

JASON ALAN COLQUITT

Mendoza College of Business
Management & Organization
University of Notre Dame
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Notre Dame, IN 46556
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EDUCATION

Ph. D., Michigan State University, 1999

Dissertation: Justice in teams: An analysis of task, team, and member moderators

Committee: John R. Hollenbeck (Chair)

Donald E. Conlon, Raymond A. Noe, Daniel R. Ilgen

B. S., Indiana University, 1994 (with Honors)

Major: Psychology (with Honors)

Minors: Management, Sociology

ACADEMIC EMPLOYMENT

University of Notre Dame, Mendoza College of Business (2020-present)

- Franklin D. Schurz Professor of Management (2020-present)

University of Georgia, Terry College of Business (2011-2020)

- Distinguished Research Professor (2019-2020)

- William Harry Willson Distinguished Chair and Professor (2011-2020)

University of Florida, Warrington College of Business (1999-2011)

- McClatchy Professor of Management (2009 to 2011)

- Professor (2007 to 2009)

- Associate Professor (2003 to 2007)

- Assistant Professor (1999 to 2003)

RESEARCH INTERESTS

- Justice
- Trust
- Meaning of work
- Personality
- Identity

JOURNAL ARTICLES

- Sabey, T. B., Colquitt, J. A., Shanklin, B., & Baer, M. D. (in press). The approach-inhibition theory of power: A meta-analytic test and synthesis. *Psychological Bulletin*.
- Long, D. M., Colquitt, J. A., Burgess, R., & Rockmann, K. W. (in press). Stories from the danger zone: Conversational storytelling and the meaning of work after a close brush with death. *Journal of Applied Psychology*.
- Hill, E. T., Colquitt, J. A., Burgess, R., Priesemuth, M., & McClain, J. T. (2025). Third-party perceptions of mistreatment: A meta-analysis and integrative model of reactions to perpetrators and victims. *Journal of Applied Psychology*, 110, 107-130.
- Colquitt, J. A., Long, D. M., & Gentry, R. J. (2024). Syllabus share: A new metric for gauging journal status. *Journal of Management Education*, 48, 7-51.
- Colquitt, J. A., Hill, E. T., & De Cremer, D. (2023). Forever focused on fairness: 75 years of organizational justice in *Personnel Psychology*. *Personnel Psychology*, 76, 413-435.
- Colquitt, J. A., Sabey, T. B., Pfarrer, M. D., Rodell, J. B., & Hill, E. (2023). Continue the story or turn the page? Coworker reactions to inheriting a legacy. *Academy of Management Review*, 48, 11-31.
- Burgess, R., Colquitt, J. A., & Long, E. (2022). Longing for the road not taken: The affective and behavioral consequences of forgone identity dwelling. *Academy of Management Journal*, 65, 93-118.
- Colquitt, J. A., Sabey, T. B., Rodell, J. B., & Hill, E. (2019). Content validation guidelines: Evaluation criteria for definitional correspondence and definitional distinctiveness. *Journal of Applied Psychology*, 104, 1243-1265.
- Outlaw, R., Colquitt, J. A., Baer, M. D., & Sessions, H. (2019). How fair versus how long: An integrative theory-based examination of procedural justice versus procedural timeliness. *Personnel Psychology*, 72, 361-391. *Finalist for Personnel Psychology's Best Paper Award in 2021*.
- Baer, M. D., van der Werff, L., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. (2018). Trusting the “look and feel”: Situational normality, situational aesthetics, and the perceived trustworthiness of organizations. *Academy of Management Journal*, 61, 1718-1740.
- Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R., Colquitt, J. A., Zipay, K. P., Burgess, R., & Outlaw, R. (2018). Pacification or aggravation? The effects of talking about supervisor unfairness. *Academy of Management Journal*, 61, 1764-1788.

Colquitt, J. A., Zipay, K. P., Lynch, J. W., & Outlaw, R. (2018). Bringing “the beholder” center stage: On the propensity to perceive overall fairness. *Organizational Behavior and Human Decision Processes*, 148, 159-177.

Rodell, J. B., Colquitt, J. A., & Baer, M. D. (2017). Is adhering to justice rules enough? The role of charismatic qualities in perceptions of supervisors’ overall fairness. *Organizational Behavior and Human Decision Processes*, 140, 14-28.

Matta, F. K., Scott, B. A., Colquitt, J. A., Koopman, J., & Passantino, L. G. (2017). Is consistently unfair better than sporadically fair? An investigation of justice variability and stress. *Academy of Management Journal*, 60, 743-770.

Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2015). Uneasy lies the head that bears the trust: The effects of feeling trusted on emotional exhaustion. *Academy of Management Journal*, 58, 1637-1657.

Long, D. M., Baer, M. D., Colquitt, J. A., Outlaw, R., & Dhensa-Kahlon, R. K. (2015). What will the boss think? The impression management implications of supportive relationships with star and project peers. *Personnel Psychology*, 68, 463-498.

Colquitt, J. A., & Zipay, K. (2015). Justice, fairness, and employee reactions. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 75-99.

Colquitt, J. A., Long, D. M., Rodell, J. B., & Halvorsen-Ganepola, M. D. K. (2015). Adding the “in” to justice: A qualitative and quantitative investigation of the differential effects of justice rule adherence and violation. *Journal of Applied Psychology*, 100, 278-297.

Colquitt, J. A., Baer, M. D., Long, D. M., & Halvorsen-Ganepola, M. D. K. (2014). Scale indicators of social exchange relationships: A comparison of relative content validity. *Journal of Applied Psychology*, 99, 599-618.

Colquitt, J. A., Scott, B. A., Rodell, J. B., Long, D. M., Zapata, C. P., Conlon, D. E., & Wesson, M. J. (2013). Justice at the millennium, a decade later: A meta-analytic test of social exchange and affect-based perspectives. *Journal of Applied Psychology*, 98, 199-236.

Colquitt, J. A., LePine, J. A., Piccolo, R. F., Zapata, C. P., & Rich, B. L. (2012). Explaining the justice-performance relationship: Trust as exchange deepener or trust as uncertainty reducer? *Journal of Applied Psychology*, 97, 1-15.

Colquitt, J. A., & Rodell, J. B. (2011). Justice, trust, and trustworthiness: A longitudinal analysis integrating three theoretical perspectives. *Academy of Management Journal*, 54, 1183-1206.

Colquitt, J. A., LePine, J. A., Zapata, C. P., & Wild, R. E. (2011). Trust in typical and high reliability contexts: Antecedents and consequences of trust among firefighters. *Academy of Management Journal*, 54, 999-1015.

- Scott, B. A., Colquitt, J. A., Paddock, E. L., & Judge, T. A. (2010). A daily investigation of the role of manager empathy on employee well-being. *Organizational Behavior and Human Decision Processes*, 113, 127-140.
- Rodell, J. B., & Colquitt, J. A. (2009). Looking ahead in times of uncertainty: The role of anticipatory justice in an organizational change context. *Journal of Applied Psychology*, 94, 989-1002.
- Scott, B. A., Colquitt, J. A., & Paddock, E. L. (2009). An actor-focused model of justice rule adherence and violation: The role of managerial motives and discretion. *Journal of Applied Psychology*, 94, 756-769.
- Zapata-Phelan, C. P., Colquitt, J. A., Scott, B. A., & Livingston, B. (2009). Procedural justice, interactional justice, and task performance: The mediating role of intrinsic motivation. *Organizational Behavior and Human Decision Processes*, 108, 93-105.
- Colquitt, J. A., & Zapata-Phelan, C. P. (2007). Trends in theory building and theory testing: A five-decade study of Academy of Management Journal. *Academy of Management Journal*, 50, 1281-1303.
- Scott, B. A., Colquitt, J. A., & Zapata-Phelan, C. P. (2007). Organizational justice as a dependent variable: Subordinate charisma as a predictor of interpersonal and informational justice perceptions. *Journal of Applied Psychology*, 92, 1597-1609.
- Colquitt, J. A., Scott, B. A., & LePine, J. A. (2007). Trust, trustworthiness, and trust propensity: A meta-analytic test of their unique relationships with risk taking and job performance. *Journal of Applied Psychology*, 92, 909-927.
- Scott, B. A., & Colquitt, J. A. (2007). Are organizational justice effects bounded by individual differences? An examination of equity sensitivity, exchange ideology, and the Big Five. *Group and Organization Management*, 32, 290-325.
- Jackson, C. L., Colquitt, J. A., Wesson, M. J., & Zapata-Phelan, C. P. (2006). Psychological collectivism: A measurement validation and linkage to group member performance. *Journal of Applied Psychology*, 91, 884-899.
- Colquitt, J. A., Scott, B. A., Judge, T. A., & Shaw, J. C. (2006). Justice and personality: Using integrative theories to derive moderators of justice effects. *Organizational Behavior and Human Decision Processes*, 100, 110-127.
- Piccolo, R. F., & Colquitt, J. A. (2006). Transformational leadership and job behaviors: The mediating role of core job characteristics. *Academy of Management Journal*, 49, 327-340.
- Colquitt, J. A., & Jackson, C. L. (2006). Justice in teams: The context-sensitivity of justice rules across individual and team contexts. *Journal of Applied Social Psychology*, 36, 870-901.

- Roberson, Q. M., & Colquitt, J. A. (2005). Shared and configural justice: A social network model of justice in teams. *Academy of Management Review*, 30, 595-607.
- Colquitt, J. A., Zapata-Phelan, C. P., & Roberson, Q. M. (2005). Justice in teams: A review of fairness effects in collective contexts. *Research in Personnel and Human Resources Management*, 24, 53-94.
- Colquitt, J. A. (2004). Does the justice of the one interact with the justice of the many? Reactions to procedural justice in teams. *Journal of Applied Psychology*, 89, 633-646.
- Judge, T. J., & Colquitt, J. A. (2004). Organizational justice and stress: The mediating role of work-family conflict. *Journal of Applied Psychology*, 89, 395-404.
- Simmering, M. J., Colquitt, J. A., Noe, R. A., & Porter, C. O. L. H. (2003). Conscientiousness, autonomy fit, and employee development: A longitudinal field study. *Journal of Applied Psychology*, 88, 954-963.
- Shaw, J. C., Wild, R. E., & Colquitt, J. A. (2003). To justify or excuse?: A meta-analysis of the effects of explanations. *Journal of Applied Psychology*, 88, 444-458.
- Colquitt, J. A., & Cherkoff, J. M. (2002). Explaining injustice: The interactive effects of explanation and outcome on fairness perceptions and task motivation. *Journal of Management*, 28, 591-610.
- Colquitt, J. A., Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., & Sheppard, L. (2002). Computer-assisted communication and team decision-making performance: The moderating effect of openness to experience. *Journal of Applied Psychology*, 87, 402-410.
- LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., Colquitt, J. A., & Ellis, A. (2002). Gender composition, situational strength, and team decision-making accuracy: A criterion decomposition approach. *Organizational Behavior and Human Decision Processes*, 88, 445-475.
- Colquitt, J. A., Noe, R. A., & Jackson, C. L. (2002). Justice in teams: Antecedents and consequences of procedural justice climate. *Personnel Psychology*, 55, 83-109. Showcased in *Academy of Management Executive's Research Brief section: A. B. Henley & K. H. Price (2002, August). Want a better team? Foster a climate of fairness.*
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86, 425-445. Reprinted in C. L. Cooper's (Ed.), *New directions in organizational behavior*. London: Sage.
- Colquitt, J. A. (2001). On the dimensionality of organizational justice: A construct validation of a measure. *Journal of Applied Psychology*, 86, 386-400.

Kossek, E., Colquitt, J. A., & Noe, R. A. (2001). Caregiving decisions, well-being, and performance: The effects of place and provider as a function of dependent type and work-family climates. *Academy of Management Journal*, 44, 29-44.

Colquitt, J. A., LePine, J. A., & Noe, R. A. (2000). Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research. *Journal of Applied Psychology*, 85, 678-707. *Winner of the American Society for Training and Development's Research Paper of the Year Award in 2001.*

LePine, J. A., Colquitt, J. A., & Erez, A. (2000). Adaptability to changing task contexts: Effects of general cognitive ability, conscientiousness, and openness to experience. *Personnel Psychology*, 53, 563-594.

Colquitt, J. A., & Simmering, M. J. (1998). Conscientiousness, goal orientation, and motivation to learn during the learning process: A longitudinal study. *Journal of Applied Psychology*, 83, 654-665.

Hollenbeck, J. R., Colquitt, J. A., Ilgen, D. R., LePine, J. A., & Hedlund, J. (1998). Accuracy decomposition and team decision making: Testing theoretical boundary conditions. *Journal of Applied Psychology*, 83, 494-500.

Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., Colquitt, J. A., & Hedlund, J. (1998). Extending the Multilevel Theory of team decision making: Effects of feedback and experience in hierarchical teams. *Academy of Management Journal*, 41, 269-282.

Janz, B. D., Colquitt, J. A., & Noe, R. A. (1997). Knowledge worker team effectiveness: The role of autonomy, interdependence, team development, and contextual support variables. *Personnel Psychology*, 50, 877-904.

MANUSCRIPTS UNDER REVIEW

McClain, J. T., Colquitt, J. A., Torres, C. C., & Chibicos, A. K. (under review). [Meaning effects]. *Psychological Bulletin*.

Sharma, S., Colquitt, J. A., & Torres, C. C. (under review). [Humor reactions]. *Journal of Applied Psychology*.

Baer, M. D., Burgess, R., Colquitt, J. A., & Yoon, S. (under review). [Trust and identity]. *Academy of Management Journal*.

Steel, P., Colquitt, J. A., Long, D. M., Hendijani, R., Ogunfowa, T., Fariborzi, H., Reid, S. M., Martin, I. V., Parkinson, S., Bates, J., Konduk, B. C., Ramai, R., Tian, A., & Rapp, M. L. (under review). [Justice reactions]. *Journal of Applied Psychology*.

Shepherd, D. A., Parida, V., Colquitt, J. A., & Wincent, J. (revise-and-resubmit). [Trust formation]. *Entrepreneurship: Theory and Practice*.

BOOKS

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2025). *Organizational behavior: Improving performance and commitment in the workplace*. Burr Ridge, IL: McGraw-Hill Irwin.

Greenberg, J., & Colquitt, J. A. (2005). *The handbook of organizational justice*. Mahwah, NJ: Erlbaum.

BOOK CHAPTERS

Colquitt, J. A., & Baer, M. D. (2023). Foster trust through ability, benevolence, and integrity. In C. L. Pearce & E. A. Locke (Ed.), *Principles of organizational behavior* (Vol. 3, pp. 345-363). Hoboken, NJ: Wiley.

Colquitt, J. A. (2021). My journey with justice: Brainstorming about scholarly influence and longevity. In X.-P. Chen & H. K. Steensma (Eds.), *A journey toward influential scholarship: Insights from leading management scholars* (pp. 124-146). New York: Oxford University Press.

Baer, M. D., & Colquitt, J. A. (2018). Why do people trust? Moving toward a more comprehensive consideration of the antecedents of trust. In R. H. Searle, A. I. Nienaber, & S. B. Sitkin (Eds.), *The Routledge companion to trust* (pp. 163-182). London: Routledge.

Colquitt, J. A., & Rodell, J. B. (2015). Measuring justice and fairness. In R. Cropanzano & M. L. Ambrose (Eds.), *The Oxford handbook of justice in the workplace* (Vol. 1, pp. 187-202). New York: Oxford University Press.

Colquitt, J. A. (2012). Organizational justice. In S. W. J. Kozlowski (Ed.), *The Oxford handbook of organizational psychology* (Vol. 1, pp. 526-547). New York: Oxford University Press.

Colquitt, J. A., & Salam, S. C. (2009). Foster trust through ability, benevolence, and integrity. In E. A. Locke (Ed.), *Handbook of principles of organizational behavior* (Vol. 2, pp. 389-404). Malden, MA: Blackwell.

Colquitt, J. A. (2008). Two decades of organizational justice: Findings, controversies, and future directions. In C. L. Cooper & J. Barling (Eds.), *The Sage handbook of organizational behavior: Volume 1 - Micro Approaches* (pp. 73-88). Newbury Park, CA: Sage.

Colquitt, J. A., & Mueller, J. B. (2008). Justice, trustworthiness, and trust: A narrative review of their connections. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *Justice, morality, and social responsibility* (pp. 101-123). Charlotte, NC: Information Age Publishing.

Colquitt, J. A. (2007). Justice in teams. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial and organizational psychology* (Vol. 1, pp. 432-434). Thousand Oaks, CA: Sage.

Colquitt, J. A., Greenberg, J., & Zapata-Phelan, C. P. (2005). What is organizational justice? A historical overview. In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 3-56). Mahwah, NJ: Erlbaum.

Colquitt, J. A., & Shaw, J. C. (2005). How should organizational justice be measured? In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 113-152). Mahwah, NJ: Erlbaum.

Colquitt, J. A., Greenberg, J., & Scott, B. A. (2005). Organizational justice: Where do we stand? In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 589-619). Mahwah, NJ: Erlbaum.

Colquitt, J. A., & Greenberg, J. (2003). Organizational justice: A fair assessment of the state of the literature. In J. Greenberg (Ed.), *Organizational behavior: The state of the science* (pp. 165-210). Mahwah, NJ: Erlbaum.

Noe, R. A., & Colquitt, J. A. (2002). Planning for training impact: Principles of training effectiveness. In K. Kraiger (Ed.), *Creating, implementing, and managing effective training and development* (pp. 53-79). San Francisco, CA: Jossey-Bass.

Noe, R. A., Colquitt, J. A., Simmering, M. S., & Alvarez, S. (2002). Knowledge management: Developing intellectual and social capital. In S. E. Jackson, M. A. Hitt, & A. S. DeNisi (Eds.), *Managing knowledge for sustained competitive advantage: Designing strategies for effective human resource management* (pp. 209-242). San Francisco, CA: Jossey-Bass.

Colquitt, J. A., & Greenberg, J. (2001). Doing justice to organizational justice: Forming and applying fairness judgments. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *Theoretical and cultural perspectives on organizational justice* (pp. 217-242). Greenwich, CT: Information Age Publishing.

CONFERENCE PRESENTATIONS (SINCE 2010)

McClain, J. T., & Colquitt, J. A. (2025, August). Romanticizing skills: Transcending job constraints in pursuit of meaningfulness at work. Paper presented at the annual meeting of the Academy of Management. Copenhagen, Denmark.

Li, Z., Barnes, C., & Colquitt, J. A. (2025, August). Human sustainability: Scale validation and development. In Z. Li & C. Barnes (Chairs), *Human sustainability at work*. Symposium conducted at the annual meeting of the Academy of Management. Copenhagen, Denmark.

Steel, P., Colquitt, J. A., & Long, D. M. (2024, August). Building an inference engine using AI and the world's largest meta-analysis: Lesson learned. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.

Colquitt, J. A., Matta, F. K., & Shanklin, B. C. (2022, August). The formation of fairness perceptions on the part of employees and managers. In S. Yoon & J. Koopman (Chairs), *Still in search of a just workplace: Insights from ongoing research on organizational justice*. Symposium conducted at the annual meeting of the Academy of Management. Seattle, WA.

Burgess, L. R., Colquitt, J., & Vogel, R. M. (2019, August). Does fairness beget fairness? A daily investigation of supervisor fairness toward kids and employees. In J. Koopman & Y. E. Lee (Chairs), *Familiar questions, novel approaches: “Conceptual parking spaces” remain in the justice literature*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

Colquitt, J. A., Sabey, T., Rodell, J. B., & Hill, E. T. (2018, August). Toward a “.70” for content validity: Quantifying standards for definitional correspondence. Paper presented at the annual meeting of the Academy of Management. Chicago, IL.

Colquitt, J. A., Rodell, J. B., Lucianetti, L., & Kipay, K. P. (2017, August). Justice and regulatory focus: An investigation using a full-range measure. In D. R. Bobocel & J. A. Colquitt (Chairs), *New perspectives on justice: Interfacing justice scholarship with social/cognitive psychology*. Showcase symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Baer, M. D., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. (2016, August). A longitudinal study of the effects of early impressions on trust in one’s organization. In S. Park, A. Klotz, & K. M. Kacmar (Chairs), *New perspectives on impression management at work*. Showcase symposium conducted at the annual meeting of the Academy of Management. Anaheim, CA.

Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., & Outlaw, R. (2015, August). Pacification or aggravation? The effects of talking about supervisor unfairness. In M. Lensges, S. Masterson, & J. Koopman (Chairs), *Exploring alternative questions: Established vs. emerging issues in justice research*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.

Colquitt, J. A., Lynch, J. W., Outlaw, R., & Zipay, K. P. (2015, April). But you think everything’s fair: An examination of fairness propensity. In J. A. Colquitt & K. P. Zipay (Chairs), *New directions in justice: Forming and reacting to fairness propensity*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Philadelphia, PA.

Baer, M. D., Dhensa-Kahlon, R. K., Colquitt, J. A., Rodell, J. B., Outlaw, R., & Long, D. M. (2014, August). Uneasy lies the head that bears the trust: The effects of being trusted on emotional exhaustion. In N. P. Podsakoff (Chair), *Changing conversations in management research*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.

Colquitt, J. A., Outlaw, R., & Baer, M. D. (2014, April). Beyond justice: The effects of procedural convenience on citizenship. In J. A. Colquitt & D. R. Bobocel (Chairs), *Expanding the*

boundaries of the justice literature. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Honolulu, HI.

Long, D. M., Baer, M. D., & Colquitt, J. A. (2013, August). Rising stars and perceived projects: A field investigation of peer mentoring with coworkers. Paper presented at the annual meeting of the Academy of Management. Orlando, FL.

Rodell, J. B., Colquitt, J. A., Mitchell, J. S., Baer, M. D., & Crossley, C. (2013, April). Anticipatory justice and affect in organizational change contexts. In J. Greenberg (Chair), *Moderating established justice effects: New twists and varied contexts*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Houston, TX.

Rodell, J. B., Colquitt, J. A., & Baer, M. D. (2012, April). From justice to “ajustice”: What else explains perceptions of fairness in organizations? In J. A. Colquitt & M. D. Baer (Chairs), *Affective and cognitive perspectives on fairness*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. San Diego, CA.

Colquitt, J. A., Long, D. M., Halvorsen-Ganepola, M. D. K., & Baer, M. D. (2011, August). The relative effectiveness of trust as an operationalization of social exchange. In M. L. Frazier (Chair), *Trust in interpersonal relationships: Emerging concepts and future directions*. Symposium conducted at the annual meeting of the Academy of Management. San Antonio, TX.

Judge, T. A., Colquitt, J. A., Scott, B. A., & Long, D. M. (2011, April). Dissertation quality and academic career success. In N. P. Podsakoff (Chair), *Scholarly impact and career success in organizational behavior*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Chicago, IL.

Colquitt, J. A., Long, D. M., Rodell, J. B., & Halvorsen-Ganepola, M. D. K. (2010, August). Measuring organizational (in)justice. In J. Greenberg (Chair), *Issues in the measurement of organizational justice*. Symposium conducted at the annual meeting of the Academy of Management. Montreal, Quebec.

Colquitt, J. A., Long, D. M., Rodell, J. B., & Halvorsen-Ganepola, M. D. K. (2010, April). Reactions to justice vs. injustice: An inductive study. In J. A. Colquitt and J. Greenberg (Chairs), *Are justice and injustice qualitatively distinct concepts?* Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Atlanta, GA.

DOCTORAL MENTORING AND PLACEMENTS

University of Notre Dame

- Alecia Chibicos (Dissertation Chair)
- Jefferson McClain (Dissertation Chair)
- Claudia Torres (Dissertation Chair)

University of Georgia

- Rachel Burgess: Arizona State, W. P. Carey School of Business (Dissertation Chair)
- Edwyna Hill: South Carolina, Darla Moore School of Business (Dissertation Chair)
- Tyler Sabey: Texas A&M, Mays Business School (Committee Member)
- Katelyn Zipay: Oregon, Lundquist College of Business (Dissertation Chair)
- John Lynch, Illinois-Chicago, School of Business (Committee Member)
- Michael Baer: Arizona State, W. P. Carey School of Business (Dissertation Chair)
- Ryan Outlaw: Indiana, Kelley School of Business-Indianapolis (Dissertation Chair)

University of Florida

- David Long: William & Mary, Mason School of Business (Dissertation Chair)
- Eean Crawford: Iowa, Tippie College of Business (Committee Member)
- Lauren Simon: Portland State, School of Business (Committee Member)
- Jessica Rodell: Georgia, Terry College of Business (Dissertation Chair)
- Jessica Methot: Rutgers, School of Management & Labor Relations (Committee Member)
- Cindy Zapata: Georgia Tech, Scheller College of Business (Dissertation Chair)
- Brent Scott: Michigan State, Eli Broad College of Business (Dissertation Co-Chair)
- Nathan Podsakoff: Arizona, Eller College of Management (Committee Member)
- Ronald Piccolo: Rollins College, Crummer School of Business (Committee Member)
- Christine Jackson: Purdue, Krannert School of Business (Dissertation Chair)
- Eric Wild: Private sector employment (Dissertation Chair)
- John Shaw: Mississippi State, School of Business (Dissertation Chair)

External Committee Service

- Nicole Larsen (University of Calgary)
- Gouri Mohan (IESE)

EDITORIAL SERVICE

- *Academy of Management Journal* (Editor, 2011 to 2013). Editorials included:

Colquitt, J. A. (2013). The last three years at *AMJ*: Celebrating the big purple tent. *Academy of Management Journal*, 56, 1511-1515.

Colquitt, J. A. (2013). Crafting references in *AMJ* submissions. *Academy of Management Journal*, 56, 1221-1224.

Colquitt, J. A. (2013). Data overlap policies at *AMJ*. *Academy of Management Journal*, 56, 331-333.

- Colquitt, J. A. (2012). Plagiarism policies and screening at *AMJ*. *Academy of Management Journal*, 55, 749-751.
- Colquitt, J. A., & George, G. (2011). Publishing in *AMJ*--Part 1: Topic Choice. *Academy of Management Journal*, 54, 432-435.
- Colquitt, J. A. (2011). The next three years at *AMJ*: Maintaining the mission while expanding the journal. *Academy of Management Journal*, 54, 9-14.
- *Academy of Management Journal* (Associate Editor, 2008 to 2010). Editorials included:

Colquitt, J. A., & Ireland, R. D. (2009). Taking the mystery out of *AMJ*'s reviewer evaluation form. *Academy of Management Journal*, 52, 224-228.

Colquitt, J. A. (2008). Publishing laboratory research in *AMJ*: A question of when, not if. *Academy of Management Journal*, 51, 616-620.
 - *Academy of Management Journal* (Editorial Board, 2005 to 2007, 2014 to present)
 - *Academy of Management Review* (Editorial Board, 2017 to present)
 - *Administrative Science Quarterly* (Editorial Board, 2013 to present)
 - *Journal of Applied Psychology* (Editorial Board, 2004 to 2007, 2014 to 2019)
 - *Personnel Psychology* (Editorial Board, 2004 to 2007, 2014 to 2019)
 - *Organizational Behavior and Human Decision Processes* (Editorial Board, 2004 to 2007)
 - *Journal of Management* (Editorial Board, 2004 to 2008)
 - *International Journal of Conflict Management* (Editorial Board, 2004 to 2007)

OTHER ACADEMIC SERVICE

- Representative-At-Large for Organizational Behavior Division of the Academy of Management (2006 to 2009). Duties for this elected position included shadowing then running the Organizational Behavior Doctoral Consortium (2006 to 2008) and chairing the Professional Development Workshop program for the division (2008 to 2009).
- Ad Hoc Reviewer for *Organization Science*
- Ad Hoc Reviewer for *Journal of Personality and Social Psychology*
- Ad Hoc Reviewer for *Psychological Bulletin*
- Ad Hoc Reviewer for *Personality and Social Psychology Review*
- Ad Hoc Reviewer for *Journal of Experimental Psychology: General*
- Ad Hoc Reviewer for *Strategic Management Journal*
- Ad Hoc Reviewer for *Organizational Research Methods*
- Ad Hoc Reviewer for *Academy of Management Discoveries*
- Ad Hoc Reviewer for *Journal of Business and Psychology*
- Ad Hoc Reviewer for *Human Performance*
- Ad Hoc Reviewer for *Human Relations*
- Ad Hoc Reviewer for *Journal of Organizational and Occupational Psychology*
- Ad Hoc Reviewer for *Journal of Applied Social Psychology*

- Ad Hoc Reviewer for *Personality and Individual Differences*
- Ad Hoc Reviewer for *Journal of Personality*
- Ad Hoc Reviewer for *Group Dynamics: Theory, Research, and Practice*
- Ad Hoc Reviewer for *Motivation and Emotion*
- Ad Hoc Reviewer for *Journal of Occupational Health Psychology*
- Ad Hoc Reviewer for *Human Resource Management*
- Ad Hoc Reviewer for *International Journal of Selection and Assessment*
- Ad Hoc Reviewer for *Applied Psychology: An International Review*
- Ad Hoc Reviewer for *Basic and Applied Social Psychology*
- Ad Hoc Reviewer for *Psychological Reports*
- Ad Hoc Reviewer for *Social Science and Medicine*

ACADEMIC AWARDS AND HONORS

- Academy of Management Journal’s *Best Reviewer Award* (2025)
- University of Notre Dame’s *All-Faculty Team* (2024)
- Academy of Management Review’s *Distinguished Reviewer Award* (2022)
- Fellow of the Academy of Management (2021)
- Terry College of Business’s *Hugh O. Nourse Outstanding MBA Teacher Award*, selected by the Full-Time MBA students (2020)
- University of Georgia’s *Distinguished Research Professor* (2019)
- Academy of Management Review’s *Distinguished Reviewer Award* (2018)
- Terry College of Business’s *Executive MBA Teacher of the Year Award*, selected by the EMBA students (2018)
- Terry College of Business’s *Distinguished Research Award* (2017)
- Academy of Management Journal’s *Best Reviewer Award* (2017)
- Terry College of Business’s *Executive MBA Teacher of the Year Award*, selected by the EMBA students (2015)
- Terry College of Business’s *Hugh O. Nourse Outstanding MBA Teacher Award*, selected by the Full-Time MBA students (2014)
- Fellow of the Society for Industrial & Organizational Psychology (2010)
- Warrington College of Business’s *Outstanding Faculty Award* for the Professional MBA Two-Year Class of 2008 (2008).
- Academy of Management’s *Cummings Scholar Award* for early to mid-career achievement, sponsored by the Organizational Behavior division (2006).
- Society for Industrial & Organizational Psychology’s *Distinguished Early Career Contributions Award* (2005).
- Warrington College of Business’s *Teacher of the Year Award* (2002).
- American Society for Training and Development’s Research Paper of the Year Award for: Colquitt, J. A., LePine, J. A., & Noe, R. A. (2000). Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of training research. *Journal of Applied Psychology*, 85, 678-707. (2001).

ACADEMIC AFFILIATIONS

- Academy of Management
- Society for Personality and Social Psychology
- American Psychological Association

WORK EXPERIENCE, CONSULTING, & CORPORATE OUTREACH

September, 2022 to May, 2024	<i>Goodwill of Michiana.</i> South Bend, IN. - Consulting related to employee attitudes
January, 2015 to May, 2020	Executive Education courses taught to: - <i>J.M. Huber</i> - <i>Veritiv</i> - <i>WEG Electric</i> - <i>Primerica</i> - <i>Home Depot</i> - <i>State Bank</i> - <i>Mountville Mills</i> - <i>Cox Communications</i> - <i>Trucking Profitability Strategies Conference</i> - <i>National Tank Truck Carriers</i> - <i>North American Electric Reliability Corporation</i> - <i>Mizuno USA</i> - <i>Georgia World Congress Center</i> - <i>F & W</i>
May, 2009, 2012	<i>Google.</i> Mountain View, CA. - Invited participant of PiLab Summit on people analytics
November, 2001 to October, 2005	<i>Shands Hospitals.</i> Gainesville, FL. - Consulting related to training and stress management
March, 1998 to January, 2000	<i>Donnelly Corporation.</i> Holland, MI. - Consulting related to team effectiveness
May, 1997 to January, 1999	<i>General Motors Corporation.</i> Detroit, MI. - Human Resource Staffing - Organizational and Employee Development