

Dr. Ante Glavas
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Education

- Ph D, Case Western Reserve University, 2009.
Major: Organizational Behavior
Supporting Areas of Emphasis: Corporate Social Responsibility
Dissertation Title: Effects of Corporate Citizenship on Employees: Why Does Doing Good Matter?
- BS, University of Zagreb, 1996.
Major: Finance and Banking

RESEARCH

Research Publications

Books

- Glavas, A., Willness, C. R., Jones, D. (2017). In Glavas, A., Willness, C. R., & Jones, D. A. (Ed.), *Corporate Social Responsibility and Organizational Psychology: Quid pro Quo*. Lausanne: Frontiers Media. doi: 10.3389/978-2-88945-199-9.
http://www.frontiersin.org/books/Corporate_Social_Responsibility_and_Organizational_Psychology_Quid_pro_Quo/1236

Book Chapters

- Glavas, A. (2021). Multiple paths for scholarly impact. In T. Hernaus & M. Cerne (Ed.), *In Tomislav Hernaus and Matej Cerne (Eds.), Academic Odyssey* (pp. 110-127). Cheltenham: Edward Elgar Publishing.
- Haski-Leventhal, D., Glavas, A., Roza, L. (2020). Social intrapreneurship: A new horizon for employee engagement in CSR. In *Debbie Haski-Leventhal, Lonneke Roza, & Steven Brammer (Eds.), Employee Engagement in Corporate Social Responsibility..*
- Glavas, A., Willness, C. R. (2020). Employee (dis)engagement in corporate social responsibility. *Book chapter in forthcoming edited volume. Submitted chapter on June 13, 2019 and are awaiting peer reviews. In Debbie Haski-Leventhal, Lonneke Roza, & Steven Brammer (Eds.), Employee Engagement in Corporate Social Responsibility..*
- Glavas, A. (2014). Employee Engagement through Social and Environmental Responsibility. *Sustainable Development: The UN Millennium Development Goals, the UN Global Compact, and the Common Good* (pp. 311-323). South Bend, Indiana: Notre Dame Press.
- Yeganeh, B., Glavas, A. (2014). Sustainable Organization Development. *The NTL Handbook of Organization Development and Change* (pp. 213-229). San Francisco, California: Wiley.
- Aguinis, H., Glavas, A. (2013). What corporate environmental sustainability can do for industrial-organizational psychology. *Green organizations: Driving change with I-O psychology* (pp. 379-392). New York, New York: Routledge.

Glavas, A., Jules, C., Oosten, E. (2006). Use of self in building a culture of collaboration. *Building a culture of collaboration*. San Francisco, California: Jossey-Bass.

Glavas, A. (2003). Leadership – Auf der reise zu sich selbst. *Evolutionares management*. Vienna: Verlag.

Refereed Journal Articles

D'Arcy, J., Angst, C., Adjerid, I., Glavas, A. (2020). Too good to be true: Firm social performance and the risk of data breach. *Information Systems Research*, 31, 1200-1223.

Glavas, A., Fitzgerald, E. (2020). The process of voluntary radical change for corporate social responsibility: The case of the Dairy Industry. *Journal of Business Research*, 110, 184-201.

Glavas, A., Radic, M. (2019). Corporate Social Responsibility from an Organizational Perspective. *Oxford Research Encyclopedia*.
<https://oxfordre.com/psychology/view/10.1093/acrefore/9780190236557.001.0001/acrefore-9780190236557-e-90>

Glavas, A., Aguinis, H. (2019). On corporate social responsibility, sensemaking, and the search for meaningfulness at work. *Journal of Management*(45), 1057-1086.

Block, E., Glavas, A., Mannor, M., Erskine, L. (2017). Business for good? An investigation into the strategies firms use to maximize the impact of financial corporate philanthropy on employee attitudes. *Journal of Business Ethics*, 146, 167-183.

Jones, D., Willness, C. R., Glavas, A. (2017). When Corporate Social Responsibility (CSR) Meets Organizational Psychology: New Frontiers in Micro-CSR Research, and Fulfilling a Quid Pro Quo through Multilevel Insights. *Frontiers in Psychology*, 8(520), 1-14.
<https://www.frontiersin.org/articles/10.3389/fpsyg.2017.00520/full>

Glavas, A. (2016). Corporate social responsibility and organizational psychology: An integrative review. *Frontiers in Psychology*, 7(144), 1-13.

Barkemeyer, R., Preuss, L., Glavas, A. (2016). Corporate social responsibility in developing country multinationals: Identifying company and country-level influences. *Business Ethics Quarterly*, 26, 347-378.

Glavas, A. (2016). Corporate social responsibility and employee engagement: Enabling employees to employ more of their whole selves at work. *Frontiers in Psychology*, 7(796), 1-10. <https://www.frontiersin.org/articles/10.3389/fpsyg.2016.00796/full>

Glavas, A., Mish, J. (2015). Resources and capabilities of triple bottom line firms: Going over or breaking new ground? *Journal of Business Ethics*, 127, 623-642.

Glavas, A., Kelley, K. (2014). The effects of perceived corporate social responsibility on employees. *Business Ethics Quarterly*, 24, 165-202.

Aguinis, H., Glavas, A. (2013). Embedded versus Peripheral Corporate Social Responsibility: Psychological Foundations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 314-332.

Glavas, A., Godwin, L. N. (2013). Is the perception of 'goodness' good enough? Exploring the relationship between perceived corporate social responsibility and employee organizational identification. *Journal of Business Ethics*, 114, 15-27.

- Glavas, A. (2012). Employee engagement and sustainability: A model for implementing meaningfulness at and in work. *Journal of Corporate Citizenship*, 46, 13-29.
- Glavas, A., Aguinis, H. (2012). What we know and don't know about corporate social responsibility: A review and research agenda. *Journal of Management*, 38, 932-968.
- Glavas, A., Senge, P., Cooperrider, D. (2010). Building a green city on a blue lake: A model for building a local sustainable economy. *Journal of People & Strategy*, 33(1), 26-33.
- Glavas, A., Piderit, S. K. (2009). How does doing good matter: Corporate citizenship behaviors and their consequences within business. *Journal of Corporate Citizenship*, 36, 51-70.
- Glavas, A., Yeganeh, B. (2008). *OD Practitioner*, 40(8), 6-11.

Conference Proceedings

- Jones, D., Glavas, A., Hahn, T. (2019). *Why do some early-career professionals want jobs that allow them to have social impact, and do they care less about pay? Effects of being predisposed, inspired, and widely-desired.*
- Hahn, T., Sharma, G., Glavas, A. (2017). *Your good or mine: Person-organization tensions in CSR and organizational members' contribution to social initiatives.* EGOS Annual Conference.
- Glavas, A. (2015). Corporate social responsibility and employee engagement. *Corporate Responsibility Research Conference.* Marseille:.
- Glavas, A., Aguinis, H. (2014). Microfoundations of corporate social responsibility. Annual Meeting. *Society of Industrial & Organizational Psychology.* Honolulu, Hawaii:.
- Block, E., Glavas, A., Mannor, M., Erskine, L. (2013). Business for good is good for business: Corporate philanthropy and work attitudes. *Annual Meeting of the Academy of Management.* Orlando, Florida:.
- D'Arcy, J., Angst, C., Glavas, A. (2012). Is corporate social responsibility good for IS security? *INFORMS Annual Meeting.* Phoenix, Arizona:.
- Glavas, A., Conlon, E. (2012). The relationship between proactive corporate sustainability and firm financial performance. *Annual Meeting of the Academy of Management.* Boston, Massachusetts:.
- Glavas, A., Aguinis, H. (2012). What we know and don't know about corporate social responsibility: A review and research agenda. *Annual Meeting of the Academy of Management.* Boston, Massachusetts:.
- Glavas, A. (2011). Creating an engaged workforce through sustainability. *Annual Conference of the Society of Industrial & Organizational Psychology.* Chicago, Illinois:.
- Glavas, A. (2009). How does doing good matter? Effects of corporate citizenship on employee behavior. *Annual Meeting of the Academy of Management.* Chicago, Illinois:.
- Glavas, A., Piderit, S. K. (2008). How does doing good matter? Corporate citizenship behaviors and their consequences within businesses. *Annual Meeting of the Academy of Management.* Anaheim, California:.
- Glavas, A. (2001). 2nd order cybernetics. *1st World Conference on Systems Thinking.* Vienna:.

Journal Articles

Haski-Leventhal, D., Glavas, A. (2021). Social intrapreneurship: Unleashing social innovation from within. *MIT Sloan Management Review online*. <https://sloanreview.mit.edu/article/social-intrapreneurship-unleashing-social-innovation-from-within>

Glavas, A. (2002). Personalentwicklung – oder selbstentwicklung. *Lernende Organisation*.

Glavas, A. (2001). Leadership – Auf der reise zu sich selbst. *Lernende Organisation*.

Presentations Given

Jones, D. (Author & Presenter), Glavas, A. (Author), Hahn, T. (Author), 79th annual meeting of the Academy of Management, "Why do some early-career professionals want jobs that allow them to have social impact, and do they care less about pay? Effects of being predisposed, inspired, and widely-desired," Academy of Management, Boston, Massachusetts, United States. (August 2019).

Glavas, A., European Doctoral Association in Management and Business Administration, Bratislava, Slovakia. (via video), "Keynote address," European Doctoral Association in Management and Business Administration, Slovakia. (2018).

Jones, D. (Author & Presenter), Willness, C. R. (Author & Presenter), Glavas, A. (Author), Corporate Responsibility Research Conference,, "Toward a multilevel understanding of corporate social responsibility (CSR): How micro-level insights can explain variability in meso- and macro-level CSR effects," Seville, Spain. (2017).

Hahn, T. (Author & Presenter), Sharma, G. (Author), Glavas, A. (Author), EGOS Annual Conference, "Your good or mine: Person-organization tensions in CSR and organizational members' contribution to social initiatives," EGOS, Copenhagen, Denmark. (2017).

Research Currently in Progress

"Being one's own master? Employees' experience of and response to person-organization tensions in CSR."

Under 2nd round review at Journal of Management Studies

"Corporate social intrapreneurship" (Planning).

Author order not yet determined. Planning is underway with virtual planning throughout the summer and author working meetings at the Academy of Management meeting.

"Corporate social irresponsibility: A review" (On-Going).

This is being prepared to be submitted to Academy of Management Annals.

"Corporate social responsibility: A meta-analytic structural equation modeling test of competing theories" (Planning).

"Employees can't respond to what they don't know: Antecedents and effects of CSR awareness, and how it shapes employees' responses to their employer's corporate social responsibility initiatives" (Planning).

Initial data collection stage. Three studies are planned - 1 in the US and 2 in Croatia.

"Predisposed, inspired, or both? How education and prosocial motivation shape the desire for future socially impactful work".

Revise and resubmit at Business & Society

"Sabbatical Research" (On-Going).

The details were submitted in my sabbatical application. In brief, there are a series of research projects and potential publications with the main study being a Grounded Theory study of corporate change agents who focus on social and environmental responsibility of the firm.

"The relationship between corporate social responsibility and meaningfulness: Differentiating effects of individual and contextual factors." (On-Going).

This is an article that has been rejected multiple times at top tier journals. I am currently revisiting the strategy of where to submit and if this article needs significant revision - or maybe I will target a 2nd tier journal. I plan to make a final decision during summer and then implement this strategy.

"The relationship between corporate sustainability and firm financial performance: The role of individuals" (Writing Results).

Final writing stage. Preparing to submit to Strategic Management Journal.

Contracts, Grants and Sponsored Research

Fellowship

Glavas, A., "Fellow, Department of Organization and Management," Sponsored by University of Zagreb, College/University, \$0.00.

Awards and Honors

Citations of Excellence, Emerald Group Publishing. (2015).

Emerging Scholar Award - Runner Up, Academy of Management - Organizations and Natural Environment division. (2013).

TEACHING

Teaching Experience

The University of Vermont

BSAD 120, Leadership & Org Behavior, 7 courses.

BSAD 138, Entrepreneurship: Bus Planning, 1 course.

BSAD 290, Capstone: Entrepreneurship Theme, 3 courses.

MBA 303, Driving Sustainable Change, 2 courses.

MBA 304, Driving Sustainable Change II, 3 courses.

MBA 305, Practicum, 1 course.

Awards and Honors

James Dincolo Outstanding Teaching Award for Management, University of Notre Dame - Mendoza School of Business. (2012).

The 10 Most Innovative Business School Courses, Forbes. (2010).

SERVICE

Department Service

Committee Member, Faculty Engagement Committee. (January 2020 - 2020).

Committee Chair, Graduate Studies Committee. (January 2020 - 2020).

Committee Member, Honors Day Committee. (August 2018 - 2020).

Entrepreneurship. (2017 - 2020).

Management / OB. (2017 - 2020).

AOL. (June 2018 - August 2019).

Service to Academic Community

Committee Member, Adhoc Committee to Review Themes. (January 2021 - Present).

Committee Member, Search Committee for new hire. (January 2021 - Present).

Committee Chair, Grad Studies Committee. (January 1, 2020 - Present).

Fellow, Gund. (August 2019 - Present).

Co-founder and co-organizer, GSB Annual Teaching Cafe. (May 2019 - Present).

Committee Member, Honors Day Committee. (August 2018 - Present).

Miscellaneous Service. (2017 - Present).

Committee Chair, FSC Committee for Dita Sharma's sabbatical. (September 2020 - November 2020).

Committee Member, FSC Committee for Kevin Chiang's sabbatical. (September 2020 - November 2020).

Committee Member, Faculty Engagement Committee. (January 2020 - June 30, 2020).

Committee Member, FSC Committee of Three for Hung Do's RPT case. (2018 - 2019).

Committee Member, Grad Studies. (2018 - 2019).

Committee Member, FSC Committee for Hung Do's sabbatical. (September 2019 - November 2019).

Panelist, ASV. (March 1, 2019).

University Service including GSB

Fellow, Gund Institute. (September 1, 2019 - Present).

Initial planning for developing a center in social entrepreneurship/intrapreneurship. (2018 - 2019).

Professional Service

Committee Member, Dissertation Committee of Karla Grgic. (February 2021 - Present).

Editorial Review Board Member, Society and Business Review. (2020 - Present).

Committee Member, Aspen Working Group on Corporate Social Intrapreneurship. (April 2019 - Present).

Advisor, AIESEC International. (2019 - Present).

Visiting Scholar, University of Zagreb. (July 2015 - Present).

Ad Hoc reviewer. (2007 - Present).

Other. (August 2017 - 2020).

Editorial Review Board Member, Journal of Applied Behavioral Science. (2014 - 2020).

Editor, Associate Editor, Frontiers in Psychology - Organizational Psychology Section. (2015 - May 2019).

Public Service

Co-convenor (similar to co-organizer of logistics and co-facilitator of events), Deep Regionalization network. (August 2020 - Present).

Media. (August 2017 - 2020).

Consulting

For Profit Organization, Numerous. (1999 - 2011).

Awards and Honors

Service, Community

Global Alumni Hall of Fame, AIESEC. (2000).

National Medal of Honor - "Red Hrvatskog Pletera", Republic of Croatia. (1996).