

VITA

MATT BLOOM

Mendoza College of Business
Department of Management
University of Notre Dame
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ACADEMIC APPOINTMENTS:

ASSOCIATE PROFESSOR (WITH TENURE), University of Notre Dame, 2001-Present
ASSISTANT PROFESSOR, University of Notre Dame, 1996-2001

EDUCATION:

CORNELL UNIVERSITY, ILR School, 1996, Ph. D. Human Resource Studies
UNIVERSITY OF KANSAS, 1989, M. A. Organizational & Personnel Psychology
BAKER UNIVERSITY (Baldwin, KS), 1983, B. S. Psychology

REFEREED RESEARCH PUBLICATIONS:

- Bloom, M. & Colbert, A. in press. Intrinsic motivation. In H. Liao & A. Joshi (Eds.) Research in Personnel and Human Resource Management, Greenwich, CT: JAI Press.
- David, P., Bloom, M., & Hillman, A. 2007. Investor activism, managerial responsiveness, and corporate social performance. Strategic Management Journal, 28: 91-100.
- Bloom, M. 2004. The Ethics of Compensation Systems, Journal of Business Ethics, 52: 149 – 152.
- Bloom, M., Milkovich, G. T., & Mitra, A. 2003. International compensation: learning from how managers respond to variations in local host contexts. International Journal of Human Resource Management, 14: 1350-1367.
- Bloom, M., & Michel, J. 2002. The relationships among organizational context, pay dispersion, and managerial turnover. Academy of Management Journal, 45: 33-42.

- Bloom, M. 1999. The performance effects of pay dispersion on individuals and organizations. Academy of Management Journal, 42: 25-40. (This paper was one of three finalists for the 2000 AMJ Best Paper award.)
- Bloom, M., & Milkovich, G. T. 1999. A strategic human resource management perspective on international compensation and rewards. In G. R. Ferris (Ed.), Research in Personnel and Human Resource Management (Suppl. 4, pp. 283-304), Greenwich, CT: JAI Press.
- Bloom, M., & Milkovich, G. T. 1998. The relationship between risk, performance-based pay, and organizational performance, Academy of Management Journal, 41 (3): 283-297.
- Erez, A., Bloom, M. C., & Wells, M. T. 1996. Using random rather than fixed effects models in meta-analysis: Implications for situational specificity and validity generalization, Personnel Psychology, 49(2): 275-306.

INVITED BOOK CHAPTERS:

- Bloom, M., 2008. 100 Years of Compensation. In C. L. Copper & J. Barling (Eds). Handbook of Organizational Behavior (pp. 300-317), Thousand Oaks, CA: Sage Publications.
- Bloom, M., 2008. 100 Years of Compensation. In C. L. Copper & J. Barling (Eds). Handbook of Organizational Behavior (pp. 300-317), Thousand Oaks, CA: Sage Publications.
- Bloom M. C., & Milkovich, G. T. 1996. Issues in managerial compensation. In C. L. Cooper & D. M. Rousseau (Eds.), Trends in Organizational Behavior (vol. 3, pp. 23-47), New York: John Wiley & Sons.

MANUSCRIPTS UNDER REVIEW:

- Hon, A., Bloom, M. & Crant, M. Resistance to change, intrinsic motivation, and creative performance, Journal of Management.

OTHER PUBLICATIONS:

- Mitra, A. Bloom, M. & Milkovich, G. T. 2002. Managing the Chaos of Global Pay Systems, World at Work Journal, April, pp. 1-6. Reprinted in (2006), Global rewards, WorldatWork.
- McCreery, J. K. & Bloom, M. C. 2000. Design and implementation of manufacturing work teams. In P. M. Swamidass (Ed.), Innovations in Competitive Manufacturing (pp. 95-108), Kluwer Academic.
- Bloom, M. 1999. The new deal: Understanding total compensation in the employment relationship. American Compensation Association Journal, 8(4): 58-67.
- Bloom, M. 1999. The art and context of the deal: A balanced view of executive incentives. Compensation and Benefits Review, January/February: 25-31.
- Milkovich, G. T., & Bloom, M. 1998. Rethinking international compensation. Compensation and Benefits Review, 30(1): 15-23.
- Bloom, M. C., Milkovich, G. T., & Zupan, N. 1997. Contrasting Slovenian and US employment relationships: The links between social and psychological contracts. CEMS Business Review, 2: S93-S107.

FUNDED RESEARCH:

- Flourishing in Ministry, 2010, The Lilly Endowment, \$529,316. Principal investigator on a 5-year project to study the wellbeing of clergy and their families.
- Global Research Consortium, Hong Kong, China. 1998. \$68,500. Co-principal researcher on a project to investigate international compensation systems.
- American Compensation Association, 1997. \$5,000. Research award grant accompanying the ACA Emerging Scholar award.

RESEARCH IN PROGRESS:

- Bloom, M., Hon, A., & Crant, M. Creative context, intrinsic motivation, and creative performance, final manuscript preparation. Under review: Journal of Management.

Flourishing in Ministry, with Bob Bretz & Amy Colbert (University of Iowa).

This is large scale, multi-method project that focuses on wellbeing at work. The project is funded by a grant from the Lilly Endowment. Among the factors under study are (1) how work relationships influence IM and meaning; (2) the interplay of non-work factors, especially family life, IM, and meaning at work; and, (3) the relationships between happiness & meaning at work and happiness & meaning in life. The interview study will provide qualitative data to explore these relationships further. See wellbeing.nd.edu.

The religious lives of American workers, with Bob Bretz and Ken Kelly (University of Notre Dame). This study explores the impact of religiosity on the attitudes, behaviors, and well-being of workers. The study comprises a meta-analysis of existing psychological research and analysis of data from three large-scale surveys (the General Social Survey, International Social Survey, and National Longitudinal Survey of Youth 1979). The study will also offer a conceptual model to guide future research on the interface between religiosity and work. We are collecting data.

A qualitative field study of meaning and happiness at work among physicians, with Amy Colbert (University of Iowa). This is an interview-based study being conducted at the Memorial Medical Group, a division of Memorial Hospital & Health Systems, South Bend. We are in the data analysis phase of this study.

Pursuing the greater good: the impact of organization's corporate social performance on the work experiences of employees, with Ante Glavas. This large-scale survey study is being conducted in partnership with the American Dairy Association. Data collection will begin summer 2010.

TEACHING:

Innovation Studio: Cross-disciplinary Innovation & Design, (2009-2010), Undergraduate

Innovation (2003-2009), MBA

Seminar in Innovation (2003-2006, 2008-2009), MBA

Innovation (2004-2009), Undergraduate

Senior Seminar in Innovation (2004-2008), Undergraduate

Innovation, (2003-2005), Executive MBA

Human Resource Management (2002-2006, 2008-present), MNA
Change Management, (1997, 1999-2002, 2006), Undergrad
Change Management, (1999-2002), MBA
Change Management, (1999-2002), Executive MBA
Managing the High Performance Workforce (1998), Undergrad
Managing the High Performance Workforce (1998), MBA
Management Theory and Practice (1997-1998), MS in Administration
Principles of Management (1996-1999), Undergraduate

TEACHING AWARDS (MENDOZA COLLEGE OF BUSINESS):

2010 Rev. Edmund P. Joyce CSC Award for Excellence in Undergraduate Teaching
2009 MBA Outstanding Teacher
2008 BP Outstanding Undergraduate Teacher
2008 MNA Outstanding Teacher
2007 MBA Outstanding Teacher
2007 Master of Non-profit Administration (MNA) Outstanding Teacher
2006 MBA Outstanding Teacher
2006 Executive Education Inspiring Teacher
2005 Kaneb Outstanding Teacher
2004 Kaneb Center Faculty Fellow
2002 Kaneb Outstanding Teacher
2000 BP Outstanding Undergraduate Teacher

OTHER AWARDS:

1997 Emerging Scholar, American Compensation Association
1997 Visiting Scholar, MBA program, University of Ljubljana, Slovenia

PROFESSIONAL SERVICE:

Editorial board appointments:

Academy of Management Review, 1998-present
Journal of Organizational Behavior, 1998-present
Organization Science, special issue review board, 2001-2002

Ad hoc reviewer:

Academy of Management Journal
Administrative Science Quarterly
Organizational Behavior and Human Performance
Personnel Psychology
Industrial and Labor Relations Review
Journal of Managerial Studies

Advisory Boards

Member, Academic Partnership Advisory Board, 1999-2001.
World@Work (formerly American Compensation Association).

RESEARCH & CONFERENCE PRESENTATIONS:

- Colbert, A. E., & Bloom, M. (2007). Enhancing employee engagement: The role of transformational leadership. Paper presented in A. E. Colbert & B. L. Rich (Chairs), Employee engagement: New research findings, directions, and questions. Symposium conducted at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York City, New York.
- Cable, D. M., & Bloom, M. Managers' Reactions To Organizational Risk And Pay Risk. 2006 Academy of Management meetings. (2006 Best Paper Award, Human Resource Management Division)
- Bloom, M. Conversations on corporate leadership and governance. Invited Business Policy & Strategy panel discussion participant, 2003 Academy of Management meetings.
- Bloom, M. Toward a theory of the incentive effects of broad-based stock plans. Presented at the 2002 Academy of Management meetings.

- Bloom, M. & David, P. Towards an enhanced understanding of the relationships between risk and executive compensation. To be presented at the 2002 Academy of Management meetings.
- David, P. & Bloom, M. Investor activism and corporate social responsiveness: Do managers listen to shareholders? To be presented at the 2002 Academy of Management meetings.
- Bloom, M. Current theory and research on international compensation. Invited presentation, 2001 Global Research Consortium conference, Beijing, China.
- Bloom, M., & Milkovich, G. T. International compensation: learning from how managers respond to variations in local host contexts. Presented at the 2001 Global Human Resource Management Conference, Barcelona, Spain.
- Bloom, M. A review of the executive compensation research. Invited presentation, 2001 China Business Forum, Guanghua School of Management, Peking University, Beijing, China.
- Bloom, M., Milkovich, G. T., & Mitra, A. Towards a more useful conceptualization of international compensation. Presented at 2000 Academy of Management meetings.
- Bloom, M. & Milkovich, G. T. International compensation. Invited presentation. 2000 Global Research Consortium conference, Shanghai, China.
- Bloom, M., & Barringer, M. A. A multi-dimensional measure of benefits satisfaction, 1999 meetings of the Society for Industrial and Organizational Psychology.
- Cable, D. M., & Bloom, M. A resource-based view of organizational selection and hiring. 1998 meetings of the Society for Industrial and Organizational Psychology.
- Bloom, M. Strategic human resource management and compensation. 1997 Conference on Research and Theory in Strategic Human Resource Management: An Agenda for the 21st Century, Cornell University, Ithaca, NY.
- Bloom, M. C. Incentive compensation and business risk: Lessons from research, Invited keynote speech, 1996 Wall Street Compensation and Benefits Association meetings, New York.
- Bloom, M. C. Increasing our understanding of international employment relationships: The links between social and psychological contracts,

1996 Consortium of European Management Schools Conference, St. Gallen, Switzerland.

Barringer, M., Milkovich, G. T., & Bloom, M. C., Benefits and the changing employment contract, 1996 International Industrial Relations Association meetings.

Judge, T. A., Bretz, R. D., Kennedy, D. J., & Bloom, M. C. 1996. People as sculptors vs. sculpture: Test of a dispositional model of career success, 1996 Academy of Management meetings.

Bloom, M. C. Psychological contracts: Just one more work-related attitude?, 1996 meetings of the Society for Industrial & Organizational Psychology.

Erez, A. & Bloom, M. C. On a proper meta-analytic model for correlations, 1995 Academy of Management meetings.

Conference leadership

Session Coordinator, 2001 Global Human Resource Management Conference, Barcelona, Spain.

Facilitator, AMR Theory Development Workshop, 2000 Academy of Management meetings.

Member, 1999 SIOP Program Review Committee.

WORKING PAPERS:

Cable, D. M., & Bloom, M. 2006. Managers' Reactions To Organizational Risk And Pay Risk.

Bloom, M. & David., P. 2004. Towards an Enhanced Understanding of the Relationships Between Risk and Executive Compensation.

Bloom, M., & David. P. 2002. Exploring the Compensation of Board of Directors.

Bloom, M. 1997. *Psychological Contracts as a Mediator of the Effects of Compensation on Employee Attitudes.*

Cable, D. M., & Bloom, M. 1997. Pay systems, personality, and person-organization fit.

Bloom, M., & Barringer, M. A. 1996. A Multi-Dimensional Measure of Benefits Satisfaction.

SELECTED SERVICE ACTIVITIES:

Member (2006-present), College Council, Mendoza College of Business, University of Notre Dame.

Coordinator, 2009 OB/HR search committee, Department of Management, Mendoza College of Business.

Member (2007-2008), Notre Dame Learning Committee, Department of Human Resources, University of Notre Dame.

Faculty Presenter (2004-present), Catholic Charities Program USA Managerial

Faculty Presenter, (2006-present), MBA Leadership Conference

Faculty Presenter (2001, 2003, 2005, 2006, 2008), MBA Retreat Weekend, Mendoza College of Business, University of Notre Dame.

Member (2004-2007), Academic Affirmative Action Committee, University of Notre Dame.

Member (2002-2006), Committee on Appointments and Promotions, Department of Management, Mendoza College of Business, University of Notre Dame.

Chair (2001-2004), Department of Management Honor Code Committee, Mendoza College of Business, University of Notre Dame.

Coordinator, 2003 OB/HR search committee, Department of Management, Mendoza College of Business.

Participant (2003), Ethical Dimensions in Business: Reflections from Scholars Conference, Institute for Ethical Business Worldwide, Mendoza College of Business, University of Notre Dame.

Member (2002-2003), Distinctive Academic Achievement Committee, University of Notre Dame.

Course Instruction (2002), developed and taught a managerial training seminar for the University of Notre Dame's Human Resource Department entitled "Guiding Organizational Change".

Faculty Advisor (1998-2003), Management and Consulting Club, Mendoza College of Business, University of Notre Dame.

Member (2001-2002), Provost's Committee to Conduct the Five Year Performance Review of the Dean of the Mendoza College of Business, University of Notre Dame.

Member (2001-2002), MBA Curriculum Review & Redesign Committee, Mendoza College of Business, University of Notre Dame.

Member (2001-2002), Search & Selection Committee, Gallo Chair in Business Ethics, Mendoza College of Business, University of Notre Dame.

Member (2000-2001), Chief Information Officer Selection Committee, University of Notre Dame.

Member (1999-2002), Technology & Computing Committee, Mendoza College of Business, University of Notre Dame.

Faculty Advisor (1997-1999), Notre Dame International Business Development Council, Mendoza College of Business.

Faculty Facilitator (1997-1999), Senior Transitions Program, Notre Dame Center for Social Concerns.

Faculty Facilitator (1997-1999), Urban Plunge Debriefing Program, Notre Dame Center for Social Concerns.

SELECTED EXECUTIVE EDUCATION:

- Executive Integral Leadership (2001-present), flagship program of the Executive Education department that provides an intensive week-long educational experience for senior executives
- Innovation and Inspired Performance programs (2007-present), Volunteers of America
- Ministry Leadership program (2004-present), Bon Secours Health Systems
- Custom programs (1996-present) for a variety of organizations including:
 - City of South Bend
 - Catholic Relief Services
 - Catholic Charities
 - Community Foundation of St. Joseph County
 - Memorial Hospital, South Bend
 - Bon Secours Richmond
 - Bayer
 - Biomet
 - The Macerich Company

- Cornell University, Center for Advanced Human Resource Studies
- Cooper Tire
- Pizza Hut
- Merrill Lynch
- M. General
- Pilkington Glass Ltd.
- Boeing
- Parker Hannifin Corporation
- 3M
- National Council of State Housing Agencies
- Notre Dame Alumni Association
- Notre Dame Student Financial Services

CURRENT PROFESSIONAL MEMBERSHIPS:

Academy of Management

American Psychological Association

Society for Industrial and Organizational Psychologists