

## VITA

Daniel M. Cable, Ph.D.  
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### EDUCATION

- Ph.D.            Cornell University, Ithaca, NY, May 1995  
Dissertation: The role of person-organization fit in organizational entry.
- M.S.            Cornell University, Ithaca, NY, May 1993
- B.A.            The Pennsylvania State University, State College, PA, May 1991

### EMPLOYMENT HISTORY

- 2010 to present      Professor of Organisational Behaviour  
London Business School
- 2011 to 2014        Department Chair, Organisational Behaviour  
London Business School
- 2004 to 2010        Townsend Distinguished Professor of Management  
University of North Carolina at Chapel Hill
- 1999 to 2004        Associate Professor of Management  
University of North Carolina at Chapel Hill
- 1997 to 1999        Assistant Professor of Management  
University of North Carolina at Chapel Hill
- 1995 to 1997        Assistant Professor of Management  
Georgia Institute of Technology

### BOOKS

Yu, K. Y. T. & Cable, D. M. (2014). Oxford Handbook of Recruitment. New York: Oxford University Press.

Cable, D. M. 2007. Change to Strange: Create a Great Organization by Building a Strange Workforce. Saddlepack, NJ: Wharton Business Press.

Rynes, S. & Cable, D. M. (2003). Recruitment. Borman, W., Ilgen, D., & Klimoski, R. (Eds.), Handbook of Psychology Volume 12: Industrial and Organizational Psychology. Tampa, FL. John Wiley & Sons, Inc.

### PRACTITIONER ARTICLES

Cable, D. M. & Vermeulen, F. 2016 Stop Paying Executives for Performance. *Harvard Business Review* Online. <https://hbr.org/2016/02/stop-paying-executives-for-performance>. Feb 23.

Cable, D. M., Gino, F. & Staats, B. 2013. Reinventing Employee Onboarding. *MIT Sloan Management Review*, 54, 23-28. Reprint 54321.

Elsbach, K., & Cable, D. M.. 2012. Why Showing Your Face at Work Matters. *MIT Sloan Management Review*, 53: 10-12.

### REFEREED ARTICLES

49. Inesi, E., & Cable, D. M. 2015. When Accomplishments Come Back to Haunt You: The Negative Effect of Competence Signals on Women's Performance Evaluations. *Personnel Psychology*, 68: 463 – 719.

48. Slaughter, J., Cable, D. M., & Turban, D. 2014. Changing Job Seekers' Image Perceptions during Recruitment Visits: The Moderating Role of Belief Confidence. *Journal of Applied Psychology*, 99, 1146–1158.

47. Grant, A., Berg, J., & Cable, D. M. 2014. Job Titles as Identity Badges: How Self-Reflective Titles can Reduce Emotional Exhaustion. *Academy of Management Journal*, 57, 1201-1225.

46. Carson, J. & Cable, D. M. 2014. Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments. *Academy of Management Journal*, 57: 624-651.

44. Cable, D. M., Gino, F. & Staats, B. 2013. Breaking them in or eliciting their best? Reframing socialization around newcomers' authentic self-expression. *Administrative Science Quarterly*, 58: 1-36. Awarded "Best paper published during 2013" by the Academy of Management (OB Division).

42. Cable, D. M. & Kay, V. 2012. Striving for self verification during organizational entry. *Academy of Management Journal*, 55: 360–380. Paper was awarded "Best Competitive Paper" by the Academy of Management (OB Division), and also was awarded McKinsey's "Best Practical Implications" Award.

41. Sumanth, J., & Cable, D. M. 2011. Status and organizational entry: How organizational and individual career status affect reactions to hiring processes. *Personnel Psychology*, 64: 963–1000

40. Judge, T. A., & Cable, D. M. 2011. When It Comes To Pay, Do the Thin Win? The Effect of Weight on Pay for Men and Women. *Journal of Applied Psychology*, 96: 95-112.

39. Yu, K. Y. T., & Cable, D. M. 2011. Exploring the identity and reputation of departmental groups: Whose opinions matter most to their members? *Human Resource Management Journal*, 21(2): 105-121.

38. Elsbach, K., & Cable, D. M.. 2010. How passive "face time" affects perceptions of employees: Evidence of spontaneous trait inference. *Human Relations*, 63: 735–760. Awarded 'Paper of the Year 2010' by *Human Relations*.

37. Edwards, J. R., & Cable, D. M. (2009). The value of value congruence. Journal of Applied Psychology, 94, 654-677.
36. Kim, T. Y., Cable, D., Kim, S., & Wang, J. (2009). Emotional competence and work performance – the mediating effect of proactivity and the moderating effect of job autonomy. Journal of Organizational Behavior.
35. Furst, S. A., & Cable, D. M. (2008). Employee resistance to organizational change – Managerial influence tactics and leader-member exchange. Journal of Applied Psychology, 93, 453-462.
34. Cable, D. M. (2008). Strange success. Business Strategy Review, 19, 44-47.
33. Judge, T. A., Colbert, A., Cable, D. M., & Rynes, S. (2007). What causes a management article to be cited - article, author, or journal? Academy of Management Journal, 50, 491 – 506.
32. Voss, Z., Cable, D.M., & Voss G. (2006). Organizational identity and firm performance: What happens when leaders disagree about ‘who we are?’ Organization Science, 17: 741-755.
31. Cable, D. M., & Yu, T. K. Y. (2006). Managing Job Seekers’ Organizational Image Beliefs: The Role of Media Richness and Media Credibility. Journal of Applied Psychology, 91, 828-840.
30. Edwards, J.R., Cable, D., Williamson, I., Lambert, L., & Shipp, A. (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.
29. Kim, T. Y., Cable, D. & Kim, S. P. (2005). Socialization Tactics, Employee Proactivity, and Person-Organization Fit. Journal of Applied Psychology, 90, 232-241.
28. Judge, T. A., Cable, D. M. (2004). The effect of physical height on workplace success and income. Journal of Applied Psychology, 89, 428-441.
27. Cable, D. M & Edwards, J. R. (2004). Complementary and Supplementary Fit: A Theoretical and Empirical Integration. Journal of Applied Psychology, 89, 822-834.
26. Williamson, I. O., & Cable, D. M. (2003). Predicting early career research productivity: The case of management faculty. Journal of Organizational Behavior, 24, 25-44.
25. Cable, D. & Turban, D. (2003). The value of reputation in a recruitment context. Journal of Applied Social Psychology, 33, 2244-2266.
24. Lambert, L., Edwards, J.R., Cable, D. M. (2003). Breach and Fulfillment of the Psychological Contract: A Comparison of Traditional and Expanded Views. Personnel Psychology, 56, 895-934.
23. Turban, D. & Cable, D. (2003). Firm Reputation and Applicant Pool Characteristics. Journal of Organizational Behavior, 24, 733-751.
22. Williamson, I. O., & Cable, D. M. (2003). Interfirm network ties, interorganizational imitation, and organizational hiring patterns. Academy of Management Journal, 46, 349-358.

21. Cable, D. M. & Judge, T. A. (2003). Managers' Upward Influence Tactic Strategies: The Role of Manager Personality and Supervisor Leadership Style. Journal of Organizational Behavior, 24, 197-214.
20. Cable, D. M., & DeRue, S. (2002). The Construct, Convergent, and Discriminant Validity of Subjective Fit Perceptions. Journal of Applied Psychology, 87, 875-884.
19. Shane, S., & Cable, D. (2002). Network ties, reputation, and the financing of new ventures. Management Science, 48, 364-381.
18. Cable, D. M. & Parsons, C. (2001). Socialization Tactics and Person-Organization Fit. Personnel Psychology, 54, 1-22.
17. Aiman-Smith, L., Bauer, T., & Cable, D. M. (2001) Are you attracted? Do you intend to pursue? A recruiting policy-capturing study. Journal of Business and Psychology, 16, 219-237.
16. Cable, D. M. & Parsons, C. (2001). Cutting Off Your Nose to Spite Your Face: Effects of Justice on Students' Decisions to Damage the Reputational Rankings of Their Alma Maters. Journal of Applied Social Psychology, 31, 59-72.
15. Graham, M., & Cable, D. M. (2001). Consideration of the incomplete block design for policy-capturing research. Organizational Research Methods, 4, 26-45. Paper won Best Paper Award in the Research Methods Division at the 1998 National Academy of Management Meetings.
14. Voss, G., Cable, D., & Voss, Z. (2000). Linking Organizational Values to Relationships with External Constituents: A Study of Nonprofit Professional Theatres. Organization Science, 11, 330-347.
13. Judge, T. A., Higgins, C. A., & Cable, D. M. (2000). The employment interview: A review of recent research and recommendations for future research. Human Resource Management Review, 10, 383-406.
12. Cable, D. M., & Graham, M. (2000). The Determinants of Organizational Reputation: A Job Search Perspective. Journal of Organizational Behavior, 21, 929-947.
11. Cable, D. M., Mulvey, P., Aiman-Smith, L., & Edwards, J. R. (2000). The sources and accuracy of job seekers' organizational culture beliefs. Academy of Management Journal, 43, 1076-1085.
10. Parsons, C.K., Cable, D., & Wilkerson, J.M. (1999). Assessment of applicant work values through interviews: The impact of focus and functional relevance. Journal of Occupational and Organizational Psychology, 72, 561-566.
9. Cable, D. M. & Murray, B. (1999). Tournament vs. sponsored mobility determinants of job search success. Academy of Management Journal, 42, 439-449.
8. Cable, D. M., & Gilovich, T. (1998). Looked-over or overlooked? The effect of interviewers' prescreening decisions on post-interview evaluations. Journal of Applied Psychology, 83, 501-508.
7. Cable, D. M., & Shane, S. (1997). A prisoner's dilemma approach to entrepreneur-venture capitalist relationships. Academy of Management Review, 22, 142-176. Paper subsequently printed in

Paul Westhead and Michael Wright (Eds.) *Advances in Entrepreneurship*, London: Edward Elgar Publishing, 1999.

6. Judge, T. A. & Cable, D. (1997). Applicant personality, organizational culture, and job choice decisions. *Personnel Psychology*, *50*, 359-394.
5. Cable, D., & Judge, T. A. (1997). Interviewers' perceptions of person-organization fit and organizational selection decisions. *Journal of Applied Psychology*, *82*, 546-561.
4. Cable, D., & Judge, T. A. (1996). Person-organization fit, job choice decisions, and organizational entry. *Organizational Behavior and Human Decision Processes*, *67*, 294-311.
3. Welbourne, T., & Cable, D. (1995). Group incentives and pay satisfaction: Understanding the relationship through an identity theory perspective. *Human Relations*, *48*, 711-726.
2. Judge, T. A., Cable, D. M., Boudreau, J. W. & Bretz, R. D. Jr. (1995). An empirical investigation of the predictors of executive career success. *Personnel Psychology*, *48*, 485-519.
1. Cable, D. M., & Judge, T. A. (1994). Pay preferences and job search decisions: A person-organization fit perspective. *Personnel Psychology*, *47*, 317-348.

#### **SUBMITTED REFEREED ARTICLES**

Moore, C., Lee, Kim, K. & Cable. The advantage of being oneself: The role of self-verification in successful job search. Under 2<sup>nd</sup> revision, *Journal of Applied Psychology*.

Elsbach, K. & Cable, D. M. Identification with NASCAR. Under review, *Human Relations*.

Kim, T., Cable, D. M., & Kim. Fitting In and Feeling Self-verified: The Effects of Person-Organization Fit and the Role of Friendship Centrality. Under review, *Human Relations*.

Effron, D. A., Kakker, H., & Cable, D. M. All together? Presenting an organization as a unified entity affects the public's reaction to employee wrongdoing. Under review, *Academy of Management Journal*.

#### **WORKING PAPERS / CURRENT RESEARCH**

Lee, J., Cable, D. M., Gino, F. & Staats, B. Best-Self Activation and team processes.

Birkenshaw & Cable. Bonus system transparency and employment relationships.

Cable, D. M., Lee, J., Gino, F. & Staats, B. Bringing Employees' Best Selves to Employment Relationships Reduces Burnout.

#### **BLOGS**

Feb 23, 2016. Cable, D. M. & Vermeulen, F. Stop Paying Executives for Performance.  
<https://hbr.org/2016/02/stop-paying-executives-for-performance>

Dec 10, 2015. Cable, D. M. & Nandkishore, N. Performance Evaluations: Gaussian Curve or Playing to Strengths? [http://www.huffingtonpost.com/dan-cable/performance-evaluations-g\\_b\\_8760936.html](http://www.huffingtonpost.com/dan-cable/performance-evaluations-g_b_8760936.html)

Nov 26 2015. Cable, D. M., Gino, F., & Staats, B. The Powerful Way Onboarding Can Encourage Authenticity. [https://hbr.org/2015/11/the-powerful-way-onboarding-can-encourage-authenticity?utm\\_source=twitter&utm\\_medium=social&utm\\_campaign=harvardbiz](https://hbr.org/2015/11/the-powerful-way-onboarding-can-encourage-authenticity?utm_source=twitter&utm_medium=social&utm_campaign=harvardbiz)

Feb 2, 2015. Cable, D. M. A View From Davos: Putting Purpose to Work.  
[http://www.huffingtonpost.com/dan-cable/a-view-from-davos-putting\\_b\\_6599104.html?1422911475](http://www.huffingtonpost.com/dan-cable/a-view-from-davos-putting_b_6599104.html?1422911475)

### **BOOK CHAPTERS**

Cable, D. M., & Yu, T. K. Y. (2014). Recruitment and Competitive Advantage: A Brand Equity Perspective. Oxford Handbook of Industrial and Organizational Psychology.

Cable, D. M., & Yu, T. K. Y. (2007). The Genesis of Fit Judgments: How Selection and Recruitment Practices Develop the Beliefs used to Assess Fit. In T. Judge & C. Ostroff (Eds.) Perspectives on organizational fit. San Francisco: Jossey-Bass.

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.

Cable, D. M. & Turban, D. (2001). Establishing the Dimensions, Sources and Value of Job Seekers' Employer knowledge during recruitment. In G. Ferris (Ed.), Research in Personnel / Human Resource Management, Volume 20. Greenwich, CT: JAI Press.

Parsons, C., Cable, D. M., & Liden, B. (1999). Establishing person-organization fit. In B. Eder (Ed.), The employment interview: Theory, research, and practice (2nd Edition). Sage Publications.

### **PROCEEDINGS**

Carson, J., & Cable, D. M. 2012. Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments. Academy of Management Best Papers Proceedings.

Voss, G., Voss, Z. & Cable, D. (2005). The Effects of Authenticity Rift on Firm Performance. AMA Winter Marketing Educators' Conference Proceedings.

Williamson, I.O. & Cable, D.M. (2001). Interfirm network ties, interorganizational imitation, and organizational hiring patterns. Proceedings of the Southern Management Association. A longer version of this paper won "Best Dissertation" in the Human Resources Division of the 2001 National Academy of Management meetings.

Graham, M., & Cable, D. M. (1998). A comparison of full versus fractional factorial designs in policy-capturing studies. Academy of Management Best Papers Proceedings.

## **PRESENTATIONS**

74.     Zho, Cable, Sedikides, Wildschut. So far away yet so close: Nostalgia for a Distant Host Culture Predicts Repatriates' Job Satisfaction. Paper presented at the 2015 Academy of Management Meeting in Vancouver, Canada.
73.     Steinhage, A. L., & Cable, D. M. 2015. Winning Through Cheating or Creativity: How Emotions Influence Behavioral Choice in Competition. Paper presented at the 2015 Academy of Management Meeting in Vancouver, Canada.
72.     Smith, I. H., Kouchaki, M., Gino, F., & Cable, D. M. 2015. It's all about timing: How the time of day affects judgments and decisions. Paper presented at the 2015 Academy of Management Meeting in Vancouver, Canada.
71.     Moore, C., Lee, Kim, K. & Cable, D. M.. 2014. The advantage of being oneself: The role of self-verification in successful job search. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
70.     Zho, X., Cable, D. M., Sedikides, C., & Wildschut, T. 2014. So far away yet so close: Nostalgia for a Distant Host Culture Predicts Repatriates' Job Satisfaction. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
69.     Lee, J., Cable, D. M., Gino, F., & Staats, B. 2014. Endure and Innovate: Effects of Reflected Best Self Exercise on Resilience and Creativity. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
68.     Elsbach, K., & Cable, D. M. 2014. Walking the Talk: Advancing the Concept of Authenticity Across Levels of Analysis. Paper presented at the 2014 Academy of Management Meeting in Philadelphia, Pennsylvania.
67.     Inesi, E. & Cable, D. M. 2013. Putting them in their place: The negative effects of women's past achievements on performance evaluations. Paper presented at the 2013 Academy of Management Annual Meeting, Miami Florida.
66.     Cable, D. M., Gino, F. & Staats, B. 2012. Breaking Them In or Revealing Their Best? Reframing Socialization Around Newcomers' Self Expression. Paper presented at the 2012 Academy of Management Annual Meeting, Boston, Massachusetts.
65.     Carson, J., & Cable, D. M. 2012. Do Interviewers Sell Themselves Short? The Effect of Selling Orientation on Interviewers' Judgments". Paper presented at the 2012 Academy of Management Annual Meeting, Boston, Massachusetts.
64.     Slaughter, J., Cable, D. M., & Turban, D. 2012. New Directions in Research on Recruitment in Organizations. Discussant in symposium at the Society for Industrial and Organizational Psychology Conference in San Diego.
63.     Bauer, T., Cable, D. M., Erdogan, B., & Truxillo, D. 2011. Directions for Research on

Socialization and Newcomers. Paper presented at the 2011 Academy of Management Meeting, San Antonio, Texas.

62. Cable, D. M. & Kay, V. 2010. Striving for self verification during organizational entry. Paper presented at the 2010 Academy of Management Annual Meeting in Vancouver Canada. Paper was awarded OB Division's 2010 Award for Best Competitive Paper, and the OB Division's McKinsey Best Practical Implications Award.

61. Gino, F., Bauer, T., Cable, D., & Erdogan, B. 2010. When Good Apples Spoil the Barrel: Predicting the Impact and Acceptance of Newcomers' Ideas. Paper presented at the 2009 Academy of Management Annual Meeting in Vancouver Canada.

60. Yu, T. K. Y., & Cable, D. M. 2009. Informational Diversity, Team Cooperation, and Team Members' Long-term Orientation. Paper presented at the 2009 Academy of Management Annual Meeting in Chicago, Illinois.

59. Juillerat, T., & Cable, D. M. 2009. Status Goggles. Paper presented at the 2009 Academy of Management Annual Meeting in Chicago, Illinois.

58. Sumanth, J., & Cable, D. M. 2009. The paradox of status: How firm and career status moderate applicant reactions to selection tests. Paper presented at the 2009 Academy of Management Annual Meeting in Chicago, Illinois.

57. Cable, D. M. 2009. Person-Environment Fit: Uses for Recruitment, Selection, and Beyond. Discussant in symposium at the at the Society for Industrial and Organizational Psychology in New Orleans, April.

56. Cable, D. M., & Turban, D. 2008. Modifying Job Applicants' Organizational Image Beliefs. Paper presented at the National Academy of Management Meetings, Anaheim, California.

55. Kim, T. Y., Cable, D. & Kim, S. P. 2008. Emotional Intelligence, Proactivity, and Performance. Symposium at the at the Society for Industrial and Organizational Psychology in San Francisco, CA, April.

54. Cable, D. M., & Yu, T. K. Y. 2007. Team identity, Team reputation, and member satisfaction: Whose opinions matter most? Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, Philadelphia, Pennsylvania.

53. Yu, T. K. Y, Cable, D. M. & Edwards, J.R. (2006). Person-group fit: A value congruence. Paper presented at the National Academy of Management Annual Meeting, Atlanta, Georgia.

52. Cable, D. M. & Edwards, J.R. (2006). The value of value congruence. Paper presented at the National Academy of Management Annual Meeting, Atlanta, Georgia.

51. Cable, D. M., & Bloom, M. (2006). Organizational risk, pay risk, and managers' reactions. Paper presented at the National Academy of Management Annual Meeting, Atlanta, Georgia. Won "best paper" for the Human Resources Division of the Academy of Management.

50. Cable, D. M. (2005). Self verification in the interview: Job seekers' battle of the wills. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Hawaii.



49. Voss, Z., Cable, D., & Voss, G. (2005). When we disagree about who we are: Ideographic identity and firm performance. Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, Hawaii.
48. Voss, G., Voss, Z. & Cable, D. (2005). The Effects of Authenticity Rift on Firm Performance. Paper presented at the AMA Winter Marketing Educators' Conference.
47. Cable, D. M., & Yu, T. K. Y. 2004. Media Richness, Media Credibility, and Organizational Image Beliefs. Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, New Orleans.
46. Elsbach, K. & Cable, D. M. 2004. "'Face Time" and Performance Appraisal: Symbolic and Practical Implications of Being Seen at Work. Paper presented at the Organizational Behavior Division at the National Academy of Management Meetings, New Orleans.
45. Kim, T. Y., & Cable, D. M. 2004. Socialization Tactics, Newcomer Proactivity, and Person-Organization Fit?. Symposium at the at the Society for Industrial and Organizational Psychology in Chicago, IL, April.
44. Cable, D. M. 2004. Current Person-Based and Message-Based Approaches to Understanding Recruitment. Symposium discussant at the at the Society for Industrial and Organizational Psychology in Chicago, IL, April.
43. Cable, D. M. & Edwards, J.R. 2003. Complementary and Supplementary Fit. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Seattle.
42. Lambert, L., Edwards, J.R., & Cable, D.M. 2002. A Cognitive Approach to Breach in the Psychological Contract. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Denver.
41. Edwards, J.R. & Cable, D.M. 2002. Person-environment fit in management research: Toward a comprehensive theory-testing approach. Paper presented at the Human Resources Division at the National Academy of Management Meetings, Denver.
40. Cable, D. M., Judge, T. A. 2002. Predicting Managers' Influence Tactic Strategies Presentation given at the at the Society for Industrial and Organizational Psychology in n Toronto, Canada, April.
39. Cable, D. M. 2001. Personal Research Productivity. Paper presented at the Research Methods Division at the National Academy of Management Meetings, Washington, D.C.
38. Cable, D. M., & DeRue, S. 2001. The Construct, Convergent, and Discriminant Validity of Subjective Fit Perceptions. Paper presented at the National Academy of Management Meetings, Washington, D.C.
37. Furst, S.A., Cable, D.M., & Edwards, J.R. 2001. Managers' Reactions to Espoused and Enacted Values: Does "Walking the Talk" Really Matter? Paper presented at the National Academy of Management Meetings, Washington, D.C.

36. Cable, D. M. 2001. Integrating Image and Fit in Applicant Attraction Research. Symposium discussant at the at the Society for Industrial and Organizational Psychology in Dan Diego, CA, April.
35. Cable, D. M. 2000. Researching with coauthors. Presentation given to the Academy of Management OMT / OB Division doctoral consortium.
34. Cable, D. M. 2000. Careers in academia. Presentation given to the Academy of Management HR Division doctoral consortium.
33. Cable, D. M. & Turban, D. 2000. The value of reputation in a recruitment context. Presentation given at the at the Society for Industrial and Organizational Psychology in New Orleans, LA, April.
32. Lambert, L., Edwards, J. R., Cable, D. M. 2000. An exploration of the cognitive comparisons leading to breach in the psychological contract. Presentation given at the at the Society for Industrial and Organizational Psychology in New Orleans, LA, April.
31. Edwards, J. R., Cable, D. M., & Williamson, I. O. 2000. The Phenomenology of Fit: Linking the Person and Environment to the Subjective Experience of Fit. Presentation given at the at the Society for Industrial and Organizational Psychology in New Orleans, LA, April.
30. Edwards, J. R., Cable, D. M., & Williamson, I. O. 1999. The phenominology of fit. Presentation given at the Society of Organizational Behavior in Toronto, Canada.
29. Cable, D. M. & Parsons, C. (1999). Establishing Person-Organization Fit During Organizational Entry. Presentation given at the at Human Resources Management Division of the Academy of Management National Meeting, Chicago, IL.
28. Cable, D. M. & Parsons, C. (1999). Cutting Off Your Nose to Spite Your Face: Effects of Justice on Students' Decisions to Damage the Reputational Rankings of Their Alma Maters. Presentation given at the at Organizational Behavior Division of the Academy of Management National Meeting, Chicago, IL.
27. Williamson, I. O., & Cable, D. M. (1999). Determinants of early academic research productivity. Presentation given at the at Organizational Behavior Division of the Academy of Management National Meeting, Chicago, IL.
26. Cable, D. M. (1999). A Beginner's Manual: Keys to Academic Success. Presentation given at the at the Society for Industrial and Organizational Psychology in Atlanta, GA, April.
25. Aiman-Smith, L., Bauer, T., & Cable, D. M. (1999). Organizational attraction versus job choice intentions. Paper presented at the at the Society for Industrial and Organizational Psychology in Atlanta, GA, April.
24. Cable, D. M. (1999). Opening the "Black Box" in the Recruitment Literature Through a Brand Equity Perspective. Presentation given at the at the Society for Industrial and Organizational Psychology in Atlanta, GA, April.
23. Graham, M., & Cable, D. M. (1998). A comparison of full versus fractional factorial designs in policy-capturing studies. Paper presented in the Research Methods Division of the Academy of

Management National Meeting, San Diego, CA. Paper subsequently won the Sage Award for Best Paper and published in the 1998 Academy of Management Best Papers Proceedings.

22. Cable, D. M., Aiman-Smith, L., Mulvey, P., & Edwards, J. R. (1998). The Sources and Accuracy of Job Seekers' Perceptions of Organizational Culture. Paper presented at the Society for Industrial and Organizational Psychology in Dallas, TX, April.
21. Cable, D. M. & Murray, B. (1998). A Signaling Theory Perspective on Academic Hiring Decisions. Paper presented at the Society for Industrial and Organizational Psychology in Dallas, TX, April.
20. Cable, D. M. & Bloom, M. (1998). Pay Systems, Personality, and Person-Organization Fit. Paper presented at the Society for Industrial and Organizational Psychology in Dallas, TX, April.
19. Cable, D. M., Johnson, D. E. & Blancero, D. (1997). Effect of Perceived Selection System Validity and Fairness on Job Search Decisions. Symposium presented in the Organizational Behavior Division of the Academy of Management National Meeting, Boston, MA.
18. Cable, D. M. & Judge, T. A. (1997). Role of organizational information sessions in applicant job search and choice processes. Symposium presented in the Human Resources Division of the Academy of Management National Meeting, Boston, MA.
17. Cable, D. M., & Graham, M. (1997). The determinants of organizational reputation among job seekers: A verbal protocol analysis. Paper presented in the Human Resources Division of the Academy of Management National Meeting, Boston, MA.
16. Cable, D. M., & Gilovich, T. (1997). Looked-over or overlooked? The effect of interviewers' prescreening decisions on post-interview evaluations. Paper presented at the Society for Industrial and Organizational Psychology in St. Louis, MO, May.
15. Cable, D. M. (1997). Sex Differences and "Self-Insight" Regarding Job Attribute Preferences: A Review and Extension. Paper presented at the Society for Industrial and Organizational Psychology in St. Louis, MO, May.
14. Cable, D. M. (1997). "Person-Organization Fit and Organizational Entry." Paper presented at the Society for Industrial and Organizational Psychology.
13. Judge, T. A., & Cable, D. M. (1996). The dispositional basis of organizational culture preferences. Paper presented at the Academy of Management National Meeting, Cincinnati, OH.
12. Cable, D. M., Chatman, J. A., Edwards, J. R., Kristof-Brown, A. L., & Schneider, B. (1996). The Goldilocks Pursuit: A Discussion of the Search for "Just Right" in Person-Organization Fit. Discussion session held at the 1996 Academy of Management Annual Meetings in Cincinnati, OH, August.
11. Cable, D. M., & Shane, S. (1996). "A Prisoner's Dilemma Approach to Entrepreneur-Venture Capitalist Relationships." Paper presented at the 1996 Academy of Management Annual Meetings in Cincinnati, OH, August.

10. Cable, D. M., & Judge, T. A. (1996). "Person-Organization Fit, Job Choice Decisions, and Organizational Entry." Paper accepted for presentation at the Society for Industrial and Organizational Psychology in San Diego, CA, May.
9. Judge, T. A. & Cable, D. M. (1996). "Applicant Personality, Organizational Culture Preferences, and Person-Organization Fit." Paper accepted for presentation at the Society for Industrial and Organizational Psychology in San Diego, CA, May.
8. Cable, D. M., & Judge, T. A. (1995). "The Role of Person-Organization Fit in Organizational Selection Decisions." Presented as a Competitive Paper in the Human Resources Division of the 1995 Academy of Management Annual Meetings in Vancouver, August. Paper chosen as the Best Student Paper in the Human Resources Division.
7. Judge, T. A., Blancero, D., Cable, D. M., & Johnson, D. E. (1995) "Selection systems and job search decisions." Paper presented at the Society for Industrial and Organizational Psychology in Orlando, FL, May.
6. Judge, T. A., Cable, D. M., Boudreau, J. W. & Bretz, R. D. Jr. (1994). "An Empirical Investigation of the Determinants of Executive Career Success." Paper presented at the 1994 Academy of Management Annual Meetings in Dallas, TX, August. Paper nominated for Best Paper Award.
5. Cable, D., & Judge, T. A. (1994). "Pay Preferences and Job Search Decisions." Paper presented at the Society for Industrial and Organizational Psychology in Nashville, TN, May.
4. Welbourne, T., & Cable, D. (1993). "Group Incentives and Pay Satisfaction: Understanding the Relationship Through an Identity Theory Perspective." Paper presented at the Academy of Management National Meetings in Atlanta, GA, August.
3. Cable, D., & Judge, T. A. (1993). "Compensation Systems and Job Search: An Application of Signaling Theory." Paper presented at the Industrial Relations Research Association Annual Meetings, Boston, MA. Paper subsequently accepted as a top competitive paper in the IRRA Working Papers Series, January.
2. Cable, D. M. & Welbourne, T. M. (1994). "Understanding the effect of organizational change on employees through a combined social identity theory / identity theory perspective." Paper presented at the Organizational Studies Conference in Seattle, WA, October.
1. Cable, D. (1994). "Pay Preferences." Paper presented at the University of Montreal School of Industrial Relations in Montreal, Quebec, March

#### **RECENT TEACHING**

Course	# of	Date	Evaluation
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Number and Name	Students		
Essentials of Leadership	50	February 2016	4.8
Accelerated Development Program	40	February 2016	4.8
Essentials of Leadership	60	October 2015	4.4
Accelerated Development Program	40	Sept 2015	4.8
Leading Change	40	September 2015	4.8
Essentials of Leadership	60	July 2015	4.6
Accelerated Development Program	40	May 2015	3.9
Accelerated Development Program	30	January 2015	4.4
Accelerated Development Program	50	November 2014	4.3
Leading Change	40	October 2014	4.7
Leading Change	40	August 2014	4.8
Essentials of Leadership	60	July 2014	4.8
Essentials of Leadership	58	April 2014	4.7
Essentials of Leadership	58	Feb 2014	4.8
Human Resource Strategy in Transforming Organisations	50	November 2013	4.9
Essentials of Leadership	58	October 2013	4.6
Accelerated Development Program	50	June 2013	4.9
Essentials of Leadership	55	June 2013	4.7
Human Resource Strategy in	50	May 2013	4.6

Transforming Organisations			
Accelerated Development Program	50	April 2013	5.0
Essentials of Leadership	55	January 2013	4.8
Essentials of Leadership	55	October 2012	4.8
Leading Change	25	September 2012	4.9
Accelerated Development Program	50	June 2012	4.6
Human Resource Strategy in Transforming Organisations	50	20%	4.80
Leading Change	65	20%	4.83
Essentials of Leadership	54	January 2012	4.7
Jan 2012 Accelerated Development Program	50	20%	4.9
Leading Change	62	90%	4.5
Essentials of Leadership	54	November 2011	4.6
Accelerated Development Program	50	Nov 2011	4.9
Essentials of Leadership	60	October 2011	4.5
Accelerated Development Program	50	Oct 2011	4.9
LBS JEMBA Developing Effective Managers and Organizations	79	Spring 2011	4.92
LBS Sloan Managing People and Organizations	53	Spring 2010,	4.22
LBS JEMBA Leadership	79	Spring 2011	4.88

LBS SEMBA Leadership	75	Fall 2010,	4.90
LBS SEMBA Leadership	37	Spring 2010,	4.75
LBS Sloan Managing People and Organizations	53	Spring 2010	4.47
LBS MBA Leadership Skills	77	Winter 2010	4.57
LBS MBA Leadership Skills	79	Fall 2009	4.78
LBS SEMBA Leadership	79	Fall 2009	4.63

Executive Education:

Program	Date	Session Title	Score
AT Kearney	Jan 2016	Co-creation, 1Self	4.8/5.0
Prudential	October 2015	Purpose and engagement	4.7/5.0
Ericsson	September 2015	Making an impact	4.2/5.0
Deutsche Bank	June 2015	Leading change	4.3/5.0
Nordea	June 2015	People and competitive advantage	4.8/5.0
Ericsson	June 2015	Making an impact	4.8/5.0
Lloyds	May 2015	Innovation and change	4.9/5.0
Deutsche Bank	April 2015	Leading change	4.6/5.0
Rabobank	April 2015	Leading change	4.9/5.0
Arla Foods	Match 2015	Leading change	4.3/5.0
Nordea	Feb 2015	People and competitive advantage	4.9/5.0
Carlsberg	Jan 2015	Leading change	4.8/5.0
AT Kearney	Jan 2015	Co-creation, 1Self	4.7/5.0
Arla Foods	Jan 2015	Leadership	4.8/5.0
Sanofi	Jan 2015	Innovation and sustained competitive advantage	4.9/5.0
Roche	November 2014	Innovation and change	4.8/5.0
Arla Foods	November 2014	Leading change	4.4/5.0
Millicom	October 2014	Leading with Purpose	5.0/5.0
AT Kearney	October 2014	1Self	4.5/5.0

Lloyds	October 2014	Innovation and change	5.0/5.0
Porsche Holding	October 2014	Leading change	4.7/5.0
Ericsson	October 2014	Making an impact	4.8/5.0
AT Kearney	Oct 2014	Engagement	4.7/5.0
Roche	August 2014	Innovation and change	4.5/5.0
Deutsche Bank	August 2014	Leading change	4.4/5.0
Arla Foods	June 2014	Leading change	4.8/5.0
AT Kearney	June 2014	Engagement	4.9/5.0
Deutsche Bank	June 2014	Leading change	4.6/5.0
Nordea	June 2014	People and competitive advantage	4.8/5.0
Deutsche Bank	May 2013	Leading change	4.7/5.0
pwc Partner and Director Day	May 2014	Self expression	4.5/5.0
Nordea	Feb 2014	People and competitive advantage	4.9/5.0
Ericsson	March 2014	Making an impact	5.0/5.0
World Economic Forum	March 2014	Purpose	4.8/5.0
Carlsberg	March 2014	Leading change	4.9/5.0
Arla Foods	Jan 2014	Leading change	4.7/5.0
Sanofi	Dec 2013	Innovation and sustained competitive advantage	4.5/5.0
AT Kearney	Dec 2013	Engagement	4.9/5.0
pwc Partner and Director Day	Nov 2013	Self expression	4.6/5.0
Ericsson	October 2013	Making an impact	4.9/5.0
Arla Foods	October 2013	Leading change	4.8/5.0
Nordea	September 2013	Leading change	4.5/5.0
Roche	June 2013	Innovation and change	4.6/5.0
Arla Foods	September 2013	Leading change	4.7/5.0
De Brauw	August 2013	Culture and sustained competitive advantage	4.9/5.0
Petrofac	July 2013	Leading change	5.0/5.0
Lloyds	June 2013	Leading change	5.0/5.0
Deutsche Bank	June 2013	Leading change	5.0/5.0
Roche	June 2013	Innovation and change	4.8/5.0
Young Presidents Organization	May 2013	Leading change	9.4/10
Arla Foods	May 2013	Leading change	4.8/5.0
Nordea	May 2013	Leading change	4.5/5.0



PricewaterhouseCoopers	May 2013	Leading change	4.9/5.0
Roche	March 2013	Innovation and change	4.7/5.0
Ericsson	April 2013	Making an impact	4.6/5.0
De Brauw	Feb 2013	Culture and sustained competitive advantage	4.9/5.0
Sanofi	Feb 2013	Innovation and sustained competitive advantage	4.9/5.0
Nordea	Feb 2013	Leadership	4.8/5.0
Deutsche Bank GTO Leadership	Jan 2013	Leading change	5.0/5.0
Arla Foods	December 2012	Leading change	4.9/5.0
PwC Partners	October 2012	Leading change	4.8/5.0
Rabobank	October 2012	Leading change	4.9/5.0
McDonalds	September 2012	Engagement and change	4.9/5.0
Petrofac	Sept 2012	Leading change	4.7/5.0
Arla Foods	Sept 2012	Sustained competitive advantage	4.8/5.0
Petrofac	July 2012	Leading change	4.8/5.0
Rabobank	June 2012	Leading change	4.8/5.0
Roche	June 2012	Engagement	4.4/5.0
Sanofi	May 2012	Sustained competitive advantage	4.8/5.0
Deutsche Bank	April 2012	Leadership	4.9/5.0
Roche	April 2012	Leading Change	4.5/5.0
Areva	March 2012	Leadership	4.7/5.0

## **BLOGS**

February 2, 2015. A View From Davos: Putting Purpose to Work. *The Huffington Post*.

## **RECENT MEDIA REFERENCES**

1 March. *Quartz*. The biggest problem with CEO bonuses isn't the obscene pay.

Feb 26 2016. *Bloomberg*. Heresy! Stop Paying CEOs Performance Bonuses,

Feb 12 2016. City A.M. How to stay authentic in stressful situations.

November 1 2015 *Fortune*. Latest Research Says Praising Employees Boosts Productivity After All.

June 22 2015. *Bloomberg*. U.K. Bankers More Likely to Misbehave Under Pressure.

June 21 2015. *The Sunday Times*. How to fix bad boy bankers.

March 26, 2015. *Financial Times*. The pros and cons of corporate democracy, Guardian-style

November 7, 2014. *CNN*. Introverts' secrets of success.

September 9 2014. *Fast Company*. Why your job title means a lot more than you think.

September 9 2014. *National Public Radio*. In Some Jobs, Past Achievements May Work Against Female Workers

September 3 2014. *Fast Company*. The Case For Letting Employees Choose Their Own Job Titles.

September 1 2014. *Chicago Tribune*. Finding your inner work identity.

August 12, 2014. *Harvard Business Review*. Why You Shouldn't Try to Win Over a Candidate During the Job Interview.

July 31, 2014. *The Atlantic*. Why Taco Bell Likes to Call Its Workers 'Champions.' The perils of corporate euphemisms.

June 6, 2014. *Fast Company*. Why homeworking is bad for your career.

April 22, 2014. *The Huffington Post*. Coaching for Values as an Onboarding Learning Experience.

March 27, 2014. *Fast Company*. Five reasons you need to instill values in your organization.

February 14 2014. *Financial Times*. In romance follow your head not your heart (interview + print)

February 2014, *Cosmopolitan*. The science of dating: do we spend too much time selling ourselves?

February 2014, *Yahoo! Style – Hong Kong*. Do we spend too much time selling ourselves?

September 2013 *Fast Company*. How to solve your new job's awkward alienation problem

August 2013, *BBC4 Interview*. Teleworking.

April 2013, *McKinsey Quarterly*. Givers take all: The hidden dimension of corporate culture.

April 5, 2013. *Financial Times*. The bottom line vs the picket line.

April 1, 2013. *Forbes*. First Minutes Are Critical in New-Employee Orientation.

March 18, 2013. *Huffington Post*. How Feeling Fat Makes You Steal.

April 27, 2012. *The Sunday Times*. Something for the weekend: Self verification.

### **RECENT INVITED TALKS**

Harvard NOM, Wharton Management, Technological University of Munich, INSEAD, UCLA, UC Santa Barbara, University of Southern California, Erasmus Rotterdam,

### **AWARDS AND HONORS**

2012 Ranked 22<sup>nd</sup> most influential management scholar who received degree after 1991 (Scholarly Impact Revisited, *Academy of Management Perspectives*).

2010 “Best Competitive Paper Award” and “McKinsey’s Best Practical Implications Award” of the 2010 Academy of Management Annual Meetings

2006 Won “best paper” of the Academy of Management Annual Meetings

### **AWARDS AND HONORS**

2006 Weatherspoon Distinguished Researcher Award

2003 MBA Master Teacher award

2003 UNC Research all-star award

2003 UNC Teaching all-star award, executive education

2001 Ernest J. McCormick Award for Distinguished Early Career Contributions, Society for Industrial and Organizational Psychology

2000 Invited to join Personnel and Human Resources Research Group

2000 Selected by Ones & Viswesvaran’s as “most published authors during the 1990s” The Industrial Psychologist, April.

1999 Weatherspoon BSBA Best Teacher Award

1998 Sage Award for Best Paper, Research Methods Division, Academy of Management

1998 Belk Research Fellow, University of North Carolina at Chapel Hill

1996 Best Dissertation Award, Human Resources Division, Academy of Management

1996 S. Rains Wallace Best Dissertation Award, Society of Industrial/Organizational Psychology

1995 Best Student Paper, Human Resources Division, Academy of Management  
1994 Martin Catherwood Award for outstanding publication in human resource management  
1990 Hinman Industrial and Organizational Psychology Scholarship for undergraduate research

### **PROFESSIONAL AFFILIATIONS**

Phi Beta Kappa, 1988-  
Academy of Management, 1990-  
The Society for Industrial and Organizational Psychology, 1990-  
American Psychological Society, 1995-  
Personnel and Human Resources Research Group, 2001-

### **SERVICE**

#### London Business School

2015 Management Practice Committee  
2014 Associate Professor Performance Review Committee for Paolo Surico and Isabel Fernandez-Mateo  
2012-2014 Chair of Organisational Behaviour Department  
2011 Co-Chair of Organisational Behaviour Department  
2011-2014 Coordinator for change management concentration  
2011 MBA Curriculum Review Committee  
2011 Associate Professor Performance Review Committee for Francisco Gomez  
2011 Associate Professor Performance Review Committee for Paolo Volpin  
2010-2011 MBA Curriculum Review Committee

#### Kenan-Flagler Service

2008 Chair of our research impact team, Strategy Implementation Team  
OB Faculty search chair, 2005 and 2006  
Promotion and Tenure Committee, 2004-2005  
OB Faculty search committee, 2003  
Member of Steve Hoeffler's reappointment committee, 2002  
Member of Rebecca Ratner's reappointment committee, 2001  
Member of Dave Hofmann's tenure committee, 2001  
Ph.D. Representative for OB Area, 2000-2003  
Member of Wendell Gilland's reappointment committee, 2000  
Leader of Faculty and Staff MBA program self-assessment, 2000  
OB Faculty Search Co-Chair, 2000-2001  
Faculty Director, Young Managers Program, 2000. 2001  
Undergraduate Teaching Award Committee Chair, 2000  
Kenan-Flagler OB Comprehensive Exam Committee, 1999  
Kenan-Flagler MBA Team Development Workshop Leader, 1999

#### Student Committee Memberships:

Soo Baik  
Anna Steinhage  
Trevor Yu: Dissertation committee, 2007-2008  
Abbie Shipp: Dissertation committee 2005-2006  
Stacie Furst, Chair 2004-2005  
Lisa Lambert: Dissertation committee 2003-2004

Leigh Selander (2002 BS), honors thesis chair  
Ian Williamson (2000 PhD), chair. Dissertation subsequently won 2002 Ralph Alexander  
Dissertation Award of the HR Division of the Academy of Management  
Paula Simms (1999, Executive MBA), advisor  
Marcus Stewart (1999, PhD), committee member  
Scott DeRue (1999 BS), honors thesis chair  
Jarred Hayes (1998 BS), honors thesis committee member  
Paul Mastropolo (1998 BS), honors thesis committee member

Summer Papers:

Tina Juillerat  
John Sumath  
Stacie Furst  
Lisa Lambert

Academic Journal Service

2000-2004, 2011-present Editorial Board, Academy of Management Journal  
2009-2012 Editorial Board, Organizational Behavior and Human Decision Processing  
2008-2012 Editorial Board, Journal of Management  
2002- 2012 Consulting Editor, Journal of Applied Psychology  
1999-2004 Editorial Board, Journal of Organizational Behavior

Professional Service Activities:

2015 Selection committee for Academy of Management's OB Best Paper Award  
2015 Selection committee for Academy of Management's HR early career award  
2015 Selection committee for Academy of Management's OB Mentoring Award  
2014 Selection committee for Academy of Management's HR early career award  
2012-2013 Selection committee for Academy of Management Journal Best Article Award  
2012-2013 Selection committee for OB Division's Lifetime Achievement Award, Academy of  
Management  
2011 Selection Committee for OB Division's Innovative Student Paper Award, Academy of  
Management  
2008 Dissertation Proposal Workshop for OMT of the Academy of Management  
2006 Judge for Ernest J. McCormick Award for Distinguished Early Career Contributions,  
Society for Industrial and Organizational Psychology  
2003-2006 Elected to Executive Committee of Human Resources Division of the Academy of  
Management  
2005-2006 Chair of Awards Committee, Human Resources Division of the Academy of  
Management  
2004 Society for Industrial and Organizational Psychology Early Career Contributions Award  
committee  
2002 Awards Committee, Society for Industrial and Organizational Psychology  
2002 Academy of Management's Newman Award Committee  
2001 Academy of Management Awards Committee  
2000 Organizational Behavior Doctoral Consortium, Academy of Management  
2000 Academy of Management Awards Committee  
2000 Academy of Management, panel member in doctoral consortium for OMT / OB Division  
1999 Academy of Management, panel member in doctoral consortium for HR Division  
1999 National Undergraduate HR Program Evaluation committee, Society for Human Resource  
Management

1999 Academy of Management Program Committee, Organizational Behavior Division  
1999 Society for Industrial and Organizational Psychology, Reviewer  
1999 Awards Committee, Society for Industrial and Organizational Psychology  
1998 Academy of Management, panel member in doctoral consortium for HR Division  
1998 Academy of Management Program Committee for Organizational Behavior, Human  
Resource Management Divisions  
1998 Awards Committee, Society for Industrial and Organizational Psychology  
1998 Society for Industrial and Organizational Psychology, Reviewer  
1997 Academy of Management Awards Committee for Best Dissertation Award  
1997 Academy of Management Meetings, Reviewer  
1996 Awards Committee, Society for Industrial and Organizational Psychology  
1996 Awards Committee, Academy of Management HR Division, Scholarly Achievement  
1995-20010 Ad Hoc Reviewer for most management journals