

GREGORY E. PRUSSIA

Last Updated 1/1/20

*Department of Management
Albers School of Business & Economics
Seattle University
Seattle, WA 98122
(206) 296-2514*

ACADEMIC APPOINTMENTS

1999-PRESENT PROFESSOR AND CHAIR, DEPARTMENT OF MANAGEMENT, SEATTLE UNIVERSITY

1993-1999 ASSISTANT PROFESSOR OF MANAGEMENT, DEPARTMENT OF MANAGEMENT, SEATTLE UNIVERSITY

1989-1993 INSTRUCTOR AND GRADUATE RESEARCH ASSISTANT, DEPARTMENT OF MANAGEMENT, ARIZONA STATE UNIVERSITY

1986-1987 ASSISTANT INSTRUCTOR, DEPARTMENT OF MANAGEMENT, CALIFORNIA STATE UNIVERSITY, CHICO

EDUCATION

DOCTOR OF PHILOSOPHY IN BUSINESS ADMINISTRATION, DECEMBER 1993
ARIZONA STATE UNIVERSITY
Concentration: Human Resource Management
Supporting Area: Organizational Behavior

MASTERS IN BUSINESS ADMINISTRATION (1987)
CALIFORNIA STATE UNIVERSITY, CHICO
Concentration: Organizational Behavior
Teaching/Research Assistant

BACHELOR OF ARTS IN ECONOMICS (1981)
CALIFORNIA STATE UNIVERSITY, CHICO

PUBLICATIONS

Prussia, G., Willis, P.G., & Rao, M. (2019). "*Influences on Safety Consciousness in a Utility Company: A Sequential Mediation Model.*" Journal of Safety Research, 68, 119-129.

Yukl, G., Mahsud, R., Prussia, G., & Hassan, R. (2019). "*Effectiveness of Broad and Specific Leader Behaviors.*" Personnel Review, 48, 3, 774-783.

- Ferraro, H., Prussia, G., & Mehrotra, S. (2018). "The Impact of Age Norms on Career Transition Intentions." Career Development International, 23, 2, 212-229.
- Hassan, R., Prussia, G., Yukl, G., & Mahsud, R. (2018). "How Leader Networking, External Monitoring, and Representing Are Relevant for Effective Leadership." Leadership and Organizational Development Journal, 39, 4, 454-467.
- Mahsud, R., Imanaka, J., & Prussia, G. (2018). "Authenticity in Business Sustainability: Overcoming Limitations in Strategic Management Constructs." Sustainability Accounting, Management and Policy Journal, 9, 5, 666-684.
- Colaner, N., Imanaka, J., & Prussia, G. (2018). "Dialogic Collaboration across Sectors: Partnering for Sustainability." Business and Society Review, 123, 3, 529-564.
- Imanaka, J., Prussia, G., & Alexis, Samantha (2017). "Laudato Si' and Integral Ecology: A Reconceptualization of Sustainability." The Journal of Management for Global Sustainability, 5, 1, 39-61.
- Yukl, G., Mahsud, R., Hassan, R., & Prussia, G.E. (2013). "An improved measure of ethical leadership." Journal of Leadership and Organizational Studies, 20, 38-48.
- Kinicki, A.J., Jacobson, K., Peterson, S., & Prussia, G.E. (2013). "Development and Validation of the Performance Management Behavior Questionnaire." Personnel Psychology, 66, 1-45.
- R. Hassan, Mahsud, R., Yukl, G.A., and Prussia, G.E. (2013). "Ethical and Empowering Leadership and Leader Effectiveness." Journal of Managerial Psychology, 28, #2.
- Willis, P.G., Brown, K.A., & Prussia, G.E. (2012). "Does employee safety influence customer satisfaction? Evidence from the electric utility industry." Journal of Safety Research, 43, 389-396.
- Ludescher, J., Mahsud, R., and Prussia, G.E. (2012). "We are the corporation: Distributed CSR." Business and Society Review, 18, 55-88.
- Fugate, M., Prussia, G.E., and Kinicki, A.J. (2012). "Managing Employee Withdrawal During Organizational Change: The Role of Threat Appraisal." Journal of Management, 38, 890-914.
- Yukl, G.A., Mahsud, R., Hassan, S., and Prussia, G.E. "An improved measure of ethical leadership." Journal of Leadership and Organizational Studies, published online December 11, 2011.
- Mahsud, R., Yukl, G.A., and Prussia, G.E. (2011). "Human capital, efficiency, and innovative adaptation as strategic determinants of firm performance." Journal of Leadership and Organizational Studies, 18, 229-246.

- Kinicki, A.J., Jacobson, K., Galvin, B., and Prussia, G.E. (2011). "A multi-level systems model view of leadership." Journal of Leadership and Organizational Studies, 18, 133-149.
- Mahsud, R., Yukl, G.A., and Prussia, G.E. (2010). "Leader empathy, ethical leadership and relations-oriented behaviors as antecedents of leader-member exchange." Journal of Managerial Psychology, 25, 561-577.
- McKee-Ryan, F. M., Virick, M., Prussia, G. E., Harvey, J., and Lily, J. (2009). "Life after the Layoff: Getting a Job Worth Keeping." Journal of Organizational Behavior, 30, 561-580.
- Kolb, D. G., Prussia, G. E., and Francoeur, J. (2009). "Connectivity and Leadership: The Influence of On-Line Activity on closeness and Effectiveness." Journal of Leadership and Organizational Studies, 16, 342-352.
- Fugate, M., Kinicki, A.J., and Prussia, G.E. (2008). "Employee Coping with Organizational Change: An Examination of Alternative Theoretical Perspectives and Models." Personnel Psychology, 61, 1-36.
- Kinicki, A.J., Prussia, G.E., Wu, J., and Mckee-Ryan, F.M. (2004). "Employee Response to Performance Feedback: A Covariance Structure Analysis Using Ilgen, Fisher, and Taylor's (1979) Model." Journal of Applied Psychology, 89, 1057-1069.
- Prussia, G. E., & Weis, W. L. (2003-2004). "Experiential Effects on Retention: Results from a Required MBA Course." Journal of College Student Retention: Research, Theory, and Practice, 5, 397-407.
- Prussia, G. E., Brown, K. A., & Willis, P. W. (2003). "Mental Models of Safety: Do Managers and Employees See Eye-To-Eye?" Journal of Safety Research, 34, 143-156.
- Weis, W. L. & Prussia, G. E. (2003). "Enhancing Student Cohesion and Retention Through an Outdoor Experiential Training Program." Academy of Educational Leadership Journal, 7, 27 – 36.
- Prussia, G.E., Fugate, M., & Kinicki, A.J. (2001) "Explication of the Coping Goal Construct: Implications for Coping and Reemployment." Journal of Applied Psychology, 86, 1179-1190.
- Kinicki, A.J., Prussia, G.E., & McKee-Ryan, F.M. (2000) "A Panel Study of Coping with Involuntary Job Loss." Academy of Management Journal, 43, 90-100.
- Ozsomer, A. & Prussia, G.E. (2000). "Competing Perspectives in International Marketing Strategy: Contingency and Process." Journal of International Marketing, 8, 27-50.

- Brown, K.A., Willis, P.G., & Prussia, G.E. (2000). "Predicting safe employee behavior in the steel industry: Development and test of a sociotechnical model." Journal of Operations Management, 18, 445-465.
- Prussia, G.E., Anderson, J.S., & Manz, C.C. (1998) "Self-Leadership and Performance Outcomes: The mediating Influence of Self-Efficacy." Journal of Organizational Behavior, 19, 523-538.
- Anderson, J.S., & Prussia, G.E. (1997) "The Self-Leadership Questionnaire: Preliminary Assessment of Construct Validity." Journal of Leadership Studies, 4, 119-143.
- Prussia, G.E., & Kinicki, A.J. (1996) "A Motivational Investigation of Group Effectiveness Using Social Cognitive Theory." Journal of Applied Psychology, 81, 187-198.
- Latack, J.C., Kinicki, A.J., & Prussia, G.E. (1996). *Dialogue: "Response to 'Negative Affectivity and Coping with Job Loss.'" Academy of Management Review*, 21, 331-332.
- Latack, J.C., Kinicki, A.J., & Prussia, G.E. (1995). "An Integrative Process Model of Coping with Job Loss." Academy of Management Review, 20, 311-342.
- Prussia, G.E., Kinicki, A.J., & Bracker, J. (1993). "Psychological and Behavioral Consequences of Job Loss: A Covariance Structure Analysis Using Weiner's Attribution Model." Journal of Applied Psychology, 78, 382-394.
- Hom, P.W., Caranikas-Walker, F., Prussia, G.E., & Griffeth, R. (1992). "A Meta-Analytical Structural Equations Analysis of a Theory of Employee Turnover." Journal of Applied Psychology, 77, 890-909.
- Anderson, J.S. & Prussia, G.E. "Research supports the effect of self-leadership and self-efficacy on performance". Appears as a sidebar in the book Creating a Company of Heroes by Charles Manz and Hank Sims, Wiley Publications, 1996.

PROCEEDINGS AND REFEREED CONFERENCE PRESENTATIONS

- Brown, K., Willis, P. G., & Prussia, G. E. (2017). *Mediation effects of efficacy and pressure on the safety climate construct*. DSI Annual Meeting, D.C., Washington.
- Marrone, J., Quigley, N., Prussia, G. E., & Dienhart, J. (2016). *Can I and Do I Want To? Cognitive and Affective Drivers of Employee Boundary Spanning Behavior*. Academy of Management Annual Meetings, Anaheim, California.
- Marrone, J., Quigley, N., Prussia, G. E., & Dienhart, J. (2015). *Can I and Do I Want To? Boundary Spanning Self-efficacy and Affective Commitment as Drivers of Employee Boundary Spanning Behavior*. Journal of Management Studies Special Issue Paper Workshop, London, Canada-Ontario.

- Mahsud, R., Ludescher Imanaka, J. C., & Prussia, G. E. (2014). *Sustainability Strategy and Global Collaborative Advantage*. Just Sustainability: Hope for the Commons, Seattle, United States of America.
- Ludescher, J. C. & Prussia, G. E. (2014, July). *Structural Caritas Re-Humanizes Sustainability*. International Association of Jesuit Business Schools (IAJBS) 20th Global Forum: Mobilizing the Worldwide Jesuit Network: Collaboration for Global Sustainability, Seoul, Republic of Korea.
- Hassan, R., Mahsud, R., Yukl, G.A., & Prussia, G.E. *Two Studies on the Effects of Ethical and Empowering Leadership and the Mediating role of Leader Member Exchange (LMX)*. Presented at the Southern Management Association Conference in October 2012, Fort Lauderdale, Florida.
- Willis, P.G., Brown, K.A., & Prussia, G.E. (2011, August). *Why Safer Employees Make Happier Customers: Empirical Evidence From The Electric Utility Industry*. Presented at the August, 2011 national Academy of Management Meeting Conference, San Antonio, TX.
- Kinicki, A.J., Jacobson, K.J.L., Peterson, S.J., & Prussia, G.E. (2011, November). *The Development and Validation of the Performance Management Competency Scale*. Presented at the Southern Management Association meeting, Savannah, GA.
- Marrone, J., Quigley, N., & Prussia, G. E. (2011). *Exploring Antecedents of Discretionary Boundary-Spanning Behavior*. Society of Industrial Organizational Psychologists, San Diego, California.
- Fugate, M., Prussia, G.E., & Kinicki, A.J. (2009, August). *Threat Appraisal as an Underlying Mechanism of Employee Withdrawal During Organizational Change*. Presented at the national Academy of Management Meeting Conference, Chicago, IL.
- Kolb, D. Prussia, G.E., & Francoeur, J. (2008, November). *Social Connectivity and Leadership Effects: The Moderating Effects of Technical Connectivity*. Presented at the International Leadership Association Conference, Los Angeles.
- Parker, B., & Prussia, G.E. (2008, August). *Outcomes Assessments and Expanding Content and Process learning for Schools of Business: Student Learning from Study Abroad Experiences*. Presented at the National Academy of Management Meeting Conference, Anaheim, CA.
- McKee-Ryan, F.M., Virick, M., Prussia, G.E., & Harvey, B.J. (2007, August). *Life after the Layoff: On Getting the "Good" Job*. Presented at the National Academy of Management Meeting Conference, Philadelphia, PA.
- Fugate, M., Prussia, G.E. & Kinicki, A.J. (2006, August). *Antecedents and consequences of*

employee threat appraisals during an organizational restructuring. Best Papers Proceedings, National Academy of Management Conference, Atlanta, Georgia.

Jacobson, K., Prussia, G.E., & Kinicki, A.J. (2006, August). *Developing and Validating a Measure of Performance Management Leadership.* Interactive Paper presented at the National Academy of Management Meeting Conference, Atlanta, Georgia.

Fugate, M., Kinicki, A.J., & Prussia, G.E. (2005, August). *An Alternative Models Test of Lazarus' Process Theory of Coping.* Best Papers Proceedings, National Academy of Management Meeting Conference, Honolulu, Hawaii.

Kinick, A.J., Jacobson, K., & Prussia, G.E. (2005, August). *A Multi-Level Systems Model of Leadership.* Symposium presented at the National Academy of Management Meeting Conference, Honolulu, Hawaii.

Weis, W.L., & Prussia, G.E. (2002, October). *Experiential Education and College Retention: A Powerful and Profitable Connection.* Paper presented at the 31st NSEE Annual Conference, Las Vegas, Nevada.

Weis, W.L., & Prussia, G.E. (2002, October). *Enhancing Student Cohesion and Retention Through an Outdoor Experiential Training Program.* Paper presented at the Allied Academies Fall International Conference, Las Vegas, Nevada.

Willis, P. W. & Prussia, G.E. (2001, November). *Differences in Worker and Manager Perceptions of Workplace Safety.* Paper presented at the National Decision Sciences Conference Meetings, San Francisco, California.

Fugate, M., Kinicki, A.J., & Prussia, G.E. (2000, April). *Explication of the Coping Goal Construct: Implications for Coping/Reemployment.* Paper presented at the Society for Industrial and Organizational Psychologists Conference, New Orleans, April.

Willis, P.W., & Prussia, G.E. (1999, November). *Emphasis on Quality: The Long Term Benefits of Designing Quality Programs.* Proceedings of the National Decision Sciences Institute, New Orleans, Louisiana.

Kinicki, A.J., McKee-Ryan, F, & Prussia, G.E. (1998, August). *A Longitudinal Assessment of Relationships among Coping Resources, Coping Strategies, Subjective Well Being, and the Quality of Reemployment.* Symposium Paper Presented at the National Academy of Management Conference Meetings, San Diego, August.

Kinicki, A.J., & Prussia, G.E. (1998, April). *Pursuing Reemployment After a Plant Closing.* Presented at the Society for Industrial and Organizational Psychologists Meeting in Dallas, Texas.

- Ozsomer, A., Prussia, G. E., & Simonen, B. (1997, August). *The Effects of Moderators on Global Marketing Strategy and Structure: The Case of MNC Subsidiaries*. Proceedings of the American Marketing Association Summer Educators' Conference, Chicago, Illinois.
Received Overall Best Paper for the Conference Award.
- Kinicki, A. J., Prussia, G. E., & McKee, F. (1997, August). *A Panel Investigation of Coping With Job Loss*. Best Paper Proceedings of the Academy of Management, 325-329. Paper presented at the National Academy of Management Meetings, Boston.
- Anderson, J. S., & Prussia, G. E. (1997, May). *The Self-Leadership Questionnaire: Assessment of Construct Validity*. Proceedings of the Western Decision Sciences Institute, Kona, Hawaii.
- Ozsomer, A., & Prussia, G. E. (1996, August). *The Influence of Global Marketing Strategy and Organizational Structure on Performance: A Longitudinal Analysis*. Proceedings of the American Marketing Association Summer Educators' Conference, San Diego, California.
- Anderson, J. S., & Prussia, G. E. (1995, August). *The Self-Leadership Questionnaire: Preliminary Assessment of Construct Validity*. Presented at the Association of Management Meeting, Vancouver, B.C. 1995
- Prussia, G. E. & Anderson, J. S. (1994, November). *Self-Leadership and Performance Outcomes: The mediating Influence of Self-Efficacy*. Proceedings of the Annual Meeting of Decision Sciences Institute, Honolulu, Hawaii.
- Prussia, G. E. (1994, August). *A Motivational Investigation of Group Effectiveness Using Social Cognitive Theory*. Presented at the National Academy of Management Meetings, Dallas, Texas, 1994.
- Hom, P.W., Caranikas-Walker, F., Prussia, G., Dickey, L., Anderson, J., & Griffeth, R. (1991, August). *A Meta-Analytical Test of a Theory of Employee Turnover (pp. 210-214)*. Best Papers Proceedings of National Academy of Management Conference, Miami, Florida.
Received Best Paper Award for the HR Division.
- Prussia, G.E., Kinicki, A.J., & Bracker, J. (1991, August). *Causal Attributions for Job Loss: A Covariance Structure Analysis of Weiner's Model*. Presented at The National Academy of Management Meetings, Miami, Florida, 1991.
- Cardy, R.L., Sutton, C.L., Prussia, G.E., & Anderson, J.S. (1991, August). *Subordinate Behaviors and Managerial Affect: Annoying and Pleasing Behaviors.* Presented at the Western Academy of Management Meetings, Santa Barbara, California, 1991
- Trost, M.R., Kinicki, A.J., & Prussia, G.E. (1989, August). *Chronic Category Accessibility and Mood Influence Accuracy of Appraisal Ratings*. Presented at The National Academy of Management Meetings, Washington, D.C., 1989.

TEACHING

Summary of courses taught:

Arizona State University, Undergraduate:

Strategic Management
Entrepreneurship
Organizational Behavior
Personnel Management

Arizona State University, Graduate:

Entrepreneurship

Seattle University, Undergraduate:

Principles of Management
Human Resource Management
Organizational Behavior
Leadership in Society
Adventure Based Leadership
Selection and Assessment

Seattle University, Graduate:

Human Resource Management
Selection and Assessment
Teambuilding Techniques and
Leadership Skills

Teaching Evaluations:

Seattle University: For 3 out of 4 classes taught in 2012, I received a 5.0 average (5= Descriptive, 1= Not at all Descriptive) on the item, "Considering both the limitations and possibilities of the subject matter and course, I would recommend this instructor to other students."

Arizona State University: Received a 1.06 average overall rating based on a 1 excellent to 5 poor rating scale. Students respond to the question, "Which rating best describes this instructor?"

Curriculum Development:

Developed two new courses that did not exist in the Management Department, Seattle University: Selection and Assessment (both graduate and undergraduate), and Leadership in Society (aimed at incoming Seattle University students). I served as informal point person for the Informal Concentration in Human Resource Management (MBA Concentration).

Teaching Accomplishments:

- Received the "Excellent Strategic Management Breakout Instructor" citation in the Spring of 1991 at Arizona State University.
- Received 1997 "Management Instructor of the Year Award," given by undergraduate business students.

- Received 1998 “Management Instructor of the Year Award,” given by undergraduate business students.

UNIVERSITY SERVICE HIGHLIGHTS

University committees and activities:

- *Member Summer Faculty Fellowship Awards Committee (2010-present)*
- *Co-Chair University Core Revision Committee (2009-2012)*
- *Member, Rank and Tenure committee (2004-2006)*
- *Executive Advisory Board Member, Center for Excellence in Teaching and Learning (2003-2009)*
- *Commencement Processional Monitor (1994-2001; 2003)*
- *Chair, ASBE Dean Search Committee (2000-2001).*
- *Member, Honorary Degree Selection Committee (1998-1999)*
- *Member, Trust-Based Work Environment Committee (1997-1998)*
- *Member, Dean Search Committee for ASBE (1997-1998)*
- *Member, University Appeals Committee during Employee Reclassification (1996)*
- *West Coast Conversations in Jesuit Education Participant (1994)*

Albers School of Business and Economics:

- *Member Albers Personnel Committee (2011-present)*
- *Member Scholarship Review Committee (2012-present)*
- *Chair or Co-Chair, Management Recruiting Committee (2004-2011)*
- *Chair, Curriculum and Policy Committee (2006-2007)*
- *Member ASBE Leadership Initiative committee, (2005-2007)*
- *Member, Management faculty selection committee (2004-2011)*
- *Chair, Management faculty selection committee (2003-2004)*
- *Member, Strategic Planning committee (2002-2003)*
- *Member, Undergraduate Curriculum Revision Committee (1997-1999)*
- *Research Committee (1996-1999)*
- *Developed and serve as point person for the Concentration in Human Resource Management for the MBA degree (1995 -2000)*
- *Member, O'Brien Chair Committee (1995, 2010)*
- *Participate in MBA Orientation Activities*

HONORS, AWARDS, GRANTS, AND ACTIVITIES

2012	Featured in Scholarship Excellence SU profile
2011-2012	Received course release for Portfolio Research Productivity
2008	Received University Summer Research Fellowship Grant
2007	Awarded sabbatical to teach at University of Auckland, NZ., Winter, 2008.
2005- 2009	Executive Leadership Development consultant for <i>Leading with Dignity</i> ongoing

- programs, directed by Marilyn Gist.
- 2004 Recipient, first *Genevieve Albers Professorship in Management*, awarded by the Albers School of Business and Economics, Seattle University
- 2003 Finalist in Organizational Behavior Representative At Large Election
- 2001 *Summer Research Grant* from Seattle University to study "Feedback Influences on Behavior: The Mediating Effects of Individual Differences."
- 1999 *Summer Research Grant* from the Albers School of Business and Economics at Seattle University to study "Effects of Outdoor Based Experiential Training (OBET) on Student Retention, Satisfaction, and Skill Development."
- 1998 *Summer Research Grant* from the Albers School of Business and Economics at Seattle University to study "The Emphasis on Quality: The Long-Term Benefits of Designing and Implementing Quality Programs."
- 1997 Best Conference Paper and the Best Paper in the Global Marketing Track Award at the 1997 American Marketing Association Summer Marketing Educators' Conference.
- 1996 *Outstanding Referee Award* from *Journal of Organizational Behavior*, Cary Cooper, Editor in Chief.
- 1996 *Summer Research Grant* from the Albers School of Business and Economics at Seattle University to study "The influence of coping self-efficacy on stress."
- 1995 *Summer Faculty Research Award*, Albers School of Business and Economics, Seattle University.
- 1995 *Received \$600 from the Department of Administration*, Albers School of Business for 1995 Research Award.
- 1993 *Best Paper Award* for the Division of Personnel/Human Resource Management in the Academy of Management.
- 1991 *Received \$2,000 from the Small Grant Program* in the School of Business for dissertation research on "The motivational components of teamwork: Collective efficacy, group goals, and group affective reactions". Co-principal investigator with Dr. Kinicki.

PROFESSIONAL SERVICE

Member:

Academy of Management Editorial Board since 1999

Ad Hoc Reviewer for:

Journal of Applied Psychology

Journal of Personality and Social Psychology

Academy of Management Review

Journal of Organizational Behavior

Human Relations

Group Dynamics

Journal of Occupational Health Psychology

Organizational Behavior and Human Decision Processes

COMMUNITY SERVICE

- Puget Sound Blood Donor; more than 2 gallons donated so far
- Read Across America Volunteer (March 3, 2008, Timbercrest Junior High School)
- Soccer Coach – 2001 through current; girls teams including the Cougars and Dragons
- Master's Thesis External Examiner. Served as examiner on thesis entitled, "*Learning and Leading On-Line: On-Line Community Development in the Future Leaders Programme*," written by Helen Jing Lin in partial fulfillment for the University of Auckland Master of Commerce Thesis, 2008.

PROFESSIONAL AFFILIATIONS

Member, Academy of Management, 1990 to present
Member, American Psychological Association, 1993 to present
Member, Society for Industrial and Organizational Psychology, 1995 to present
Member, Sigma Iota Epsilon, Management Honorary
Member, Alpha Kappa Psi, Professional Business Fraternity

REFERENCES

Dr. Karen Brown
Thunderbird School of Global Management
15249 59th Avenue
Glendale, AZ 85306-6000
kab@u.washington.edu

Dr. Frances McKee-Ryan
University of Oklahoma
Price College of Business
307 W. Brooks, Adams Hall Room 206
Norman, OK 73019
fran.ryan@ou.edu.