

J. KLINE HARRISON
Associate Provost for International Affairs
Kemper Professor of Business
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EDUCATION

University of Maryland Ph.D., 1987
Major: Organizational Behavior
Minors: Human Resources Management
Research Methodology

University of Virginia B.S., 1980
Major: Organizational Management

ACADEMIC EXPERIENCE

Wake Forest University	<i>Associate Provost for International Affairs</i>	2007-present
	<i>Associate Dean</i>	1999-2007
	<i>Kemper Professor of Business</i>	2005-present
	<i>Professor</i>	2000-2005
	<i>Benson-Pruitt Professorship</i>	1996-1999
	<i>Associate Professor</i>	1995-2000
	<i>Business Program Coordinator</i>	1995-1999
	<i>Assistant Professor</i>	1990-1995
University of Virginia	<i>Adjunct Faculty</i>	1983-1990
University of Maryland	<i>Instructor</i>	1983-1987

PROFESSIONAL EXPERIENCE

Research Project Management, 1993

As a consultant for an intercultural management consulting firm conducted research on the effectiveness of on-site training and process facilitation among domestic and expatriate employees for a Russian-American joint venture in Siberia.

Management Training and Development, 1983-1990

As a private consultant, developed and presented training programs for managers ranging from top-level executives to first-line supervisors in a variety of public and private sector organizations.

Educational Program Coordination, 1981-1983

As a program coordinator, developed, administered, and presented continuing education programs in management and administration at the University of Virginia.

COURSES TAUGHT AT WAKE FOREST UNIVERSITY

Organizational Theory and Behavior (1990-present)
Seminar in Global Trade and Commerce (2003-present)
International Business Study Tour (1992; 1995-2006)
Human Resource Management (1992-2001)
Calloway Requisite Integrated Study Program (1999)
First Year Seminar: Lessons for Leadership in the Arts & Literature (1997)

ACADEMIC PUBLICATIONS

Published Book

Taylor, M. Susan and J. Kline Harrison. Personnel/Human Resources Management Skills Modules. Cincinnati, Ohio: South-Western Publishing Co., 1990.

Published Articles

Harrison, J. Kline and Elizabeth Voelker. "Two Personality Variables and the Cross-cultural Adjustment of Study Abroad Students," Frontiers: The International Journal of Study Abroad, 2008, Vol. XVII, 69-87.

Harrison, J. Kline. "The Relationship between International Study Tour Effects and the Personality Variables of Self-Monitoring and Core Self-Evaluations," Frontiers: The International Journal of Study Abroad, 2006, Vol. XIII, 1-22.

Harrison, J. Kline and M. William Clough. "Characteristics of 'State of the Art' Leaders: Productive Narcissism versus Emotional Intelligence and Level 5 Capabilities," Social Science Journal, 2006, Vol. 43, 287-292.

Harrison, J. Kline, Mary Gowan, and Heather Neill. "Effects of Organizational Rank and Length of Time in Assignment on Expatriate Commitment," Social Science Journal, 2004, Vol. 41, 471-476.

Bridges, Sheri and J. Kline Harrison. "Employee Perceptions of Stakeholder Focus and Commitment to the Organization," Journal of Managerial Issues, 2003, Vol.15, No. 4, 498-509.

Bridges, Sheri, William Marcum, and J. Kline Harrison. "The Relation Between Employee Perceptions of Stakeholder Balance and Corporate Financial Performance," SAM Advanced Management Journal, 2003, Vol. 68, No. 2, 50-55.

Harrison, J. Kline and Helen Akinc. "Lessons in Leadership from the Arts and Literature: A Liberal Arts Approach to Managerial Education," Journal of Management Education, 2000, Vol. 24, No. 3, 391-413.

- Taylor, M. Susan and J. Kline Harrison. "Evaluating Nontraditional Incentive Systems: Howe 2 Ski Stores" (case) in Stella M. Nkomo, Myron D. Fottler, and R. Bruce McAfee, Applications in Human Resource Management. Cincinnati, OH: Southwestern College Publishing, 2000.
- Bridges, Sheri and J. Kline Harrison. "Go Global Gradually: Advice to Small Businesses from Companies with International Experience," Journal of Small Business Strategy, 1999, Vol. 10, No. 2, 86-94.
- Harrison, J. Kline and Russell Hubbard. "Antecedents to Organizational Commitment Among Mexican Employees of a U.S. Firm in Mexico," Journal of Social Psychology, 1998, Vol. 138, No. 5, 609-623.
- Harrison, J. Kline, Margaret Chadwick, and Maria Scales. "The Relationship Between Cross-Cultural Adjustment and the Personality Variables of Self-Efficacy and Self-Monitoring," International Journal of Intercultural Relations, 1996, Vol. 20, No. 2, 167-188.
- Park, Hoon, Sun Dai Hwang, and J. Kline Harrison. "Sources and Consequences of Communication Problems in Foreign Subsidiaries: The Case of U.S. Firms in Korea," International Business Review, 1996, Vol. 5, No. 1, 79-98.
- Taylor, M., K. Tracy, M. Renard, K. Harrison, & S. Carroll. "Procedural Justice in Performance Appraisal: A Field Test of the Due Process Metaphor for Performance Appraisal Systems," Administrative Science Quarterly, 1995, Vol. 40, No. 3, 495-523.
- Harrison, J. Kline. "Developing Successful Expatriate Managers: A Framework for the Structural Design and Strategic Alignment of Cross-Cultural Training Programs," Human Resource Planning 1994, Vol. 17, No. 3, 17-35.
- Harrison, J. Kline. "Experiencing Quality Undertakings in Practice (EQUIP): Integrating TQM Theory and Practice into the OB Curriculum," Journal of Management Education, 1994, Vol. 19, No. 3, 356-358.
- Harrison, J. Kline and Candace P. Deans. "The Design and Development of Modules for an International Human Resource Information System," in P. Candace Deans and Kirk R. Karwan (Eds.), Global Information Systems and Technology: Focus on the Organization and Its Functional Areas. Harrisburg, PA: Idea Group Publishing, 1994.
- Park, Hoon and J. Kline Harrison. "Enhancing Managerial Cross-Cultural Awareness and Sensitivity -- Transactional Analysis Revisited," Journal of Management Development, 1993, Vol. 12, No. 3, 20-29. *One of fourteen manuscripts selected by the Internationalization Task Force of MED for inclusion in the MED International Collection. Also selected for inclusion in Transactional Analysis in Organizations, First Volume of Selected Articles, 1974-1994.*
- Harrison, J. Kline. "The Individual and Combined Effects of Behavior Modeling and the Cultural Assimilator in Cross-Cultural Management Training," Journal of Applied Psychology, 1992, Vol. 77, No. 6, 952-962.

Smith, Ken G., and J. Kline Harrison. "In Search of Excellent Leaders," in W.D. Guth (Ed.), Handbook of Business Strategy, 1986/1987 Yearbook. Boston, Massachusetts: Warren, Gorham and Lamont, 1986.

Refereed Proceedings (and Presentations)

Harrison, J. Kline. "The Relationship between International Study Tour Effects and the Personality Variables of Self-Monitoring and Core Self-Evaluations," Proceedings of the Eastern Academy of Management, 2005.

McCray, Gordon and J. Kline Harrison. "Strategic Staffing in Information Systems: A Framework for Meeting Human Capital Needs in the Information Technology Arena," Proceedings of the American Society of Business and Behavioral Sciences, 2001.

Harrison, J. Kline, Mary Gowan and Heather Neill. "Evidence of Organizational Rank and Culture Shock Effects on Organizational Commitment Among Expatriates in Russia: Results of a Pilot Study," Proceedings of the Southern Management Association, 1999.

Harrison, J. Kline and Helen Akinc. "Lessons in Leadership from the Arts and Literature: A Liberal Arts Approach to Managerial Instruction," Proceedings of the Institute of Behavioral and Applied Management, 1998. *Selected as the Best Paper in the Managerial Instruction Track.*

Harrison, J. Kline. "Antecedents to Job Satisfaction Among American Expatriates in a Russian-American Joint Venture," Proceedings of the Institute of Behavioral and Applied Management, 1998.

Harrison, J. Kline. "A Comparison of Management Practices and Perceptions Among Russian and American Employees in an International Joint Venture," Proceedings of the Annual Meeting of the Academy of International Business, Southeast U.S., 1997.

Harrison, J. Kline and Russell Hubbard. "Antecedents to Organizational Commitment: An Examination of Mexican Employees within a U.S. Manufacturing Firm in Mexico," Proceedings of the Southern Management Association, 1995.

Harrison, J. Kline and Heather Neill. "Antecedents to Organizational Commitment: An Examination of American and Russian Employees in an International Joint Venture," Proceedings of the Southern Management Association, 1994. *Selected as the Best Paper in the International and Entrepreneurship/Small Business Management Track.*

Harrison, J. Kline. "Who's in Charge Here? A Case Problem in Organizational Behavior," Proceedings of the Association of Management, 1993.

Harrison, J. Kline. "Community Bank: Where Interest is Going Down," Proceedings of the Association of Management, 1993.

Deans, P. Candace and J. Kline Harrison. "Identification of Key International Human Resources Information Systems Issues," Proceedings of the Association of Management, 1992.

- Harrison, J. Kline. "A Practical Framework for Designing and Developing Cross Cultural Training Programs," Proceedings of the Association of Management, 1992.
- Harrison, J. Kline. "The Combined Effect of Behavior Modeling and the Cultural Assimilator in Cross-Cultural Management Training," Proceedings of the Southern Management Association, 1990.
- Taylor, M. Susan, J. Kline Harrison, and Cristina M. Giannantonio. "An Investigation of the Groupthink Phenomenon and Recommended Prescriptions," Proceedings of the National Decision Science Institute, 1986.

ACADEMIC PRESENTATIONS

- "The Relationship Between Study Abroad Students' Cross-cultural Adjustment and the Personality Variables of Emotional Intelligence and Entrepreneurial Attitude Orientation." *Accepted for presentation at the 2007 Society for Advancement of Management (SAM) International Conference in Las Vegas, Nevada.*
- "Strategies for Integrating Liberal Arts and Business Education," AACSB International: Undergraduate Programs Conference, Scottsdale, Arizona, November 2006.
- "Providing a Business Foundation for Liberal Arts Students through Fifth Discipline Learning," 2003 Academy of Business Education Meeting, San Francisco, California, September 2003.
- "Characteristics of 'State of the Art' Leaders: Productive Narcissism versus Emotional Intelligence and Level 5 Capabilities," 2003 Western Academy of Management Annual Meeting, Palm Springs, California, April 2003.
- "Summer Management Programs," AACSB International: Undergraduate Programs Conference, Saint Louis, Missouri, October 2002.
- "International Exchange Programs: B-School to B-School Partnerships," 2002 National Undergraduate Business Symposium, Bentley College, Massachusetts, April 2002.
- "Using 'RADAR' to Hone in on Commitment during the Expatriate Life Cycle," 2000 Western Academy of Management Conference, Waikoloa, Hawaii, April 2000.
- "Calloway Requisite Integrated Study Program (CRISP)," 1998 Southern Management Association Annual Meeting, New Orleans, Louisiana, November 1998.
- "Testing the Due Process Metaphor for Performance Appraisal Systems: A Field Application," Academy of Management Meeting, Atlanta, Georgia, August 1993.
- "Assessing Student Participation -- In Class and in Groups," Organizational Behavior Teaching Conference, Calgary, Canada, June 1992.

"In Search of Excellent Leaders," Fourth Annual Meeting of the Strategic Management Society, Philadelphia, Pennsylvania, 1984.

ACADEMIC ACTIVITIES

Editor: Journal of Academy of Business Education, 2004-2007.

Paper Reviewer: Journal of Business and Management, 2007; Eastern Academy of Management, 2005; Journal of the Academy of Business Education, 2001-2003; Southern Management Association, 1991-1999; Academy of Management, 1992-1996 and 1999; Academy of International Business, 1997; International Business Review, 1995.

Book Reviewer: South-Western College Publishing, 1995; Allyn and Bacon, 1994; Blackwell Publishers, 1994; Houghton Mifflin Company, 1990.

ACADEMIC HONORS

Selected as the Kemper Professor of Business, 2005.

Selected as a Calloway School Entrepreneurship Fellow, 2005-2006.

Received the Calloway School Alumni Teaching Award, 2002.

Selected for membership into the Order of Omega, 2000.

Selected as the Benson-Pruitt Professor of Business, 1996-1999.

Selected for membership in Omicron Delta Kappa, 1996.

Received Wake Forest University grant for International Course Development, 1993.

Selected for membership in Beta Gamma Sigma, 1987

AFFILIATIONS

Association of International Education Administrators (2007-present)

Forum on Education Abroad (2007-present)

Academy of Business Education (2002-2007)

Western Academy of Management (2003-2004)

Academy of Management (1990-2004)

Southern Management Association (1990-2004)

Institute for International Human Resources (1991-1992)

American Association of University Professors (1991-1992)

Organizational Behavior Teaching Society (1991-1994)

Society for Human Resources Management (1991-1994)

Piedmont Chapter of the North Carolina Japan Center (1993-1994)

SERVICE ACTIVITIES

University-Wide

Wake Forest Global Advisory Council, Chair (2007-present)
Wake Forest University "Educating the Complete Person" Committee (2007)
Wake Forest University Provost Search Committee (2006-2007)
WAKE Washington Student Selection Panel (2006-present)
Wake Forest University Visual Identity Committee (2006-2008)
Wake Forest University First Year Seminar Committee (2006-present)
ACC/IAC Annual Conference Participant (2005, 2006)
Wake Forest University SACS Compliance Committee (2004-2006)
Wake Forest University QEP Committee (2004-2006)
Wake Forest University Nominations Committee (2004-2006)
Wake Forest University Study Abroad Committee (2003-present)
Wake Forest University Integrated Marketing Committee (2000-present)
Global Trade and Commerce Minor Steering Committee (2000-present)
Richter Scholar Program Committee (2000-present)
Faculty Marshal (2000-2003)
Wake Forest University Program Planning Subcommittee on Enhancing Intellectual Life on Campus (2001-2002)
Honorary Chair for the Wake Forest University Senior Class Campaign (1999)
Honoree of the *Omicron Delta Kappa Award for Contributions to Student Life* (1997)
Faculty Chair for the "Grass Roots Initiatives by Greeks" Steering Committee (1996-1999)
Honoree as the *Mark Reece Faculty Advisor of the Year* by the Wake Forest University Interfraternity Council (1995, 1998, 2000, 2001, 2002, 2004, 2005, 2007, 2008)
Member of the Global Programs Advisory Committee (1994-1998)
Co-organizer of the Business Symposium: *Looking for New Markets? Why Not Consider Mexico?* (1994)
Member of the Wake Forest University Strategic Plan for Japan Relationship Committee (1992-1993)
Faculty Advisor to the Theta Chi fraternity (1992-present)

Calloway School of Business and Accountancy

International Relations and Alliances Task Force, Chair (2002-present)
Assurance of Learning Committee on Contemporary Business Issues (2005-2007)
Task Force on Transfer Credit, Chair (2006-2007)
Faculty Search Committees (1994-1996; 1999-2000; 2002-2006)
Portfolio of Scholars Task Force (2002-2006)
Calloway Building Task Force (1999-2003)
Future Directions Coalition (1998-1999)
Management (Planning and Oversight) Committee (1998-2002)
Calloway Remote Integrated Study Program Planning Committee (1997-1998)
Calloway Kickoff Program Planning Committee, Chair (1996-2000)
Tenure and Promotion Review Committee (1996-2000; 2004-2006)
Business Program Planning Committee, Chair (1995-1998)
Admission, Continuation and Scholarships Committee (1995-2006)
Globalization Committee (1995-1998)

Faculty Advisor to the Deacon International Business Society (1994-2001)
International Committee, Chair (1993-1995)
Faculty Advisor to the Society of Human Resources Management (1991-1994)
Career Planning and Placement Committee (1991-1992)
Academic Advisor for Business Majors (1991-present)
Curriculum Committee (1990-1991; 1998-2002)

Community

Board of Directors for Redeemer School (2004-2008)
Budget Committee for New Hope Presbyterian Church (2007-2008)
Finance Committee of New Hope Presbyterian Church (2001-2004)
Gratis Seminar Instructor for Salem College (1997-1998)
Advisory Committee for Business with the Vienna Program of the Institute of European Studies
(1997-1998)
Board of Directors of the Piedmont Chapter of the North Carolina Japan Center (1993-1994)
Board of Directors of the Virginia Student Council Association Foundation (1992-1993)