

**Alexander D. Stajkovic**  
*Dean's Professor in Business*  
adstajkovic@wisc.edu | [www.stajkovic.biz](http://www.stajkovic.biz) | (608) 320-4017

## POSITIONS

### **University of Wisconsin-Madison, Wisconsin School of Business**

Dean's Professor in Business, 2022-present  
M. Keith Weikel Distinguished Chair in Leadership, 2015-22  
M. Keith Weikel Professor in Leadership, 2013-2015  
The Procter & Gamble Chair in Business, 2007-2013  
Associate Professor, 2006 | Assistant Professor, 1999-2005

**Tommy G. Thompson Center on Public Leadership**, UW-Madison  
Faculty Advisory Board, 2023-  
**African Studies Program**, UW-Madison  
Faculty affiliate, 2018-

### **Stanford University**

Psychology Department, Visiting Scholar, 2007-2008

### **University of California-Irvine**

Graduate School of Management, Visiting Assistant Professor, 1997-1999

### **Washington State University**

Management Department, Visiting Assistant Professor, 1996-1997

## EDUCATION

Ph.D., University of Nebraska-Lincoln, 12/1996 | Major OB | Minor Research Methods  
M.A., Management, University of Nebraska-Lincoln, 1993  
B.Sc., Economics, University of Belgrade (Serbia), 1991

## HONORS

*[Responsible Research in Management Award, AOM, Finalist, 2021.](#)*

*[Stajkovic named a most influential organizational behavior textbook author,](#) 2018.*

*Journal of Applied Psychology*, Editor nominations 2013, 2019.

*Gaumnitz Distinguished Research Award*, WSB, 2007.

*Mabel Chipman Excellence in Teaching Award*, WSB, 2005.

*Early Career Contribution to Industrial/Organizational Psychology*, nominated by Division 14, SIOP, of the American Psychological Association (APA), 2001

Self-efficacy and work-related performance: A meta-analysis, article nominated for *Best Paper Published in Organizational Behavior*, Academy of Management, 1999

*Excellence in Teaching Award*, University of California-Irvine, 1998

## PUBLICATIONS

### Journal Articles (peer-reviewed)

[Google Scholar](#) | [Research Gate](#)

- 28) Stajkovic, A.D. & Stajkovic, K. (2024). A summer of protests: Using event system theory to test an intersectional leadership advantage. *Journal of Management*. [Open access](#).
- 27) Stajkovic, K. & Stajkovic, A.D. (2023). Ethics of care, racial inclusion, and economic health in the cities: Is there a female leadership advantage? *Journal of Business Ethics*, 189, 699-721. [Open Access](#).
- 26) Stajkovic, A.D., Greenwald, J. G., & Stajkovic, K. (2022). Money priming debate revisited: A review, meta-analysis, and extension to organizations. *Journal of Organizational Behavior*, 43, 1078-1102.
- 25) Stajkovic, A.D. & Stajkovic, K. (2022). *Meta-Analysis as a Business Research Method*. Oxford Classics, Business and Management.
- 24) Sergent, K. & Stajkovic, A.D. (2020). Women's leadership is associated with fewer deaths during the COVID-19 crisis: Quantitative and qualitative analyses of United States governors. *Journal of Applied Psychology*, 105, 771-783. [Open Access](#).
- 23) Sergent, K., Lee, S., Stajkovic, A.D., Greenwald, J. M., Younger, S., & Raffiee, J. (2020). The mitigating role of trait core confidence on psychological distress in entrepreneurship. *Applied Psychology: An International Review*, 70, 1128-1153.
- 22) Stajkovic, A., Latham, G. P., Sergent, K., & Peterson, S. J. (2019). Prime and performance: Can a CEO motivate employees without their awareness? *Journal of Business and Psychology*, 34, 791-802.
- 21) Stajkovic, A., & Sergent, K. (2019). *Social Cognitive Theory*. Oxford Classics, Management.
- 20) Sergent, K., & Stajkovic, A. (2018). Prime and prejudice. *Applied Psychology*, 68, 391-448.
- 19) Stajkovic, A.D., Bandura, A., Locke, E. A., Lee, D., & Sergent, K. (2018). Test of three conceptual models of influence of the big five personality traits and self-efficacy on academic performance. *Personality and Individual Differences*, 120, 238-245.
- 18) Lee, D., Stajkovic, A.D., & Sergent, K. (2016). A field examination of the moderating role of group trust in group efficacy formation. *Journal of Occupational and Organizational Psychology*, 89, 856-876.
- 17) Stajkovic, A.D., Lee, D., Greenwald, J. M., & Raffiee, J. (2015). The role of core confidence higher-order construct in self-regulation of performance and attitudes: Evidence from four studies. *Organizational Behavior and Human Decision Processes*, 128, 29-48.
- 16) Lee, D, Stajkovic, A.D, Cho, B. (2011). Trust and emotion as antecedents of cooperation: Evidence from Korea. *Journal of Applied Social Psychology*, 41, 1603-1631.

- 15) Latham, G. P., Stajkovic, A.D., Locke, E. A. (2010). The relevance and viability of subconscious goals in the workplace. *Journal of Management*, 36, 234-255.
- 14) Stajkovic, A.D., Lee, D., & Nyberg, A.J. (2009). Collective efficacy, group potency, and group performance: Meta-analyses of their relationships, and test of mediation model. *Journal of Applied Psychology*, 94, 814-828.
- 13) Stajkovic, A.D. (2006). Development of a core confidence higher-order construct. *Journal of Applied Psychology*, 91, 1208-1224.
- 12) Stajkovic, A.D., Locke, E.A., & Blair, E. (2006). A first examination of the relationships between primed subconscious goals, assigned conscious goals, and task performance. *Journal of Applied Psychology*, 91, 1171-1180.
- 11) Stajkovic, A.D., & Luthans, F. (2003). Behavioral management and task performance in organizations: Conceptual background, meta-analysis, and test of alternative models. *Personnel Psychology*, 56, 155-194.
- 10) Stajkovic, A.D., & Luthans, F. (2001). Differential effects of incentive motivators on work performance. *Academy of Management Journal*, 44, 580-590.
- 9) Stajkovic, A.D., & Sommer, S. (2000). Self-efficacy and causal attributions: Direct and reciprocal links. *Journal of Applied Social Psychology*, 30, 707-737.
- 8) Luthans, F., Stajkovic, A.D., & Ibrayeva, E. (2000). Environmental and psychological challenges of entrepreneurial development in transition economies. *Journal of World Business*, 35, 95-110.
- 7) Stajkovic, A.D. (1999). Fitting parametric fixed effect categorical models to effect sizes: A meta-analytic approach in organizational studies. *Organizational Research Methods*, 2, 90-104.
- 6) Luthans, F., & Stajkovic, A.D. (1999). Reinforce (not necessarily pay) for performance. *Academy of Management Executive*, 13, 49-57.
- 5) Stajkovic, A.D., & Luthans, F. (1998). Social cognitive theory and self-efficacy: Going beyond traditional motivational approaches. *Organizational Dynamics*, 26, 62-74.
- 4) Stajkovic, A.D., & Luthans, F. (1998). Self-efficacy and work-related performance: A meta-analysis. *Psychological Bulletin*, 124, 240-261.
- 3) Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Behavioral management: Meeting the challenge of performance improvement in Eastern Europe. *European Management Journal*, 16, 466-475.
- 2) Stajkovic, A.D., & Luthans, F. (1997). Business ethics across cultures: A social cognitive model. *Journal of World Business*, 32, 17-34.
- 1) Stajkovic, A.D., & Luthans, F. (1997). A meta-analysis of the effects of organizational behavior modification on task performance. *Academy of Management Journal*, 40, 1122-1149.

**Books (peer-reviewed)**

- 3) Stajkovic, A.D., & Stajkovic, K. *Human Sustainability and Cognitive Overload at Work: Psychological Cost of Working*. Routledge. [Open Access](#).
- 2) Stajkovic, A. D., & Sergent, K. (2021 paperback, 2019 hardcover) [Cognitive Automation and Organizational Psychology: Goal Priming as a Source of Competitive Advantage](#). Routledge.
- 1) Stajkovic, A.D., & Stajkovic, K. *Confidence and its Manifestations: Integrating Social, Cognitive, and Personality Perspectives*. Oxford University Press. Contract signed, upcoming.

**Edited Book Chapters (peer-reviewed)**

- 5) Stajkovic, A.D., Carpenter, M., & Graffin, S. (2011). Charismatic leadership, social networks, and career goal-setting among U.S. and Chinese executives. *The Handbook of Research on Top Management Teams*. Northampton, MA: Edward Elgar Publishing.
- 4) Luthans, F., & Stajkovic, A.D. (2009). Provide recognition for performance improvement. In Locke, E. A. (Ed.), *Handbook of Principles of Organizational Behavior* (2<sup>nd</sup> edition).
- 3) Carpenter, M.A. & Stajkovic, A.D. (2006). Social network theory and methods as tools for helping business confront global terrorism. In G. Suder (Ed.), *Corporate Strategies Under International Terrorism and Adversity* (pp. 7-19). UK: Edward Elgar Publishing.
- 2) Stajkovic, A.D., & Luthans, F. (2003). Social cognitive theory and self-efficacy: Implications for motivation theory and practice. In R. M. Steers, L. W. Porter, & G. A. Bigley (Eds.), *Motivation and Work Behavior* (7th ed.), 126-140. NY, McGraw-Hill.
- 1) Luthans, F. & Stajkovic, A.D. (2000). Provide recognition for performance improvement. In Locke, E. A. (Ed.), *Handbook of Principles of Organizational Behavior* (1<sup>st</sup> ed.).

**Outreach Books (not peer-reviewed)**

- Stajkovic, A.D., & Stajkovic, K. (2022). [Women's Leadership](#). Middleton, WI: RPA.
- Stajkovic, A.D., & Sergent, K. (2019). [Management and Leadership](#). Middleton, WI: RPA.

**Conference Proceedings**

- 12) Stajkovic, K. & Stajkovic, A.D. (2024). Improving human sustainability at work by reducing cognitive load of task performance. *Academy of Management Proceedings*.
- 11) Stajkovic, K. & Stajkovic, A.D. (2024). Beyond bias: Gendered action potential theory and its role in leadership disparity. *Academy of Management Proceedings*.
- 10) Stajkovic, A.D., Stajkovic, K. A, Hoobler, J. (2023). How agency and communality combine to manifest a female leadership advantage to combat a societal grand challenge of homelessness. *Academy of Management Proceedings*.
- 9) Sergent, K., & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals

sabotage conscious goals in auditing profession. *Academy of Management Proceedings*.

8) Stajkovic, A.D., Carpenter, M. A., & Graffin, S. D. (2005). Charisma, social networks, and self-set career goals in the U.S. and China. *Academy of Management Proceedings*.

7) Luthans, F., & Stajkovic, A.D. (2000). The impact of social recognition on performance. *Midwest Academy of Management Proceedings*.

6) Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Managerial effectiveness for emerging economies. *Pan Pacific Conference Proceedings*. Farner, S., Luthans, F., & Stajkovic, A. (1998). Self-efficacy, rewards, and behavior. *Decision Science Proceedings*.

5) Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). Pay for performance: Theory, research, and practice. *Midwest Decision Science Institute Proceedings*.

4) Stajkovic, A. D. (1996). Fitting parametric fixed effect categorical models to effect sizes. *Decision Science Institute Proceedings*.

3) Luthans, F., Stajkovic, A.D., & Reed, K. (1996). Country clustering revisited: A quantitative review of cultural dimensions. *Decision Science Institute Proceedings*.

2) Luthans, F., Goebel, J., & Stajkovic, A.D. (1996). Comparing perceptions of business ethics across cultures: U.S., Europe, and Japan. *Pan-Pacific Conference Proceedings*.

1) Stajkovic, A.D. (1995). Effects of self-efficacy, goal-setting, and locus of control on task performance: A three-way factorial. *Decision Science Institute Proceedings*.

### **Case and Book Reviews**

Stajkovic, A.D. (1997). Case "Vietnam: An emerging market in the global economy." In *International Management*, (3<sup>rd</sup> ed.), pp. 544-545. New York: McGraw-Hill.

Stajkovic, A.D. (1996). Book review of *Building flexible organizations: A people centered approach*, by M. H. Overholt. *Organizational Dynamics*, 25, 93-94.

### **PRESENTATIONS**

#### **Peer-reviewed**

(68) Stajkovic, K. & Stajkovic, A.D. (2024). Improving human sustainability in organizations by reducing cognitive load of task performance. *Academy of Management*, OB. Also reported under proceedings.

(67) Stajkovic, K. & Stajkovic, A.D. (2024). Beyond bias: Gendered action potential theory and its role in leadership disparity. *Academy of Management*, DEI. Also reported under proceedings.

(66) Stajkovic, A.D. (2024). The role of double bind paradox in leadership effectiveness of men and women. Key-note presentation (submission was peer reviewed/approved), *Slovenian Academy of Management* in coordination with *Academy of Management*. Belgrade, Serbia.

(65) Stajkovic, A.D., Aleksic-Miric, A., & Stajkovic, K. (2024). From think-manager-think make to think-leadership-think female: The “paradox” of leadership effectiveness in the post COVID era. *Slovenian Academy of Management* in coordination with AOM. Belgrade, Serbia.

(64) Stajkovic, A.D., Stajkovic, K. A, Hoobler, J. (2023). How agency and communality combine to manifest a female leadership advantage to combat a societal grand challenge of homelessness. *Academy of Management, DEI*. Boston. Also reported under proceedings.

Eby, L., Hoobler, J., Post, C., Stajkovic, K., & Stajkovic, A. D. (2021). The female leadership advantage in a crisis. Symposium. *Academy of Management, OB, HR, and GDO divisions*.

Awards presentation: ‘Publishing Responsible Research in Management: Celebrating Accomplishments and Passing the Torch’ (2021). Finalists panel and a breakout room with the audience. All-academy Professional Development Workshop. *Academy of Management*.

Stajkovic, A. D., & Sergent, K. (2019). Critical review of money-priming research and a meta-analysis. *Society for the Science of Motivation*, Washington, D.C.

Sergent, K., & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing. *Academy of Management, OB division*, Chicago, IL.

Stajkovic, A.D., & Sergent, K. (2018). Discriminant, convergent, and incremental predictive validities between perceived self-efficacy and primed self-efficacy. *Association for Psychological Science*, San Francisco, CA.

Sergent, K., Stajkovic, A.D., & Latham, G. P. (2018). Can CEO motivate employees by priming an achievement goal? *Society for the Science of Motivation*, San Francisco, CA.

Stajkovic, A.D., Sergent, K., & Greenwald, J. (2017). Effects of primed and perceived self-efficacy on goal-directed action. *Association for Psychological Science*, Boston, MA.

Stajkovic, A.D., Peterson, S. J., Sergent, K., & Bartels, A. (2017). Effects of conscious self-efficacy, primed self-efficacy and primed goals in adaptive self-regulation of behavior. *Society for Industrial and Organizational Psychology*, Orlando, FL.

Stajkovic, A.D., Sergent, K., Peterson, S. J., Schantz, A. (2016). The latest developments in priming research in OB. *Academy of Management, OB division*. Anaheim, CA.

Stajkovic, A.D. (2014). Chair of the session: Improving measurement and generalizability. *Academy of Management, Research Methods division*. Philadelphia, PA.

Stajkovic, A.D. (2014). Discussant of the symposium: Perspectives on implicit processes in organizations. *Society for Industrial and Organizational Psychology*, Honolulu, HI.

Stajkovic, A.D. (2012). Facilitator of the session: Factors influencing effective and ineffective leadership. *Academy of Management, cross-divisions*. Boston, MA.

Stajkovic, A.D. (2012). Chair of the session: Assessing current analytical methods. *Academy of*

*Management, Research Methods division.* Boston, MA.

Stajkovic, A.D., Greenwald, J. M., & Triana, M. D. C. (2012). Master tutorial on priming. *Society for Industrial and Organizational Psychology.* San Diego, CA.

Stajkovic, A.D., Johnson, R., & Bowling, N. (2011). Discussant of the symposium: Measuring implicit processes in organizational research. *Society for Industrial and Organizational Psychology.* Chicago, IL.

Stajkovic, A.D., & Latham, G. P. (2010). Organizational Behavior Division research forum for new members. Faculty fellow with Gary Latham for the work motivation topic. *Academy of Management, OB division.* Montreal, Canada.

Stajkovic, A.D., Locke, E. A., Latham, G. P, Shantz, A., & Piccolo, R. (2009). Chair of the symposium and presenter: Subconscious goals, primed self-efficacy, and need for achievement. *Society for Industrial and Organizational Psychology.* New Orleans, LA.

Stajkovic, A.D. (2009). Chair of the symposium and presenter: Goal setting, self-efficacy and performance: New research directions from nine authors. *Society for Industrial and Organizational Psychology.* New Orleans, LA.

Stajkovic, A.D. (2008). Core confidence and coping with organizational change: A development of a model and examples of its applicability to Vietnam's emerging economy. *PACIBER Annual Conference,* Hanoi, Vietnam.

Stajkovic, A.D., Locke, E., Erez, M, Kremer, S., & Latham, G. (2007). Chair of the symposium and presenter: Conscious and subconscious goal effects on self-efficacy and effects of primed creativity on performance in single and dual tasks. *Academy of Management, HRM and Managerial and Organizational Cognition (MOC) divisions as cosponsors.* Philadelphia, PA.

Lee, D., & Stajkovic, A.D. (2006). Collective efficacy formation and measurement. *Society for Industrial and Organizational Psychology.* Dallas, TX.

Stajkovic, A.D., Carpenter, M. A., & Graffin, S. D. (2005). Charisma, social networks, and self-set career goals in U.S. and China. *Academy of Management, IM division.* Honolulu, HI.

Lee, D., & Stajkovic, A.D. (2005). Interpersonal trust and emotion as predictors of cooperation in work teams. *Academy of Management, MOC division.* Honolulu, HI.

Stajkovic, A.D., Locke, E. A., Miner, J. B., Howard, A., & Latham, G.P. (2005). Chair of the symposium and presenter. The effects of subconscious trait and state motivation on performance. *Society for Industrial and Organizational Psychology.* Los Angeles, CA.

Stajkovic, A.D., & Locke, E. A. (2004). Goal priming: A new approach to goal research. Master tutorial. *Society for Industrial and Organizational Psychology.* Chicago, IL.

Blair, E. S., & Stajkovic, A.D. (2004). Subconscious resilience and relation to entrepreneurial performance. *The Babson-Kauffman Entrepreneurship Conference.* Glasgow, Scotland.

- Stajkovic, A.D. (2003). Positive psychology and work motivation: Development of a core confidence model. *Academy of Management, OB division*. Seattle, WA.
- Locke, E. A., & Stajkovic, A.D. (2003). Work motivation: What we know and what we don't. Master tutorial. *Society for Industrial and Organizational Psychology*. Orlando.
- Stajkovic, A.D., Avolio, B. Luthans, F., & Kechmar, M. (2002). Chair of the symposium and presenter. The effects of collective efficacy on performance in small social groups: What are the relationships? *Academy of Management, all-academy sponsorship*. Denver, CO.
- Stajkovic, A.D., & Brown, S. (2002). Self-efficacy domain relatedness and criterion specificity. *Society for Industrial and Organizational Psychology*. Toronto, Canada.
- Eden, D., Stajkovic, A.D., Kanfer, R., Mathieu, J. E., & Vancouver, J. (2002). Airing contrary views on self-efficacy beliefs' nature, meaning, and application. Symposium presenter. *Society for Industrial and Organizational Psychology*. Toronto, Canada.
- Stajkovic, A.D., & Lee, D. (2001). A meta-analysis of the relationship between collective efficacy and performance. *Academy of Management, OB division*. Washington, D.C.
- Stajkovic, A.D., Porter, L. W., Slocum, J. W., Jr., & Luthans, F. (2001). Chair of the symposium and presenter. The impact of organizational behavior research in the global arena: A view of the past & look at the future. *Pan-Pacific Conference*, Chile.
- Stajkovic, A.D., & Lee, D. (2001). Hoping for collective efficacy while nurturing self-efficacy: Culture and team-building in the workplace. *Pan-Pacific Conference*, Chile.
- Stajkovic, A.D. & Peterson, S. (2000). Toward a social cognitive theory of organizational change. *Academy of Management, MOC division*. Toronto, Canada.
- Stajkovic, A.D., Peterson, S., & Luthans, F. (2000). The effects of multi-source feedback on affect and performance. *Academy of Management, HRM division*. Toronto, Canada.
- Ibrayeva, E., Luthans, F., & Stajkovic, A.D. (2000). The impact of environmental and personality variables on entrepreneurship in transition economies: An empirical analysis. *Academy of Management, International Management division*. Toronto, Canada.
- Luthans, F., & Stajkovic, A.D. (2000). The impact of social recognition on performance. *Midwest Academy of Management, OB division*. Chicago, IL.
- Stajkovic, A.D. Peterson, S., & Luthans, F. (2000) Chair of the symposium and presenter. Coping with organizational change in organizations of the future. *Midwest AOM*, Chicago.
- Stajkovic, A.D., Farner, S., Ibrayeva, E., & Luthans, F. (2000). Chair of the symposium and presenter. A social cognitive approach to organizational behavior: Theory, research, and practice. *Decision Science Institute, OB division*. Orlando, FL.
- Stajkovic, A.D. (2000). The impact of self-efficacy on coping with organizational change in the globally interdependent economy. *Pan-Pacific Conference*. Brisbane, Australia.

Stajkovic, A.D., Porter, L. W., Slocum, J. W., Jr., & Luthans, F. (2000). Chair of the symposium and presenter. Organizational behavior implications for international management at the turn of the century. *Pan-Pacific Conference*. Brisbane, Australia.

Stajkovic, A.D., & Luthans, F. (1999). The past is prologue: History, review, and meta-analysis of the effects of different rewards on performance. *Academy of Management, Creative approaches to research and technology in management track*. Chicago, IL.

Stajkovic, A.D., Porter, L. W., Luthans, F., Wood, R. E., Eden, D., & Locke, E. A. (1999). Chair of the symposium and presenter. Self-efficacy: Theory, research, and application. *Academy of Management, OB and MOC divisions*. Chicago, IL.

Stajkovic, A.D., & Peterson, S. J. (1999). Social cognition and coping with organizational change: The role of self-efficacy. *Western Academy of Management*. Redondo Beach, CA.

Ibrayeva, E., Luthans, F., & Stajkovic, A.D. (1999). Psychological challenges for entrepreneur development in Eastern European economies. *Decision Science Institute, OB div*. New Orleans.

Stajkovic, A. D., & Luthans, F. (1998). A social cognitive model for organizational behavior theory and application. *Academy of Management, OB division*. San Diego, CA.

Luthans, F., Stajkovic, A.D., & Mosley, A. (1998). The effects of financial vs. non- financial rewards on work performance. *Academy of Management, OB division*. San Diego, CA.

Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). The achievement motivation of managers: Private vs. public firms. *Midwest Academy of Management*, Kansas City.

Stajkovic, A.D. (1998). Newly emerging organizational behavior constructs for improving human performance. *Western Decision Science Institute*, Reno, NV.

Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Managerial effectiveness in emerging economies. *Pan Pacific Conference, OB track*, Korea, 1998.

Farner, S., Luthans, F., & Stajkovic, A.D. (1998). Self-efficacy, rewards, and behavior. *Decision Science Institute, OB division*. Las Vegas, NV.

Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). Pay for performance: Theory, research, and practice. *Midwest Decision Science Institute*.

Stajkovic, A.D., & Luthans, F. (1997). Self-efficacy and task performance: A meta-analysis. *Academy of Management, OB division*. Boston, MA.

Luthans, F., & Stajkovic, A.D. (1997). Behavioral management: Past, present, and future. *Midwest Academy of Management, all-academy session*, Ann Arbor, MI.

Stajkovic, A.D., Pearce, J. Lee, S. M., Luthans, F., & Whybark, C. (1997). Chair of the symposium and presenter. What lessons have been learned during the economic transition in Eastern Europe. *Decision Science Institute, OB division*. San Diego, CA.

Luthans, F., Stajkovic, A.D., Ensvick, B. (1997). Effects of general and social efficacy on entrepreneurial performance. *Decision Science Institute, OB division*. San Diego, CA.

Stajkovic, A.D., & Luthans, F. (1996). A meta-analysis of the effects of O.B. Mod. on task performance. *Academy of Management, OB division*. Cincinnati, OH.

Stajkovic, A.D., & Sommer, S. M. (1996). Self-efficacy and causal attributions: Direct and reciprocal links. *Academy of Management, OB division*. Cincinnati, OH.

Stajkovic, A. D. (1996). Fitting parametric fixed effect categorical models to effect sizes. *Decision Science Institute, OB division*. Orlando, FL.

Luthans, F., Stajkovic, A.D., & Reed, K. (1996). Country clustering revisited: A quantitative review of cultural dimensions. *Decision Science Institute, OB division*. Orlando, FL.

Luthans, F., Goebel, J, & Stajkovic, A.D. (1996). Comparing perceptions of business ethics across cultures: U.S., Europe, and Japan. *Pan-Pacific Conference, OB track*. Japan, 1996.

Stajkovic, A.D. (1995). Effects of self-efficacy, goal-setting, and locus of control on task performance: A three-way factorial. *Decision Science Institute, OB division*. Boston.

### **Invited Presentations**

(40) Sergent, K., Stajkovic, A. D. (2021). Women's leadership advantage in a crisis. Invited research seminar. *Pontificia Universidad Javeriana, Bogota, Columbia*.

Stajkovic, A. D., Sergent, K. (2021). Women's leadership advantage in a crisis. Presentation to students of the Delta Sigma Pi, co-ed professional business fraternity within the WSB.

Stajkovic, A. D., Sergent, K. (2020). Cognitive automation in the business of government: An invited presentation to the *Wisconsin State Government, Dept. of Workforce Development*.

Stajkovic, A.D. (2019). The role of self-efficacy in chemistry. *UW-Madison Chemistry, 2019*.

Stajkovic, A. D., Sergent, K. (2019). Prime and Prejudice. *UW-Madison, HR Reps, March 2019*.

Stajkovic, A.D. (2018). Moderator and presenter with Peter Vahnam. How to become CEO. *The Weikel Leadership Series at WSB, UW-Madison*.

Stajkovic, A.D., & Sergent, K. (2018). Prime and prejudice: Implications for HR professionals. *HR@UW December, 2018, UW-Madison, Office of Central HR*.

Sergent, K., Stajkovic, A.D. (2018). Self-regulation in the workplace. *Office of Professionals Conference, UW-Madison, the Learning and Development Office*.

Stajkovic, A.D. (2017). Developing transformational leaders as one of HR competences at UW-Madison. *HR@UW December 2017, UW-Madison, Office of Central HR*.

- Stajkovic, A.D. (2016). Motivating performance with transformational leadership. *HR@UW December 2016, UW-Madison, Office of Central HR.*
- Stajkovic, A.D. (2016). Ain't no mountain high enough: The role of self-efficacy and confidence in careers of women. *John Deere, Society of Women Engineers Conference.*
- Stajkovic, A.D. (2015). Ain't no mountain high enough: The role of self-efficacy in careers of women. *Thermo Fisher Scientific, the Women Employees' Resource Group.*
- Stajkovic, A.D. (2014). How can goal setting theory guide new research in academic medicine. *UW-Madison, School of Medicine and Public Health.*
- Stajkovic, A.D. (2014). Leadership of student organizations. *Greek Presidents Retreat.*
- Stajkovic, A.D. (2013). Leadership and creativity in academic medicine. *UW-Madison, Hospitals and Clinics, Radiology Department.*
- Stajkovic, A.D. (2013). Teaching leadership. *UW-Madison, Student Faculty Board.*
- Stajkovic, A.D. & Zagzebski, I. (2013). Leadership versus management of student organizations. *Globe Med at UW-Madison national meeting.*
- Stajkovic, A.D. (2011). Motivation across cultures. *Tsinghua University, Beijing, China.*
- Stajkovic, A.D. (2010). Priming subconscious in OB. *National University of Singapore.*
- Stajkovic, A.D. (2010). Ain't no mountain high enough: The role of self-efficacy and confidence in careers of women. *Women's Executive Leadership Summit. Madison, WI.*
- Stajkovic, A.D. (2010, 2009). Motivation across cultures. *Tsinghua University, Beijing.*
- Stajkovic, A.D. (2008). What happens to performance when conscious and subconscious goals are in conflict? *Global Research Series, Sogang University, Seoul, South Korea.*
- Stajkovic, A.D. (2006). Transactional vs. transformational leadership. *Credit Unions Executive Society: The CEO Network. San Diego, CA.*
- Stajkovic, A.D. (2003). Building effective executive teams. *Credit Unions Executive Society: The CEO Network. Naples, FL.*
- Stajkovic, A.D. (2003). Positive psychology. *Filene Research Council. Santa Fe, NM.*
- Stajkovic, A.D. (2003). Next level leadership: Characteristics of transformational leaders. *Credit Unions Executive Society: The CEO Network. Boston, MA.*
- Stajkovic, A.D. (2002). Research methodologies applied in an international context: A role of meta-analysis. *Ohio State University, Columbus, OH.*
- Stajkovic, A.D. (2002). Work motivation and its role in the 21st century management.

Presentation to the members of the Chinese Academy of Sciences attending the seminar on *Managing Technology from Research to Market* at UW-Madison.

Stajkovic, A.D. (2001). Work motivation without money. *Peking University*, China.

Stajkovic, A.D. (2001). Self-efficacy and work motivation. *Chinese Department of Foreign Affairs, Beijing General Research Institute*. Beijing, China.

Stajkovic, A.D. (2001). Work motivation, self-efficacy, and collective efficacy in the 21st century management. Presentation at the *Luoyang Copper Co, Ltd*. Louyang, China.

Stajkovic, A.D. (2001). Work motivation through self-efficacy. Presentation at the *Shanghai Dachang Copper Industry Co., Ltd*. Shanghai, China.

DeVaughn, M. & Stajkovic, A. D. (2001). Building self-efficacy for academic pursuits through vicarious learning and verbal persuasion. Training seminar, *Ph.D. Project Conference*. Chicago.

Stajkovic, A.D. (2000). The role of social cognition in in entrepreneurial self-regulation in Eastern Europe. *Enterprise Restructuring in Eastern Europe*. Copenhagen B. School.

Stajkovic, A.D. (2000). Work motivation and HRM for the 21<sup>st</sup> century. Presented to directors of the Chinese Academy of Sciences attending *Asian Partnership Initiative* at UW-Madison.

Stajkovic, A.D. (2000). The role of work motivation in the 21<sup>st</sup> century management. *Board Meeting of the International Institute of Internal Auditors*. Madison, WI.

Stajkovic, A.D. (1999). Work motivation. *University of Pretoria*, South Africa.

Stajkovic, A.D. (1997). Behavioral management: Implications for HRM in Eastern Europe. *Management in the East European Transformation*, Chemnitz Germany.

Stajkovic, A.D. (1997). Self-efficacy. *Gallup Research Headquarters*, Lincoln, NE.

## **TEACHING**

### **Executive Education**

I have conducted over 50 executive education programs with CPED in the past 15 years with companies such as Allergan, Actuant, Credit Unions Executive Society, Cummins, Epic, Government of Latvia (via Booz, Allen & Hamilton), J. F. Brennan, Lands' End, Johnson Controls, TDS, Ultratec, and WE Energies. Programs focused on leadership and motivation.

### **Classes Taught 2021-2024**

Managing Behavior in Organizations, MHR 704, Professional MBA, S22, S23, S24; Organizational Behavior, MHR 700, Executive MBA, F21; Leadership Theory and Practice, MHR 604, UG/Masters, S23, S24; PhD seminar in OB, MHR 872, S24. Annual guest-speaking on experiments in psychology and meta-analysis, MHR 976.

**My Top-Rated Classes**

<u>Course</u>	<u>Program</u>	<u>Evaluations, 1-5</u>	<u>Top 30%</u>
<i>Organizational Behavior</i> (MHR 872)	Ph.D.	5.00 (scale 1)	100%
		5.00 (scale 2)	
	Ph.D.	5.00 (scale 1)	100%
		4.96 (scale 2)	
<i>Leadership Theory and Practice</i> (MHR 365)	Undergraduate	4.96 (scale 1)	96.5%
		4.95 (scale 2)	
	Undergraduate	4.94 (scale 1)	97.1%
		4.96 (scale 2)	
	Undergraduate	4.91 (scale 1)	100%
		4.76 (scale 2)	
<i>Organizational Behavior</i> (MHR 700)	Executive MBA	4.95 (scale 1)	100%
		4.87 (scale 2)	
<i>Leadership Across Cultures: China</i> (Includes 10 days in Beijing and Shanghai)	Undergraduate	4.94 (scale 1)	91.7%
		4.81 (scale 2)	
	Undergraduate	4.89 (scale 1)	100%
		4.71 (scale 2)	
<i>Motivation and Leadership</i>	Executive MBA	4.87 (scale 1)	93.1%
		4.59 (scale 2)	
<i>Managing Behavior in Organizations</i> (MHR 704)	Executive MBA	4.81 (scale 1)	90.9%
		4.67 (scale 2)	

**Educational and Instructional Outreach****Leadership Coaching**

*Guest Leadership Coach* for the UW-Madison Football Team, invited by a student-athlete from my Leadership class (11/9/2019).

**Online Course Design**

Presenter of *Three Keys to a Well-Designed Canvas Course*, an instructional webinar for effective teaching using CANVAS, where my course was highlighted as an exemplary by WSB's Chief Instructional Designer (Fall 2020).

**Digital Lecture Development**

Created an hour-long lecture, [Introduction to Organizational Behavior](#), for online teaching during the COVID pandemic, available on YouTube (early 2020).

Created a mini-lecture, [HR vs. People Analytics](#), available on YouTube (2022).

Co-created [Test of Three Conceptual Models of Influence of the Big Five Traits and Self-efficacy](#), invited by the *Journal of Personality and Individual Differences* based on Stajkovic, Bandura, Locke, Lee, & Sergent (2018).

**Research Colloquium for EMBA Alumni**

Keynote Speaker at [Cognitive Automation: A Cutting-Edge Research Colloquium](#)

for WSB Executive and Evening MBA alumni, with K. Sergent (2019).

#### Professional Thought Leadership

Authored [\*Developing Leadership Savoir-Faire: What B-Schools Can Do?\*](#) and [\*Why New Year's Resolutions Fail and How to Make Them Work by Setting Goals\*](#) LinkedIn (2017).

### Multimedia Development and Webinars

#### Instructional Video Series

Crafted promotional videos for the Professional MBA program launch (2021)

- "[\*Why Study Work Motivation and Leadership\*](#) "
- "[\*The Three Fundamentals You Need for Goals to Work\*](#)"

Developed content for the '[\*Faculty Research from the Wisconsin School of Business\*](#)' video series, enhancing the school's marketing strategy (2015).

- "[\*What is Confidence?\*](#) for the WSB YouTube channel launch.

#### Webinar Presentations

Presented "[\*How Confidence Impacts Your Professional Success\*](#)," a webinar in collaboration with Ivy Exec (~60 min) (2016)

Presented "[\*Motivating Performance Through Transformational Leadership\*](#)" an Ivy Exec webinar (~60 min) (2015).

#### Podcast Production

Co-creator and contributor to [\*Banterns on Business\*](#), a podcast discussing contemporary business topics. Episodes cover a range of subjects from the four-day workweek to virtual teamwork (on Apple Podcasts, Podbean, Google Play).

#### Marketing and Advertising Campaigns

Collaborated on an advertising campaign for the WSB featured in the *New York Times*, titled "[\*3 Professors Shaping the Future of Business\*](#) " (2018).

Produced a welcome video for the Evening MBA Program to support MBA recruitment (2005).

### PROFESSIONAL ENGAGEMENTS

#### Distinguished Invitations and Participation

##### Engagement with Executive Leadership

- Invited by Dean Sambamurthy for a faculty dialogue with Thasundra Brown Duckett, President/CEO of TIAA (2021).
- Participated in the inaugural WSB Dean's Advisor Board meeting at the request of Dean Massey, including an informal board luncheon (2017).

##### Contributions to Institutional Events

- Represented faculty at the WSB Homecoming and board member events upon

- invitation from Dean Ortalo-Magne (2015).
- Selected as a faculty research exemplar at the WSB Campaign Launch reception for the board by Dean Ortalo-Magne (2015).
- Attended the Morgridge Match Gala, a significant fundraising event, with university leadership, Dean Ortalo-Magne, and faculty colleagues (2015).

#### Collaborations with Media and Donors

- Dinner engagement with Fortune Senior Editor Jennifer Reingold organized by Meloney Linder from the dean's office (2015).
- Interacted with potential donor M. Keith Weikel, which led to the endowed M. Keith Weikel Distinguished Chair in Leadership, invited by Dean Knetter (2007).
- Facilitated an accreditation team meeting with junior faculty during the business school's accreditation process, coordinated by Dean Knetter and Senior Associate Dean Jim Johannes (2007).
- A dinner with alumni/donors in Palo Alto, CA, per Dean Knetter's request (2007).

#### Wisconsin CEO Summit Involvement

At Dean Knetter's invitation, contributed to multiple facets of the Wisconsin CEO Summit: conducted a leadership style survey, engaged in executive discussions, and coauthored an article for the WSB Magazine on leadership tendencies (2006).

### **MEDIA ENGAGEMENT AND EXPOSURE** (see [www.stajkovic.biz/media](http://www.stajkovic.biz/media) for details)

#### **Interviews with Media**

- Analyzed the feasibility and implications of a [4-day work week](#) across industries (e.g., auto, long-term care, manufacturing) in interviews with *WI NPR*, *Milwaukee Journal Sentinel*, *Badger Herald*, *American Banker*, and the *Morning Brew* (2002, 2023).
- Provided insights on goal setting versus New Year's resolutions in *Capital Newspapers* and the *WSB Tip Sheet* for alumni (2017, 2019).
- Offered expertise on the value of endowed chairs and employee work motivation in interviews with *Wisconsin State Journal* (2013, 2015).
- Discussed self-efficacy in the workplace and its impact on women's careers with outlets such as the *Boston Globe* and *Elle Magazine* (2006, 2008).
- Delivered talks and interviews on work motivation in various industries, including *Henry Stewart Talks* and *Midwest Airlines Magazine* (2003, 2006).

#### **Mainstream Media Research Exposure**

- When women lead. *CNBC*, 2022.
- The reality of running for governor as a woman. *Ms. Magazine*, 2022.
- The empathy advantage of great women leaders. *The Boston Globe*, 2021.

- Women leaders have shone through the pandemic, men take notice. *Forbes*, 2021.
- What happens when women run the economy. *Reuters*, 2021.
- Are women better at saving lives? *Toronto Star*, 2021.
- Data show women make better leaders, *Forbes*, 2021.
- Who won't shut up in meetings? Men say it's women. It's not. *Washington Post*, 2021.
- 2021 is a tipping point for female leaders. *Bloomberg*, 2021.
- Women leaders performed better during COVID-19 crisis. *Inc. Magazine*, 2021.
- Why do we still distrust women leaders? *BBC News*, 2021.
- Weighing in on the efficacy of female leadership. *The Hindu*, 2020.

### Research Dissemination

Showcased in the American Psychological Association (APA) for research on women's leadership (2022).

[COVID monologues](#) research-based theatre performance. *Johns Hopkins Univ.*, funded by the U.S. Department of State to disseminate important research on COVID-19 (2021). Participated in "Research Roundup Story" hosted by Integrated Marketing and Communications at WSB, an initiative to elucidate Black Friday through research. (2015)

### Academic and Public Discourse Contributions

- My research on women's leadership during the COVID-19 crisis in JAP was summarized and shared across various platforms, including *WebMD*, the *Fisher College of Business OSU*, *PsyPost News*, *I-O at Work*, *Society for Personality and Social Psychology*, *Harvard Business Review Research*, and *World Economic Forum* (2020-2022).
- Discussed [Cultivating Core Confidence](#) in various settings, from the *National Education Summit* in Australia to *WUWM 89.7FM Milwaukee NPR*. (2018-2019).

### Media Contributions to the Wisconsin School of Business

WSB Faculty Insights Blogs

- ["Ask an Expert: Should We Move to a Four-Day, 32-Hour Work Week?"](#) (2023)
- ["Ask an Expert: How do Different Types of Goals Affect Employee Motivation?"](#) (2021)
- ["Leadership During the Pandemic"](#) (2020)
- ["Research That Works in the Workplace: 5 Tips to Boost Performance"](#) (2019)
- "Boost Your Self-Confidence" (2019)
- "Confidence is Key to Success" (2018)

- "[How to Predict Academic Achievement](#)" (2017)
- "[Self-Efficacy Predicts Academic Performance](#)" (2017)
- "[How to Predict Employee Performance and Job Satisfaction](#)" (2015)

#### WSB Alumni News and Update Magazine

- "[Now You Know: COVID-19 Has Changed the World, as Well as Our Understanding of It. WSB Faculty Share Their Observations](#)" (2020)
- "Three Tips to Improve Your Management Skills" (2020)
- [Stajkovic named influential organizational behavior textbook author](#) (2018)
- "Promoting the Prestige and Research of WSB Faculty" - Faculty Spotlights.
- "[Promoting prestige, quality, and array of research of our WSB faculty.](#)" (2018)
- "[Performance and Satisfaction Predicted by Confidence?](#)" (2016)

## SERVICE

### Editorial Roles

Served as an editorial board member for leading journals such as [Journal of Applied Psychology](#) (2008-2026, reappointed every 2 years), [Academy of Management Journal](#) (2000-2004), and [Organizational Behavior and Human Decision Processes](#) (2007-2011). Also [South African Journal of HRM](#) (2003-2018), [Organizational Dynamics](#) (1999-2016), and an advisory council member for *Harvard Business Review* (2008-present).

### Reviewer Responsibilities

Acted as an ad-hoc reviewer for approximately 400 papers across top-tier management and psychology journals and conferences.

Reviewed grant proposals for [the U.S. DC and Psychological Science Addressing COVID-19 Priorities](#) (2020) and for national science foundations in Croatia (2015, 2024), Hong Kong (2014, 2016, 2018), and Israel (2015, 2019).

### External Dissertation Committee Service

Member/Examiner on dissertation committee for Amanda Shantz at the University of Toronto, Centre for Industrial Relations and Human Resources (2008)

### External Tenure and Promotion Reviewer

Conducted external tenure and promotion reviews for faculty at University of Houston (2023), Rice University (2022), United Arab Emirates (2021, 2019), University of Dublin (2020), and South African National Research, Career Evaluation (2013, 2012)

### University Service at UW-Madison

Faculty Senator (2006-2018) (alternate for Prof. Jim Johannes 2019)

Search Committee Member for Chief HR Officer at UW-Madison (2019)

Member/Examiner on dissertation committees for Gary Kilgas, Department of Educational Leadership and Policy Analysis at UW-Madison (2023), and for David Brown, Department of Software Engineering, at UW-Madison (2021).

Faculty Advisor for the student organization AIESEC (2005-2008).

### **School Service at Wisconsin School of Business**

Master's Curriculum Committee (2023-2025; 2020-2021), Master's Curriculum Committee for Executive MBA and Evening MBA programs (2013-2020, except 2017/2018 due to sabbatical), and Master's Curriculum Committee for full-time MBA program (2013-2014) and was a core faculty member in this program (1999-2006).

Undergraduate Curriculum Committee (2023-2024; 2012-2013).

Asked by the WSB Senior Associate Dean to serve on a Coordination Committee between the WSB and the Center for Professional Education and Development (CPED) to coordinate leadership offerings (2012-2013).

Awards Committee member (1999-2006; 2009-2010).

Five-Year Performance Review Committee member for Prof. Stacie LaPlante of the Accounting and Information Systems Department (2018-2019).

Chaired search and screen committees for Director of Health Care Leadership (2015-2016) and for Assistant Dean of Exec. and Evening MBA programs (2013-2014). Member/Examiner on dissertation committees outside of MHR department, including for Rachel Martin of the AIS Dept. (2018) and Sean Andre of the AIS Dept. (2008). Also served as an undergraduate thesis advisor for Bethany Logemann in economics (2016).

### **Management and Human Resource Department Committees and Leadership Roles**

Search and Screen Faculty Recruiting Committees

Chair (2024-2025): Ongoing

Chair (2020-2021): Facilitated the hiring of two OB faculty (Atir and Tsay).

Member (1999-2000, 2007-2008, 2010-2011, 2016-2017)

Curriculum Committees

MHR ad-hoc Curriculum Committee (2023-2024)

Chair, Curriculum Committee for OB/HR classes (2013-2014)

Ph.D. Committee

Served as a member on the Ph.D. committee from 2001 to 2006

Tenure and Promotion Committees

Prof. Chia-Jung Tsay (2020-2021)

Prof. Maria del Carmen Triana (2013-2014)

Prof. Cynthia Devers (2009-2020)

**MHR Doctoral Mentorship and Committee Service** (14 committees)

## Dissertation Chair

1. Kayla Sergent (2018)
2. Jessica M. Greenwald (2010)
3. Mark A. Maltarich (2009)
4. Eden S. Blair (2008)
5. Dongseop Lee (2005)

## Dissertation Committee Member

1. Greg P. Reilly (2007)
2. Scott D. Graffin (2007)
3. Ingo Holzinger (2005)
4. Robyn Berkley (2000)

## Prelims Committee Member

1. Bekhzod Khoshimov (2023)
2. Kayla Sergent (2018)
3. Scott D. Graffin (2007)
4. Anthony Sadler (2005)
5. Michael DeVaughn (2003)

**GRANTS**

I have received 24 grants over the years. The projects included funding dissertation research in China, supporting honors students, as well as doctoral students with RA funds, international travel support and research projects. Funding sources were at the University, professional (SHRM), private (Filene), and national levels (CIBER, U.S. Department of Education).

## A Few Examples

- Project: One year of Research Assistantship funding for my doctoral student.  
Amount: \$12,924.00 | Source: Wisconsin Alumni Research Foundation.
- Project: Comparing the impact of financial and nonfinancial rewards on employee performance: A field experiment.  
Amount: \$9,300.00 | Source: Society for Human Resource Management (SHRM).
- Project: Testing core confidence higher-order construct.  
Amount: \$8,500.00 | Source: Filene Research Council, private research foundation.  
Amount: \$15,000.00 | Source: Business Research Competition, UW-Madison.
- Project: Funding for students to help them with the cost of the study tour to China.  
Amount: \$9,000.00 | Source: CIBER
- Project: Expanding social network theory to better understand and predict global terrorism.  
Amount: \$7,500.00 | Source: CIBER

Project: Dissertation funding for my doctoral student to collect field data in China.  
Amount: \$6,000.00 | Source: Asian Partnership Initiative.

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)  
Organizational Behavior division | Research Methods division  
American Psychological Association (APA)  
Division 14, Society for Industrial and Organizational Psychology (SIOP)  
Division 8, Personality and Social Psychology  
Association for Psychological Science (APS)  
Society for Science of Motivation (SSM)

## **NATIONAL ASSOCIATION CONSORTIUMS**

Junior Faculty Consortium - Academy of Management  
OB/OT/OD Doctoral Consortium - Academy of Management  
OB Doctoral Consortium - Decision Sciences Institute

## **PROFESSIONAL EXPERIENCE**

National Bank of Commerce, Corporate banking | Lincoln, Nebraska  
Ernst and Young, External Audit | Milan, Italy  
Banca Popolare di Verona, International banking and currency trading | Verona, Italy

## **LANGUAGES**

English, French, Italian, and Serbian (which includes full proficiency of languages spoken in Bosnia, Croatia, and Montenegro).

## **Summer Language Schools Attended** (during high-school and college)

Alliance Francaise: Ecole Internationale de Langue et de Civilisation Francaises, Paris.

Foundation Postuniversitaire Internationale: Center de Langue Francaises, Paris.

Oxford, St. Joseph's Hall, International College (twice).

Cambridge, O.C.E.S., Cambridge.

Kompas Language Program, Englishtown, NJ.

CV updated, August 2024.