

PROMOTION RECOMMENDATION
University of Michigan-Flint
School of Management

Brian D. Blume, assistant professor of organizational behavior/human resources, School of Management, is recommended for promotion to associate professor of organizational behavior/human resources, with tenure, School of Management.

Academic Degrees:

Ph.D.	2006	Indiana University, Bloomington, Indiana
M.B.A.	2001	Bradley University, Peoria, Illinois
B.S.	1998	Purdue University, West Lafayette, Indiana

Professional Record:

2006 – Present	Assistant Professor of Organizational Behavior/Human Resources, School of Management, University of Michigan-Flint
2006 – 2007	Consultant, Knauf Insulation, Shelbyville, Indiana
2000 – 2002	Business Administrator, Plattner Orthopedic Company, Peoria, Illinois
1998 – 2000	Operations Manager, Rental Care Associates, Peoria, Illinois

Summary of Evaluation

Teaching – Professor Blume is an outstanding teacher with expertise in organizational behavior and entrepreneurship. He cares deeply about his students and their learning experiences. He fosters interaction with others and emphasizes application of real world business issues in his teaching. He has contributed significantly to the School's priority of experiential learning. His students rate his teaching effectiveness among the top ten percentile in the School. His teaching effectiveness spans both graduate and undergraduate levels as well as online and hybrid modes of instruction.

Research – Professor Blume's primary areas of research are human resource management and the role of entrepreneurs. External reviewers highly praise the quality of his scholarly work. He finds inspiration for problems that focus on effects of individual differences (e.g., personality, communication apprehension) within the context of human resource management applications. Professor Blume has published five refereed journal articles, one book chapter, and one refereed conference proceedings since joining the University of Michigan-Flint in 2006. In addition, he has presented at 10 national and international conferences and has been the recipient of several research grants.

Recent Significant Publications:

Blume, B. D. and Covin, J. G. "Attributions to Intuition in the Venture Founding Process: Do Entrepreneurs Actually Use Intuition or Just Say That They Do?" *Journal of Business Venturing*, Volume 26, 137-151 (2011).

Blume, B. D., Ford, J. K., Baldwin, T. T., and Huang, J. L. "Transfer of Training: A Meta-Analytic Review." *Journal of Management*, Volume 36, 1065-1105 (2010).

Blume, B. D., Dreher, G., and Baldwin, T. T. "Examining the Effects of Communication Apprehension within Assessment Centres." *Journal of Occupational & Organizational Psychology*, Volume 83, 663-671 (2010).

Blume, B. D., Baldwin, T. T., and Rubin, R. S. "Reactions to Different Types of Forced Distribution Performance Evaluation Systems." *Journal of Business and Psychology*, Volume 24, 77-91 (2009).

Podsakoff, N. P., Whiting, S. W., Podsakoff, P. M., and Blume, B. D. "Individual- and Organizational-Level Consequences of Organizational Citizenship Behaviors: A Meta-Analysis." *Journal of Applied Psychology*, Volume 94, 122-141 (2009).

Service – Professor Blume's service record for faculty of his rank is excellent. In addition to serving in a variety of School and University committees, he has served as an ad hoc reviewer for a number of scholarly journals. Further, he has been the session chair/co-chair at two professional conferences. He has also served as a member of faculty search advisory committees.

External Reviewers:

Reviewer (A):

"In closing, I believe that Dr. Blume's achievements on all criteria at least meet what I would expect of a scholar at his stage of career. More importantly, on some of the most important criteria, including research quality, research leadership, and scholarly impact, his work far exceeds my expectations and the achievements of the vast majority of his peer group."

Reviewer (B):

"His studies are well-conceived and executed and from his work it is evident that he is well-versed in and competent in using multiple methods including policy capturing, meta-analysis, and experiments to investigate phenomena of interest."

Reviewer (C):

"The quality of his research work is rather notable. For example, any *Journal of Applied Psychology* publication is very highly respected and highly regarded in our field and even a fourth author role can be integral and critical to such effort."

Reviewer (D):

"The research record as a whole establishes professional engagement and developing research skills. Professor Blume appears to be growing as a scholar. The pace of placements this early in his career is very strong, especially considered in the context of a fairly demanding teaching load."

Reviewer (E):

"I have read the five pieces of research that were sent to me. A number of factors need to be considered. The quantity of the research is one consideration. The quality of the research is another

consideration. In my judgment, Dr. Blume is worthy of promotion. He has done an adequate amount of research and the quality of the journals is sufficient.”

Reviewer (F):

“In terms of how Brian Blume compares with his peer group who are working in the same field, I can say quite confidently that I don’t believe there is another [junior] scholar studying transfer of training who is stronger than Blume.”

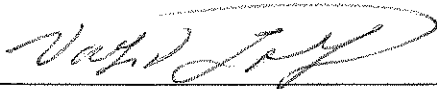
Reviewer (G):

“In terms of quality, all studies appear to be competently done and use sound methodology. One key indicator of quality is the type of journal in which the work is being published. I note that one of Dr. Blume’s paper [sic] is published in the *Journal of Applied Psychology* which is one of the top journals in the field of management with a very low acceptance rate.”

Summary of Recommendation:

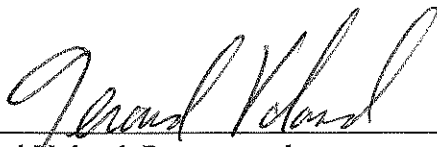
Professor Blume is an outstanding teacher and a solid scholar with a highly satisfactory record of service. Brian D. Blume is enthusiastically recommended for promotion to the rank of associate professor of organizational behavior/human resources, with tenure, School of Management.

Recommended by:

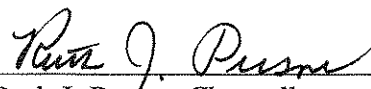


Vahid Lotfi, Acting Dean
School of Management

Recommendation endorsed by:



Gerard Voland, Provost and
Vice Chancellor for Academic Affairs



Ruth J. Person, Chancellor
University of Michigan-Flint

May 2012