

CURRICULUM VITA
IAN O. WILLIAMSON, Ph.D.

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ACADEMIC PROFESSIONAL EXPERIENCE

Associate Dean, International Relations, Melbourne Business School, University of Melbourne, Carlton, Victoria, Australia, February 2012—present

Responsible for the development and implementation of the Melbourne Business School's international strategy across the schools' academic, executive education and research programs. Role requires extensive engagement with for-profit, not-for-profit, government and philanthropic organizations across the Asia Pacific region. This role also requires participation in the University of Melbourne International Advisory Group.

Helen Macpherson Smith Social Impact Chair in Leadership for Social Impact / Co-Director of the Melbourne Business School Asia Pacific Social Impact Center, Melbourne Business School, University of Melbourne, Carlton, Victoria, Australia, November 2009—present

Founding Director of center responsible for the formation and implementation of the center's strategy, fundraising, management of staff, formation of strategic partnership with for-profit, not-for-profit, government and philanthropic organizations, development of centre's research strategy on social impact, and creation and management of center's executive education offerings.

Director, Executive MBA (EMBA) Program, Melbourne Business School, University of Melbourne, Carlton, Victoria, Australia, April 2015—present

Responsible for the development and implementation of the program's curriculum, student recruitment, quality of student experience and overall evaluation and profitability of the program.

Professor of Management, Melbourne Business School, University of Melbourne, Carlton, Victoria, Australia, June 2009—November 2009

Associate Professor of Management, Melbourne Business School, University of Melbourne, Carlton, Victoria, Australia, July 2006—May 2009

Adjunct Professor, Rutgers University, Newark NJ, USA, September 2009—present

Adjunct Professor, Lorange Institute of Business Zurich, Switzerland, February 2009—present

Associated Scholar, Management & Organizations Department, Robert H. Smith School of Business, University of Maryland, College Park, MD, June 2006—2011

Assistant Professor, Management & Organizations Department, Robert H. Smith School of Business, University of Maryland, College Park, MD, August, 2000—June 2006

Research Assistant, Department of Management, Kenan-Flagler Business School, University of North Carolina, Chapel Hill, NC, August 1996—August 2000

EDUCATION

Ph.D. in Organizational Behavior, Department of Management, Kenan-Flagler Business School, University of North Carolina at Chapel Hill, August, 2000

Dissertation: “Interorganizational Ties, Institutional Pressures, and Organizational Hiring Patterns”

Awarded the 2002 Ralph Alexander Best Dissertation Award by the Human Resource Division of the Academy of Management

Committee: Daniel M. Cable (Chair), Howard Aldrich, Richard Blackburn, Martin Kilduff, & Rachel Willis

Bachelor of Science in Business Management-Organizational Behavior, Richard T. Farmer School of Business, Miami University, Oxford, Ohio, May, 1994

SERVICE

University Service

Director	Executive MBA (EMBA) Program, Melbourne Business School, University of Melbourne, 2015—present
Associate Dean	Melbourne Business School, 2012—present
Director	Melbourne Business School Asia Pacific Social Impact Leadership Centre, 2009-present
Steam Leader	University of Melbourne Engagement Strategy Committee, 2015
Committee Member	University of Melbourne International Advisory Group, 2012-present
Committee Member	Melbourne Social Equity Institute Reference Group, 2014-present
Committee Member	Melbourne Business School Research Committee, 2007-present
Committee Member	Strategy Faculty Selection Committee for Melbourne Business School, 2007
Faculty Mentor	Undergraduate Research Assistantship Program (URAP), University of Maryland College Park, 2005-2006. Served as the mentor for 3 undergraduate research assistants
Faculty Mentor	Undergraduate Research Assistantship Program (URAP), University of Maryland College Park, 2004-2005. Served as the mentor for 2 undergraduate research assistants
Faculty Advisor	University of Maryland, College Park Black MBA Association, 2004-2006
Organizer	Management & Organizations Department “Research Development Workshop Series”, University of Maryland College Park, 2003-2004
Committee Member	Ph.D. Student Selection Committee for Management & Organizations Department, University of Maryland College Park, 2004
Faculty Presenter	Robert H. Smith “Kaleidoscope: Advancing Diversity at Smith Workshop”, Fall 2004
Committee Member	Ph.D. Student Selection Committee for Management & Organizations Department, University of Maryland College Park, 2003
Committee Member	Management & Organizations Strategic Goals Committee, 2003
Faculty Presenter	Robert H. Smith “Kaleidoscope: Advancing Diversity at Smith Workshop”, Fall 2003
Committee Member	President’s Commission on Ethnic Minority Issues, University of Maryland College Park, 2002-2006
Faculty Presenter	Robert H. Smith “Kaleidoscope: Advancing Diversity at Smith Workshop”, Fall 2002
Faculty Supervisor	BMGT 698 MBA Group Consulting Project, University of Maryland College Park, 2002. Served as the supervisor for 5 MBA students engaged in a field consulting project

Faculty Mentor	Undergraduate Research Assistantship Program (URAP), University of Maryland College Park, 2001-2002. Served as the mentor for 5 undergraduate research assistants
Committee Member	Undergraduate HR major curriculum committee, University of Maryland College Park, 2002
Committee Member	OT Faculty Selection Committee for Management & Organizations Department, University of Maryland College Park, 2001
Committee Member	Ph.D. Student Selection Committee for Management & Organizations Department, University of Maryland College Park, 2001
Committee Member Faculty Supervisor	Management and Organizations Strategic Goals Committee, 2000-2001 Organized Trip to EEOC for Smith School MBA "Washington Week Program", 2001
Committee Member	Organizational Behavior Faculty Selection Committee for Management & Organizations Department, University of Maryland College Park, 2000
Student Liaison	Univ. of North Carolina Center for Teaching and Learning, 1997-2000

Service to Profession

Editorial Board	Academy of Management Learning & Education, 2011—present Africa Journal of Management, 2014—present Cross Cultural Management: An International Journal, 2007—present Academy of Management Journal, 2010—2012 Journal of Management, 2008—2011 Academy of Management Review, 2005—2008
Ad Hoc Reviewer:	Academy of Management Journal, Human Resource Management Journal, Journal of Applied Psychology, Journal of Computer-Mediated Communication, Journal of IEEE Transactions on Engineering Management, Journal of Management, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Management Science, Management Information Systems Quarterly, Organization Science, Personnel Psychology
Faculty Advisor	Ph.D. Project Management Doctoral Student Association, 2013—present
Evaluator:	Chief Procurement Officer of the Year Award, 2013-present
Advisory Board:	Intellectual Property Research Institute of Australia, 2012—2014
Grant Reviewer:	Australian Research Council Reader, 2008--present
Evaluator:	Maryland Work-Life Alliance Workplace Excellence Seal of Approval, 2003
Conference Co-Chair	Management Faculty of Color Association 2007-2008
Past President:	Management Faculty of Color Association 2004-2005
Founder/President:	Management Faculty of Color Association 2001-2004
Committee Chair:	Academy of Management Human Resource Division Ralph Alexander Dissertation Award Committee, 2010
Committee Member:	Academy of Management Diversity Task Force 2008—2010
Committee Member:	Academy of Management Human Resource Division Dissertation Award Committee, 2003 & 2004
Committee Member:	Academy of Management Human Resource Division Scholarly Achievement Award Committee, 2001
Past President:	Ph.D. Project Management Doctoral Student Association, 1999—2000
President:	Ph.D. Project Management Doctoral Student Association, 1998—1999

RESEARCH

My research focuses on how the development of effective “talent pipelines” can enhance organizational outcomes. Specifically, I am interested in how organizations recruit, select, and retain knowledge workers, talent management in the context of small businesses, the management of diverse workforces and the role of human resource practices in driving firm innovation.

Books

Verhezen, P., Williamson, I.O., Crosby, M. & Soebagjo, N., eds. (2016). *Doing Business in ASEAN Markets: Leadership Challenges and Governance Solutions across Asian Borders*. Palgrave Macmillan.

Peer-Reviewed Academic Journal Publications

Williamson, I.O. & Holmes, O. What’s Culture Got To Do With It? Examining Job Embeddedness and Organizational Commitment and Turnover Intentions in South Africa (in press). *African Journal of Management*.

Venkatesh, V., Newell, J., Bartol, K., & Williamson, I.O. (in press). Person-organization and Person-job Fit Perceptions of New Employees: Work Outcomes and Gender Differences. *MIS Quarterly*.

Cogin J.A. & Williamson, I.O. (2014). Standardize or Customize: The Interactive Effects of HRM and Environment Uncertainty on MNC Subsidiary Performance, *Human Resource Management*, 53(5), 701-721.

Dineen, B.R. and Williamson I.O. (2012). Screening-Oriented Recruitment Messages: Antecedents and Relationships with Applicant Pool Quality. *Human Resource Management*, 51 (3), 343-360.

Mayer, K.J., Somay, D. and Williamson, I.O. (2012). Firm-Specific, Industry-Specific and Occupational Human Capital and the Sourcing of Knowledge Work. *Organization Science*, 23 (5), 1311-1329.

Roberson, Q.M. and Williamson, I.O. (2012). Justice in Self-Managed Teams: The Role of Social Networks in the Emergence of Procedural Justice Climates, *Academy of Management Journal*, 55, (3), 685-701.

Frederickson, J.R., Webster, E., & Williamson, I.O. (2010). Is the Current Accounting Treatment of Education and Training Costs Appropriate? *Australian Accounting Review*, 20, 265-273.

Williamson, I.O., King, J.E., Lepak, D.P. & Sarma. A. (2010). Firm Reputation, Recruitment Web Sites and Attracting Applicants. *Human Resource Management*, 49, 669-687.

Rindova, V., Williamson, I.O., & Petkova, A. (2010). Reputation as an Intangible Asset: Reflections on Theory and Methods in Two Empirical Studies of Business School Reputations. *Journal of Management*, 36, 610-619.

Burnett, M.F., Williamson, I.O., & Bartol, K.M. (2009). The Moderating Effect of Personality on Employees' Reactions to Procedural Fairness and Outcome Favorability. *Journal of Business and Psychology*, 24, 469-484.

Williamson, I.O., Burnett, M.F., & Bartol, K.M. (2009). The interactive effect of collectivism and organizational rewards on affective organizational commitment. *Cross Cultural Management: An International Journal*, 16, 28-43.

Somaya, D., Williamson, I.O., & Lorinkova, N. (2008). Gone but not lost: The different performance impacts of employee mobility between cooperators versus competitors. Academy of Management Journal, 51, 936-953.

Somaya, D. & Williamson, I.O. (2008). Rethinking the 'War for Talent. MIT Sloan Management Review, 49, 29-34.

Williamson, I.O., Slay, H.S., Shapiro, D.L., & Shivers-Blackwell, S. (2008). The effect of explanations on prospective applicants' reactions to firm diversity practices. Human Resource Management, 47, 311-330.

Stewart, M. M., Williamson, I.O., King, J.E. (2008). So you want to be a business Ph.D.? Exploring the minority faculty pipeline. Academy of Management Learning & Education, 7, 42-55.

Somaya, D., Williamson, I.O., & Zhang, A. (2007). Combining patent law expertise with R&D for patenting performance. Organization Science, 18, 922-937.

Edwards, J., Cable, D.M., Williamson, I.O., Lambert, L.S., & Shipp, A.J. (2006) The phenomenology of fit: Linking the person and environment to the subjective experience of person-environment fit. Journal of Applied Psychology, 91, 802-827.

Article was a finalist for the 2007 Society of Industrial and Organizational Psychologists' (SIOP) Owens Scholarly Achievement Award

Rindova, V., Williamson, I.O., Petkova, A. & Sever, J.M. (2005). Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation. Academy of Management Journal, 48, 1033-1050.

King, J.E. & Williamson, I.O. (2005). Workplace Religious Expression, Religiosity and Job Satisfaction: Clarifying a Relationship. Journal of Management, Spirituality and Religion, 2, 173-198.

Williamson, I.O. & Cable, D.M. (2003). Organizational hiring patterns, interfirm network ties, and interorganizational imitation. Academy of Management Journal, 46, 349-358.

Article summarized as a Research Brief in Academy of Management Executive. Citation: Santora, J.C. (2003). Tapping networks to hire executives: A case of playing follow the leader? Academy of Management Executive. 17, 146-147.

Williamson, I.O., Lepak, D., & King, J (2003). The effect of company recruitment web site orientation on individuals' perceptions of organizational attractiveness. Journal of Vocational Behavior, 63, 242-263.

Williamson, I.O. & Cable, D.M. (2003). Predicting early career research productivity: The case of management faculty. Journal of Organizational Behavior, 24, 25-44.

Williamson, I.O. (2000). Employer legitimacy and recruitment success in small business. Entrepreneurship: Theory & Practice, 25, 27-42.

Peer-Reviewed Academic Book Chapters

Roberson, Q. M., & Williamson, I. O. (2010). The Fairness of Difference: How Team Composition Affects the Emergence of Justice Climates. To appear in Neale, M. A., Mannix, E. A., & Mullen, E. (Eds.), *Research on Managing Groups and Teams: Fairness and Groups*, pp. 275-298. London: Emerald.

Williamson, I.O. & Robinson, J.A. (2008). The effect of recruitment practice portfolio composition on small firms' recruitment success. In Rowena Barrett and Susan Mayson (Eds). International Handbook of HRM and Entrepreneurship, pp. 361-381. Cheltenham: Edward Elgar.

Bartol, K.M., Williamson, I.O. & Langa, G.A. (2006). Gender and professional commitment among IT professionals: The special case of female newcomers to organizations. In Joanne Cohoon and William Aspray (Eds), Women in IT, pp. 421-438. Cambridge, MA: MIT Press

Williamson, I.O., Cable, D.M., & Aldrich, H. (2002). Smaller but not necessarily weaker: How small businesses can overcome barriers to recruitment. In J. Katz & T. Welbourne (Eds.), Advances in Entrepreneurship, Firm Emergence, and Firm Growth, vol. 5, pp. 83-106. Greenwich, CT: JAI Press.

Proceedings

White, T., Evans, J. Williamson, I.O. & Gillies, E. (2016). Leveraging Opportunities from Digital Disruption: A Shared Value Approach at Australia Post. Proceedings of the Academy of Management, Vol 2016, No. 1.

Hewlin, P.F. & Williamson, I.O. (2015). Religiosity and Religious Expression: Outcomes among Christians, Muslims and Orthodox Jew. Proceedings of the Academy of Management, Vol 2015, No. 1.

Evans, M., Colbourne, R., Henry, E.Y. Mainprize, B., Steward, D. & Williamson, I.O. (2015). Indigenous Management Education and the Management Academy. Proceedings of the Academy of Management, Vol 2015, No. 1.

Williamson, I.O. & Somaya, D. (2014). Competitive Actions and Firms' Accumulation of Specialized Human Capital. Proceedings of the Academy of Management, Vol 2014, No. 1.

Cogin, J.A, Sanders, K. & Williamson, I.O. (2014). Discretionary HRM: How work-life support practices influence firm non-financial performance outcomes. Proceedings of the Academy of Management, Vol 2014, No. 1.

Gill, C. Metz, I., Tekleab, A.G., & Williamson, I.O. (2013). Social networks, personality and peer evaluations in self-managing teams: A moderated-mediation model. Proceedings of the Academy of Management, Vol 2013, No. 1.

Cogin, J.A, Sanders, K. & Williamson, I.O. (2013). The Interactive Effects of Work Family Support, HRM and Masculinity on MNC Subsidiary Performance. Proceedings of the Academy of Management, Vol 2013, No. 1.

King, J.E., Stewart, M.M., Williamson, I.O. & McKay, P. F. (2009). Social Identity Theory and Religious Bias Toward Workplace Others. Proceedings of the Eastern Academy of Management Conference.

Somaya, D., & Williamson, I.O., & Lorinkova, N. (2007). The effects of employee mobility between competitors and cooperators on firm performance. Proceedings of the Academy of Management.

Slay, H.S., M.S., Taylor & Williamson, I.O. (2006). Midlife transition decision processes and career success: The role of identity, networks, and shocks. Proceedings of the Academy of Human Resource Development Annual Conference, Columbus, OH, 2006.

Burnett, M.F., Williamson, I.O. Bartol, K.M. (2005). Personality as a determinant of employees' reactions to justice and organizational reward perceptions: A cognitive affective perspective. Proceedings of the Academy of Management.

Williamson, I.O., Lepak, D., & King, J. (2002). The effect of company recruitment web site orientation on job seekers' perceptions of organizational attractiveness. Proceedings of Southern Management Association.

Williamson, I.O. & Cable, D.M. (2001). Interfirm network ties, interorganizational imitation, and organizational hiring patterns. Proceedings of the Southern Management Association, 1: 82-87.

King, Jr., W. C., & Williamson, I. O. (1995). The reciprocal generative relationship between self-efficacy and performance: A test of a partially mediated model. Proceedings of the Decision Science Institute, 1: 427-429.

Papers under Second Round of Review

Somaya, D. & Williamson, I.O. Firms' Accumulation of Specialized Human Resources: The Impacts of and on Competitive Actions. Submitted to Organization Science, November 2014.

Cogin, J., Williamson, I.O. Sanders, K. Work-Life Support Practices and Customer Satisfaction: The Moderating Role of TMT Composition and Country Culture. Submitted to Human Resource Management, June 2015.

Invited Publications

Williamson, I.O. (2014). Managing Talent from New Perspectives, Human Resources, October, 6-8. (Hong Kong, China).

Williamson, I.O. (August/September 2013). Too much of a good thing? The tension between applicant quality and quality. Human Resources, 10-11. (New Zealand Magazine).

Williamson, I.O. (Spring 2013). The Secret Sauce, HRO Today Global, 14-15.

Williamson, I.O. (April 19 2013). Nothing succeeds like process, The Australian, 16-17.

Williamson, I.O. (March 16, 2012). The People Factor. Malaysia Business. 52-23.

Somaya D. & Williamson, I.O. (2011). Embracing Turnover: Moving Beyond the "War for Talent. In Hugh Scullion and David G Collings eds. Global Talent Management, pp. 74-86. New York. Routledge.

Williamson, I.O. (June 2009). Lose a battle, Win a war. InTheBlack, 56-57.

Williamson, I.O. (Jan 2009). Executive remuneration: You get what you pay for... Human Capital Magazine. <http://www.hcamag.com/opinion/31944/details.aspx> .

Williamson, I.O. (2007). More input, better results. BRW, August 2-8, p. 54.

Peer-Reviewed Conference Presentations

Evans, J., White, T., Williamson, I.O. & Gillies, L. (2016). Leveraging opportunities from digital disruption: A shared value approach at Australia Post. Paper presented at the SIM Division of the Academy of Management Conference, Anaheim, CA USA.

Hewlin, P.F. & Williamson, I.O. (2015) Religiosity and Religious expression: Outcomes among Christians, Muslims and Orthodox Jews. Symposium presented at the MSR and HR Divisions of the Academy of Management National Conference, Vancouver, BC, Canada.

Research in and on Africa: Opportunities and Challenges in Data Collection and Publishing. (2015). Caucas presented at the CAU Division of the Academy of Management National Conference, Vancouver, BC, Canada.

Evan, M. et al. (2015). Indigenous Management Education and the Management Academy. Symposium presented at the MED, ENT and SIM Divisions of the Academy of Management National Conference, Vancouver, BC, Canada.

Somaya, D. & Williamson, I.O. (2014). Competitive Actions and Firms' Accumulation of Specialized Human Capital. Paper presented at Paper presented at the HR Division of the Academy of Management Conference, Philadelphia, PA USA.

Cogin, J., Williamson, I.O. Sanders, K. (2014). Discretionary HRM: How work-life support practices influence firm non-financial performance outcomes. Paper presented at the HR Division of the Academy of Management Conference, Philadelphia, PA USA.

Somaya, D. & Williamson, I.O. (2014). Competitive Actions and Firms' Accumulation of Specialized Human Capital. Paper presented at the Atlanta Competitive Advantage Conference, Atlanta, GA USA.

Cogin, J., Williamson, I.O. Sanders, K. (2013). The interactive effects of work family support, HRM and masculinity on MN subsidiary performance. Paper presented at the HR Division of the Academy of Management Conference, Orlando, FL USA.

Gill, C. Metz, I, Tekleab, A. & Williamson, I.O. (2013). Social networks, personality and peer evaluations in self-managing teams: A moderated-mediation model. Paper presented at the MED Division of the Academy of Management Conference, Orlando, FL USA.

Received the 2013 Management Education Division Best Paper Award

Robinson, J. & Williamson, I.O. (2013). Nascent Social Entrepreneurs and the Antecedents of Social Entrepreneurial Action: A Two Nation Study. Paper presented at the USASBE Conference, San Francisco, CA, USA.

Robinson, J. & Williamson, I.O. (2012) Nascent Social Entrepreneurs and the Antecedents of Social Entrepreneurial Action: A Two Nation Study. Paper presented at 4th International Social Innovation Research Conference, University of Birmingham (UK).

Roberson, Q., et al (2012). Directing Fairness in Self-Managing Teams: How Team Leadership Moderates Justice Climates. Symposium presented at the HR and OB Divisions of the Academy of Management National Conference, Boston, Massachusetts, USA.

Shelton, L. et al (2012). Insights for Publishing Research in Top Journals. Symposium presented by the Careers, Organizational Behavior, Human Resource, and Gender and Diversity Divisions of the Academy of Management Conference, Boston, Massachusetts, USA.

Gnepp, J., Klayman, J., & Williamson, I.O. (2010). Where Managerial Feedback Goes Wrong. Paper presented at the Society for Judgment and Decision Making Conference, St. Louis, MO, USA.

Heslin, P.A. et al. (2010). Not At My Place! Tales and Insights About Career Tactics That Don't Fly Across Cultures. Symposium presented at the Careers Division of the Academy of Management Conference, Montreal, Quebec Canada.

Cogin, J. & Williamson, I.O. (2010). Standardize or Customize: The Interactive Effects of HRM, Intra-firm Attributes and the Environment on MNC Business Unit Performance. Paper presented at the HR Division of the Academy of Management Conference, Montreal, Quebec Canada.

Gillespie, N., Gill, C. & Williamson, I.O. (2010). Trust and team effectiveness: A longitudinal investigation. Symposium presented at the Organizational Behavior Division of the Academy of Management Conference, Montreal, Quebec Canada.

Gill, C & Williamson, I.O. (2010). The impact of psychological flexibility on leadership behavior in self-managed teams. Paper presented at the Organizational Behavior Division of the Academy of Management Conference, Montreal, Quebec Canada.

Somaya, D & Williamson, I.O. (2009). Competitive Actions and Firms' Accumulation of Human Assets, Symposium sponsored by the HR, BPS, and MC Divisions of the Academy of Management National Conference, Chicago, IL.

King, J.E., Stewart, M.M., Williamson, I.O. & McKay, P. F. (2009). Social Identity Theory and Religious Bias Toward Workplace Others. Paper presented at the Eastern Academy of Management – International Conference, Rio de Janeiro, Brazil.

Somaya, D., Mayer, K., & Williamson, I.O. (2008). Outsourcing Knowledge-Based Services: The Dynamics of Capabilities and Governance. Paper presented at the Strategic Management Society Conference, Cologne, Germany.

Somaya, D., Mayer, K., and Williamson, I.O. (2008). Outsourcing Knowledge-Based Services: The Dynamics of Capabilities and Governance. Paper presented at the BPS Division of the Academy of Management National Conference, Anaheim, California. USA.

Somaya, D., Mayer, K., and Williamson, I.O. (2008). Outsourcing Knowledge-Based Services: The Dynamics of Capabilities and Governance. Paper presented at the Atlanta Competitive Advantage Conference (ACAC), Atlanta, GA USA.

Somaya, D., Mayer, K., and Williamson, I.O. (2008). Knowledge, Transaction Costs, and Outsourcing in Knowledge-based Services. Paper presented at the Sloan Foundation Industry Studies Conference, Boston, MA USA.

Dineen, B.R. & Williamson, I.O. (2008). Effects of Environmental and Organizational Attributes on Recruitment Message Orientation. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Francisco, CA USA.

Somaya, D., Mayer, K., & Williamson, I.O. (2008). Outsourcing Knowledge-Based Services: The Dynamics of Capabilities and Governance. Paper presented at the 9th Annual International Business Research Forum, Philadelphia, PA USA.

Somaya, D., & Williamson, I.O., & Lorinkova, N. (2007). The Different Performance Impacts Of Employee Mobility Between Competitors And Cooperators. Paper presented at the Strategic Management Society Conference, San Diego, California. USA.

Paper Won Honorable Mention Award for the 2007 SMS Best Conference Paper Prize

Somaya, D., & Williamson, I.O., & Lorinkova, N. (2007). The effects of employee mobility between competitors and cooperators on firm performance. Paper presented at the HR Division of the Academy of Management National Conference, Philadelphia, Pennsylvania. USA.

Received Award for Best Paper in the Human Resource Division at the 2007 AOM Conference

Somaya, D., & Williamson, I.O., & Lorinkova, N. (2007). The effects of employee mobility between competitors and cooperators on firm performance. Paper presented at the Atlanta Competitive Advantage Conference, Atlanta, Georgia USA.

Williamson, I.O., Somaya, D., & Lorinkova, N. (2006). The Effect of Interorganizational Personnel Flow on Firm Performance: An Examination of Lawyers' Movement. The Center for Strategic Management

and Globalization (Copenhagen Business School) Conference on “HRM and Knowledge-Related Performance: The nature, the outcomes and the linkages.” Copenhagen, Denmark.

Dineen, B.R. & Williamson, I.O. (2006). Labor Market Forces, Recruiter Incentives, and Applicant Pool Quality: Implications for Web-Based Recruitment Strategizing. Symposium presented at the HR Division of the Academy of Management National Conference, Atlanta, Georgia.

Williamson, I.O. & Roberson, Q.M. (2005). Intra-Team Network Ties and Team Justice Climate. Showcase Symposium presented at the OT, OB and OCIS Divisions of the Academy of Management National Conference, Honolulu, Hawaii.

Bartol, K.M., Williamson, I.O., & Langa, G. (2005). Social Capital at Work: Gender, Social Exchange and Job Embeddedness. Symposium presented at the OB Division of the Academy of Management National Conference, Honolulu, Hawaii.

Somaya, D. & Williamson, I.O. (2005). Combining R&D and Legal Resources for Patenting Performance. Symposium presented at the OMT, BPS, and TIM Divisions of the Academy of Management National Conference, Honolulu, Hawaii.

Slay, H.S., Taylor, M.S., & Williamson, I.O. (2004). Pursuing the Protean and Boundaryless Career: Mid-Career Transition Decision Processes. Symposium presented at the OB and Careers Divisions of the Academy of Management National Conference, New Orleans, LA.

Received Award for Best Symposium in the Careers Division at the 2004 AOM Conference

Blockson, L.C., Combs, G.M., Galvin, T.L., ogilvie, d., Goosby, J., Williamson, I.O. (2004). Our First Years: Transitioning Into Academia. . Session presented at the Management Education and Development, Careers, and Gender and Diversity Divisions of the Academy of Management National Conference, New Orleans, LA.

Williamson, I.O., Lepak, D.P., King, J. & Sarma, A. (2004). The influence of company recruitment website attributes on organizational attractiveness. Symposium presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Liu, W., Bartol, K.M., & Williamson, I.O. (2003). Job Embeddedness: Unique contribution beyond social exchange relationships in predicting outcomes. Symposium presented at the HR Division of the Academy of Management National Conference, Seattle, WA.

Williamson, I.O., Burnett, M.F., & Bartol, K.M. (2003). Individual differences as predictors in job preferences and job search behavior. Symposium presented at the HR Division of the Academy of Management National Conference, Seattle, WA.

Rindova, V., Williamson, I.O., Petkova, A., & Sever, J.M. (2003). Antecedents and consequences of business school reputations with corporate recruiters. Paper presented at the OMT Division of the Academy of Management National Conference, Seattle, WA.

Williamson, I.O., Liu, W., & Bartol, K.M. (2003). Linkages among Person-Organization Fit, Turnover Intentions, and Turnover: An Examination of IT Workers. Symposium presented at the Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Bartol, K.M., Williamson, I.O., Venkatesh, V., Liu, W. (2002). A study of entry-level information technology workers: Employee expectations and job perceptions. Paper presented at the International Conference on Information Systems (ICIS), Barcelona, Spain.

Williamson, I.O., Lepak, D., & King, J. (2002). The effect of company recruitment web site orientation

on job seekers' perceptions of organizational attractiveness. Paper presented at the Human Resource Division of the Southern Management Association Conference, Atlanta, GA.

Williamson, I.O. & Cable, D.M. (2002). Hiring embeddedness and firm performance. Symposium presented at the Human Resource Division of the Academy of Management National Conference, Denver, CO.

Stewart, M., Williamson, I.O., & King, J. (2002). So you want to be a business Ph.D.? Paper presented at the Careers Division of the Academy of Management National Conference, Denver CO.

Williamson, I.O., Blockson, L.C., Coombs, G.M., Martinez, P.G., & oglivie, dt. (2002). Our first years: Transition into academia. Session presented at the Management Education and Development Division of the Academy of Management National Conference, Denver, CO.

Kenworthy-U'Ren, A.L., Fitzgibbons, D.E., Holtom, B.C., Peterson, T.O., Shaw, J., Watson, M.R., & Williamson, I.O. (2002). Does innovative teaching work? Evaluating learning effectiveness and publishing the results. Session presented at the Management Education and Development Division of the Academy of Management National Conference, Denver, CO.

Noble, D.S. & Williamson, I.O. (2002). Picture this: Revitalizing your passion for teaching. Session presented at the 29th Annual Organizational Behavior Teaching Conference, Orange, CA.

Bartol, K.M., Lui, W., Williamson, I.O. & Venkatesh, V. (2002). Antecedents and outcomes of perceived organizational support: Examination of a mediating model. Symposium presented at the Society for Industrial and Organizational Psychology Conference, Toronto, ON.

Williamson, I.O. & Cable, D.M. (2001). Interfirm network ties, interorganizational imitation, and organizational hiring patterns. Paper presented at the Human Resource Division of the Southern Management Association Conference, New Orleans, LA.

Edwards, J., Cable, D.M., & Williamson, I.O. (2000). The phenomenology of fit: Linking the person and environment to the subjective experience of fit. Symposium presented at the Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

Williamson, I.O. & Cable, D.M. (1999). Determinants of early career research productivity. Paper presented at the Organizational Behavior Division of the Academy of Management National Meeting, Chicago, IL.

Williamson, I.O. (1998). Employer legitimacy and small business recruitment success. Paper presented in the Entrepreneurship/Small Business Division of the Academy of Management National Meeting, San Diego, CA.

Williamson, I.O. & Shapiro, D.L. (1998). The effects of affirmative action policy on potential job applicants' perceptions of organizational attractiveness. Paper presented in the Human Resources Division of the Academy of Management National Meeting, San Diego, CA.

King, W. C., Jr., & Williamson, I. O. (1995). The reciprocal generative relationship between self-efficacy and performance: A test of a partially mediated model. Paper presented at the Decision Sciences Institute Conference, Boston, MA.

Invited Presentations

ACADEMIC CONFERENCE PRESENTATIONS

Presented session titled “Australia Indigenous Entrepreneurial Leadership” as part of the Charles Sturt University Indigenous Conference, Bathurst, AUS, October, 2015.

Presented session titled “Australia Indigenous Entrepreneurial Leadership” as part of the Australia National University speaker series, Canberra, AUS, June, 2015.

Panelist at the Knowledge Mobility: The Law and Policy of Restraints of Trade Workshop, hosted by The University of Melbourne., Melbourne, December 2013.

Presented session titled "Innovation and Social Impact" as part of the University of Indonesia Center for the Study of Governance Speaker Series, Depok, Indonesia, November 2013

Served as panelist for the Human Resource Division Junior Faculty Consortium at the Academy of Management Conference, Boston, Massachusetts, USA. August 2012.

Presented session titled “The Development of a Research Centre: “Linking Research to Social Impact” as part of the Zayed University speaker series, Abu Dhabi and Dubai, U.A.E., January 2012.

Presented session titled “Strategies for Top Tier Publications: A Funny Thing Happen on the Way to Acceptance...” as part of the AIB-MENA International Conference, Dubai, U.A.E., January 2012.

Served as panelist for the Organization and Management Theory (OMT) Junior Faculty Consortium at the Academy of Management Conference, Montreal, Canada August 2010.

Served as panelist for session titled “Navigating Mid-Career Topics: Achieving Balance and Growth” as part of the Gender and Diversity in Organizations Division of the Academy of Management Doctoral Student Consortium, Montreal, Canada August 2010.

Presented session titled “Teaching HRM to Non-HRM MBAs: Challenges and Tips for Success” as part of the Academy of Management Human Resource Division Junior Faculty Consortium, Montreal, Canada August 2010.

Served as moderator for session “Marketing Yourself Appropriately: How to Assemble Your Job Packet & Your "Elevator" Speech” as part of the Ph.D. Project Management Doctoral Student Association Annual Meeting, Montreal, Canada, August 2010.

Presented session titled “Developing Meaningful Mentoring Relationships” as part of the Ph.D. Project Management Doctoral Student Association Annual Meeting, Montreal, Canada, August 2010.

Presented session titled “Strategies for Top Tier Publications: A Funny Thing Happen on the Way to Acceptance...” as part of the University of Queensland Management Department Speaker Series, Brisbane, QLD, Australia, June 2010.

Presented session titled ““Social Impact Through Collaboration” as part of the University of Queensland Management Department Speaker Series, Brisbane, QLD, Australia, June 2010.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the Wayne State University Speaker Series, Detroit, MI, USA, December, 2009.

Presented session title “The Concurrent Sourcing of Knowledge Work: The Use of In-House and External Sources to Drive Innovation Output” as part of the Gatton School of Business University of Kentucky Distinguished Speaker Series, Lexington, KY, USA, December, 2009

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the University of Stellenbosch Department of Industrial Psychology Speaker Series, Stellenbosch, South Africa, September, 2009.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the University of Western Australia Business School Speaker Series, Perth, WA Australia, August, 2009.

Served as panelist for session titled “Getting Published: Everything You Wanted to Know But Were Afraid to Ask” as part of the Academy of Management Human Resource Division Doctoral Consortium, Chicago, IL, USA August 2009

Presented session titled “Teaching HRM to Non-HRM MBAs: Challenges and Tips for Success” as part of the Academy of Management Human Resource Division Junior Faculty Consortium, Chicago, IL, USA August 2009.

Presented session titled “Job Market Alternatives” as part of the Academy of Management Gender and Diversity Division Doctoral Student Consortium, Anaheim, CA USA, August 2008.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the Australian National University (ANU) School Speaker Series, Canberra, ACT Australia, June, 2009.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the Rutgers Business School / Center for Urban Entrepreneurship & Economic Development (CUEED) Speaker Series, Newark, NJ USA, January, 2009.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the Australian School of Business (UNSW) School Speaker Series, Sydney, NSW Australia, November, 2008.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the Northwestern University Kellogg Business School Speaker Series, Evanston, IL USA, October, 2008.

Presented session titled “Rethinking Employee Mobility: The Different Performance Impacts of Employee Mobility between Competitors versus Cooperators” as part of the University of Illinois, Chicago Speaker Series, Chicago, IL USA, October, 2008.

Presented session titled “Teaching HRM to Non-HRM MBAs: Challenges and Tips for Success” as part of the Academy of Management Human Resource Division Junior Faculty Consortium, Anaheim, CA USA, August 2008.

Presented session titled “Getting an Academic Job” as part of the Academy of Management Gender and Diversity Division Doctoral Student Consortium, Anaheim, CA USA, August 2008.

Presented session titled “Getting an Academic Job” as part of the Ph.D. Project Management Doctoral Student Association Annual Meeting, Anaheim, CA USA, August 2008.

Presented session titled “Past, present, and future research interests in the area of human resource management” at the Society of Organizational Behavior Australia conference, Adelaide Australia, March 2008.

Keynote Speaker at the Ph.D. Project Management Doctoral Student Association Banquet, Philadelphia, PA USA, August 2007.

Presented session on “Conducting a Job Talk” at the Ph.D. Project Management Doctoral Student Association Annual Conference, Philadelphia, PA USA, August 2007.

Presented session on “Future Directions in Innovation Research” as part of the 13th Annual Organization Science Winter Conference held in Steamboat, CO USA, February 2007.

Presented session titled “Teaching HR to non-HR major MBA students” at the Rutgers University School of Management and Labor Relations, February, 2006.

Guest Speaker at the Robert H. Smith School of Business 12th Annual William D. Bradford Awards Banquet, 2005, College Park, MD.

Presented paper “Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation” as part of the University of Kentucky Management Area Brown Bag Research Seminar. 2005, Lexington, KY

Served as Panelist for University of Maryland, College Park Dingman Center Back2Basics panel titled “Human Resources: Getting the right people in the right place to grow your company,” 2004, College Park, MD.

Served as Panelist for session titled “Self Identity and the Doctoral Program Experience” at the Academy of Management New Doctoral Student Consortium, 2004, New Orleans, LA.

Presented paper “Being good or being known: An empirical examination of the dimensions, antecedents, and consequences of organizational reputation” as part of the Labor Lunch Seminar Series at the Wharton School of Business, University of Pennsylvania, 2004, Philadelphia, PA.

Served as Panelist for session titled “Creative Teaching” at Ph.D. Project Management Doctoral Student Association Conference, 2004, New Orleans, LA.

Served as Panelist for session titled “Self Identity and the Doctoral Program Experience” at the Academy of Management New Doctoral Student Consortium, 2003, Seattle, WA.

Presented paper “Organizational hiring patterns, interfirm network ties, and interorganizational imitation.” as part of the Research Seminar Series at the School of Business, University of Illinois, Chicago, 2002, Chicago, IL.

Served as Panelist for session titled “How to Get Grants and Fellowships Session” at Ph.D. Project Management Doctoral Student Association Conference, 2001, Washington, D.C.

PROFESSIONAL COMMUNITY PRESENTATIONS

Delivered keynote address titled “Thriving During Periods of Disruption” at the Australasian Talent Conference, Sydney, AUS, July 2016.

Presented keynote address titled “Challenges of Foreign Direct Investment” at the Shanghai Jiao Tong University Global CEO Program Graduation, Sydney, AUS, March 2016.

Presented session titled “Driving an Innovation Agenda” as part of the Melbourne Business School Thought Leadership Series, Canberra, AUS, November 2015.

Presented keynote address titled “Thriving During Disruption: The Role of People Management” at the World High Performance and Leadership Forum, Melbourne, AUS, Oct 2015.

Panelist for session titled “How to attract and retain a skilled IS workforce” at the Australian Internet Security Association National Conference, Melbourne AUS, Oct 2015.

Presented keynote address titled “Driving an Innovation Agenda: It's More Than Just a Good Idea” at the Australian Council for Education Leadership (ACEL), Sydney, AUS, Oct 2015.

Presented session titled “Driving an Innovation Agenda” as part of the Melbourne Business School Thought Leadership Series, Sydney, AUS, September 2015.

Presented keynote address titled “Thriving During Disruption: The Role of People Management” at the Human Resource Institute of New Zealand (HRINZ) national conference, Wellington, New Zealand, August 2015.

Presented keynote address titled "Leading Innovation - Service Reform" at the Department of Education and Training (Victoria) Regional Services Group Leadership Conference, Melbourne, Australia, February 2015.

Presented keynote address titled "Firm Innovation: The Key Role of HR" at the Hong Kong Institute of Human Resource Management (HKIHRM) annual conference, Hong Kong China, October, 2014.

Panelist for session titled "People power – Human development in a connected region" at the Economist South-East Asia Summit, Jakarta Indonesia, August 2014

Presented keynote address title "The Strategic Role of HR in Driving Firm Innovation" at the SAP Cloud Connect Conferences, Melbourne Australia, Sydney Australia, and Mumbai India, August, September and October 2014.

Presented address titled “Social Procurement: A Strategic Approach to Risk Management” at the Mt. Eliza Procurement Executive Program, Mt. Eliza Australia, September 2013.

Presented keynote address titled “Responding to Competitive Attacks: The Strategic Role of HR” at the Human Resource Institute of New Zealand, Wellington, New Zealand, August 2013.

Presented keynote address titled “Business DNA: People, potential, and performance” at the Australian Human Resource Institute National Convention, Sydney, Australia, August 2013.

Presented keynote address titled “HR’s Role in Driving Firm Innovation” at the Human Resource Outsourcers Forum Asia Pacifica Conference, Singapore, May 2013.

Presented address title “Social Procurement: A Strategic Approach to Risk Management” at the Chief Procurement Officers Forum, Melbourne Vic, May 2013.

Presented address titled “Innovation and Social Impact” at the Hub Singapore, Singapore, April 2013.

Presented keynote address titled “EmployeesInspired, Engaged and Retained. Achievable?” at the National Disability Services CEO Meeting, Melbourne, Australia, December 2012.

Presented address titled “Developing a Leadership and Talent Framework” as part of the MBS Leaders Breakfast Series, Jakarta, Indonesia, November 2012.

Presented address titled “Creating Value Through People: HR & Innovation” as part of the Mt. Eliza Leaders Series, Sydney, NSW, August, 2012

Presented address titled “Talent Retention Strategies in the Legal Profession” at the Mahlab Recruitment Legal Survey 2012 Breakfast, Melbourne and Sydney, August 2012.

Presented keynote address titled “Corporate Social Responsibility: A case of Stewardship” at the Christian Management Association National Conference, Melbourne, Australia, June 2012.

Presented keynote address titled “HR’s Role in Driving Firm Innovation” at the IFTDO Conference, Kuwait City, Kuwait, April 2012.

Presented address title “Developing a Leadership and Talent Architecture with Lasting Impact” as part of the MBS Leaders Breakfast Series, Kuala Lumpur, Malaysia, February, 2012.

Presented address title “Developing a Leadership and Talent Architecture with Lasting Impact” to the National Institute of Public Administration Public Service Department Malaysia, Kuala Lumpur, Malaysia, February, 2012.

Presented keynote address titled “Social Impact: The Power of Partnership” as part of the City of Mandurah Leadership Conference, Mandurah, Australia, November 2011.

Presented keynote address titled “Linking Leadership, Organisation Culture, Employee Engagement and Performance” to City of Swan Leadership Team, Australia, November 2011.

Presented keynote address title “HR’s Role in Driving Firm Innovation” at the Human Resource Institute of New Zealand (HRINZ) National Conference, Wellington, NZ, August 2011

Presented address titled “Employees... Inspired, engaged and wanting to succeed. Achievable?” as part of the Melbourne Business School/AHRI Master Class Series, Perth, WA Australia, July 2011

Presented address titled “Innovating Your Way to Recovery” as part of the Melbourne Business School Speaker Series, Perth, WA Australia, July 2011

Presented seminar titled “Innovating Your Way to Recovery” as part of the Rutgers Business School Executive Seminar Series, Shanghai China, July 2011

Presented keynote address titled “Innovation and Social Impact” as part of the Cardinal Stritch University Helen Bader Leadership Speaker Series, Milwaukee WI USA, June 2011

Presented keynote address titled “HR’s role in driving innovation: The key to post-GFC success” at the AHRI National Conference, Sydney NSW Australia, June 2011

Presented address titled “Talent Management Strategies During an Economic Recovery” at the HR Directors' Knowledge Sharing Forum, Melbourne VIC Australia, June 2011

Presented address titled “Innovating Your Way to Recovery” as part of the Melbourne Business School Speaker Series, Melbourne VIC, June 2011

Presented address titled “Creating Value through People – Talent Management and Innovation” as part of the Melbourne Business School Executive Education Thought Leadership Speaker Series, Brisbane QLD Australia, May 2011

Presented address titled “Economic Recovery? Do you have the talent to capitalise?” as part of the Melbourne Business School Speaker Series (co-sponsored by Mallesons Stephen Jaques), Canberra ACT Australia, Oct 2010

Presented session titled “Economic Recovery – The answer lies with HR” to HR group of Sensis in Melbourne, VIC Australia, September 2010.

Presented address titled “Employees... Inspired, engaged and wanting to succeed. Achievable?” as part of the Melbourne Business School/AHRI Master Class Series, Sydney, NSW Australia, August 2010

Presented address titled “Employees... Inspired, engaged and wanting to succeed. Achievable?” as part of the Melbourne Business School/AHRI Master Class Series, Melbourne, VIC Australia, July 2010

Presented session titled “NGO Sustainability” at the NGO Governance Forum, Melbourne, VIC Australia, June 2010.

Presented address titled “Economic Recovery? Do you have the talent to capitalise?” as part of the Melbourne Business School Speaker Series (co-sponsored by Egon Zender International), Sydney NSW Australia, June 2010

Presented address titled “Economic Recovery? Do you have the talent to capitalise?” as part of the Melbourne Business School Speaker Series (co-sponsored by Egon Zender International), Melbourne VIC Australia, June 2010

Presented session titled "Social Impact: The Key is Cross-Sector Partnership" to the Rotary Club of Melbourne, Melbourne VIC Australia, May 2010.

Presented address titled “Social Ventures and the Power of Partnership” at the CPA Australia Not-for Profit Conference, Sydney NSW Australia, May 2010.

Presented address titled “Social Ventures and the Power of Partnership” at the CPA Australia Not-for Profit Conference, Melbourne VIC Australia, May 2010.

Presented address titled “Managing a Global Knowledge-based Workforce” at the Australasian Talent Conference, Sydney NSW Australia, May 2010.

Presented session title “Powering great performance” at the HR Summit, Sydney NSW Australia, April 2010.

Presented session titled “A Talent Pipeline Perspective on Social Impact” to the Rotary Club of Chicago Southeast, Chicago, IL USA, January 2010.

Presented session titled “Developing a Global Career” to Bronzeville Scholastic Academy High School, Chicago, IL USA, January 2010.

Presented session titled “Creating Value through People: An Asset or a Cost?” at the The American Chamber Of Commerce in Australia Business Briefing Lunch, Melbourne VIC Australia, June 2009.

Presented session titled “Creating Value through People: An Asset or a Cost?” at the Mt. Eliza Executive Education Organizational Development Forum, Sydney NSW Australia, May 2009.

Presented session titled “Rethinking Employee Retention: The Value of Former Employees” at the Australasian Talent Conference, Sydney NSW Australia, May 2009.

Presented session titled “Creating Value through People: An Asset or a Cost?” at the Mt. Eliza Executive Education Organizational Development Forum, Sydney NSW Australia, May 2009.

Presented session titled “Creating Value through People: An Asset or a Cost?” at the Mt. Eliza Executive Education Thought Leaders Series, Sydney NSW Australia, May 2009.

Presented session titled “Creating Value through People: An Asset or a Cost?” at the Mt. Eliza Executive Education Thought Leaders Series, Melbourne VIC Australia, February 2009.

Presented session titled "The role of social factors in the selection process: Why who you know and where you are from matters" at the MBS Recruiters Luncheon, October 2008.

Presented session titled “Driving Employee Engagement” to Holden Leadership Academy, Port Melbourne, VIC Australia, August, 2008

Presented session titled “Retaining Talent” as part of the Australia – China Chamber of Commerce Beijing (AustCham Beijing) Speaker Series, Beijing China, May 2008.

Presented session titled “Creating a culture of innovation” at the Innovation & Utilities Conference hosted by Siemens and Southeast Water, Melbourne, VIC Australia, May 2008.

Keynote speaker at the Global Executive HR Forum hosted by Roosevelt University and the National Association of African Americans in Human Resources (NAAHR), Chicago, IL USA, April 2008.

Presented session titled “Defining workplace culture to drive competitive advantage” at the Fund Executives Association Ltd (FEAL) Funds Executive Forum, Melbourne Australia, March 2008.

Presented session title “The Concurrent Sourcing of Innovation: The Use of In-House and External Sources to Drive Innovation Output” at the Hargraves Institute Innovation Conference at Melbourne Australia, March 2008.

Presented session titled “Outsourcing the Patenting Process” presented at the Australasian Industrial Research Group (AIRG) Annual Conference in Melbourne Australia, February 2008.

Presented session titled “Winning the War on Talent” for the Melbourne Business School EMBA Masters Class, Melbourne, VIC, Australia, January 2008.

Presented video lecture titled “Rethinking Employee Retention: The Value in Former Employees” for the Qantas Leadership Academy series, October 2007

Presented session titled “Rethinking Employee Retention: The Value in Former Employees” to Fosters Executive HR leadership team, September 2007.

Keynote Speaker at the Siemens Sales Conference held in Sydney, Australia, June 2007.

Presented session titled “Employee Retention” at the Australian Human Resource Institute (AHRI) National Conference in Sydney, Australia, June 2007.

Presented session titled “Employee Retention” to the Executive Education Advisory Committee in Melbourne and in Sydney, May 2007

Presentation to IFGF GISI Melbourne on “Negotiating a Job Offers”, April 2007.

Keynote Speaker at the Belly Knowledge Management International Human Capital Forum held in Bogotá, Columbia, March 2007.

Presentation session titled “How to retain talent within your organization” at the Talent2 Conference, Sydney, Australia, February 2007

Presented session titled “Employee Retention” to the Beijing China Alumni Chapter of the Melbourne Business School in Beijing, China, December 2006.

Keynote Speaker at the Belly Knowledge Management International Human Capital Forum held in Buenos Aires, Argentina, August 2006.

Keynote Speaker at the 26th Assessment Centre Study Group Conference held in Stellenbosch, South Africa, March 2006.

Presented session titled “Teamwork and Synergy” to the University of Maryland, College Park College Gateway Program, College Park, MD, USA, February 2001.

Presented session titled “Handling Role Conflict” to the University of Maryland, College Park Academic Achievement Programs Office, College Park, MD, USA, January 2001.

Presented session titled “Recruitment and Selection” to the University of Maryland, College Park, SHRM chapter, College Park, MD, USA. October 2000.

TEACHING

I have two main teaching areas: (1) strategic human resources and (2) organizational behavior. I am also comfortable instructing in areas of strategy and organizational theory. To date I have taught at the Ph.D., Executive MBA, MBA, and Undergraduate Levels. I have taught courses in Australia, China, Poland, South Africa, Singapore, Switzerland and the United States

Executive MBA Level

Managing Human Capital, Senior Executive MBA and Executive MBA programs, Melbourne Business School, Melbourne Australia

Organizational Behavior, International Executive MBA program, Rutgers Business School, Singapore

Talent and Intellectual Capital Management, EMBA, Lorange Institute of Business Zurich, Zurich, Switzerland, [NOTE: classes taught in Zurich, Switzerland, Cape Town, South Africa, Shanghai, China and Beijing, China]

Managing Human Capital, EMBA, University of Lodz / University of Maryland, Lodz, Poland

MBA Level

Managing People for High Performance (MBA and Master’s of Marketing Core Course), Melbourne Business School, Melbourne Australia and Beijing China

Managing Human Capital – BUSI 663 (MBA Core Course), University of Maryland, College Park (USA)

Ph.D. Level

Recruitment and Selection – BMGT 808B (doctoral seminar), University of Maryland, College Park,

Undergraduate Level

Introduction to Organizational Behavior – BA150 (undergraduate course), University of North Carolina

DISSERTATION COMMITTEES

Muralee Das, Melbourne Business School (2011-present)
 Leanne Griffin, University of Melbourne Faculty of Business and Economics (2010-present)
 Jasem Amarri, Oulu Business School, Oulu Finland (2014)
 Michelle Evans, Melbourne Business School (2012)
 Jay Carson, Robert H. Smith School of Business, University of Maryland, College Park (2006)
 Meredith Burnett, Robert H. Smith School of Business, University of Maryland, College Park (2006)
 Cpt. Archie L. Bates III, University of Maryland Industrial/Organizational Psychology Department,
 University of Maryland, College Park (2006)
 Antoaneta Petkova, Robert H. Smith School of Business, University of Maryland, College Park (2006)
 Holly Slay, Robert H. Smith School of Business, University of Maryland, College Park (2006)
 Dante DiGregorio, Robert H. Smith School of Business, University of Maryland, College Park
 (2004)
 Jennifer Marrone, Robert H. Smith School of Business, University of Maryland, College Park (2004)
 Wei Liu, Robert H. Smith School of Business, University of Maryland, College Park (2004)

OTHER PROFESSIONAL EXPERIENCE

Consultant

I have provided executive education and consulting services in the areas of strategic human resource management, managing organizational innovation, succession planning, employee recruitment and retention, corporate social responsibility, employer branding, executive coaching, executive assessment, decision making and team development to managers and top executives in a wide range of organizations in over 20 countries across six continents. Some of the organizations I have worked with include Accenture, ANZ, Bunnings, BHP Billiton, Clemenger Group, CSR, CSL, Etihad Airlines, Fletcher Buildings, Lockheed Martin, Louis Vuitton, McCormick & Company, Inc., NAB, Nestle, News Corp, Pacific Brands, Price Waterhouse Coopers, Sensis, Sussan Group, The Royal Women's Hospital, Vision Australia and Urbis.

District Manager, Northeastern Indiana District, Aldi Inc., Greenwood, Indiana, Managed grocery retail outlets. Responsible for operation, marketing, accounting, and personnel decisions, 1994-1996.

GRANTS

To date, I have received over 1.5 million dollars in research grant money.

Australian Research Council Linkage Grant LP130100410 (3 years, \$150,000). Support study entitled, "Australian Indigenous Entrepreneurial Leadership." 2013

Melbourne Business School Research Grant (1 year, \$7,600). Support study entitled, "Australian Indigenous Entrepreneurial Leadership." 2013

Social Sciences and Humanities Research Council of Canada (SSHRC) Grant (3 years, \$95,000). Support study entitled "Do the benefits outweigh the costs? Performance outcomes and moderating variables influencing how employees experience creating facades of conformity at work." 2011

Australian Research Council Linkage Grant LP110100250 (3 years, \$149,660). Support study entitled, "Multi-level analysis of human resource management systems on hospital outcomes." 2011

Melbourne Business School Research Grant (1 year, \$11,827). Support study entitled, "The Impact of Individual and Group Characteristics on Team Member Attitudes and Team Performance." 2010

Intellectual Property Research Institute of Australia (IPRIA) Research Grant, (2 years, \$69,000). Support study entitled, "Challenges in Managing a Global Knowledge-based Workforce." 2008

Intellectual Property Research Institute of Australia (IPRIA) Research Grant, (3 years, \$190,000). Support study entitled, "Implementation of Management Innovation." 2007

Intellectual Property Research Institute of Australia (IPRIA) Research Grant, (2 years, \$70,000). Support study entitled, "Determine what factors influence the outsourcing of patent applications by firms." 2007

Melbourne Business School Research Grant (1 year, \$5,000). Support study entitled, "The Impact of Individual and Group Characteristics on Team Member Attitudes and Team Performance." 2007

Melbourne Business School Research Grant (1 year, \$5,000). Support study entitled, "Predictors of Effective Adoption of Management Innovations." 2007

Intellectual Property Research Institute of Australia (IPRIA) Research Grant, (1 year, \$50,000). Support study entitled, "The Effect of Interorganizational Personnel Flow on Firm Performance: An Examination of Lawyers' Movement." 2006

University of Maryland General Research Board Summer Award (1 year, \$8,500). Support study entitled, "The interactive effect of asocial and social factors on organizational hiring behavior." 2005

Robert H. Smith Business School Research Support Grant. (1 year, \$4,000). Support data collection for study entitled, "Human Capabilities and Firm Performance in Patenting," with Deepak Somaya. 2004.

Robert H. Smith Business School Summer Research Grant. (1 year, \$5,000). Support data collection for study entitled, "Understanding the Determinants of Web-based Recruitment Effectiveness," with David P. Lepak. 2002

Robert H. Smith Business School Summer Research Grant. (1 year, \$5,000). Support data collection for study entitled, "Understanding Web-based Recruitment Effectiveness From Both Applicant and Organizational Perspectives," with David P. Lepak. 2001

National Science Foundation Grant #0089941. (3 years, \$673,959). Support data collection for study entitled, "Understanding Female and Minority Retention and Success in the IT Workplace: Total Rewards and Social Networks Perspectives," with Kathryn M. Bartol & Viswanath Venkatesh. 2000

Henry C. Welcome Fellowship Grant from the Maryland Higher Education Commission (3 years, \$20,000). Provides support various on-going research projects. 2000

Smith Graduate Research Fund Grant. (1 year, \$500). Support data collection for dissertation, "Interorganizational ties, institutional pressures and organizational hiring patterns." 1999

University of North Carolina at Chapel Hill Center for Teaching and Learning Fellows Program Grant Recipient. (4 months, \$720). Development of OB Ph.D. seminar series on pedagogy skills. 1999

University of North Carolina at Chapel Hill Center for Teaching and Learning Fellows Program Grant Recipient. (1 year, \$1,700). Development and implementation of technology-based OB teaching manual. 1998.

Cato Center for Applied Business Research Grant Recipient. (1 year, \$1,000). Support data collection for study, "Effects of affirmative action policy on job applicants' perceptions of organizational attractiveness." 1997.

Ohio Board of Regents Lloyd O. Brown Undergraduate Research Assistantship Recipient,

(1 year, \$2,000). Support data collection for study, “The reciprocal generative relationship between self-efficacy and performance: A test of a partially mediated model.” 1994.

HONORS AND AWARDS

University of Melbourne Award for Excellence and Innovation in Indigenous Higher Education, 2014
 Management Education Division of the Academy of Management Best Paper Award, 2013
 Inducted into the Society for Organizational Behavior Australia (SOBA), 2007
 Strategic Management Society Honorable Mention Award for Best Conference Paper Prize, 2007
 Human Resource Division of the Academy of Management Best Paper Award, 2007
 Intellectual Property Research Institute of Australia (IPRIA) Research Fellow, 2006
 Robert H. Smith School of Business Top 15% Teaching Evaluations Award, 2006
 Robert H. Smith School of Business Top 15% Teaching Evaluations Award, 2005
 Academy of Management Mentoring Best Practices Award Recipient, 2005
 Careers Division of the Academy of Management Best Symposium Award, 2004
 Recipient of the Robert H. Smith School of Business Allen J. Krowe Teaching Award, 2004
 Robert H. Smith School of Business Top 15% Teaching Evaluations Award, 2004
 Participant in the 50th Annual National Security Seminar at the U.S. Army War College, Carlisle Barracks, PA, 2004
 Finalist for the Robert H. Smith School of Business Allen J. Krowe Teaching Award, 2003
 Robert H. Smith School of Business Top 15% Teaching Evaluations Award, 2003
 HR Division of the Academy of Management Ralph Alexander Best Dissertation Award Recipient, 2002
 Ohio Board of Regents Student Achievement in Research and Scholarship (STARS) Fellow Alumni of the Year, 2002
 Kenan-Flagler Business School Outstanding Ph.D. Student Award Recipient, 2000
 OB/ODC/OMT Doctoral Consortium Participant, 1999
 Inter-university Consortium for Political and Social Research (ICPSR) Summer Training Program in Social Network Analysis, 1999
 Southern Academy of Management Association Doctoral Consortium Participant, 1997
 Ohio Board of Regents Student Achievement in Research and Scholarship (STARS) Fellow, 1994
 University of Michigan School of Business Administration, GMAC-AACSB Minority Summer Institute Fellow, 1993
 National Association of Student Personnel Administrators Undergraduate Fellow, 1993

MEDIA COVERAGE

Koori Mail. (2016). BP Helps Out Indigenous Entrepreneurs. May 4, p.37.

Thomson, J. (2016). Leaders who step down should be celebrated. Australia Financial Review, March 15, p. 9.

Manuel, D. (2016). Don't fear the human capital crisis. CSO, Jan 19, <http://www.cso.com.au/blog/cso-bloggers/2016/01/19/dont-fear-the-human-capital-crisis/>.

Long, C. (2015). Loaded: the Indigenous businesses competing in the open market. The Sydney Morning Herald, Nov 3rd, <http://www.smh.com.au/small-business/loaded-the-indigenous-businesses-competing-in-the-open-market-20151101-gkoccq.html>.

TV Interview (2015). Indigenous Business Month, Switzer Business Show on Sky TV, Oct 12, <http://www.switzer.com.au/video/dean-jarrett-and-professor-ian-williamson>

Gettler, L. (2015). How to hack a better business. The Australian Business Review, October 13, <http://www.theaustralian.com.au/business/financial-services/how-to-hack-a-better-business/story-fn91wd6x-1227567300182>

Voyeur. (2015). Getting Down to Business, August 1, pp. 137-138.

Talent Retention: When Money Doesn't Talk. (2015). Radio Interview on BFM Radio, Malaysia, June 4, http://www.bfm.my/resource-centre-talent-retention-when-money-doesnt-talk-ian-williamson-melbourne-business-school.html?utm_source=bfmmy&utm_medium=web&utm_campaign=web_highlights

Murray, S. (2015). Top Business Schools Hone In On Malaysia For Global Growth, April 23, <http://www.businessbecause.com/news/mba-asia/3220/business-schools-hone-in-on-malaysia>.

Murray, S. (2015). Indonesia's Business Education Market Rises to International Stage. Business Because, January 11, <http://www.businessbecause.com/news/mba-asia/3020/indonesias-business-education-market-rises-to-international-stage>.

Robb, K. (2014). What can your business learn from Myer's succession plan? Smart Company, June 20, <http://www.smartcompany.com.au/growth/42490-what-can-your-business-learn-from-myer-s-succession-plan.html>.

Ripley, A. (2014). Agents for Social Change, March 1, The Saturday Age, p. 28.

ProBono Admin. (2013) Business Education Embracing Social Benefit, Pro Bono Australia, Sept 18, <http://www.probonoaustralia.com.au/print/news/2013/09/business-education-embracing-social-benefit#sthash.YYOrKDF7.dpuf> . (Australia).

Nickless,R. (2013). Making the most of a bossless office. Australian Financial Review, July 24, 2013, http://www.afr.com/p/national/work_space/making_the_most_of_bossless_office_BkAyYoJiJdDIVg6lt3aGIP . (Australia).

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