

VITAE

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ADDRESS

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EDUCATION

PhD Organisation Science, The University of Texas at Austin, 1996.

P.G.D.M. Management and Marketing, XLRI, Jamshedpur, India, 1988.

B.Sc. (Honours) Geology, Calcutta University, India, 1983.

WORK EXPERIENCE

School of Business and Management, Hong Kong University of Science and Technology, July 2010. Professor.

School of Business and Management, Hong Kong University of Science and Technology, July 2007. Associate Professor.

Australian Graduate School of Management, June 2005 – June 2007. Associate Professor and PhD Program Director (from July 2004 – November, 2006).

Fuqua School of Business, Duke University, January – June 2004, Visiting Scholar.

Australian Graduate School of Management, 2002 – 2005. Senior Lecturer.

University of Queensland, 2001 – 2002. Senior Lecturer.

University of Queensland, 1998 – 2000. Lecturer.

Western Michigan University, 1996 – 1998. Adjunct Assistant Professor.

The University of Texas at Austin, 1993-1996. Assistant Instructor.

The University of Texas at Austin, 1991-1993. Research Assistant.

Duke University, 1990-1991. Research Assistant.

Tata Management Training Centre, 1988-1990. Faculty member.

Eureka Forbes Ltd, 1984-1985. Sales Executive.

REFEREED JOURNAL PUBLICATIONS

George, E., Chattopadhyay P. & Zhang, L.L. Forthcoming. Helping hand or competition? The moderating influence of permeability on the relationship between blended workgroups and employee attitudes and behaviors. *Organization Science*.

Chattopadhyay, P., Finn, C.P, & Ashkanasy, N.M. 2010. Affective responses to professional dissimilarity: A matter of status. *Academy of Management Journal*, 53: 808-826.

Sinclair, M., Ashkanasy, N.M., & Chattopadhyay, P. 2010. Affective antecedents of intuitive decision making. *Journal of Management and Organization*, 16: 382-298.

George, E., Levenson, A., Finegold, D., & Chattopadhyay, P. 2010. Extra-role behaviors among temporary workers: How firms create relational wealth. *International Journal of Human Resource Management*, 21: 530-550.

Chattopadhyay, P., George, E., & Shulman, A. 2008. The asymmetrical influence of sex dissimilarity in distributive vs. colocated work groups. *Organization Science*, 19: 581-593.

George, E., Chattopadhyay, P. (joint first authors), Sitkin, S., & Barden, J. 2006. Cognitive underpinnings of institutional persistence and change: A framing perspective. *Academy of Management Review*, 31: 347-365. Winner of the 2006 best paper award.

George, E. & Chattopadhyay, P. 2005. One foot in each camp: The dual identification of contract workers. *Administrative Science Quarterly*, 50: 68-99.

Chattopadhyay, P., George, E., & Lawrence, S. 2004. Why does dissimilarity matter? Exploring self-categorization, self-enhancement and uncertainty reduction. *Journal of Applied Psychology*, 89: 892-900.

Chattopadhyay, P., Tluchowska, M., & George, E. 2004. Identifying the in-group: A closer look at the influence of demographic dissimilarity on employee social identity. *Academy of Management Review*, 29: 180-202.

Chattopadhyay, P. 2003. Can dissimilarity lead to positive outcomes? The influence of open versus closed minds. *Journal of Organizational Behavior*, 24: 295-312.

George, E. & Chattopadhyay, P. 2002. Do differences matter? Understanding demography-related effects in organisations. *Australian Journal of Management*, 27: 47-55.

Chattopadhyay, P. & George, E. 2001. Examining the effects of work externalization through the lens of social identity theory. *Journal of Applied Psychology*, 86: 781-788.

Chattopadhyay, P., Glick, W.H., & Huber, G.P. 2001. Organizational actions in response to threats and opportunities. *Academy of Management Journal*, 44: 937-955.

Chattopadhyay, P. 1999. Beyond direct and symmetrical effects: The influence of demographic dissimilarity on organizational citizenship behavior. *Academy of Management Journal*, 42: 273-287.

Chattopadhyay, P., Glick, W.H., Miller, C.C., & Huber, G.P. 1999. Determinants of executive beliefs: Comparing functional conditioning and social influence. *Strategic Management Journal*, 20: 763-789.

Beyer, J.M., Chattopadhyay, P., George, E., Glick, W.H., ogilvie, dt, & Pugliese, D. (authorship in alphabetical order). 1997. The selective perception of managers revisited. *Academy of Management Journal*, 40: 716-737.

BOOK CHAPTERS

Chattopadhyay, P., George, E. & Ng, C.K. (in alphabetical order). Forthcoming. An uncertainty reduction model of relational demography. *Research in Personnel and Human Resource Management*.

George, E. & Chattopadhyay, P. 2008. Effects of team composition on decision making. In Hodgkinson, G. & Starbuck, W. (Eds.) *The Oxford Handbook of Organizational Decision Making*: 361-379. Oxford: Oxford University Press.

Sinclair, M., Ashkanasy, N., Boyle, M., & Chattopadhyay, P. 2002. Determinants of intuitive decision-making in management: The moderating role of affect. In N. Ashkanasy, C. Hartel & W. Zerbe (Eds), *Managing Emotions in the Workplace*: 143-163. New York: M.E. Sharpe.

REFEREED CONFERENCE PROCEEDINGS

Chattopadhyay, P., Hodgkinson, G.P. & Healy, M.P. 2006. Of maps and managers: Toward a cognitive theory of strategic intervention. *Academy of Management Best Paper Proceedings*.

Finn, C. & Chattopadhyay, P. 2000. Managing emotions in diverse work teams: An affective events perspective. *Academy of Management Best Paper Proceedings*. Winner of *Best Student Paper Award*, Managerial and Organizational Cognitions Division.

Raman, N.V., Chattopadhyay, P., & Hoyer, W.D. 1995. Do Consumers Seek Emotional Situations: The Need For Emotion Scale. In Frank Kardes and Mita Sujan (Eds.), *Advances in Consumer Research*, 22: 537-542. Provo, UT: Association for Consumer Research. Scale reproduced in Bearden, W.O. & Netemeyer, R.G. (Eds.) (1999), *Handbook of Marketing Scales (Second Edition)*, Thousand Oaks, CA: Sage.

REFEREED CONFERENCE PRESENTATIONS

Ng, C.K., Chattopadhyay, P., & George, E. 2011. An Uncertainty Reduction Model of Relational Demography. To be presented at the Academy of Management Meeting, San Antonio, TX, USA.

George, E. & Chattopadhyay, P. 2009. Helping hand or competition? The moderating influence of permeability on the relationship between blended workgroups and employee

attitudes and behaviors. Presented at the Academy of Management Meeting, Chicago, IL, USA.

Roh, H., Joshi, A., Nishii, L.H., Chattopadhyay, P., & Brickson, S. 2009. Crossing levels in workplace demography research: How can we learn from others? Presented at the Academy of Management Meeting, Chicago, IL, USA.

George, E., Chattopadhyay, P., & Lawrence, S. 2008. Blended Work Groups: Asymmetric Effect of Work Status Differences on Relationships and Tasks of Standard and Non-Standard Workers. Presented at the Academy of Management Meeting, Anaheim, CA, USA.

Das, D., Dharwadkar, R., & Chattopadhyay, P. 2008. Work and beyond: Toward an emic understanding of everyday identity transitions in Indian call centers. Presented at the Academy of Management Meeting, Anaheim, CA, USA.

Joshi, A., DiTomaso, N., Ely, R., Chattopadhyay, P., Martins L. & Stahl, G. 2007. How, Where, and Why Diversity Matters: A Contextualized Agenda for Future Research. Presented at the Academy of Management Meeting, Philadelphia, PA, USA. Winner of *Making Connections Award*, Organizational Behavior Division.

Chattopadhyay, P. & Finn, C.P. 2006. Asymmetrical effects of diversity on identification and emotions. Presented at the Academy of Management Meeting, Atlanta, GA, USA.

Chattopadhyay, P., Hodgkinson, G.P. & Healy, M.P. 2006. Of maps and managers: Toward a cognitive theory of strategic intervention. Presented at the Academy of Management Meeting, Atlanta, GA, USA.

Chattopadhyay, P., George, E., & Shulman, A. 2005. The influence of sex dissimilarity in distributive versus collocated groups. Presented at the Academy of Management Meeting, Honolulu, HA, USA.

George, E., Levenson, A., Finegold, D., & Chattopadhyay, P. 2004. Employees who want to belong: Citizenship behaviors of workers from temporary help agencies. Presented at the Academy of Management Meeting, New Orleans, LA, USA.

Lawrence, S., Shulman, A., Liu, S., George, E., & Chattopadhyay, P. 2004. The graying of R&D workgroups: The effects of age diversity on developing publicly usable knowledge. Presented at the Academy of Management Meeting, New Orleans, LA, USA.

George, E., Chattopadhyay, P., Lawrence, S., & Shulman, A. 2003. The Influence of Employment Externalization on Work Content and Employees' Justice Perceptions. Presented at the Academy of Management Meeting, Seattle, WA, USA.

Chattopadhyay, P., George, E., & Lawrence, S. 2002. Why does dissimilarity matter? Contrasting self-categorization with similarity-attraction. Presented at the Academy of Management Meeting, Denver, CO, USA.

Sinclair, M., Noordink, P., Ashkanasy, N., & Chattopadhyay, P. 2002. Measuring Intuition Using AIM: Scale Reliability and Relationships with Measures of Emotional Response.

Presented at the Annual Meeting of the Society of Australasian Social Psychologists, Adelaide, SA, Australia.

Chattopadhyay, P. & Tluchowska, M. 2001. Choosing the right in-group: Identification preferences in demographically diverse work groups. Presented at the Academy of Management Meeting, Washington, DC, USA.

George, E., Sitkin, S., Chattopadhyay, P., & Barden, J. 2001. Environmental framing as an antecedent to institutional persistence and change: Responses to threat and opportunities. Presented at the Academy of Management Meeting, Washington, DC, USA.

Chattopadhyay, P., George, E., & Lawrence, S. 2000. Effects of demographic dissimilarity in work groups: Contrasting social identity theory with the similarity–attraction paradigm. Presented at the Academy of Management Meeting, Toronto, ON, Canada.

Finn, C. & Chattopadhyay, P. 2000. Managing emotions in diverse work teams: An affective events perspective. Presented at the Academy of Management Meeting, Toronto, ON, Canada. Winner of *Best Student Paper Award*, Managerial and Organizational Cognitions Division.

Sinclair, M., Ashkanasy, N., Boyle, M., & Chattopadhyay, P. 2000. Determinants of intuitive decision-making in management: The moderating role of affect. Presented at the Conference on Emotions and Organizational Life, Toronto, ON, Canada.

George, E. & Chattopadhyay, P. 1999. One foot in each camp: The dual identification of contract workers. Presented at the Academy of Management Meeting, Chicago, IL, USA. Portions also presented at the Annual Meeting of the Society of Australasian Social Psychologists, Coolum, QLD, Australia.

Chattopadhyay, P. 1998. Dealing with dissimilar coworkers of higher status: The influence of open versus closed minds Presented at the Academy of Management Meeting, San Diego, CA, USA.

Chattopadhyay, P., & George, E. 1998. Examining the effects of work externalization through the lens of social identity theory. Presented at the Academy of Management Meeting, San Diego, CA, USA.

Chattopadhyay, P., & George, E. 1997. OCB in mixed groups: A study of work groups with temporary and internal workers. Presented at the Academy of Management Meeting, Boston, MA, USA.

Hauge, F., & Chattopadhyay, P. 1996. Information search: The Roles of experience and situations. Presented at the Academy of Management Meeting, Cincinnati, OH, USA.

Chattopadhyay, P., & Glick, W. 1995. Organizational actions in response to threats and opportunities. Presented at the Academy of Management Meeting, Vancouver, BC, Canada.

Chattopadhyay, P., Miller, C., & Huber, G. 1994. Determinants of executive beliefs: It's to whom you talk that counts. Presented at the Academy of Management Meeting, Dallas, TX, USA.

Raman, N.V., Chattopadhyay, P., & Hoyer, W.D. 1994. Do consumers seek emotional situations: The need for emotion scale. Presented at the Association for Consumer Research Meeting, Boston, MA, USA.

Glick, W.H., Beyer, J.M., Chattopadhyay, P., George, E., Knoll, K., Ogilvie, d., Pugliese, D., & Saxena, S. 1993. The selective perception of managers revisited. Presented at the Academy of Management Meeting, Atlanta, GA, USA

INVITED TALKS AND WORKSHOPS

Panel member, *Workshop for the International Members of MOC Division on Publishing in US Journals*, Academy of Management Meeting, Anaheim, August 2008.

Panel member, *Coalition for Faculty Diversity Publishing Workshop*, Academy of Management Meeting, Philadelphia, August 2007; Anaheim, August 2008; Chicago, August, 2009; Montreal, August 2010; San Antonio, August, 2011.

Furthering your publishing career. Presented at the Advanced Institute of Management Research (UK). April, 2005.

Contextual dependence of relational demography effects. Presented at the following institutions:

Stern Business School, New York University. February 2005.

School of Engineering, Stanford University. April, 2004.

Fuqua School of Business, Duke University. April 2004.

Distinguished Speaker Series of the University of British Columbia and Simon Fraser University, Sauder School of Business. March, 2004.

School of Business, University of Connecticut. March, 2004.

W.P. Carey School of Business, Arizona State University. March, 2004.

Society for Organisational Behaviour in Australia, Queensland University of Technology. February, 2003.

Organizational responses to threats and opportunities. Presented at the School of Psychology, University of Queensland. August, 2001.

The influence of demographic dissimilarity on organizational citizenship behaviour. Presented at the following institutions:

School of Psychology, University of Queensland. May, 1999.

School of Management, Swinburne University of Technology, Melbourne. April, 1998.

RESEARCH HONOURS

Recognition for outstanding service on the *Journal of Management* editorial board, 2006-2008.

Academy of Management Review Best Paper Award, Academy of Management Meeting, Philadelphia, PA, 2007.

Making Connections Award, *Organizational Behavior Division*, Academy of Management Meeting, Philadelphia, PA, 2007.

Best Reviewer Award, *Managerial and Organizational Cognitions Division*, Academy of Management Meeting, Philadelphia, PA, 2007.

International Visiting Fellow, (UK) Economic and Social Research Council / Engineering and Physical Sciences Research Council *Advanced Institute of Management Research*, 2005.

Australian Graduate School of Management Early Career Research Award, 2004.

RESEARCH GRANT AWARDS

Research Grant Council General Research Fund, 2009-2011 (HK\$387,608), Co-Investigator.

Direct Allocation Grant, HKUST, 2007-08 (HK\$100,000), Principal Investigator.

Faculty Research Grant, University of New South Wales, 2003 – 2004 (A\$13,500), Principal Investigator.

ARC SPIRT Grant, 2000 (A\$ 45,617), 2001 (A\$ 44,261) 2002 (A\$ 44,261), Principal Investigator.

ARC Small Grant / Early Career Research Grant at the University of Queensland, 1999 (A\$ 13,300), Principal Investigator.

ARC SPIRT Incentive Scheme at the University of Queensland, 1999 (A\$ 1, 891), Principal Investigator.

New Staff Research Start-Up Fund at the University of Queensland, 1999 (A\$ 10, 000), Principal Investigator.

Society for Human Resource Management Foundation research award, 1997 (US\$ 9,000), Principal Investigator.

Eugene and Dora Bonham Memorial Fund at the University of Texas at Austin, 1995 (US\$ 1,000), Principal Investigator.

Eugene and Dora Bonham Memorial Fund at the University of Texas at Austin, 1991 (US\$ 1,000), Principal Investigator.

RESEARCH STUDENTS

Supervisor for Carmel P. Finn: PhD awarded April 2003, University of Queensland.

Associate Supervisor for Marta Sinclair: PhD awarded June 2003, University of Queensland.

Thesis examiner for Hung Wai Ping, Iris, Marketing Department, HKUST, 2008.

REVIEW EXPERIENCE

Member of editorial board, *Journal of Management*, 2003 - 2008.
Member of editorial board, *Journal of Organizational Behavior*, 2005 - 2009.
Member of editorial board, *Journal of Applied Psychology*, 2008 onwards.
Member of editorial board, *Academy of Management Review*, 2008 onwards.
Member of editorial board, *Academy of Management Journal*, 2008 onwards.
Member of editorial board, *Organizational Psychology Review*, 2010 onwards
Member of editorial board, *Journal of Strategy and Management*, 2008 onwards

Ad hoc reviewing

Annual Meeting of the Academy of Management.
Applied Psychology: An International Review.
Australian Journal of Management.
British Journal of Management.
British Journal of Social Psychology.
Human Performance.
Human Relations.
Journal of Occupational and Organizational Psychology.
Journal of Management Studies.
Management Science.
Netherlands Organisation for Scientific Research
Organizational Behavior and Human Decision Processes.
Organisation Studies.
Organization Science.
Organizational Research Methods.
Personality and Social Psychology Bulletin
Psychological Reports.
Hong Kong Research Grants Council
Social Sciences and Humanities Research Council of Canada

SERVICE

Coordinator of Departmental Seminar Series (OB), 2010 – 2011.

Chair, Entrepreneurship & Strategy Faculty Recruiting committee, HKUST, 2009 – 2010.

Chair, Junior OB Faculty Recruiting Committee, HKUST, 2008 – 2009, 2010 – 2011.

Member, Departmental Academic Review Committee, HKUST, 2007 onwards.

Member, Department Recruitment Committee for Senior Faculty / Visiting Faculty, HKUST, 2007 – 2008.

Course Coordinator, Human Resource Management, HKUST, 2007 – 2009.

PhD Program Director, AGSM

Committee membership, AGSM

Member, Postgraduate coursework committee

Member, Academic visitors committee

Member, Standing committee

Coordinator of 1999 Graduate School of Management seminar series, University of Queensland.

Committee membership, University of Queensland

Member, University Library Committee.

Member, Business, Economics and Law Library Committee.

Member, selection committee for post of Lecturer, Department of Psychology

Committee for PhD admissions, School of Public Administration, Western Michigan University.

PROFESSIONAL AFFILIATIONS

Academy of Management

INFORMS