

D. Brian McNatt

College of Business & Economics
313F Department of Management
Boise State University
Boise, ID 83725
Phone (208) 426-1096
Fax (208) 426-1857
Email: brianmcnatt@boisestate.edu

EDUCATION

Ph.D.	Tippie College of Business, University of Iowa, 2000 Major: Organizational Behavior / Human Resources Minor: Social Psychology
Master of Accounting	Marriott School of Management, Brigham Young University, 1989 Major: Accounting—Information Systems
Bachelor of Science	Marriott School of Management, Brigham Young University, 1986 Major: Accounting Minor: Business Administration

EMPLOYMENT HISTORY

Assistant Professor of Management	College of Business and Economics, Boise State University, 2010 to present
Assistant Professor of Management	College of Business and Public Administration, Old Dominion University, 2005 to 2010
Assistant Professor of Management	Terry College of Business, University of Georgia, 2000 to 2005

PUBLICATIONS

McNatt, D.B., Glassman, M., & Glassman, A.M. (in press). *The Great Academic-Practitioner Divide: A Tale of Two Paradigms*. **Global Education Journal**.

Judge, W.Q., McNatt, D.B., & Xu, W. (in press). *The antecedents and effects of national corruption: A meta-analysis*. **Journal of World Business**.

McNatt, D.B. (2010). *Negative reputation and biased student evaluations of teaching: Longitudinal results from a naturally occurring experiment*. **Academy of Management**

Learning & Education, 9, 225-242.

Hirschfeld, R.R., & McNatt, D.B. (2008). *Improving performance in an ongoing learning endeavor: The complementary roles of approach-goal orientations as explained by interest and effort*. In K.H. Kiefer (Ed.), **Applied Psychology Research Trends**, 161-182, Hauppauge, NY: Nova Science Publishers, Inc.

McNatt, D.B. & Judge, T.A. (2008). *Self-Efficacy intervention, job attitudes, and turnover: A field experiment with employees in role transition*. **Human Relations**, 61, 783-810.

Hirschfeld, R.R., Thomas, C.H., & McNatt, D.B. (2008). *Implications of self-deception for self-reported intrinsic and extrinsic motivational dispositions, and actual learning performance: A higher-order structural model*. **Educational and Psychological Measurement**, 68, 154-173.

McNatt, D.B., Glassman, M., McAfee, R.B. (2007). *Pay inversion versus pay for performance: Can companies have their cake and eat it too?* **Compensation and Benefits Review**, 39, 27-35.

McNatt, D.B. & Judge, T.A. (2004). *Boundary conditions of the Galatea effect: A field experiment and constructive replication*. **Academy of Management Journal**, 47, 550-565.

Rynes, S.L. & McNatt, D.B. (2001). *Bringing the organization into organizational research: An examination of academic research inside organizations*. **Journal of Business & Psychology**, 16, 3-19.

McNatt D.B. (2001). *The Pygmalion effect: Managing the power of expectations*. Carlsbad, CA: **CRM Learning**.

McNatt, D.B. (2000). *Ancient Pygmalion joins contemporary management: A meta-analysis of the result*. **Journal of Applied Psychology**, 85, 314-322.

Rynes, S.L., McNatt, D.B., & Bretz, R.D. (1999). *Academic research inside organizations: Inputs, processes, and outcomes*. **Personnel Psychology**, 52, 869-898.

CONFERENCE PROCEEDINGS

McNatt, D.B. & Vandenberg, R.J. (2001). *Reputation bias and belief perseverance: The impact on student learning and evaluations of teaching effectiveness*. Southern Management Association Conference Proceedings.

PRESENTATIONS

Judge, W.Q., McNatt, D.B., & Xu, W. (2008). *The antecedents and effects of national corruption: A meta-analysis*. Presentation at annual conference of the Academy of International Business, Milan, Italy.

McNatt, D.B., Campbell, S., & Hirschfeld, R.R. (2007). *Characteristics of self-efficacy interventions within work related contexts: A meta-analysis*. Poster Session at the Twenty-second annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

McNatt, D.B., Campbell, S., & Hirschfeld, R.R. (2006). *Characteristics and effectiveness of work-related self-efficacy interventions: A meta-analysis*. Poster Session at the Eastern Virginia Research Expo, Norfolk, VA.

McNatt, D.B., & Ng, T. (2005). *Enhancing oral communication confidence, skills, and performance: An experiment of service-learning*. Presentation at the annual conference of the Academy of Management, Honolulu, HI.

McNatt, D.B., Campbell, S., & Hirschfeld, R.R. (2005). *Building self-confidence: A meta-analysis of the effectiveness of self-efficacy interventions in work-related contexts*. Poster Session at the Twentieth annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Hirschfeld, R.R., Thomas, C., & McNatt, D.B. (2005). *Self-deception, intrinsic and extrinsic self-regulatory dispositions, and learning performance*. Poster Session at the Twentieth annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

McNatt, D.B. (2004). *Work-life balance and time management essentials: Myths, madness, and methods*. Presentation at New Faculty Consortium—UGA, Athens, GA.

McNatt, D.B. & Judge, T.A. (2002). *Self-efficacy interventions in business organizations: Testing the boundary conditions of the Galatea effect*. Poster Session at the Seventeenth annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

McNatt, D.B. & Vandenberg, R.J. (2001). *Reputation bias and belief perseverance: The impact on student learning and evaluations of teaching effectiveness*. Presentation at the annual conference of the Southern Management Association, New Orleans, LA.

Hirschfeld, R.R., Lawson, L., & McNatt, D.B. (2001). *Goal-related propensities and an improvement in performance: Prediction beyond self-efficacy, interest and effort?* Presentation at the annual conference of the Academy of Management, Washington D.C.

McNatt, D.B. & Judge, T.A. (2001). *Self-efficacy intervention effects on job attitudes: A field experiment*. Poster Session at the Sixteenth Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

McNatt, D.B. (1997). *Ancient Pygmalion joins contemporary management: A meta-analysis of the results*. Presentation at the annual conference of the Academy of Management, Boston, MA.

Rynes, S.L., McNatt, D.B., & Bretz, R.D. (1997). *Successful multi-disciplinary collaboration between academics and industry: Research on the process*. Symposium presentation at the annual conference of the Academy of Management, Boston, MA.

Rynes, S.L., McNatt, D.B., & Bretz, R.D. (1997). *Academic management research inside organizations: Partnerships or one-night stands?* Presentation at semi-annual meeting of the University of Iowa College of Business Board of Visitors, Iowa City, IA.

RESEARCH UNDER REVIEW

McNatt, D.B., Campbell, S., & Hirschfeld, R.R. *Enhancing self-efficacy and related outcomes: A meta-analysis of work-related self-efficacy interventions*. Revise & Resubmit requested at Personnel Psychology.

RESEARCH IN PROGRESS

McNatt, D.B. *Enhancing oral communication confidence, skills, and performance: An experiment of team-based service-learning*. Finishing manuscript. Submitting to Journal of Managerial Issues.

McNatt, D.B. & Orvis, K. *Self-judgment accuracy and the dark side of the force: The impact of over confidence on self-efficacy interventions*. Entering data. Submitting to Human Performance.

Oh, I.S. & McNatt, D.B. *The Pygmalion Leadership Style in organizations revisited: Unfolding the mediating roles of LMX and motivation*. Writing manuscript. Submitting to Leadership Quarterly.

McNatt, D.B. & Henley B. *A model of self-fulfilling prophecy within socio-economic status levels*. Data entered. Submitting to Administrative Science Quarterly.

Orvis, K., Tekleab, A., & McNatt, D.B. *The role of organizational insiders on psychological contract development: A longitudinal study*. Entering data.

McNatt, D.B. & Henley B. *Mitigating socio-economic status level biases: An experimental simulation of team effectiveness*. Entering data. Submitting to Journal of Applied Psychology.

Judge, W.Q., McNatt, D.B., & Orvis, K. *Leadership self-development: An examination of the effectiveness of on-line executive coaching*. Designing data gathering. Submitting to Journal of Leadership and Organization Studies.

GRADUATE STUDENTS

Weichu, Xu (2010), Ph.D. Dissertation Committee member

Kurt Oborn, (2009), Ph.D. Dissertation Committee member
 Amro Maher, Ph.D. (2008), Ph.D. Dissertation Committee member
 Robert Carton, Ph.D. (2004), Ph.D. Dissertation Committee member
 Thomas Ng (2004), Ph.D. Comprehensive Exams Committee member
 Chris Thomas (2004), Ph.D. Comprehensive Exams Committee member
 Clara Andrews, MA (2002), MA Committee Member
 Hettie Richardson, Ph.D. (2001) Ph.D. Dissertation Committee member

TEACHING EXPERIENCE

Old Dominion University (*5=Excellent; 1 = Poor*)

Organizational Behavior-451, Spring 2010 (4.40)

Leadership & Personal Development-630, Spring 2010 (4.57)

Organizational Behavior-451, Fall 2009 (4.61)

Organizational Behavior-451, Fall 2009 (4.59)

Management of Organizations-602, Fall 2009 (**4.93**)

Organizational Behavior-451, Spring 2009 (4.73)

Management of Organizations-602, Spring 2009 (4.30)

Organizational Behavior-451, Fall 2008 (**4.92**)

Organizational Behavior-451, Fall 2008 (4.14)

Organizational Behavior-451, Spring 2008 (4.53)

Management of Organizations-602, Spring 2008 (4.51)

Organizational Behavior-451, Fall 2007 (4.88)

Organizational Behavior-451, Fall 2007 (4.33)

Organizational Behavior-451, Spring 2007 (**4.90**)

Organizational Behavior-451, Spring 2007 (4.79)

Organizational Behavior-451, Fall 2006 (4.80)

Organizational Behavior-451, Fall 2006 (4.38)

Organizational Behavior-451, Spring 2006 (4.81)

Organizational Behavior-451, Spring 2006 (4.74)

Organizational Behavior-451, Fall 2005 (4.57)

Organizational Behavior-451, Fall 2005 (4.49)

University of Georgia (*5=Excellent; 1 = Poor*)

Organizational Behavior, Spring 2005 (4.85)
Organizational Behavior, Spring 2005 (4.63)
Leadership, Personal Development, and Organizations, Spring 2005 (**4.90**)

Leadership, Personal Development, and Organizations, Fall 2004 (4.88)
Management of Organizations & Individuals, Fall 2004 (4.85)

Organizational Behavior, Summer 2004 (**5.0**)
Organizational Behavior, Spring 2004 (4.77)
Management of Organizations & Individuals—Honors, Spring 2004 (4.71)

Leadership, Personal Development, and Organizations, Fall 2003 (**4.92**)
Organizational Behavior, Fall 2003 (4.73)

Executive Education

Terry College Executive Leadership Program. Coached Executive MBAs on Personal Leadership Plans. (2001-2005)

Carl Vinson Institute of Government. Elected officials training. Facilitated SIMSOC, a day-long simulated society experience (2004-2005)

Southeast Region Credit Union School (SRCUS). Taught seminars on Human Resources Management to managers and executives of credit unions. (2001, 2002)

Leadership Athens--program to develop leaders within business and the community. Facilitated "State of Poverty" experiential simulation. (2001)

Marriott School of Management. Taught Executive MBA Business Writing and Oral Communications courses. (1988-1989)

Other Teaching Activities

Wrote letters of recommendations (33 students in 2000-2008)

Selected as UGA Honors Program Lunch Series Lecturer (2003)

Mentor for Leadership Scholars students (2001-2002, 2003-2005)

Sponsored Management Internship Projects (39 students in 2000-2004)

Supervised Research Projects (7 students in 2000-2004)

HONORS, AWARDS, GRANTS, CERTIFICATIONS

Distinguished Teaching Award nominee, Old Dominion University College of Business and Public Administration (2010, 2008)

Faculty Research Award nominee, Old Dominion University College of Business and Public Administration (2009)

Old Dominion University College of Business and Public Administration Special Summer Research Grant (2007)

University of Georgia Lilly Teaching Fellow--10 assistant professors selected from entire University (2002-2004)

UGA Institute for Leadership Advancement Leadership Research Consortium summer grant (2004)

Alpha Kappa Psi Blue Sapphire Award Faculty Recognition banquet invitee (2003)

Alpha Chi Omega Outstanding Professor Award (2002)

Alpha Kappa Psi Management Professor of the Year Award (2002)

Outstanding Teacher Recognition Award--Management Department (2000-2001)

Professor Appreciation Recognition Award from UGA Panhellenic Council (2000)

Tippie College of Business (Univ. of Iowa) Ponder Research Grants, (1995-1998)

Certified Public Accountant (CPA) certification and license

PROFESSIONAL EXPERIENCE & SERVICE

Academic Committees

Academy of Management Organizational Behavior Division Executive Committee—
Treasurer (2008 – current)

Academy of Management Organizational Behavior Division Making Connections
Committee—Member (2007 – 2009)

Undergraduate Committee, College of Business & Public Administration (2008 – current)

Management Department Faculty Search Committee, College of Business & Public
Administration (2008, 2009)

Summer Research Grant Committee, College of Business & Public Administration (2008)

Recruitment, Retention, & Placement Committee, College of Business & Administration (2005-2008)

Management Major Selection Committee, Terry College of Business (2002-2005)

International Business Major Selection Committee, Terry College of Business (2002-2004)

International Business Committee, Terry College of Business (2000-2004)

Junior faculty representative in meeting with UGA Senior Vice President for Academic Affairs and Provost candidates, University of Georgia (2003)

Terry College Faculty Concerns Committee--Assistant professor member at large, Terry College of Business, (2003)

Participant of two-day Academic Affairs Faculty Symposium, University of Georgia (2003)

Management Department representative to the Student Learning Center, University of Georgia (2003)

Management Department Academic Appeals Committee, College of Business (2002-2003)

Undergraduate Admissions Committee, Terry College of Business (2001-2002)

Reviewer

Academy of Management Journal, Ad hoc (1999, 2003, 2005-2009)

Journal of Management, Editorial Review Board (2000-2002), Ad hoc (2002-2006)

Journal of Managerial Issues, Editorial Review Board (2001-2007)

Human Resource Management Journal, Ad hoc (2004)

Society for Industrial and Organizational Psychology annual conference (2002, 2007)

Academy of Management annual conference—HR Track (2001), OB Track (2008).

Southern Management Association annual conference--OB/OT/OD track, (2000, 2001)

The Israel Science Foundation, Research Grant proposal review – No. 939/05-37.0 (2005)

Dubrin, A.J. (2004). *Leadership: Research findings, practice, and skills*, 4th edition. Houghton Mifflin Company. Boston, MA.

Jones, G.R. & George, J.M. (2004). *Essentials of Contemporary Management*. McGraw Hill. New York, NY.

South-Western College Publishing, proposed textbook on leadership in today's networked organization (2000).

Discussant

Are good soldiers also rational? The effect of self-interest on the development of citizenship behavior among new employees. A paper presented by Scott Lester, Bruce Meglino, and Audrey Korsgaard at the Southern Management Association Meeting in New Orleans, LA. (2001)

My word is my bond: How speech act theory informs agency theory during transformational change. A paper presented by Adelaide Wilcox King and Ian Palmer at the Southern Management Association Meeting in New Orleans, LA. (2001)

Community Involvement & Recognition

Interviewed and cited in *Virginia Pilot* article “Businesses Benefit from Employees with Experience” (June 11, 2008)

Judging Panelist for *Inside Business* “Hampton Roads Top-25 Best Places to Work” (2008, 2007, 2006)

City of Norfolk—Traffic Division. Invited motivational speaker. “Motivational meals: Keys to greater productivity one day at a time” (Oct. 5, 2007)

McAfee, R.B., Glassman, M., & McNatt, D.B. (Jan. 23, 2007). Pay inversion versus pay for performance. *Inside Business*, 13, 21.

College of Education Faculty Symposium Series, Guest presenter, “Work-life balance and time management essentials: Myths, madness, and methods,” University of Georgia (2005)

Conference Consortiums

Southern Management Association Junior Faculty Consortium, (2003).

Academy of Management OB/OMT Junior Faculty Consortium, (2000).

Southern Management Association Junior Faculty Consortium, (2000).

Academy of Management OB/OMT/ODC Doctoral Consortium, (1997).

BUSINESS EXPERIENCE

Senior Accounting Analyst, Eastside Medical Laboratories, Redmond, WA (1993-1994)

Researched and analyzed accounting and financial issues for executive and board decision-makers. Designed and managed company's \$23 million budget.

Accountant, Simpson Investment Company, Seattle, WA (1991-1993)

Completed broad range of account, budget, operating result, and variance analyses. Designed financial forecasts for external financing decisions.

In-charge Auditor, KPMG Peat Marwick, Seattle, WA (1989-1991)

Analyzed and audited accounting information and prepared financial statements.

PROFESSIONAL AFFILIATIONS

Academy of Management

Society for Industrial and Organizational Psychology

American Psychological Association