursing personnel: An empirical investigation. Evaluation and the Health Professions, 4(4), 385-405.

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- Rosse, J. and Saturay, S. (2011). [Working on the edge today: Dissatisfaction, adaptation, and performance](#). In R. Levin, S. Laughlin & C. De La Rocha (Eds.), Work Meets Life: Exploring the Integrative Study of Work in Living Systems. Cambridge, MA: MIT Press, pp. 149-163.
- Blegen, M.A., Pepper, G.A., Rosse, J. (2005). [Safety climate on hospital units: A new measure](#). In K. Henriksen, J. B. Battles, E. Marks, & D. I. Lewin (Eds). Advances in Patient Safety: From Research to Implementation Rockville, MD: Agency for Healthcare Research and Quality, Vol 4, pgs 429-443.
- Rosse, J. & Levin, R.A. (2003). Hiring: A Jossey-Bass Academic Administrator's Guide. San Francisco: Jossey-Bass/Wiley.

- DeCastro & G.D. Meyer (Eds.), Advances in Global High-Technology Management, Vol. 6, pp. 219-233. Greenwich, CT: JAI Press.
- Koberg, C., Rosse, J. & Bergh, D. (1994). Toward a definition and typology of high technology firms. In L.R. Gomez-Mejia and M.W. Lawless (Eds.), Advances in Global High Technology Management Research, Vol. 4, pp. 3-26. Greenwich, CT: JAI Press.
- Coombs, G. & Rosse, J. (1992) Recruiting and hiring the high technology professional: Trends and future directions. In L.R. Gomez-Mejia and M.W. Lawless (Eds.), Advances in Global High Technology Management Research, Vol. 1, pp. 93-109. Greenwich, CT: JAI Press.
- Crown, D. & Rosse, J. (1991). Critical issues in drug testing. In J. Jones, B. Steffy and D. Bray (eds.), Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals. Lexington, MA: Lexington Books (pp. 260-274).
- Falkenberg, L., Crown, D. & Rosse, J. (1991). Implementing, maintaining and evaluating company sponsored physical fitness programs. In J. Jones, B. Steffy and D. Bray (eds.), Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals. Lexington, MA: Lexington Books (pp. 767-777).
- Rosse, J. (1991). Understanding employee withdrawal from work. In J. Jones, B. Steffy and D. Bray (eds.), Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals. Lexington, MA: Lexington Books (pp. 668-682).
- Turbin, M. & Rosse, J. (1990). Staffing issues in the high technology industry. In L. Gomez-Mejia and M. Lawless (eds.), Organizational Issues in High-Technology Management, (pp. 227-241). Greenwich, CT: JAI Press.
- Rosse, J. & Miller, H. (1984). Absence and other employee behaviors. In P. Goodman, R. Atkin and Associates, Absenteeism: New Approaches to Understanding, Measuring, and Managing Employee Absence. San Francisco: Jossey-Bass.

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- Rosse, J. (2016, July). The university perspective on retractions. Invited presentation at the ORI/CSU Keeping the Pool Clean: Prevention and Management of Misconduct Related Retractions Conference, Fort Collins, CO.
- Rosse, J. (2016, May). Scientific misconduct: Investigating alleged misconduct and educating to prevent it. Invited presentation at the annual meeting of the Council of Science Editors, Denver.
- Rosse, J. (2016, May). Just how retracted is it? Invited presentation at the annual meeting of the Council of Science Editors, Denver.
- Rosse, J. & Robison, F. (2015, September). Balancing due process rights of respondent with confidentiality rights of complainant and witnesses. Presented at the annual meeting of the Association of Research Integrity Officers, Denver.

- Lerner, D. & Rosse, J. (2014, May). The Paradox of ADHD Disinhibition in Entrepreneurs. Presented at annual meeting of the Society of Industrial and Organizational Psychologists, Honolulu.
- Rosse, J. (2010, August). [Hanging on to—or Just Hanging--Executive Talent: The State of the Art](#). Paper presented as part of the Professional Development Workshop, "Leadership Retention and Succession: What Do We Know?" at the annual meeting of the Academy of Management, Montreal.
- Rosse, J. (2010, April). [What We Know—and More Importantly, What We Don't Know—About Retaining Leaders](#). Paper presented as part of panel on Leadership Retention and Succession: What Do We Know? Presented at annual meeting of the Society of Industrial and Organizational Psychologists, Atlanta.
- Better, M., Sherman, J, Colby, M., Hargarten, M. & Rosse, J. (2004, October). Improving the IRB Review Process: A Business Process Design Approach. Paper presented at annual meeting of the Applied Research Ethics National Association, San Diego, CA.
- Rosse, J. & Levin, R. (2004, July). A management perspective on animal and human learning and innovation . Workshop on Innovation and Culture in Animals and Humans, University of St. Andrews, Scotland.
- Rosse, J. & Saturay, S. (2004, July). Work, performance and counter-productive workplace behavior: A work psychology perspective. Second International Conference on Integrative Approaches to the Study of Work. Cambridge University, UK.
- Rosse, J. & Saturay, S. (2004, April). [Individual differences in adaptation to work dissatisfaction](#). Presented at annual meeting of the Western Academy of Management, Fairbanks, AK.
- Levin, R. A., Laland, K.N. & Rosse, J. (2004, February). [Do energetic trade-offs in individual humans affect work performance in modern organizations: The working energy/take](#)

Expanding the nomological network” (Sandra Fisher and Jeffrey Beaubien, Chairs) at the 12th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Rosse, J., Levin, R. & Nowicki, M (1999, April).

Ambrose, M. & Rosse, J. (1993) Relational justice and personality testing: Sometimes nice guys do finish last. Presented at the annual meeting of the Academy of Management, Atlanta, August.

- Rosse, J., Crown, D. & Feldman, H. (1989). Personnel managers' views on drug legalization. Presented at the annual meeting of the Academy of Management, Washington, DC, August.
- Rosse, J., Crown, D. & Feldman, H. (1989). Alternative solutions to the workplace drug problem: Results of a survey of personnel managers. Presented at the National Institute on Drug Abuse "Drugs in the Workplace: Research and Evaluation Data" conference at Bethesda, Maryland, September.
- Rosse, J. & Miller, H. (1989). Psychological screening for drug use among employees. Presented at the 49th annual meeting of the Academy of Management, Washington, DC, August.
- Rosse, J., Miller, H. & Barnes, L. (1989). Hiring for personality and ability: The case of service orientation. Presented at the annual meeting of the American Psychological Association, New Orleans, 1989.
- Keaveny, T., Rosse, T. & Fossum, J. (1988). Predicting support for unionization: Part-time v. full-time workers and professional/ technical v. blue collar workers. Proceedings of the 41st Annual Meetings of the Industrial Relations Research Association, New York, December.
- Turbin, M. & Rosse, J. (1988). Managerial strategies to attract and retain scientists and engineers in the high technology industry: A review and evaluation. Proceedings of the First Annual Conference on Managing the High Technology Firm, Boulder, Colorado, January.
- Rosse, J. (1987). Perspectives on burnout: Process and predictors (symposium chair). Forty-seventh annual meeting of the Academy of Management, Washington, DC, August.

Schlotzhauer, D. & Rosse, J. (1985). A five-year study of a positive incentive absence control program. Presented at the 45th annual meeting of the Academy of Management, San Diego, California, August.

Rosse, J. (1983). Adaptation to work: An analysis of employee health, withdrawal and change. Proceedings of the Thirty-sixth Annual Meeting of the Industrial Relations Research Association, San Francisco, California, December.

Rosse, J. (1983). Patterns of withdrawal behavior. Presented at the annual meeting of the American Psychological Association, Anaheim, California, August.

Rosse, J. (1980). Assessing the generalizability of the vertical dyad linkage model of leadership. Presented at the first annual Conference of Graduate Students in Industrial/Organizational Psychology and Organizational Behavior, Columbus, Ohio, April.

Rosse, J. & Leack, J. (1975). The effects of requestor and benefactor status on the elicitation of helping behavior. Presented at the annual meeting of the Western Psychological Association, Sacramento, California, April.

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Rosse, J. & Shriver, S. How people react to work dissatisfaction: The role of conflict management strategies.

Teaching Activities

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Seminar in Organizational Behavior
Seminar in Human Resource Management
Proseminar in Management

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Human Resource Management
Organizational Behavior
Management Development

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Critical Managerial and Leadership Skills
Field Research Projects in Human Resource Management
Hiring and Retaining Critical Human Resources
Individual, Team and Organizational Development
Introduction to Management and Organization
Managing Employee Reward Systems
Management of Human Resources
Managing Individuals and Work Groups
Management Senior Seminar

Holding on to Talent: The Role of Job Satisfaction. Retaining and Engaging High Performers During Economic Recession & Recovery Seminar sponsored by CU and AON Consulting, Denver, December 2, 2009.

Hiring And Retaining Talent: The Role Of Personality Testing. International Personnel Management Association, Denver, February 23, 2000.

Employee Recruitment, Retention, And Competitive Advantage. Address to the 1999 Institute for Workforce Development, Rochester, New York, May 11, 1999.

Science and the Art of Hiring. Chancellor's Business Community Lecture Series, Montrose, February 25, 1999.

High-Impact Hiring. Address to the Precision Manufactured Parts Association Management Update, San Diego, February 21, 1999.

Performance

Rosse, J. & Levin, R.A. (1997, August/September). This season, hire for performance. National Ski Area Association Member Update.

Rosse, J. & Levin, R.A. (1994, December). Dealing with job dissatisfaction in your seasonal workforce. National Ski Area Association Member Update, 15.

Co-author/editor, "On Management" column for the Boulder County Business Report (January 1996 – February 2001). Co-authored more than 30 columns about managing the human side of an organization.

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Member, 21st Century Leadership Selection Advisory Council, Center for Creative Leadership (1998 – 2007)

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Development of Employee Selection Systems
Employee Attitude Surveys
Development of Performance Appraisal Systems
Program Evaluation

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Adolph Coors Company (Golden, CO)	Conducted job analyses and developed selection procedures
Center for Human Function & Work (Boulder, CO)	Senior Associate on projects to: <ul style="list-style-type: none">• Develop hiring and appraisal programs for a trucking firm (St. Paul, MN)• Develop hiring procedures and employee attitude survey for a resort employer (Aspen, CO)• Develop hiring procedures for a major Colorado ski resort
Colorado Women's Employment & Education	Technical adviser, evaluation of employment training program
Denver Police Department	Program evaluation of officer fitness training program
Denver Public Schools	Developed performance appraisal procedure for school administrators
Denver Regional Transit District	Advised on development of substance abuse program
General Tire & Rubber	Conducted job analyses and developed selection procedures
Kaiser Permanente (Denver, CO)	Developed employee selection procedures for 22 job categories
Law firm of Kahr & Gerstein (Urbana, IL)	Provided expert witness testimony in employment discrimination case
National Park Service	Assisted in development of selection systems
Performance Factors (Golden, CO)	Advised on implementation of system to assess employee performance impairment.
State of Colorado	Program evaluation of employment training program.