

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Management

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

Academic Degrees:

Ph.D.	2010	Martin J. Whitman School of Management, Syracuse University, Syracuse, NY
M.A.	2004	Maxwell School of Citizenship and Public Affairs, Syracuse University, Syracuse, NY
M.B.A.	2003	Martin J. Whitman School of Management, Syracuse University, Syracuse, NY
B.A.	1992	Ohio University Honors Tutorial College, Athens, OH

Professional Record:

2015 – Present	Associate Professor, School of Management, University of Michigan-Flint
2010 – 2015	Assistant Professor, School of Management, University of Michigan-Flint

Summary of Evaluation:

Teaching: Professor Laurence is an exemplary teacher. He is thoughtful and intentional in his interactions with students and recognizes that he is there for “encouragement, advice, mentoring, and support.” He embraces the idea of continuous improvement through experimentation. For example, giving individual students the opportunity to choose how their graded materials will be weighted has shown positive results in overall learning and engagement by students. Evaluations by students are among the very top for the School of Management with consistently high averages of approximately 4.5 on a scale of 5.0. This demonstrates that students greatly value both the course and the professor. He has employed video conferencing with small groups of students in “course content meetings” to facilitate deeper affective based relationships in our increasingly technology based modes of learning. Professor Laurence received the Outstanding Faculty Award for Teaching in 2015 and 2016 in the School of Management. He has also received numerous Golden Apple Awards during his time at UM-Flint. Finally, he received the School of Management Win Cooper Faculty Excellence Award for overall excellence.

Research and Professional Development: Professor Laurence is recognized nationally as an innovative and theory driven scholar within organizational behavior. He has multiple interrelated streams of research including: workspace design, personalization of the workplace, job crafting, workaholism, and employee stress and well-being. These topics are relevant and important within the discipline and for society overall. He has employed creative cross cultural data sets and innovative qualitative and quantitative measures in his scholarship. He has recent publications in top journals including the *Academy of Management Journal*, the *Journal of Organizational Behavior*, and *Work and Stress: An International Journal of Work, Health, and Organizations*. In addition to his 12 published articles, he has an impressive pipeline of working papers targeted to some of the top journals in organizational behavior. He received the School of Management outstanding faculty research award twice and also received the Provost’s 60th anniversary research grant.

Recent and Significant Publications:

- Laurence, G.A., Fried, Y., Yan, W., Li, J., “Enjoyment of Work and Driven to Work as Motivations of Job Crafting: Evidence from Japan and China,” *Japanese Psychological Research*, 62 (1), 2020, pp. 1-13.
- Li, J., Laurence, G.A., Blume, B., “How do Leaders Influence Supervisor-Directed Citizenship by Being Procedurally Fair? It Depends on Subordinates’ Leader Identification and Traditionality.” *European Journal of Work and Organizational Psychology*, 27 (3), 2018, pp. 387-399.
- Hemphill, T.A. and Laurence, G.A., “Employee Social Responsibility: The Missing Component in the ISO 26000 Social Responsibility Standard,” *Business and Society Review*, 123 (1), 2018, pp. 59-81.
- Laurence, G.A., Fried, Y., Raub, S., “Evidence for the Need to Distinguish Between Self-Initiated and Organizationally-imposed Overload in Studies of Work Stress,” *Work and Stress: An International Journal of Work, Health, and Organizations*, 30 (4), 2016, pp. 337-355.
- Laurence, G.A., “Is Resistance Futile? Acculturation and Disadvantage Theory in Immigrant Entrepreneurship,” *Journal for International Business and Entrepreneurship Development*, 9 (1), 2016, pp. 88-101.

Service: Professor Laurence is extremely engaged through service in the life of the School of Management and the university. He is always willing to volunteer and help where needed. He has served on over 15 different committees in the past five years including the School of Management Undergraduate Committee, the Maintenance of Accreditation Committee, various faculty search committees, service as a faculty secretary, and others. He received the 2016 Outstanding Faculty Service Award for the School of Management in 2016. At the university level, he has served as the co-director of the Global Studies Program, Senate Assembly, Provost’s Advisory Committee on Admissions/Enrollment, Academic Affairs Advisory Council, Student Concerns Committee, Faculty Senate, and others. Professor Laurence has also provided extensive service to the discipline by means of his service on the journal review board of the *Review of Integrative Business and Economics Research* and through his service as an ad hoc reviewer for many journals including *Environment and Behavior*, *International Journal of Human Resource Management*, *Journal of Environmental Psychology*, *European Journal of Work and Organizational Psychology*, and others.

External Reviewers:

Reviewer (A): “Dr. Laurence has published five articles in peer-reviewed journals, one of which *Work & Stress* is a recognized high quality outlet. His publications include top titles such as the *Academy of Management Journal*, *Entrepreneurship Theory & Practice*, and the *Journal of Organizational Behavior*. Clearly he is developing a respectable scholarly citations profile.”

Reviewer (B): “... I believe that Dr. Laurence has a very solid research and publication record, makes a very strong service contribution to his university, and appears to be a successful and versatile teacher. In short, I would confidently recommend him for promotion to full professor.”

Reviewer (C): “... I believe Dr. Laurence’s body of work indicates that he has published some very high quality papers on topics that are novel, important, and contribute meaningfully to theory and practice. He has clear research themes and has demonstrated theoretical and methodological rigor.”

Reviewer (D): “...I would argue that Dr. Laurence has developed a professional record that has made outstanding contributions to the organizational sciences.”

Reviewer (E): “Overall, Dr. Laurence has a strong portfolio of diverse and high quality research scholarship that argues well for his advancement to the rank of Professor in the School of Management at the University of Michigan – Flint.”

Reviewer (F): “Gregory is doing important work which is advancing the literature on workspaces and stress. His case promotion to full professor with tenure at the University of Michigan-Flint is an easy one.”

Summary of Recommendation:

Professor Laurence is an exemplary teacher. He is thoughtful and intentional in his interactions with students and recognizes that he is there for “encouragement, advice, mentoring, and support.” He embraces the idea of continuous improvement through experimentation. Evaluations by students are among the very top for the School of Management with consistently high averages of approximately 4.5 on a scale of 5.0. Professor Laurence is recognized nationally as an innovative and theory driven scholar within organizational behavior. He has multiple interrelated streams of research including: workspace design, personalization of the workplace, job crafting, workaholism, and employee stress and well-being. These topics are relevant and important within the discipline and for society overall. Professor Laurence is extremely engaged through service in the life of the School of Management and the university. He is always willing to volunteer and help where needed. He has served on over 15 different committees in the past five years. Professor Laurence has also provided extensive service to the discipline by means of his service on the journal review board of the *Review of Integrative Business and Economics Research* and through his service as an ad hoc reviewer for many journals including *Environment and Behavior*, *International Journal of Human Resource Management*, *Journal of Environmental Psychology*, *European Journal of Work and Organizational Psychology*, and others. I strongly support Gregory A. Laurence for promotion to professor of management, with tenure, School of Management.

Recommended by:



Scott D. Johnson, Ph.D.
Dean, School of Management
Professor of Marketing

Recommendation endorsed by:



Keith Moreland, Interim Provost and
Vice Chancellor for Academic Affairs



Debasish Dutta, Chancellor
University of Michigan-Flint

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