

# VICTOR HAROLD VROOM

## CURRICULUM VITA

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Date and Place of Birth: August 9, 1932, Montreal, Canada

Citizenship: U.S.A.      Wife: Julia Ann Francis      Children: Derek, Jeffrey, Tristan, Trevor

Education: 1958, Psychology, University of Michigan, Ph.D.  
1955, Psychology, McGill University, M.Ps.Sc.  
1953, Psychology, McGill University, B.Sc.

Dissertation: "Some Personality Determinants of the Effects of Participation"

Dissertation Committee: Floyd C. Mann, Chairman  
John French, Jr.  
John Atkinson  
Norman Maier

Fellowships & Awards: 2004 Distinguished Scientific Contribution from Academy of Management  
2004 Literati Award – Best Article in 2003 Management Decision  
1998 Distinguished Scientific Contribution Award from SIOP  
1970 James McKeen Cattell Award - American Psychological Association  
1967-68 Fulbright Lecturer in United Kingdom  
1967 McKinsey Foundation Research Design Competition Winner  
1961-62 Ford Foundation Faculty Fellowship  
1958-59 Ford Foundation Doctoral Dissertation Competition Winner

### Professional and Honorary Associations:

American Psychological Society, (Fellow)  
Society of Industrial-Organizational Psychology, President 1980-81  
American Psychological Association (Fellow)  
Member of Council of Representatives, 1973-1976  
Society for the Psychological Study of Social Issues (Fellow)  
International Congress of Applied Psychology Sigma Xi  
American Board of Examiners in Professional Psychology-Diplomat  
The Academy of Management (Fellow)

### Academic History and Employment:

- 2007-present Bearing Point Professor of Management and Professor of Psychology (by courtesy), Yale University
- 2004-present Visiting Professor, AVT. Copenhagen, Denmark
- 1973-2007 John G. Searle Professor of Organization and Management; Professor of Psychology; Yale University
- 1972-75 Chairman, Department of Administrative Sciences; Associate Director, Institute of Social and Policy Sciences, Yale University
- 1972-73 Professor of Administrative Sciences and of Psychology, Yale University.
- 1966-72 Professor of Psychology and Industrial Administration, Graduate School of Industrial Administration, Carnegie-Mellon University
- 1963-66 Associate Professor, Graduate School of Industrial Administration, Carnegie Institute of Technology
- 1960-63 Assistant Professor, Department of Psychology, University of Pennsylvania
- 1959 Lecturer, Department of Psychology, University of Michigan
- 1958 Instructor, Department of Psychology, University of Michigan

### Editorial Positions:

- 1988-present Editorial Board, Leadership Quarterly
- 1980-present Editorial Board, Journal of Conflict Resolution
- 1968-1980 Editorial Board, Organizational Behavior and Human Performance
- 1968-1971 Editorial Board, Administrative Science Quarterly
- 1970-1972 Consulting Editor, Brooks-Cole Publishing Company
- 1961-1970 Series Editor, Behavioral Science in Industry, Wadsworth Publishing Company (contains books by Chapanis, Dunnette, Stagner, Tannenbaum, Bass, Super, and Perrow)

### Research Grants and Contracts:

- 1977-1979 Army Research Institute
- 1977-1979 Army Research Institute
- 1971-1977 Office of Naval Research
- 1970-1971 Smith Richardson Foundation
- 1968-1971 McKinsey Foundation

1061-1970 General Electric Foundation  
Consultancies (partial list):

General Electric	American Express
Westinghouse	Alcoa
GTE	Mass Mutual Life Insurance
IBM	Bank of America
AT&T	Connecticut General Life Insurance
Bell Telephone Laboratories	Aetna
Prodigy	Connecticut Mutual
Best Foods	ING
Esso Europe	Mobil
CibaGeigy	Arameo
Pfizer	Arthur Andersen
Mercedes Benz of North America	Combustion Engineering
Bristol Myers Squibb	

Publications:

*Books:*

- Vroom, V. H.        Some Personality Determinants of the Effects of Participation. Englewood Cliffs, NJ: Prentice-Hall, 1960. Reprinted New York, NY: Garland Publishing Company, 1987.
- Mann, F. C., Vroom, V.H., and Indik, B.P. The Productivity of Work Groups. Ann Arbor, MI: Institute for Social Research, 1963.
- Vroom, V. H.        Work and Motivation. New York, NY: John Wiley and Sons, 1964. Reprinted Malabar, FL: Krieger Publishing Company, 1982.
- Vroom, V. H.        Motivation in Management. New York, NY: American Foundation for Management Research, 1965.
- Vroom, V.H.        (Ed.) Methods of Organizational Research. Pittsburgh, PA: University of Pittsburgh Press, 1967. Reissued as Organizational Design and Research, Pittsburgh, PA: University of Pittsburgh Press, 1968.
- Vroom, V.H., and Deci, E.L., (Eds.), Management and Motivation London, England: Penguin Books, 1970.
- Vroom, V. H., and Yetton, P. Leadership and Decision-Making. Pittsburgh, PA: University of Pittsburgh Press, 1973.
- Vroom, V. H., and Jago, A.G. The New Leadership: Managing Participation in Organizations. Englewood Cliffs, NJ: Prentice-Hall, 1988.
- Vroom, V. H., and Deci, E.L., (Eds.) Management and Motivation. London, England: Penguin Books, (2nd Edition) 1992.

*Articles:*

- Vroom, V. H. "Effects of Design on Estimation of Size of Coins," Canadian Journal of Psychology, 1957, 11, 83-92.
- Vroom, V. H. "Some Personality Determinants of the Effects of Participation," Journal of Abnormal Social Psychology, 1959, 59, 322-327. Also in Smelser, N.J. and Smelser, W.J., (Eds.), Personality and Social Systems. New York, NY: John Wiley and Sons, 1963.
- Vroom, V. H., and Mann, F.C. "Leader Authoritarianism and Employee Attitudes," Personnel Psychology, 1960, 13, 135-140. Also in Karn, H.W., and Gilmer, B. von H., (Eds.), Readings in Industrial and Business Psychology. New York, NY: McGraw-Hill, 1962.
- Vroom, V.H. "The Effects of Attitudes on the Perception of Organization Goals," Human Relations, 1960, 13, 229-240.
- Vroom, V. H., and Maier, N.R.F. "Industrial Social Psychology," Annual Review of Psychology, 1961.
- Vroom, V.H. "Projection, Negation and the Self-Concept," Human Relations, 1959, 12, 335-344. Also in Vinacke, W.E., Wilson, W.R., and Meredith, G.M., (Eds.), Dimensions of Social Psychology. Chicago, IL: Scott-Foresman, 1964.
- Vroom, V.H. "Ego Involvement, Job Satisfaction and Job Performance," Personnel Psychology, 1962, 15, 159-177.
- Vroom, V. H. "Human Relations Research in Industry: Some Things Learned," in Bairstow, F., (Ed.), Research Frontiers in Industrial Relations, McGill University, 1962.
- Vroom, V. H., and Jones, S.C. "Division of Labor and Performance Under Cooperative and Competitive Conditions," Journal of Abnormal Social Psychology, 1964, 68, 313-320.
- Vroom, V. H. "Some Psychological Aspects of Organizational Control," in Cooper, W., Shelly, M., and Leavitt, H.J., New Perspectives in Organization Research. New York, NY: John Wiley and Sons, 1964.
- Vroom, V.H. "Employee Attitudes," in Fisk, G. (Ed.), The Frontiers of Management Psychology. New York, NY: Harper & Row, Inc., 1964.

- Vroom, V.H. "A Comparison of Static and Dynamic Correlational Methods in the Study of Organizations," Organizational Behavior and Human Performance, 1966, Vol. 1, No. 1, 55-70.
- Vroom, V.H. "Organizational Choice: A Study of Pre- and Post-Decision Making Processes," Organizational Behavior and Human Performance, 1966, Vol. 1, No. 2, 212-225.
- Vroom, V. H. "The Role of Compensation in Motivating Employees: A Behavioral Scientist's Viewpoint," Paper delivered at the 43rd Annual Conference of the Life Office Management Association, Miami, FL, 1966. Also reprinted in Business Management, November, 1966.
- Vroom, V. H., and MacCrimmon, K. "Toward a Stochastic Model of Managerial Careers," Administrative Science Quarterly, June, 1968.
- Vroom, V. H., Grant, L., and Cotton, T. "The Consequences of Social Interaction in Group Problem-Solving," Organizational Behavior and Human Performance, 1969, Vol. 4, No. 1, 77-95.
- Vroom, V. H. "Industrial Social Psychology," in Lindzey, G., and Aronson, E., (Eds.), Handbook of Social Psychology. Reading, MA: Addison Wesley Publishing Company, Vol. 5, 1969.
- Vroom, V. H. "Some Implications of Research on Learning for Management Development," in Goldberg, W., (Ed.), Behavioral Approaches to Modern Management, Vol. 1, Goteborg Studies in Business Administration, Goteborg, Sweden, 1970, 74-88.
- Vroom, V. H. "The Relevance of the Behavioral Sciences for Manpower Management," in Goldberg, W., (Ed.), Behavioral Approaches to Modern Management, Vol. 1, Goteborg Studies in Business Administration, Goteborg, Sweden.
- Vroom, V. H., and Deci, E.L. "The Stability of Post-Decision Dissonance: A Follow-Up Study of the Job Attitudes of Business School Graduates," Organizational Behavior and Human Performance 1971, 6, 36-49.
- Vroom, V. H., and Pahl, B. "The Relationship Between Age and Risk Taking Among Managers," Journal of Applied Psychology, 1971, Vol. 55, No. 5, 399-405.
- Vroom, V. H., and Deci, E.L. "Leadership, Social Value, and the Risky Shift," Representative Research in Social Psychology, 1971, Vol. 2, No. 1.
- Campbell, J.P., Cranny, C.J., Lawler, E.E., McKinney, A.C., and Vroom, V.H. "The Changing Role of Industrial Psychology in University Education: A Symposium," Professional Psychology, 1971, 2, 2-22.

- Vroom, V.H. "A New Look at Managerial Decision-Making," Organizational Dynamics, 1973, Vol. 1, No. 4, 66-80.
- Vroom, V. H., and Jago, A.G. "Decision Making as a Social Process: Normative and Descriptive Models of Leader Behavior," Decision Sciences, 1974, Vol. 5, No. 4, 743-769.
- Vroom, V.H. "Decision Making and the Leadership Process," Journal of Contemporary Business, Autumn 1974, 743-769.
- Jago, A.G., and Vroom, V.H. "Perceptions of Leadership Style: Superior and Subordinate Descriptions of Decision Making Behavior," in Hunt, J.G., and Larson, L., Leadership Frontiers, Kent State University Press, 1975, 103-120.
- Vroom, V.H. "Leadership Revisited," in Cass, E.L., and Zimmer, F.G., Man and Work in Society. New York, NY: Van Nostrand Reinhold Co., 1975, 220-234.
- Vroom, V. H. "Leadership," in Dunnette, M., (Ed.), Handbook of Industrial and Organizational Psychology. Chicago, IL: Rand McNally, 1976.
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- Vroom, V. H., and Jago, A.G. "On the Validity of the Vroom-Yetton Model," Journal of Applied Psychology, 1978, 63, 151-162.
- Yetton, P., and Vroom, V. H. "The Vroom-Yetton Model of Leadership: An Overview," in King, B.T., Streufert, S.S., and Fiedler, F.E., (Eds.), Managerial Control and Organizational Democracy. Washington, DC: Winston & Sons, 1977.
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- Sternberg, R.J., and Vroom, V.H. "The Person Versus the Situation in Leadership," Leadership Quarterly, 2002, 13, pp.301-323.
- Vroom, V. H. "Situational Factors in Leadership," in Chowdry, S. (ed). Organizations 21C, Financial Times/Prentice Hall: 2003, pp. 69-87.
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- Vroom, V. H. "Educating Managers in Decision Making and Leadership," Management Decision 2003, 41,10, pp.968-978.
- Vroom, V. H. "On the Origins of Expectancy Theory," in Smith, K. and Hitt, M. Great Minds in Management: The Process of Theory Development. Oxford University Press 2005, pp 239-258.
- Vroom, V.H. "How does my leadership style compare," *Personal Führung* 2005, 10, pp. 25-29. Also printed in *The Human Factor*, 2006, 1, pp.46-51.
- Vroom, V.H. "Normative Models of Decision Making and Leadership," in Rogelberg, S. (ed.) Encyclopedia of Industrial and Organizational Psychology. Thousand Oaks, CA: Sage, 2006.
- Vroom, V.H. "Teaching the Managers of Tomorrow," in Career Paths in Psychology, R. Sternberg (ed), APA Books, 2<sup>nd</sup> Edition, 2006.
- Vroom, V.H. and Jago, A.G. "The Role of the Situation in Leadership," American Psychologist, 2007, 62(1), pp. 17-24.
- Vroom, V.H. "On the Synergy Between Research and Teaching," Journal of Management Education, 2007, 31, pp. 365-375.

*Abstracts, Notes, Short Articles, and Reviews:*

- Vroom, V.H. Forward to The Acceptance of Human Resource Innovation: Lessons for Management, by Ellen Ernst Kossek. New York, NY: Quorum Books, 1989.
- Vroom, V. H. "A Primer of Leadership," Review of R. Bellows' Creative Leadership," in Contemporary Psychology, 1960, 5, 297.
- Vroom, V.H. "Some Factors Affecting the Perceived Similarity of Social Objects," Proceedings of the 16th International Conference of Psychology. Bonn, Germany, 1960 (Abstract).
- Vroom, V.H. Review of Thomas G. Spates', Human Values Where People Work, The Annals of the American Academy of Political and Social Science, 1961, 335, 228.
- Vroom, V. H. "Maslow at Play," Contemporary Psychology, 1967, 12, (2), 97-98.
- Vroom, V. H. Review of Fred E. Fiedler's Leadership and Management. Contemporary Management: Issues & Viewpoints, Prentice-Hall, 1972.
- Vroom, V. H. "Psychology for Managers," Contemporary Psychology, 1973, Vol. 18, No. 8, 391.
- Vroom, V. H. "Evocative Theory," Review of Karl E. Weick, "The Social Psychology of Organizing", Contemporary Psychology" 1981, 26, No. 1, 29-30.
- Vroom, V. H. "The Essential Attributes of Norman Maier: A Review of Norman Maier's Psychology in Industry," The Academy of Management Review, 1989, Vol. 14, No. 1, 104-106.
- Vroom, V. H. Preface and Introduction to Manage People, Not Personnel: Motivation and Performance Appraisal. Boston: Harvard Business School Press, 1990.

*Unpublished (but Widely-Cited) Papers:*

- Vroom, V. H. "The Self-Concept: A Balance Theoretical Treatment." Department of Psychology, University of Pennsylvania, 1963.
- Vroom, V. H. "Some Observations on Herzberg's Two-Factor Theory." Paper delivered at APA, September 1967.