

Anthony R. Wheeler

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Education

- 2003 University of Oklahoma
Doctor of Philosophy
Dissertation: *Multidimensional fit: A theory and a test of the influence of realistic job previews and pre-hire fit*
Advisor – Michael R. Buckley, Ph.D.
- 2001 University of Oklahoma
Thesis: *Examining the attitudes toward temporary employees: Implications for recruiting and staffing.*
- 1996 University of Maryland at College Park

Academic Positions

- 2003 – Present Assistant Professor of Human Resource Management, California State University, Sacramento, College of Business
- 2001 – 2003 Adjunct Instructor of Management, University of Oklahoma, Michael F. Price College of Business

Awards

- Best Paper for the Management History/Management Education Track for the 2004 Southern Management Association Annual Conference in San Antonio, TX (2004).
- Best Reviewer of the Human Resource Management Division for the Academy of Management Annual Meetings in New Orleans, LA (2004)
- Chuck Gettys Award for Outstanding Research in Graduate School (2003), University of Oklahoma
- Outstanding Reviewer of the Research-Methodology Track for the 2003 Southern Management Association Annual Conference in Clearwater, FL (2003)

Research

I focus on several areas of research within Management Theory, including:

- The influence of human resource management interventions on organizational recruiting and selection and the resulting impact on Person-Environment Fit
- Issues related to performance and performance appraisal
- Aspects of the impact of the contingent workforce, including motivational, leadership, and justice issues

Refereed Publications

- Wheeler, A.R., Buckley, M.R., Halbesleben, J.R., & Ferris, G.R. (2005). “The elusive criterion of fit” revisited: Toward an integrative theory of multidimensional fit. In J. Martocchio (Ed.), *Research in Personnel and Human Resource Management*, 24, Greenwich, CT: Elsevier/JAI Press. **(In Press)**
- Wheeler, A.R., & Halbesleben, J.R. (2005). The relationship between perceptions of politics, social support, withdrawal, and performance. In E. Vigoda-Gadot and A. Drory (Eds.) *Handbook of Organizational Politics*. **(In Press)**
- Wheeler, A.R. & Richey, R.G. (2005). Selecting global supply-chain managers: A competency-based perspective. *Journal of Marketing Channels*, 12 **(In Press)**.
- Wheeler, A. R. & Autry, C.A. (2005). Post-hire human resource management practices and person-organization fit: A study of warehouse employees. *Journal of Managerial Issues* **(In Press)**.
- Halbesleben, J. R. B., Wheeler, A. R., & Buckley, M. R. (2004). Everybody else is doing it, so why can't we? Pluralistic ignorance and business ethics education. *Journal of Business Ethics*, 56, 385-398.
- Wheeler, A.R. & Buckley, M.R. (2004). Permanent employee attitudes toward temporary employment. *International Journal of Selection and Assessment*, 12, 274-277.
- Chirico, C.E., Buckley, M.R, Wheeler, A.R., Fecteau, J.D., Bernardin, H.J., & Beu, D.S. (2004). A Note on the Need for True Scores in Frame-of-Reference (FOR) Training Research. *Journal of Managerial Issues*, 16, 382-395.
- Wheeler, A.R., Richter, E., & Sahadevan, S. (2004) Looking back on their ‘Great Works’: Insights from the authors of classic works in organizational behavior and human resource management. *Management Decision*, 42, 1326-1342.
- Halbesleben, J.R., Wheeler, A.R., & Buckley, M.R. (2004). The influence of great theoretical works on subsequent empirical work: An investigation of top management journals. *Management Decision*, 42, 1210-1225.
- Wheeler, A.R., Buckley, R.M, & Halbesleben, J.R. (2002). The basics of the contingent workforce. In *Human Resource Management: Perspectives, Context, Functions, and Outcomes, Fourth Edition*. Ferris, G.R., Buckley, M.R., & Fedor, D.M. (Eds). Prentice-Hall: Englewood Cliffs, N.J. p. 155-164.
- Halbesleben, J.R., Buckley, R.M, & Wheeler, A.R. (2002). Overlooked and emerging issues in performance appraisals. In *Human Resource Management: Perspectives, Context, Functions, and Outcomes, Fourth Edition*. Ferris, G.R., Buckley, M.R., & Fedor, D.M. (Eds). Prentice-Hall: Englewood Cliffs, N.J. p. 244-255.
- Buckley, M.R., Nikolova, J., Halbesleben, J.R., Wheeler, A.R., & Stauffer, J.M. (2001/2002). The daunting task of motivating information technology professionals. *Oklahoma Business Bulletin*, 69/70, 5-13.
- Wheeler, A.R. and Buckley, R. M. (2001). The motivation process of temps: A holistic model. *Journal of Managerial Psychology*, 16(5), 339-354.

Publications Currently Under Review

- Halbesleben, J.R., Wheeler, A.R., & Buckley, M.R. (2004). Organizational commitment and job performance: Extending the conservation of resources model. *Group and Organization Management*.
- Wheeler, A.R. & Buckley, M.R. (2004). Realistic job previews and the intent to pursue employment: The moderating effect of job search goals on self-selection. *Journal of Management*.

- Halbesleben, J.R., Buckley, M.R., & Wheeler, A.R. (2004). Toward an organizational theory of pluralistic ignorance. *Journal of Applied Psychology*.
- Wheeler, A.R., Richter, E., & Caliendo, M. (2004). Increasing MBA retention rates at state universities: The development of realistic education previews. *Journal of Management Education*.

Non-Peer Reviewed Publications

- Wheeler, A.R. (2004). Book review of “Into the unknown: Leadership lessons from Lewis and Clark’s daring westward expedition” by Jack Uirdich. *Journal of Applied Management and Entrepreneurship*, 10, 172-175.
- Wheeler, A.R. (2001). Take it or leave it: Graduate school vs. working world. *The Industrial Psychologist*, 39(1), 42-45.
- Wheeler, A. R. (1995). The changing structure of work: From hierarchical to flat and boundaryless organizations. Washington, DC: United States Office of Personnel Management.

Conference Proceedings and Presentations

- Sablynski, C.J., Wheeler, A.R., & Wright, C. (2005). Consulting strategies for employee retention: The role of effective human resource management and job embeddedness. *Paper presented at 2005 Annual Academy of Management Conference*, Honolulu, HI, August 2005.
- Wheeler, A.R., & Buckley, M.R. (2004). Realistic job previews and the intent to pursue employment: The moderating effect of job search goals on self-selection. *Paper presented at Southern Management Association Annual Conference*, San Antonio, TX, November 2004.
- Wheeler, A.R., Richter, E., & Caliendo, M. (2004). Increasing MBA retention rates at state universities: The development of realistic education previews. *Paper presented at Southern Management Association Annual Conference*, San Antonio, TX, November 2004 (Awarded Best Paper in Management History/Management Education Track).
- Halbesleben, J.R., Wheeler, A.R., & Buckley, M.R. (2004). Organizational commitment and job performance: Extending the conservation of resources model. *Paper presented at the Academy of Management Annual Conference*, New Orleans, LA, August 2004.
- Wheeler, A.R. (2002). Taylor’s ‘soldiering’: A historical perspective of the restriction of output. *Paper presented at the Academy of Management Annual Conference*, Denver, CO, August 2002.
- Wheeler, A.R. & Buckley, M.R. (2002). An examination of a myth surrounding attitudes toward temporary employment. *Paper presented at the Southern Management Association Annual Conference*, Atlanta, GA, November 2002.
- Wheeler, A.R. (2002). The relationship between temporary workers and unions: Past, present, and future. *Paper presented at the Southern Management Association Annual Conference*, Atlanta, GA, November 2002.
- Wheeler, A.R. (2001). Individual differences, brand image, and firm size: A theoretical view of organizational recruiting antecedents. *Conference Proceedings at The Institute of Behavioral and Applied Management*, Charleston, S.C., November 2001.
- Wheeler, A. R. (1995). The changing structure of work: From hierarchical to flat and boundaryless organizations. Presented by J. M. Kraft at National Institute of Occupational Safety and Health workshop on work, stress, and health, Washington, DC, September 1995.

Wheeler, A. R. (1995). The changing structure of work: From hierarchical to flat and boundaryless organizations. Presented by J. M. Kraft at the Centers for Disease Control convention concerning workforce quality, Atlanta, GA, August 1995.

Manuscripts in Current Preparation

Wheeler, A.R., Richey, R.G., Tokman, M., & Sablynski, C.J. (2005). The influence of personality and organizational culture on perceptions of organizational brand image: Antecedents to employee retention. *Submitted to Human Resource Management Track at 2005 Annual Southern Management Association Conference.*

Buckley, M.R., Childers, J.L., & Wheeler, A.R. (2005). Developing managers of the 21st century: Substituting emotional intelligence for leadership. *Submitted to Management Education and Management History Track at 2005 Annual Southern Management Association Conference.*

Wheeler, A.R., & Sablynski, C.J. (2005). Assessing the importance of job analysis in modern organizations: Implications for teaching and consulting.

Research Currently Conducted

Wheeler, A.R., Sablynski, C.J., & Riolli, L.T. (2005). Sacramento-area employee attitude database.

Wheeler, A.R. (2005). Attribution and the assessment of fit.

Wheeler, A.R. (2005). Leadership and temporary employment: A theoretical examination.

Reviewer Duties

- Reviewer for Journal of Business Ethics (Teaching Business Ethics)
- Ad hoc reviewer for Journal of Management
- Reviewer for special issue of Journal of Applied Management and Entrepreneurship
- Reviewer for Special issue of Management Decision

Conference Duties

- Reviewer for Organizational Behavior and Human Resource Management Divisions for AOM Annual Conference, Honolulu, HI (2005)
- Participant in HRM Junior Faculty Consortium during AOM Annual Conference, New Orleans, LA. (2004)
- Discussant for Human Resource Management Division for AOM Annual Conference, New Orleans, LA (2004)
- Reviewer for Organizational Behavior and Human Resource Management Divisions for AOM Annual Conference, New Orleans, LA (2004).
- Member of “Best Student Paper” Committee for SMA Annual Conference in San Antonio, TX (2004)
- Reviewer for Human Resource Management, Research Methods, and Management History tracks for SMA Annual Conference in San Antonio, TX (2004).
- Reviewer and discussant for Human Resource Management Track for SMA Annual Conference, St. Petersburg, FL (2003).
- Participant in HRM Doctoral Consortium during AOM Annual Conference, Denver, CO (2002)
- Discussant for Management History track at AOM Annual Conference, Denver, CO (2002).
- Reviewer and Discussant for Human Resource Management track for SMA Annual Conference, Atlanta, GA (2002).

Professional Presentations

- Wheeler, A.R. Job analysis and legal defensibility: What you don't know about job analysis can hurt your organization. Presentation made to the Sacramento Labor and Employment Law Association, March 2004
- Wheeler, A.R. Job search: In theory and practice. Presentation made to the Human Resource Management Association at CSUS, November 2003.
- Wheeler, A.R. Examining attitudes toward temporary employees: Emerging issues in management. Presentation made for the University of Oklahoma Psychology Department, March 2001.

Research Grants Awarded

- California State University – Research and Creativity Grant (2004) - \$11,180
- California State University – Probationary Faculty Development Grant (2003/2004) - \$14,000
- University of Oklahoma – Research and Creativity Grant (2000) - \$1,000

Teaching

California State University, Sacramento

- Human Resource Management - OBE 153

University of Oklahoma

- Organizational Behavior – MGT 4363
Human Resource Management – MGT 3515
Principles of Management – MGT 3013
Elements of Psychology – PSY 1113
Psychology of Leadership – PSY 4703
Research Methods – PSY 3114
Survey of Industrial/Organizational Psychology – PSY 5035 (GA, 2000)

University of Maryland

- Cross-Cultural Psychology – PSY 3154 (Undergraduate TA, 1996)

Committee Work

- Co-Coordinator – CSUS CBA Faculty Research Seminar
- Faculty Sponsor – Human Resource Management Association
- Master's Thesis Committee for Jennifer Brotherton (I/O Psychology)

Media Appearances

- “Calpers goes after ‘Fat Cat’ CEOs”, KCRA Channel 3, November 24, 2004
- “More employees look for time off”, KCRA Channel 3, January 13, 2005
- “What’s the incentive?”, Nieman Watchdog, February 9, 2005
- “On-line surveys”, KCRA Channel 3, March 1, 2005

Internships

1995-1996 United States Office of Personnel Management, Washington, DC.

Participated in largest job analysis in United States Government history; wrote social desirability section of government-wide clerical/technical selection test; participated in a test validity assessment project for the U.S. Marshall's Service

Professional Training

2003 University of Oklahoma, Oklahoma Scholar-Leadership Enrichment Program (OSLEP)
Consultant

Conducted focus groups and made recommendations to improve the mission, content, and marketing of the OSLEP program for all public and private universities in the state of Oklahoma.

2001 – 2002 University of Oklahoma, Office of Human Resources Consultant
Performed compensation reclassification of existing jobs into a broadband pay compensation system for all hourly and permanent positions at the University of Oklahoma.

2001 – 2002 State of Arkansas, Little Rock, AR Consultant
Conducted performance appraisal validation study for the State Trooper Division of the state of Arkansas. Study included evaluation of existing performance appraisal system and recommendations to adapt more effective performance appraisal system.

2000 Management Analysis, Inc. Vienna, VA. Management Consultant
Performed job analysis, resource analysis, and management studies for Corpus Christi Naval Station, TX, Cherry Point Naval Hospital, N.C, and Great Lakes Naval Training Center, IL. All work performed in preparation for the privatization of industrial hygiene and medical services to commercial service providers.

1999 KPMG, LLP (Bearing Point). Crystal City, VA. Sr. Mgt. Analyst
Performed job analysis, resource analysis, and management study at Letterkenny Army Depot, PA in preparation for privatization of 1,200 base-operations positions to a commercial service provider.

1997-1999 Management Analysis, Inc., Vienna, VA. Management Analyst
Performed job analysis, resource analysis, quality assurance plan, and management studies for: Fort Monroe, VA, Fort Leonard Wood, MO, Fort Lee, VA, Fort Leavenworth, KS, Fort Sill, OK, Naval Air Station (North Island), CA, Miramar Marine Air Station, CA, Naval Submarine Station (North Island), CA, Marine Barracks (North Island), CA, and San Diego Naval Station, CA. All work performed in preparation for the privatization of transportation and public works positions to commercial service providers.

1996-1997 Realty Information Group, Bethesda, MD. Analyst
Provided analysis and forecasted trends for commercial real estate market.

Professional Affiliations

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Society for Human Resource Management (SHRM)
- Sacramento Area Human Resource Association (SAHRA)
- American Psychological Association (APA)

References

Dr. Michael R. Buckley
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