RESUME

Kim S. Cameron
William Russell Kelly Professor of Management and Organizations
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PERSONAL INFORMATION

Home Address:	1433 Bicentennial Parkway
	Ann Arbor, Michigan 48108
Home Telephone:	(734) 944-1620
Marital Status:	Married; seven children

EDUCATION

B.S.	1970 - Brigham Young University (Sociology)
M.S.	1971 - Brigham Young University (Social Psychology)
M.A.	1976 - Yale University (Administrative Sciences)
Ph.D.	1978 - Yale University (Administrative Sciences)

PROFESSIONAL POSITIONS

1971 – 1974	Ricks College, Rexburg, Idaho
	Faculty Member, Sociology and Social Psychology
1978 – 1981	Graduate School of Business

	University of Wisconsin Assistant Professor
1978 – 1981	Industrial Relations Research Institute University of Wisconsin Assistant Professor
1981 – 1984	National Center for Higher Education Management Systems, Boulder, Colorado Director, Organizational Studies
1981- 1984	Graduate School of Business University of Colorado Adjoint Associate Professor
1984 – 1995	School of Business Administration University of Michigan Assist Professor, Associate Professor, Professor Department Chair, Organizational Behavior and Human Resource Management Director, Global Business Partnership Director, Management of Managers Program Director, Program for Management Development Director, Parker Management Program
1984 – 1995	Center for the Study of Higher and Postsecondary Education University of Michigan Professor
1995 – 1998	Marriott School of Management Brigham Young University Associate Dean Ford Motor Company Richard E. Cook Professor of Management
1998 – 2001	Weatherhead School of Management Case Western Reserve University Dean Albert J. Weatherhead Professor of Management and Professor of Organizational Behavior
2001 – present	Steven M. Ross School of Business University of Michigan William Russell Kelly Professor, Management and Organizations
2001 – present	School of Education University of Michigan Professor, Higher Education

PROFESSIONAL HONORS, AWARDS, and POSITIONS

1980, 1983 - 1986, 1990, 1991, 1997	Selected Faculty member, Academy of Management Doctoral Consortia and Junior Faculty Workshops
1984	Fulbright Distinguished Scholar, Brazil
1985 – 1991	Program Chair, Division Chair, Organization and Management Theory Division, Academy of Management
1986 – 1991	Institutional Leadership Advisory Committee, National Center for Postsecondary Governance and Finance
1990	Fellow, Chinese National Higher Education Commission
1990	Visiting Scholar, USSR National Academy of Sciences
1992	David L. Bradford Outstanding Educator Award, Organizational Behavior Teaching Society
1994 – 1997	Member, National Research Council
1999 – 2000	Graduate, Leadership Cleveland, Class of 2000
2003	Elected Fellow, Academy of Management
2005 – 2008	Academy of Management Ethics Committee and Adjudicator
2005 – 2009	Board of Governors, Organizational Behavior Teaching Society
2007 – Present	Steering Committee, International Positive Psychology Association
2010	Trailblazer Award, Organizational and Management Theory Division, Academy of Management
2010	Selected, Wheatley Fellow, Wheatley Institution, Brigham Young University
Listed	Contemporary Authors Dictionary of International Biography Educators of America International Authors and Writers Who's Who Outstanding Young Men of America Who's Where Among Writers Who's Who in America Who's Who in American Colleges and Universities Who's Who in the Midwest

CURRENT and PAST EDITORIAL BOARDS

Editorships
Academy of Management Learning and Education Journal
Academy of Management Review
International Journal of Organizational Analysis
Journal of Applied Behavioral Sciences
Journal of Family Theory and Review
Journal of Leadership and Organizational Studies
Journal of Management Education
International Journal of Management Studies & Research

Former Associate Editor
Academy of Management Executive
Higher Education: Annual Handbook of Theory and Research
Human Resource Management Journal

Special Issue Editor
Academy of Management Journal
American Behavioral Scientist
Human Resource Management Journal
Journal of Applied Behavior Sciences
Review of Higher Education

Former Consulting Editor
Journal of Higher Education
Organization Science

RESEARCH GRANTS

Richard D. Irwin Foundation (1976)
U.S. Department of Labor (1978)
Wisconsin Research Foundation (1979-1980)
National Institute of Education (1981-1984)
U.S. Army Research Institute (1986-1990, 1992-1993)
Ford Motor Company (1989-1991)
Regents of the University of Michigan (1988-1989, 1993-1994)
John Templeton Foundation (1998-2002)
Kaiser-Hill and the U.S. Department of Energy (2004-2005)
Humana Corporation (2008-2012)

EXAMPLES OF CONSULTANCIES

Business:
Andersons, BASF, Boehringer Ingelheim, CH2MHill, Chrysler, Clariant, Contel, Dana, Ford, Dubai Holding, General Electric, General Motors, Henry Ford Health System, Humana, LG, Libbey Glass, Meridian Bancorp, Pfizer, Philips, Prudential, Reuters, Rexam, Texas Instruments, Whirlpool, and others.

Government:	Department of Energy, Federal Aviation Administration, General Accounting Office, National Intelligence Agencies, National Science Foundation, State Government of New York, U.S. Air Force, U.S. Army, and others.
Education:	Numerous colleges and universities, and several public school districts.
Professional:	American Assembly of Collegiate Schools of Business, American Bankers Association, American Nurses Association, Legatus.

PUBLICATIONS

Scholarly Books

David A. Whetten and Kim S. Cameron (1980, 1981) Management: A Practical Guide to Professional Skill Development. Lexington, MA: Ginn Publishing.

Robert H. Miles and Kim S. Cameron (1982) Coffin Nails and Corporate Strategies. Englewood Cliffs, NJ: Prentice Hall.

Kim S. Cameron and David A. Whetten (1983) Organizational Effectiveness: A Comparison of Multiple Models. New York: Academic Press.

Robert E. Quinn and Kim S. Cameron (1988) Paradox and Transformation: Towards a Theory of Change in Organizations. Cambridge, MA: Ballinger Publishing.

Kim S. Cameron, Robert I. Sutton, and David A. Whetten (1988) Organizational Decline: Conceptual, Empirical, and Normative Foundations. Cambridge, MA: Ballinger Publishing.

Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn (2003) Positive Organizational Scholarship. San Francisco: Barrett-Koehler.

Edward Hess and Kim S. Cameron (2006) Leading with Values: Positivity, Virtues, and High Performance. New York: Cambridge University Press.

Kim S. Cameron, Robert E. Quinn, Jeff DeGraff, and Anjan Thakor (2006) Competing Values Leadership: Creating Value in Organizations. Northampton, MA: Edward Elgar.

Kim Cameron and Marc Lavine (2006) Making the Impossible Possible: Leading Extraordinary Performance—The Rocky Flats Story. San Francisco: Berrett Koehler.

Charles C. Manz, Kim S. Cameron, Karen P. Manz, and Robert D. Marx (2008) The Virtuous Organization: Insights From Some of the World's Leading Management Thinkers. London: World Scientific Publishers.

Kim Cameron (2008) Positive Leadership. San Francisco: Berrett Koehler.

David A. Whetten and Kim S. Cameron (2010) Developing Management Skills. 8th Edition, Upper Saddle River, NJ: Prentice Hall.

Kim S. Cameron (2010) <u>Organizational Effectiveness</u>. Northampton, MA: Edward Elgar.

Kim S. Cameron and Robert E. Quinn (2011) <u>Diagnosing and Changing Organizational Culture</u> (3rd Edition). San Francisco: Jossey Bass.

Kim S. Cameron and Gretchen M. Spreitzer (2012) <u>Oxford Handbook of Positive Organizational Scholarship.</u> New York: Oxford University Press.

Scholarly Articles and Chapters

Kim S. Cameron (1978) "Measuring organizational effectiveness in institutions of higher education." <u>Administrative Science Quarterly</u>, 23: 604-632.

> Reprinted in Robert Birnbaum (Ed.) (1984) <u>Organization and Governance in Higher Education.</u> Lexington, MA: Ginn.

> Reprinted in Marvin Peterson (Ed.) (1987) <u>Organization and Governance in Higher Education</u>. 3rd Edition. Lexington, MA: Ginn.

Kim S. Cameron (1980) "Critical questions in assessing organization effectiveness." <u>Organizational Dynamics</u>, 9: 66-80.

> Reprinted in James L. Gibson, John M. Ivancevich, and James H. Donnelly (Eds.) (1985) <u>Organizations Close-up: A Book of Readings</u>. Plano, TX: Business Publications, Inc.

Kim S. Cameron (1981) "Domains of organizational effectiveness in colleges and universities." <u>Academy of Management Journal</u>, 24: 25-47.

Kim S. Cameron, and Robert E. Quinn (1981) "The impact of organizations on the family." <u>Journal of Counseling and Values</u>, 25: 119-129.

Kim S. Cameron (1981) "The enigma of organizational effectiveness." in Dan Baugher (Ed.), <u>New Directions for Program Evaluation: Assessing Effectiveness</u>, San Francisco, CA: Jossey-Bass, 1-13.

Kim S. Cameron and David A. Whetten (1981) "Perceptions of organizational effectiveness in organizational life cycles." <u>Academy of Management Proceedings</u>, 264-269.

Kim S. Cameron and David A. Whetten (1981) "Perceptions of organizational effectiveness across organizational life cycles. " <u>Administrative Science Quarterly</u>, 27: 524-544.

Kim S. Cameron (1981) "Construct space and subjectivity problems in organizational effectiveness." <u>Public Productivity Review</u>, 7: 105-121.

Kim S. Cameron (1982) "The relationship between faculty unionism and organizational effectiveness." <u>Academy of Management Journal</u>, 25: 5-25.

Kim S. Cameron (1982) "Responses to fiscal stress: Contrasting higher education and the private sector." in Robert A. Wilson (Ed.), <u>Responses to Fiscal Stress in Higher</u> <u>Education</u>, Tucson, Arizona: University of Arizona, 47-64.

Robert E. Quinn and Kim S. Cameron (1983) "Organizational life cycles and shifting criteria of effectiveness: Some preliminary evidence" <u>Management Science</u>, 29: 33-51.

    Reprinted in Robert T. Golembiewski, Rick Daly, and R. Wayne Boss (Ed.), (1985) <u>Consultation Skills</u>.

Kim S. Cameron (1983) "Strategic responses to conditions of decline: Higher education and the private sector." <u>Journal of Higher Education</u>, 54: 359-380.

Raymond F. Zammuto, David A. Whetten, and Kim S. Cameron (1983) "Environmental change, enrollment decline and institutional response: Speculations on retrenchment in colleges and universities." <u>Peabody Journal of Education</u>, 60: 93-107.

Kim S. Cameron and David A. Whetten (1983) "Organizational life cycle approaches: Overview and applications to higher education." <u>Review of Higher Education</u>, 6: 60-102.

    Reprinted in James L. Bess (Ed.) (1984) <u>College and University Organization: Insights</u> <u>from the Behavioral Sciences</u>. New York: New York University Press.

Kim S. Cameron and Raymond F. Zammuto (1983) "Matching managerial strategies to conditions of decline." <u>Human Resources Management</u>, 22: 359-376.

    Reprinted in Marvin Peterson (Ed.) (1987) <u>Organization anal Governance in Higher</u> <u>Education</u>. 3rd Edition. Lexington, MA: Ginn.

Kim S. Cameron (1983) "Assessing institutional ineffectiveness: A strategy for institutional improvement." in R. A. Scott (Ed.), <u>New Directions in Institutional Research</u>, San Francisco: Jossey Bass.

David A. Whetten and Kim S. Cameron (1983) "Management skills: A needed addition to the management curriculum." <u>The Organizational Behavior Teaching Journal,</u> 8: 9-15.

Kim S. Cameron and David A. Whetten (1983) "A model for teaching management skills." <u>The</u> <u>Organizational Behavior Teaching </u>Journal, 8: 21-27.

Kim S. Cameron (1983) "Organizational effectiveness in the U.S. tobacco industry." in Arthur G. Bedeian, <u>Organizations: Theory and Analysis</u>, 2nd Edition, Hinsdale, IL: Dryden Press.

Kim S. Cameron and David A. Whetten (1983) "Models of the organizational life cycles: Applications to higher education." <u>Review of Higher Education</u>, 6: 269-299.

    Reprinted in James R. Bess (Ed.) (1984) College and University Organization. New York: New York University Press.

Kim S. Cameron (1984) "The effectiveness of ineffectiveness." <u>Research in Organizational</u> <u>Behavior</u>, 6: 235-285..

Kim S. Cameron (1984) "Organizational adaptation and higher education." <u>Journal of Higher Education</u>, 55, 122-144.

   Reprinted in Robert Birnbaum (Ed.) (1984) <u>Organization and Governance in Higher Education</u>. Lexington, MA: Ginn.

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Raymond F. Zammuto and Kim S. Cameron (1985) "Environmental decline and organizational response." <u>Research in Organizational Behavior</u>, 7: 223-262.

Kim S. Cameron (1985) "Investigating the causal association between unionism and organizational effectiveness." <u>Academy of Management Proceedings</u>, 250-254.

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Kim S. Cameron (1985) "The paradox in institutional renewal." <u>New Directions in Higher Education</u>, R. M. Davis (Ed.), Jossey-Bass, 39-48.

David A. Whetten and Kim S. Cameron (1985) "Administrative effectiveness in higher education." <u>Review of Higher Education</u>, 9: 101-118.

Kim S. Cameron and Diana Bilimoria (1985) "Assessing effectiveness in higher education." <u>Review of Higher Education</u>, 9: 35-49.

Kim S. Cameron and David O. Ulrich (1986), "Transformational leadership in colleges and universities" In John Smart (Ed.), <u>Higher Education: Handbook of Theory and Research</u>, Vol. 2. New York: Agathon, 1-42.

Kim S. Cameron (1986) "A study of organizational effectiveness and its predictors." <u>Management Science</u>, 32: 87-112.

Kim S. Cameron (1986) "Effectiveness as paradox: Conflict and consensus in conceptions of organizational effectiveness." <u>Management Science</u>, 32: 539-553.

Kim S. Cameron, David A. Whetten, and Myung U. Kim (1987) "Organizational dysfunctions of decline." <u>Academy of Management Journal</u>, 30: 126-138.

Kim S. Cameron and Chet Borucki (1987) "A behavioral approach to assessing effectiveness at the business unit level." In Kenneth Ferris (Ed.) <u>Management Planning anal Control: The Behavioral Foundations</u>. Dallas: Publishing Horizons.

Kim S. Cameron, Myung U. Kim, and David A. Whetten (1987) "Organizational effects of decline and turbulence." <u>Administrative Science Quarterly</u>, 32: 222-240.

Kim S. Cameron, David A. Whetten, Myung U. Kim, and Ellen E. Chaffee (1987) "The aftermath of decline." <u>Review of Higher Education</u>, 10: 215-234.

Kim S. Cameron (1987) "Improving academic quality and effectiveness." In Marvin Peterson and Lisa Mets (Eds.) <u>Key Resources on Higher Education Governance, Management, and Leadership</u>. San Francisco: Jossey-Bass.

Kim S. Cameron and Deborah Ettington (1988) "The conceptual foundations of organizational culture." In John Smart (Ed.) <u>Higher Education: Handbook of Theory and Research</u>. New York: Agathon.

Denise Young, Robert Blackburn, Clifton Conrad, and Kim Cameron (1989) "Relationships to leadership and student effort to university program quality." <u>Review of Higher Education</u>, 12: 265-279.

David Ulrich, Robert Quinn, and Kim Cameron (1989) "Designing effective organizational systems." James L. Perry (Ed.) <u>Handbook of Public Administration</u>. San Francisco: Jossey‑ Bass, 148-161.

Kim S. Cameron, Myung U. Kim, and Sarah J. Freeman (1989) "Contradictions between Brazilian and U.S. organizations: Implications for organizational theory." In Chimezie A. B. Osigweh (Ed.) <u>Organizational Science Abroad</u>. New York: Plenum, 203-227.

Kim S. Cameron (1990) "The critical role of management skills in America's future." In Ross E. Robson (Ed.) <u>The Quality and Productivity Equation</u>. Cambridge, MA: Productivity Press, 189-205.

Kim S. Cameron and Sarah J. Freeman (1991) "Cultural congruence, strength, and type: Relationships to effectiveness." <u>Research in Organizational Development</u>, 5: 23-58.

Kim S. Cameron, Sarah J. Freeman, and Aneil K. Mishra (1991) "Best practices in white-collar downsizing: Managing contradictions." <u>Academy of Management Executive</u>, 5: 57-73.

Kim S. Cameron and Mary Tschirhart (1991) "Post-industrial environments and organizational effectiveness in colleges and universities." <u>Journal of Higher Education</u>, 63: 87-108.

Kim S. Cameron (1991) "Downsizing can be hazardous to your future." <u>H.R. Magazine</u>, May.

Kim S. Cameron (1992) "Why GM won't survive the decade." <u>Detroit Free Press</u>. March 1: F1-F2.

Sarah J. Freeman and Kim S. Cameron (1993) "Organizational downsizing: A convergence and reorientation framework." <u>Organizational Science</u>, 4: 10-29.

Kim S. Cameron (1993) "Organizational downsizing." In George Huber and William Glick (Eds.) <u>Organizational Change and Redesign</u>. New York: Oxford University Press, 19-65.

David A. Whetten and Kim S. Cameron (1994) "Organizational-level productivity initiatives: The case of downsizing." In Douglas Harris, Paul Goodman, and Scott Sink (Eds.) <u>The Productivity Paradox: An Explanation Of Multiplier Levels</u>, Washington, D.C.: National Research Council.

David A. Whetten and Kim S. Cameron (1994) "Organizational effectiveness: Old models and new constructs." In Gerald Greenberg (Ed.) <u>Organizational Behavior: The State of the Science</u>. New York: Lawrence Erlbaum Associates.

Kim S. Cameron (1994) "Investigating organizational downsizing: Fundamental issues." Human Resource Management Journal, 33: 183-188.

Kim S. Cameron (1994) "Strategies for successful organizational downsizing." Human Resource Management Journal, 33: 89-112.

Kim S. Cameron (1995) "Downsizing, quality, and performance." In Robert E. Cole (Ed.) The Fall and Rise of Total Quality Management, (pp. 93-114) New York: Oxford University Press.

Kim S. Cameron (1995) "Benchmarking." In Nigel Nicholson (Ed.) The Dictionary of Organizational Behavior. Oxford, UK: Blackwell.

Kim S. Cameron (1995) "Congruence." In Nigel Nicholson (Ed.) The Dictionary of Organizational Behavior. Oxford, UK: Blackwell.

Kim S. Cameron (1995) "Organizational effectiveness." In Nigel Nicholson (Ed.) The Dictionary of Organizational Behavior. Oxford, UK: Blackwell.

Kim S. Cameron (1995) "Organizational restructuring." In Nigel Nicholson (Ed.) The Dictionary of Organizational Behavior. Oxford, UK: Blackwell.

Kim S. Cameron (1995) "Organizational downsizing." In Nigel Nicholson (Ed.) The Dictionary of Organizational Behavior. Oxford, UK: Blackwell.

Kim S. Cameron and David A. Whetten (1996) "Organizational effectiveness and quality: The second generation." Higher Education Handbook of Theory and Research, 11: 265-306.

Kim S. Cameron (1996) "Downsizing and renewal." In Malcolm Warner (Ed.) The International Encyclopedia of Business and Management, London, UK: Routledge.

Kim S. Cameron (1997) "Techniques for making organizations effective." In Daniel Druckman, Jerome Singer, and Harold Van Cott (eds.) Enhancing Organizational Performance. (pp. 39-64) Washington D.C. National Academy Press.

Janice M. Beyer and Kim S. Cameron (1997) "Organizational culture." In Daniel Druckman, Jerome Singer, and Harold Van Cott (eds.) Enhancing Organizational Performance. (pp. 65-96) Washington D.C. National Academy Press.

Kim S. Cameron and John C. Smart (1997) "Maintaining effectiveness amid downsizing and decline." Academy of Management Proceedings, 57: 375-379.

Kanak Gautam, David Whetten, and Kim Cameron (1997) "Theoretical implications of measurement inconsistencies in the context of organizational decline. Research in Higher Education, 20: 181-198.

Kim S. Cameron (1997) "Downsizing and the new work covenant." Exchange, Spring: 7-9.

Kim S. Cameron (1998) "Downsizing." In Michael Poole and Malcolm Warner (eds.) The International Handbook of Human Resource Management. London: Thompson. pp. 55-61.

Kim S. Cameron (1998) "Strategic organizational downsizing: An extreme case." Research in Organizational Behavior, 20: 185-229.

Kim S. Cameron and John C. Smart (1998) "Maintaining effectiveness amid downsizing and decline in institutions of higher education." Research in Higher Education, 21: 65-86.

Bradley A. Winn and Kim S. Cameron (1998) "Organizational quality: An examination of the Malcolm Baldrige National Quality Framework." Research in Higher Education, 21: 491-512.

Kim S. Cameron and Wesley Sine (1999) "A framework for organizational quality culture." Quality Management Journal, 6: 7-25.

Kim S. Cameron and Carole K. Barnett (2000) "Organizational quality as a cultural variable: An empirical investigation of quality culture, processes, and outcomes." In Robert E. Cole and Richard Scott (eds.) The Quality Movement in America: Lessons for Theory and Research. Berkeley: University of California Press. pp. 271-294.

Kim S. Cameron and Michael Thompson (2000) "The problems and promises of total quality management: Implications for organizational performance." In Robert E. Quinn, Regina O'Neill, and Lynda St. Clair (Eds.) Pressing Problems in Modern Organizations, (pp. 215-242) New York: AMACOM.

Andrew Pettigrew, Richard W. Woodman, and Kim S. Cameron (2001) "Studying organizational change and development: Challenges for future research." Academy of Management Journal, 44: 697-713.

Kim S. Cameron and Arran Caza (2002) "Organizational and leadership virtues and the role of forgiveness." Journal of Leadership and Organizational Studies, 9: 33-48.

Kim S. Cameron (2003) "Ethics, virtuousness, and constant change." In Noel M. Tichy and Andrew R. McGill (Eds.) The Ethical Challenge. (pp. 185-193). San Francisco: Jossey-Bass.

Kim S. Cameron (2003) "Organizational transformation through architecture and design." Journal of Management Inquiry, 12: 88-93.

Kim S. Cameron, R. Duane Ireland, Robert N. Lussier, J. Randolph New, and Stephen P. Robbins (2003) "Management textbooks as propaganda." Journal of Management Education, 27:27:711-729.

Kim S. Cameron, R. Duane Ireland, Robert N. Lussier, J. Randolph New, and Stephen P. Robbins (2003) "Replies to Commentaries on management textbooks as propaganda." Journal of Management Education, 27:27:739-743.

Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn (2003) "Foundations of positive organizational scholarship." In Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn (Eds.) Positive Organizational Scholarship: Foundations of a New Discipline. (pp. 3-13) San Francisco: Berrett-Koehler.

Kim S. Cameron (2003) "Organizational virtuousness and performance." In Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn (Eds.) Positive Organizational Scholarship: Foundations of a New Discipline. (pp. 48-65) San Francisco: Berrett-Koehler.

Kim S. Cameron, Jane E. Dutton, Robert E. Quinn, and Amy Wrzesniewski (2003) "Positive organizing and the future of organizational scholarship." In Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn (Eds.) <u>Positive Organizational Scholarship: Foundations of a New Discipline.</u> (pp. 361-370) San Francisco: Berrett-Koehler.

Susan Bernstein, Kim S. Cameron, Jane E. Dutton, and Robert E. Quinn (2003) "Positive organizational scholarship: Meet the movement." <u>Journal of Management Inquiry.</u>12: 266-271.

Kim S. Cameron and Arran Caza (2004) "Contributions to the discipline of positive organizational scholarship." <u>American Behavioral Scientist,</u> 47:731-739.

Kim S. Cameron, David Bright, and Arran Caza (2004) "Exploring the relationships between organizational virtuousness and performance." <u>American Behavioral Scientist</u>, 47: 766-790.

Arran Caza, Brianna A. Barker, Kim S. Cameron (2004) "Ethics and ethos: The buffering and amplifying effects of ethical behavior and virtuousness." <u>Journal of Business Ethics</u>, 52: 169-178.

Kim S. Cameron (2005) "Congruence." In Nigel Nicholson, Pino G. Audia, and Madan M. Pillutla (Eds.) <u>The Blackwell Encyclopedia of Management</u>. Oxford, UK: Blackwell Publishing.

Kim S. Cameron (2005) "Organizational effectiveness ." In Nigel Nicholson, Pino G. Audia, and Madan M. Pillutla (Eds.) <u>The Blackwell Encyclopedia of Management</u>. Oxford, UK: Blackwell Publishing.

Kim S. Cameron (2005) "Organizational downsizing." In Nigel Nicholson, Pino G. Audia, and Madan M. Pillutla (Eds.) <u>The Blackwell Encyclopedia of Management</u>. Oxford, UK: Blackwell Publishing.

Kim S. Cameron (2005) "Organizational effectiveness: Its demise and re-emergence through Positive Organizational Scholarship." Ken G. Smith and Michael A. Hitt (Eds.) <u>Great Minds in Management: The Process of Theory Development.</u> (pages 304-330), New York: Oxford University Press.

Kim S. Cameron and Arran Caza (2005) "Developing strategies for responsible leadership," In Jonathan P. Doh and Stephen Stumph (Eds.) <u>Handbook on Responsible Leadership and Governance in Global Business.</u> (pages 87-111) New York: Oxford University Press.

Jody Hoffer Gittell, Kim S. Cameron, Sandy Lim, and Victor Rivas (2006) "Relationships, layoffs, and organizational resilience." <u>Journal of Applied Behavioral Science,</u> 42: 300-328.

     Runner-Up, Douglas McGregor Memorial Award

Kim S. Cameron (2006) "Good or not bad: Standards and ethics in managing change." <u>Academy of Management Learning and Education Journal</u>, 4: 317-323.

     Reprinted in Joan V. Gallos (2007) <u>Business Leadership: A Jossey-Bass Reader</u> (Second Edition). San Francisco: Jossey-Bass.

David S. Bright, Kim S. Cameron, and Arran Caza (2006) "The amplifying and buffering effects of virtuousness in downsized organizations." Journal of Business Ethics, 64: 249-269.

Edward H. Powley and Kim S. Cameron (2006) "Organizational healing: Lived virtuousness amidst organizational crisis." Journal of Management, Spirituality, and Religion, 3: 13-33.

Kim S. Cameron (2006) "Leadership values that enable extraordinary success." In Edward Hess and Kim Cameron (Eds.) Leading with Values: Values, Virtues, and High Performance. (pp. 132-150) New York: Cambridge University Press.

Charles Manz, Kim S. Cameron, Karen Manz, and Robert Marx (2006) "Values and virtues in organizations." Journal of Management, Spirituality, and Religion, 3: 1-12.

Kim S. Cameron (2006) "Forgiveness in organizations." In Cary L. Cooper and Debra L. Nelson (Eds.) Positive Organizational Behavior: Accentuating the Positive. (pp. 129-142) London: Sage.

Kim S. Cameron (2006) "Leading change: Try virtuousness." Leadership Excellence, 23: 8-9.

Kim S. Cameron, (2007) "Positive organizational scholarship." In Clegg, Stuart and Bailey, James (Eds.) International Encyclopedia of Organizational Studies. Beverly Hills: Sage.

Kim S. Cameron (2007) "Developing a teachable point of view." Journal of Management Education 31: 392-404.

Richard Wolfe, Kathy Babiak, Kim S. Cameron, Robert E. Quinn, Dennis L. Smart, James R. Terborg, and Patrick M. Wright (2007) "*Moneyball*: A business perspective." International Journal of Sport Finance, 4: 249-262.

Kim S. Cameron (2008) "A process for changing organizational culture." In Thomas G. Cummings (Ed.) Handbook of Organizational Development, (pages 429-445) Thousand Oaks, CA: Sage.

Jody Hoffer Gittell, Kim S. Cameron, Sandy Lim, Victor Rivas (2008) "Airline industry responses to September 11th." In Ronald Burke and Cary Cooper (Eds.) International Terrorism and Threats to Security: Managerial and Organizational Challenges, Northampton, MA: Edward Elgar Press.

Arran Caza and Kim S. Cameron (2008) "Positive organizational scholarship: What does it achieve?" In Cary L. Cooper and Stewart Clegg (Eds.) Handbook of Macro-Organizational Behavior. (pages 99-116) New York: Sage.

Kim S. Cameron (2008) "Paradox in positive organizational change." Journal of Applied Behavioral Science, 44: 7-24.

Kim S. Cameron (2008) "Positively deviant organizational performance and the role of leadership values." Journal of Values Based Leadership, 1: 67-83.

Kim S. Cameron (2008) "Leading change: Relying on fixed points." Leadership Excellence, 25: 12.

David S. Bright and Kim S. Cameron (2009) "Positive organizational change: What the field of Positive Organizational Scholarship offers to OD practitioners." In William J. Rothwell, Roland L. Sullivan, Jacqueline M. Stavros, and Arielle Sullivan (Eds.) Practicing Organizational Development. San Francisco: Jossey Bass.

David Vanette and Kim S. Cameron (2009) Implementing Positive Organizational Scholarship at Prudential.   Ross School of Business, William Davidson Institute.

Kim S. Cameron (2010) "Five keys to flourishing in trying times." Leader to Leader. Winter: 45-51.

Lynn Perry Wooten and Kim S. Cameron (2010) "Enablers of positive strategy: Positive deviant leadership." In P. Alex Linley, Susan Harrington and Nicola Garcea (Eds.) Oxford Handbook of Positive Psychology and Work, (pp. 53-65). Oxford: Oxford University Press.

Kim S. Cameron (2010) "Enablers of positively deviant leadership." Leadership Excellence, March.

Kim S. Cameron (2010), "Leading extraordinarily positive performance", in Clegg, S. (Ed.), Managing Organizations: Fundamentals and Latest Thinking. The Marketing & Management Collection, Henry Stewart Talks Ltd, London (online at http://hstalks.com/?t=MM1102595-Cameron)

Kim S. Cameron (2011) "The effects of virtuous leadership on organizational performance." In S.I. Donaldson, M. Csikszentmihalyi , & J. Nakamura (Eds.), Applied Positive Psychology: Improving Everyday Life, Schools, Work, Health, And Society. (pages 171-183) New York: Routledge.

Kim Cameron, Carlos Mora, Trevor Leutscher, and Margaret Calarco (2011) "Effects of positive practices on organizational effectiveness." Journal of Applied Behavioral Science, 47: 266-308.

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Raymond F. Zammuto and Kim S. Cameron (1982) "Environmental decline and organizational response." Presented at the 42nd Annual Meetings of the Academy of Management, New York.

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Kim S. Cameron (1983) "Accounting for improvement in institutional effectiveness over time." Presented at the Association for the Study of Higher Education Meetings, Washington, D.C.

Kim S. Cameron (1983) "Assessing organizational ineffectiveness: A strategy for institutional improvement." Presented at the Association for Institutional Research Convention, Toronto.

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Kim S. Cameron (1987) "Catastrophic events and their impact on organizational effectiveness." Presented at the Institute for Decision Sciences Meetings, Honolulu.

Kim S. Cameron (1987) "Innovation in American corporations: Best practices and competitive advantage." Presented at The Institute for Management Science Meetings, New Orleans.

Kim S. Cameron (1987) "Organizational design under conditions of decline." Presented at the 51st Annual Meetings of the Academy of Management, New Orleans.

Kim S. Cameron (1987) "Organizational decline." Presented at the 51st Annual Meetings of the Academy of Management, New Orleans.

Kim S. Cameron (1988) "Implementing large-scale downsizing and redesign strategies." Presented at the 52nd Annual Meeting of the Academy of Management, Anaheim.

Kim S. Cameron (1988) "Organizational effectiveness and constituency preferences." Presented at the 52nd Annual Meetings of the Academy of Management, Anaheim.

Kim S. Cameron (1989) "Cultural congruence, strength, and type: Relationships to effectiveness." Presented at the 53rd Annual Meetings of the Academy of Management, Washington, D.C.

Kim S. Cameron, (1989) "Teaching critical management skills." Presented at the Organizational Behavior Teaching Society, Columbia, MO.

Kim S. Cameron (1989) "Organizational decision making." Presented at the Association for the Study of Higher Education, Atlanta.

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Kim S. Cameron (1991) "Second Generation Organizational Effectiveness Research." Presented at the 55th Annual Academy of Management Meetings

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Kim S. Cameron (1997) "Organizational virtues and organizational excellence." Presented at the 61st Annual Academy of Management Meetings, Boston, August.

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Kim S. Cameron (2000) "The moral basis of competition: The role of virtues in organizations." Presented at the 64th Annual Academy of Management Meetings, Toronto.

Kim S. Cameron (2001) "Organizational virtues: Introducing new constructs in organizational behavior." Presented at the 65th Annual Academy of Management Meetings, Washington, DC.

Kim S. Cameron (2001) "Forgiveness and moral power: The case of Nelson Mandela." Presented at the 65th Annual Academy of Management Meetings, Washington, DC.

Kim S. Cameron (2002) "Organizational virtues: Implications for performance." Presentation at the Academy of Management Meetings, Denver, Colorado.

Kim S. Cameron (2002) "Positive support in tragic times." Presentation at the Academy of Management Meetings, Denver, Colorado.

Kim S. Cameron (2003) "The discipline of positive organizational scholarship: Implications for research and practice." Presentation at the Academy of Management Meetings, Seattle, Washington.

Kim S. Cameron (2003) "Inquiry into the good: Positive organizational scholarship." Presentation at the Academy of Management Meetings, Seattle, Washington.

Kim S. Cameron (2003) "Virtuous choices in a knowledge economy." Presentation at the Academy of Management Meetings, Seattle, Washington.

Kim S. Cameron (2004) "Positive organizational scholarship as actionable knowledge." Presented at the Academy of Management Meetings, New Orleans, Louisiana.

Jody Hoffer Gittell and Kim S. Cameron (2004) "Relationships, layoffs, and organizational resilience: Airline industry responses to September 11th." Presented at the Academy of Management Meetings, New Orleans, Louisiana.

Kim S. Cameron (2005) "Uncovering new variables, methods, and mechanisms for Positive Organizational Scholarship – Professional Development Workshop, Academy of Management Meetings, Honolulu, Hawaii

Kim S. Cameron (2005) "Moneyball and Positive Organizational Scholarship," Academy of Management Meetings, Honolulu, Hawaii

Kim S. Cameron (2005) "Managing effective downsizing: Lessons from research," Academy of Management Meetings, Honolulu, Hawaii

Kim S. Cameron (2005) "Virtuousness and extraordinary change." Academy of Management Meetings, Honolulu, Hawaii

Kim S. Cameron (2005) "Celebrating emotions at work: A commemoration of the work of Peter Frost." Academy of Management Meetings, Honolulu, Hawaii

Kim S. Cameron (2005) "Making a difference in teaching: A positive approach to developing management." Organizational Behavior Teaching Conference, Scranton, Pennsylvania

Kim S. Cameron (2005) "The abundance framework: An introduction to Positive Organizational Scholarship in the classroom." Organizational Behavior Teaching Conference, Scranton, Pennsylvania

Kim S. Cameron (2005) "Achieving spectacular performance at work through positive practices." Pilliod Distinguished Lecture – Kent State University

Kim S. Cameron (2005) "Positive Organizational Scholarship: Applications to business and education." Spencer Lecture – Schools of Business and Education, University of Michigan

Kim S. Cameron (2005) "Research on extraordinary performance at work: Positive practices and applications." European Academy of Management Conference, Lisbon, Portugal

Kim S. Cameron (2006) "Developing Innovation Capital for Entrepreneurship." Indiana Leadership Conference, Indianapolis, June 7, 2006.

Kim S. Cameron (2006) "New Research in Positive Organizational Scholarship." Academy of Management, Atlanta, August 12th

Kim S. Cameron (2006) "Positive Practices in Organizations." (with Gretchen Spreitzer and Robert Quinn). Academy of Management, Atlanta, August 14th.

Kim S. Cameron (2006) "Producing World Benefit by Making the Impossible Possible." Academy of Management, Atlanta, August 14th.

Kim S. Cameron (2006) "Explaining Extraordinary Organizational Performance and Transformation: Lessons From Rocky Flats." Academy of Management, Atlanta, August 15th.

Kim S. Cameron (2006) "Making the Impossible Possible." POS Links, Ross School of Business, November 6th.

Kim S. Cameron (2006) "Leadership in Dangerous Times." Global Leadership Conference, West Point, April 13th.

Kim S. Cameron (2007) "Corporate social responsibility in professional sports." Academy of Management, Philadelphia, August 6th.

Kim S. Cameron (2007) "Firing back: How great leaders bounce back after career disasters." Academy of Management, Philadelphia, August 7th.

Kim S. Cameron (2007) "Good mourning: Positive organizing in response to experiences of death in organizational life." Academy of Management, Philadelphia, August 8th.

Kim S. Cameron (2008) "The questions we ask: Prisoners to an economistic paradigm." Academy of Management, Anaheim, August 11th.

Kim S. Cameron (2008) "Flourishing and excellence: Exploring virtuousness in and through organizations." Academy of Management, Anaheim, August 11th.

Kim S. Cameron (2008) "Bouncing back from negative events." Academy of Management, Anaheim, August 12th.

Kim S. Cameron (2009) "Theory development in positive organizational scholarship." Academy of Management, Chicago, August 7th.

Kim S. Cameron (2009) "Mentoring your mentor." Academy of Management, Chicago, August 8th.

Kim S. Cameron (2009) "Energizing a paradox perspective." Academy of Management, Chicago, August 11th.

Kim S. Cameron (2009) "Expanding the compassion conversation for changing organizations." Academy of Management, Chicago, August 11th.

Kim S. Cameron (2009) "Compassion and management teaching." Academy of Management, Chicago, August 11th.

Kim S. Cameron (2010) "Meaning at Work." Academy of Management, Montreal, August 8th.

Kim S. Cameron (2010) "Passion and Positive Energy." Academy of Management, Montreal, August 10th.

Kim S. Cameron (2011) "Emotion in sport—Why does it have to be created in North America but not in Asia or Europe?" Academy of Management, San Antonio, August 14th.

Kim S. Cameron (2011) "Indicators and effects of positive organizational culture." Academy of Management, San Antonio, August 15th.

Kim S. Cameron (2011) "Organizational culture and climate: Conceptual connections and future research directions." Academy of Management, San Antonio, August 15th.

Kim S. Cameron (2011) "Virtuousness or vice: Conceptual tensions in the study of virtue in POS." Academy of Management, San Antonio, August 16th.

RESUME SUPPLEMENT
Administrative Responsibilities in Higher Education

1981 – 1984   Founder and Director, Organizational Studies Division, National Center for Higher Education Management Systems, Boulder, Colorado

Hired and supervised a staff of five scholars and researchers charged with investigating how to effectively manage institutions of higher education. One of four members of the senior management team for the federally funded Center.

1986 – 1989   Department Chair, Organizational Behavior and Human Resource Management, University of Michigan

Coordinated scholarly, teaching, hiring, and curricular activities for a department of 16 faculty members.

1989 – 1993   Co-Director, Human Resource Partnership, University of Michigan

Helped foster institutional partnerships with approximately 30 corporations leading to joint conferences, research studies, student projects, and executive development activities.

1985 - 1995   Faculty Director, Executive Education Programs, University of Michigan

Designed and directed several executive education programs in the University of Michigan's Executive Education Center including the program rated as one of the five best executive programs in the world by <u>Business Week</u> *(The Management of Managers Program). Facilitated the development of numerous tailored executive programs for corporations including Dow Corning, Dana, Ford, General Motors, and Philips Electronics.*

1995 – 1998   Associate Dean, Marriott School of Management, Brigham Young University

Responsible for the Marriott School's five graduate degree programs—MBA, MPA, MOB, MACC, and MISM—and two undergraduate degree programs—Business Management and Accounting. Also charged with developing curriculum redesign and outreach activities including distance education and executive development.

1998 – 2001   Dean, Weatherhead School of Management, Case Western Reserve University

Raised $17 million toward construction of the new Peter B. Lewis Building, created the Miller Center for Entrepreneurship with a new $10 million endowment, created an e-business concentration and curriculum with a $6.5 million endowment, developed an action learning program for the MBA curriculum, established a business-engineering degree program, increased the faculty research budget by 43 percent, launched a strategic Weatherhead School marketing initiative, hired six new faculty members, and improved Weatherhead School magazine rankings by 12 points.

2003-present   Co-Founder, Center for Positive Organizational Scholarship – University of Michigan

Organized a research center in which research, teaching, and dissemination activities are conducted on the theme of Positive Organizational Scholarship. Positive organizational scholarship is the study of that which is positive, flourishing, and life-giving in organizations. The Center has created a new field of study in organizational sciences, focused on the organizational dynamics leading to the development of human strength, producing resilience and restoration, fostering vitality, and cultivating extraordinary individual and organizational performance.

2011-present Associate Dean, Ross School of Business, University of Michigan
Responsible for the Ross School's Executive Education Center, including design, development, and delivery of executive programs in open enrollment formats and in customized forms for organizations. Programs are offered in more than a dozen countries with staff members in the U.S., Hong Kong, India, and Western Europe.