

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Management

Approved by the
Regents
May 21, 2015

Gregory Allen Laurence, assistant professor of management, School of Management, is recommended for promotion to associate professor of management, with tenure, School of Management.

Academic Degrees:

Ph.D.	2010	Syracuse University
M.A.	2004	Syracuse University
M.B.A.	2003	Syracuse University
B.A.	1992	Ohio University

Professional Record:

2010 - Present	Assistant Professor of Management, School of Management, University of Michigan-Flint
2012	Visiting Research Fellow, Nagoya University, Japan
2005 – 2006	Membership Manager, American Chamber of Commerce in Japan (AC CJ), Tokyo, Japan
2004 – 2005	Assistant Manager, Overseas Business Development, PADECO Co., Ltd., Tokyo, Japan
1999 – 2001	English Teacher, Meitoku Gijuku Jr. and Sr. High School, Kochi Prefecture, Japan
1995 – 1999	English Conversation Teacher, AEON Corp., Toyama and Gifu Prefectures, Japan

Teaching: – Professor Laurence is a very thoughtful and observant professor who develops strong and lasting bonds with his students. He has taught multiple sections of five different courses since coming to the School of Management in 2010. He has taught both undergraduates and MBA students. In addition, he has taught online, in a mixed mode, and also in the traditional face-to-face classroom. His area of expertise is organizational behavior and negotiation. Courses he has taught include Organizational Communication and Negotiation, Developing Negotiation Skills, Human Resources Development, Human Resources in Organizations, and Human Resources Management. His quantitative teaching evaluations consistently average approximately 4.5 across his courses on a 5.0 scale with 5.0 being the highest score. He is one of the top teachers within the School of Management. Professor Laurence also helped organize and conduct a successful for credit study abroad trip to Japan and China in summer 2013. His first teaching experiences in Japan early in his career, prior to receiving his Ph.D., helped shape his unique and respectful style of teaching. Students greatly appreciate his interest in their thoughts about what they are learning and how they are learning. Professor Laurence has received the Golden Apple award five times. His teaching philosophy is that “confidence creates communication.” He helps students learn and helps them achieve confidence which then translates into positive and successful written and oral communication. He received many very supportive letters written on his behalf for the Dr. Lois Matz Rosen Junior Faculty Excellence in Teaching Award. He is a very mature professor in his teaching style despite being early in his career. He will continue to make an important impact on our students through his excellence in teaching.

Research: – Professor Laurence has published seven articles in the past four years. At least four of these articles are in top journals with high impact factors. He is a productive scholar and is able to work alone and with fellow researchers. His methodologies are varied and creative giving him a broad tool box to conduct innovative research. Professor Laurence’s research has important streams relating to workspace personalization, job design, entrepreneurship, health in the workplace, and job enrichment. Reviewers of his research all commented on the creativity and insight of this research. Professor Laurence’s pipeline of very high quality research forthcoming is an indication of his continued productivity and growing stature in the field.

Recent Publications:

Peer Reviewed Journal Articles

- Toker, S., Laurence, G. A. and Fried, Y. “Fear of Terror and Increased Job Burnout Over Time: Examining the Mediating Role of Insomnia and the Moderating Role of Work Support.” *Journal of Organizational Behavior* (Forthcoming – Accepted: 10/11/2014; Journal Impact Factor: 3.854).
- Byron, K. and Laurence, G. A. “Diplomas, Photos, & Tchotchkes as Symbolic Self-Representations: Understanding Employees’ Individual Use of Symbols.” *Academy of Management Journal* (In Press – Accepted: 1/26/2014; Journal Impact Factor: 5.910).
- Laurence, G. A. “Is Resistance Futile? Acculturation and Disadvantage Theory in Immigrant Entrepreneurship.” *Journal for International Business and Entrepreneurship Development* (Forthcoming – Accepted: 8/26/2013; Journal has not yet assigned volume/issue number or page numbers).
- Hemphill, T. A. and Laurence, G. A. (2014). “The Case For Professional Boards: An Assessment of Pozen’s Corporate Governance Model.” *International Journal of Law and Management*, 56(3), pp. 197-214. (DOI: 10.1108/IJLMA-07-2012-0023).
- Laurence, G. A., Fried, Y. and Slowik, L. M. (2013). “‘My Space’: A Moderated Mediation Model of the Effect of Architectural and Experienced Privacy and Workspace Personalization on Emotional Exhaustion at Work.” *Journal of Environmental Psychology*, 36, pp. 144-152. (DOI: 10.1016/j.envp.2013.07.011; Journal Impact Factor: 2.549).
- Fried, Y., Laurence, G. A., Shirom, A., Melamed, S., Toker, S., Berliner, S. and Shapira, I. (2013). “The Relationship Between Job Enrichment and Abdominal Obesity: A Longitudinal Field Study of Apparently Healthy Individuals.” *Journal of Occupational Health Psychology*, 18(4), pp. 458-468. (DOI: 10.1037/a0033730; Journal Impact Factor: 2.069).
- Arora, P., Haynie, J. M. and Laurence, G. A. (2013). “Counterfactual Thinking and Entrepreneurial Self-Efficacy: The Moderating Role of Self-Esteem and Dispositional Affect.” *Entrepreneurship Theory and Practice*, 37(2), pp. 359-385. (DOI: 10.1111/j.1540-6520.2011.00472.x; Journal Impact Factor: 2.542).

Paper Under Review

- Hemphill, T. A. and Laurence, G. A. “Corporate Social Responsibility, Ethical Employee Behavior, and Enterprise Risk Management: A Conceptual Framework for Managing Corporate Social Irresponsibility.” Under First Review: *Corporate Governance – An International Review*. (Submitted: November 2014; Journal Impact Factor: 1.766).

Academic Paper Presentations

- Laurence, G. A. and Fried, Y. (2014). "Enjoyment of Work and Driven to Work as Interacting Motivations to Job Craft." Presented at the Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Fried, Y., Laurence, G. A. and Raub, S. (2014). "Evidence for the Differential Effects of Self-Initiated vs. Organization-Imposed Overload." Presented at the Academy of Management Annual Meeting, Philadelphia, Pennsylvania.
- Kanai, A., Laurence, G. A., Sakata, K., Fujimoto, T., Yamaguchi, H., Takai, J., Suzuki, A. and Tak, J. (2014). "A Six Nation Comparative Study of the Psychosocial Mechanism of Working Long Hours." Presented with A. Kanai at the International Congress on Applied Psychology, Paris, France.
- Laurence, G. A. (2014). "Who Job Crafts and to What Effect? Expansion and Contraction Oriented Job Crafting and Job Performance in Japan and China." Presented at the Society for Interdisciplinary Business Research Meeting, Kuala Lumpur, Malaysia. Best Paper Award Winner.

Service – Professor Laurence is an active participant in the life of the School of Management, the university, and within his professional circle. He currently serves as the School of Management faculty secretary and he also serves as the faculty representative to the School of Management Advisory Board. He coordinates the annual honorary Beta Gamma Sigma recognition serving as the advisor. At the university level, he is a member of the Scholarship Process Review Committee and the Student Concerns Committee. These are excellent service commitments that help the School of Management and the university. At the professional level, Professor Laurence has served as an ad hoc reviewer for two publications and has served as a reviewer and discussant at regional academic meetings. Professor Laurence's service to this point in his career is on track and appropriate.

External Reviewers:

Reviewer (A):

"...Dr. Laurence reports 7 publications in refereed outlets, all published or accepted for publication in the past 2+ years... Based on what I have seen, 7 publications 4 years out from graduation is an above average... ..The *Academy of Management Journal*... ..one of the top three management journals in the world... ..Dr. Laurence is capable of high quality research... ..Dr. Laurence demonstrates a capacity to make an impact on the research he is involved with... Looking at all these data points as a whole, I believe that Dr. Laurence has demonstrated an ability to conduct and publish research that has a positive impact on the field."

Reviewer (B):

"Based on my review, I have no reservation in saying that Dr. Laurence [should] be granted tenure and promotion to an associate professor... I found the research articles interesting and relevant... My general comment is that the quality of the writing (both single and joint authorship) is positive as the articles are in different areas and offer original ideas that could have some impact."

Reviewer (C):

"I find Professor Laurence's work to be of high scholarly quality... Running throughout his scholarship is an interest in the impacts of work experience on worker self-concept, performance, health and wellbeing... ..I believe his work is important in that it carries on the deep traditions of organizational behavior research while extending knowledge into new contexts and theoretical

domains... I estimate Dr. Laurence [sic] scholarship record to be above others in his peer group...
...Dr. Laurence has significant scholarly work in progress as evidenced by his recent paper presentations at the highly selective Academy of Management Annual Meeting.”

Reviewer (D):

“Dr. Laurence has a very important focus in common across the bulk of his work – that of employee health and well-being... Thus, Dr. Laurence’s work stands only to increase in impact... ...has had four publications already in journals with impact factors over ‘2’ – a key metric of quality in our field... I am particularly excited about Dr. Laurence’s ... *Academy of Management* manuscript... This piece is sure to be a very well-cited and impactful paper... In all, I find Dr. Laurence’s research to be of high quality, very interesting and potentially impactful to a number of different fields. His work focuses on areas of high interest and applicability in the field... ...will make a lasting impact.”

Reviewer (E):

“...I am impressed at the breadth of research methods that Professor Laurence demonstrates in his research portfolio... Professor Laurence is conducting interesting and important research, with streams relating to workspace personalization and job design, entrepreneurship, and corporate governance issues... In terms of quality, beyond the top ranked *Academy of Management Journal*, Professor Laurence has published in other high quality journals, including *Entrepreneurship Theory and Practice* (impact factor 2.542) and the *Journal of Occupational Health Psychology* (impact factor 2.069)... My personal opinion is that many assistant professors (and, quite frankly, tenured associate professors) would be quite happy to have his record of publishing success and future potential.”

Reviewer (F):

“Obviously, *Academy of Management Journal* is among the very finest outlet for published research in the field... ...*Journal of Occupational Health Psychology* [paper]... ...taught me something of which I had formerly been unaware. In fact ALL of the material submitted on behalf of Dr. Laurence expanded my thinking and my knowledge... Dr. Laurence’s research output would be noteworthy regardless of how long it took to compile it. However, to have such a record, including numerous conference presentations, with someone awarded a Ph.D. in 2010 is remarkable... Without equivocation, I am enthusiastic about Dr. Laurence’s record of scholarly activity and the potential for the activity to continue.”

Reviewer (G):

“...I conclude he [Professor Laurence] is very research active... One very positive feature of his research is his ability to use both qualitative and quantitative research methodologies... I believe his research on work design is unique and will result in many citations going forward. Another feature of Dr. Laurence’s work is that the research studies are well grounded in theory... In sum, I believe Dr. Laurence’s academic record would place him in the top 10 percent of faculty who are at his academic career stage.”

Reviewer (H):

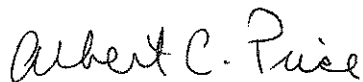
“...Dr. Laurence is an accomplished organizational scientist... I am most familiar with his research on job enrichment and well-being because of my own research interests in this area. His research is both well done and impactful, which I find impressive given his time in the field... ...he has 7 publications in top journals such as *Academy of Management Journal* and *Journal of Occupational*

Health Psychology... Dr. Laurence's publication record includes many first-authored articles that demonstrate his ability to be a leader in scholarship... His work is certainly representative of some of our top scholars in the field of organizational behavior and human resource management."

Summary:

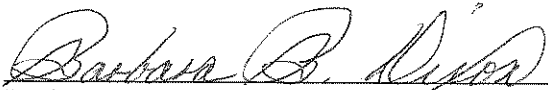
Professor Laurence is an excellent teacher, researcher, and his levels of service are commendable to the School of Management, university, and to his profession. I enthusiastically recommend that Gregory Allen Laurence be promoted to associate professor of management, with tenure, School of Management.

Recommended by:

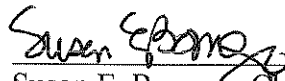


Scott D. Johnson, Dean
School of Management

Recommendation endorsed by:



Barbara B. Dixon, Interim Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

May 2015