

CURRICULUM VITAE

Janet P. Near

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ACADEMIC AND ADMINISTRATIVE EXPERIENCE

Department of Management, College of Business, University of Nebraska-Lincoln

- Professor of Management and Howard L. Hawks Chair in Business Ethics & Leadership, 2016-2024
- Associate Dean for Faculty and Research, 2018-2024: Supervise P&T process (115+ faculty), research support, and Ph.D. Programs in Business and Economics (30+ students)
- Professor Emeritus, August 2024

Department of Management & Entrepreneurship, Kelley School of Business, Indiana University

- Assistant Professor, 1978-82
- Associate Professor, 1982-88, tenured in 1984
- Professor, 1988-2016; Dale M. Coleman Professor, 1996-99, and Coleman Chair, 2000-16
- Professor Emeritus, May 2016
- Department Chair, 1990-96, 2009-12 (35 faculty, 12 Ph.D. students)
- Program Chair, Ph.D. Program in Business, 1996-1999 (60 students)

Department of Sociology, State University of New York at Buffalo

- Lecturer, 1977-78

EDUCATION

- University of California, Santa Cruz, BA, 1969-72; Major: Psychology of Power (independent major)
- State University of New York at Buffalo, MA, and Ph.D. 1973-77; Major: Sociology; Minor: Management

RESEARCH

Research Interests: Ethical Governance

- Corporate rule-breaking, dissent, and whistleblowing
- Quality of work life and subjective well-being

Research Citations

- <https://scholar.google.com/citations?user=abORN5EAAAAJ>
- rated #71,632 of top 2% (100,000) of research scientists worldwide;
DOI:10.17632/btchxktzyw.7

Refereed Journal Articles (*doctoral student co-author at the start of the project), FT50 journals bolded.

1. Near, J.P., Rice, R.W., & Hunt, R.G. (1978). Work and extra-work correlates of life and job satisfaction, ***Academy of Management Journal***, 21: 248-264.
2. Rice, R.W., Near, J.P., & Hunt, R.G. (1979). Unique variance in job and life satisfaction associated with work-related and extra-workplace variables, ***Human Relations***, 32: 605-623.
3. Near, J.P. (1979). Comparison of developmental trends in groups, *Small Group Behavior*, 9: 493-506.
4. Rice, R.W., Near, J.P., & Hunt, R.G. (1980). The job satisfaction-life satisfaction relationship: A review of empirical research, *Basic and Applied Social Psychology*, 1: 37- 64.
5. Near, J.P. (1980). The career plateau: Causes and effects, *Business Horizons*, 23, #5: 53-57.
6. Near, J.P., Rice, R.W., & Hunt, R.G. (1980). The relationship between work and nonwork domains: A review of empirical research, ***Academy of Management Review***, 5: 415-429.
7. Parmerlee, M.A.*, Near, J.P., & Jensen, T.C. (1982). Correlates of whistle-blowers' perceptions of organizational reprisals, ***Administrative Science Quarterly***, 27: 17-34.
8. Near, J.P., & Jensen, T.C. (1983). The whistle-blowing process: Retaliation and perceived effectiveness, *Work and Occupations*, 10: 3-28.
9. Baucus, D.A.*, & Near, J.P. (1983). Managers and the good life, *Business Horizons*, 26, #4: 20-23.
10. Near, J.P., Smith, C.A.*, Rice, R.W., & Hunt, R.G. (1983). Job satisfaction and nonwork satisfaction as components of life satisfaction, *Journal of Applied Social Psychology*, 13: 126-144.
11. Smith, C.A.*, Organ, D.W., & Near, J.P. (1983). Organizational citizenship behavior: Its nature and antecedents, ***Journal of Applied Psychology***, 68: 653-663.
12. Near, J.P., Smith, C.A.*, Rice, R.W., & Hunt, R.G. (1984). A comparison of work and nonwork predictors of life satisfaction, ***Academy of Management Journal***, 27: 184- 190.
13. Near, J.P. (1984). Reactions to the career plateau, *Business Horizons*, 27, #4: 75-79.
14. Near, J.P. (1984). Relationships between job satisfaction and life satisfaction: Test of a causal model, *Social Indicators Research*, 15: 351-367.
15. Miceli, M.P., & Near, J.P. (1984). The relationships among beliefs, organizational position and whistle-blowing status: A discriminant analysis, ***Academy of Management Journal***, 27: 687-705.
16. Near, J.P., & Miceli, M.P. (1985). Organizational dissidence: The case of whistle-blowing, ***Journal of Business Ethics***, 4: 1-16. Reprinted in A. C. Michalos & D. C. Poff (Eds.), *Citation Classics of the Journal of Business Ethics*. Dordrecht, the Netherlands: Springer.
17. Rice, R.W., McFarlin, D.B., Hunt, R.G., & Near, J.P. (1985). Organizational work and the perceived quality of life: Toward a conceptual model, ***Academy of Management Review***, 10: 296-310.
18. Near, J.P. (1985). A discriminant analysis of plateaued versus nonplateaued managers, *Journal of Vocational Behavior*, 26: 177-188.
19. Organ, D.W., & Near, J.P. (1985). Cognition versus affect in measures of job satisfaction, *International Journal of Psychology*, 20: 241-253.

20. Miceli, M.P., & Near, J.P. (1985). Characteristics of organizational climate and perceived wrongdoing associated with whistle-blowing decisions, *Personnel Psychology*, 38: 525-544.
21. Near, J.P., & Olshavsky, R.W. (1985). Japan's success: Luck or skill? *Business Horizons*, 28, #6: 15-22.
22. Rice, R.W., McFarlin, D.B., Hunt, R.G., & Near, J.P. (1985). Moderators of the relationship between job satisfaction and life satisfaction, *Basic and Applied Social Psychology*, 6: 297-316.
23. Near, J.P., & Miceli, M.P. (1986). Retaliation against whistle-blowers: Predictors and effects, *Journal of Applied Psychology*, 71: 137-145.
24. Near, J.P. & Sorcinelli, M.D. (1986). Work and life away from work: Predictors of faculty satisfaction, *Research in Higher Education*, 25: 377-394.
25. Dworkin, T.M., & Near, J.P. (1987). Whistle-blowing statutes: Are they working? *American Business Law Journal*, 25: 241-264.
26. Near, J.P., Rice, R.W., & Hunt, R.G. (1987). Job satisfaction and life satisfaction: A profile analysis, *Social Indicators Research*, 19: 383-402.
27. Miceli, M.P., & Near, J.P. (1988). Individual and situational correlates of whistle-blowing, *Personnel Psychology*, 41: 267-281.
28. Miceli, M.P., Roach, B.L., & Near, J.P. (1988). Motivations of anonymous whistle-blowers, *Public Personnel Management*, 17: 281-296.
29. Sorcinelli, M.D., & Near, J.P. (1989). The relationship between work and life away from work among university faculty, *Journal of Higher Education*, 60: 61-80.
30. Miceli, M.P., & Near, J.P. (1989). The incidence of wrongdoing, whistle-blowing and retaliation: Results of a naturally occurring field experiment. *Employee Responsibilities and Rights Journal*, 2: 91-108.
31. Near, J.P. (1989). Whistle-blowing: Encourage it! *Business Horizons*, 32, #1: 2-6.
32. Near, J.P. (1989). Organizational commitment among Japanese and U.S. workers. *Organization Studies*, 10: 281-300.
33. Baucus, M.S.*, & Near, J.P. (1991). Can illegal corporate behavior be predicted: An event history analysis, *Academy of Management Journal*, 34: 9-36.
34. Miceli, M. P., Dozier, J. B., & Near, J. P. (1991). Blowing the whistle on data-fudging: A controlled field experiment, *Journal of Applied Social Psychology*, 21: 271- 295.
35. Miceli, M.P., Jung, I., Near, J.P., & Greenberger, D.B. (1991). Predictors and outcomes of pay satisfaction in pay-for-performance plans, *Journal of Applied Psychology*, 76: 508-521.
36. Miceli, M.P., Near, J.P., & Schwenk, C.R. (1991). Who blows the whistle and why: Perceptions of victims, perpetrators, and role related variables, *Industrial Labor Relations Review*, 45: 113-130.
37. Mulvey, P.W., Miceli, M.P., & Near, J.P. (1992). The pay satisfaction questionnaire: A confirmatory factor analysis, *Journal of Social Psychology*, 132: 139- 142.
38. Mentzer, M.S.*, & Near, J.P. (1992). Death of an industry: Organizational decline in a declining population, *Organization Studies*, 13: 357-373.
39. Near, J.P., Dworkin, T.M., & Miceli, M.P. (1993). Explaining the whistle-blowing process: Suggestions from power theory and justice theory, *Organization Science*, 4: 393-411.
40. Near, J.P., Baucus, M.S.*, & Miceli, M.P. (1993). The relationship between values and practice:

Organizational climates for wrongdoing, *Administration & Society*, 25: 204- 226.

41. Near, J.P., & Rechner, P.L.* (1993). Cross-national variations in predictors of life satisfaction: Differences among West European countries, *Social Indicators Research*, 29: 109-121.
42. Miceli, M.P. & Near, J.P. (1994). Listening to your whistle-blowers can be profitable! *Academy of Management Executive*, 8, #3: 65-72.
43. Olsen, D., & Near, J.P. (1994). Role conflict and faculty life satisfaction, *Review of Higher Education*, 17: 179-195.
44. Miceli, M.P., & Near, J.P. (1994). Relationships among value congruence, perceived victimization, and retaliation against whistle-blowers: The case of internal auditors, *Journal of Management*, 20: 773-794.
45. Burton, B.K.*, & Near, J.P. (1995). Estimating the incidence of wrongdoing and whistle-blowing: Results of a study using randomized response technique, *Journal of Business Ethics*, 14: 17-30.
46. Near, J.P., & Miceli, M.P. (1995). Effective whistle-blowing, *Academy of Management Review*, 20: 679-708.
47. Near, J.P., & Miceli, M.P. (1996). Whistle-blowing: Myth and reality, *Journal of Management*, 22: 507-526.
48. Dworkin, T.M., & Near, J.P. (1997). A better statutory approach to whistleblowing, *Business Ethics Quarterly*, 7: 1-16.
49. Crooker, K.J.*, & Near, J.P. (1998). Happiness and satisfaction: Measures of affect and cognition, *Social Indicators Research*, 44: 195-224.
50. Near, J.P., & Dworkin, T.M. (1998). Responses to legislative changes: Corporate whistle-blowing policies, *Journal of Business Ethics*, 17: 1551-1561.
51. Miceli, M.P., Rehg, M.T.*, Near, J.P., & Ryan, K.C.* (1999). Can laws protect whistle-blowers? Results of a naturally occurring field experiment, *Work and Occupations*, 26: 129-151.
52. Daily, C.M. & Near, J.P. (2000). CEO satisfaction and firm performance in family firms: Divergence between theory and practice, *Social Indicators Research*, 51: 125-170.
53. Miceli, M.P., & Near, J.P. (2001). Ethical issues in the management of human resources, *Human Resource Management Review*, 11: 1-9.
54. Miceli, M.P. & Near, J.P. (2002). Factors associated with the effectiveness of whistle-blowing, *Human Relations*, 55: 455-479.
55. Near, J.P., Rehg, M., Miceli, M.P., & Van Scotter, J.R. (2004). Developing a model of the whistle-blowing process: How does type of wrongdoing affect the process? *Business Ethics Quarterly*, 14: 219-242.
56. Lee, J.*, Heilmann, S.G.*, & Near, J.P. (2004). Blowing the whistle on sexual harassment: Test of a model of predictors and outcomes. *Human Relations*, 57: 297- 322.
57. Rode, J.C.*, & Near, J.P. (2005). Spillover between work attitudes and overall life attitudes: Myth or reality? *Social Indicators Research*, 70: 79-109.
58. Rode, J.C.*, Arthaud-Day, M.L.*, Mooney, C.H.*, Near, J.P., & Baldwin, T.T. (2005) Effects of life satisfaction on student performance. *Academy of Management Learning & Education*, 4: 421-433.
59. Arthaud-Day, M.L.*, & Near, J.P. (2005). The wealth of nations and the happiness of nations: Are

they related? *Social Indicators Research*, 74: 445-476.

60. Van Scotter, J.R., Miceli, M.P., Near, J.P., & Rehg, M.T. (2005). What difference can one person make? Organizational dependence relations as predictors of whistle-blowing effectiveness. *International Journal of Knowledge, Culture and Change Management*, 4: 11-20.
61. Arthaud-Day, M.L.*, Rode, J.C.*, Mooney, C.H.*, Near, J.P., & Baldwin, T.T. (2006). The subjective well-being construct: A test of its convergent, discriminant, and factorial validity. *Social Indicators Research*, 74: 511-548.
62. Rode, J.C., Mooney, C.H., Arthaud-Day, M.L., Near, J.P., Baldwin, T.T., Rubin, R.S., & Bommer, W.H. (2007). Emotional intelligence and individual performance: Evidence of direct and moderated effects. *Journal of Organizational Behavior*, 28: 399- 421.
63. Rode, J.C., Rehg, M.T., Near, J.P., & Underhill, J.R. (2007). The effect of work/family conflict on intention to quit: The mediating roles of job and life satisfaction. *Applied Research in Quality of Life*, 2: 65-82.
64. Rehg, M.T., Miceli, M.P., Near, J.P., & Van Scotter, J.R. (2008). Antecedents and outcomes of retaliation against whistleblowers: Gender differences and power relationships. ***Organization Science***, 19: 221-240.
65. Rode, J.C., Arthaud-Day, M.L., Mooney, C.H., Near, J.P., Baldwin, T.T., Rubin, R.S., & Bommer, W.H. (2008). An examination of the structural, discriminant, nomological, and incremental predictive validity of the MSCEIT© V2.0. *Intelligence*, 36: 350-366.
66. Rode, J.C., Arthaud-Day, M.L., Mooney, C.H., Near, J.P., & Baldwin, T.T. (2008). Ability and personality predictors of salary, perceived job success, and perceived career success in the initial career stage. *International Journal of Selection and Assessment*, 16: 292-299.
67. Near, J.P. & Miceli, M.P. (2008). Wrongdoing, whistle-blowing and retaliation in the U.S.: Merit Systems Protection Board (MSPB) influence after 30 years. *Review of Public Personnel Administration*, 28: 268-281.
68. Miceli, M.P., Near, J.P., & Dworkin, T.M. (2009). A word to the wise: How managers and policy-makers can encourage employees to report wrongdoing. ***Journal of Business Ethics***, 86: 379-396.
69. Miceli, M.P. Near, J.P., Rehg, M.T. & Van Scotter, J.R. (2012). Predicting employee reactions to perceived organizational wrongdoing: Demoralization, justice, proactive personality, and whistle-blowing. ***Human Relations***, 65: 923-954.
70. Miceli, M.P. & Near, J.P. (2014). An international comparison of the incidence of public sector whistle-blowing and the prediction of retaliation: Australia, Norway, and the US. *Australian Journal of Public Administration*, 72: 1-14.
71. Near, J.P. & Miceli, M.P. (2016). After the wrongdoing: What managers should know about whistleblowing. *Business Horizons*, 59: 105-114.
72. Karadag, R.* & Near, J.P. (2023). Individual and Organizational Rule-Breaking: Test of an Integrated Multilevel Model. ***Journal of Business Ethics***. <https://doi.org/10.1007/s10551-023-05519-5>

Working Papers, beginning stages (*doctoral student co-author at the start of the project)

- Titus, V., I. Mbaraonye*, & Near, J.P.: archival data and media content analysis of corporate wrongdoing. Funded in part by Hawks Chair research funds. Data collection stage.
- Near, C.E. & Near, J.P. Rule-breaking in retail organizations: Regulatory violations and organizational performance. Funded in part by Hawks Chair research funds. Data analysis stage.

Research Books

1. Near, J.P. & Miceli, M.P. (1988). The Reporting of Sensitive Issues: The Internal Auditor's Ultimate Responsibility. Altamonte, FL: Institute of Internal Auditors Research Foundation.
2. Miceli, M.P. & Near, J.P. (1992). Blowing the Whistle: The Organizational and Legal Implications for Companies and Their Employees. New York: Lexington.
3. Miceli, M.P., Near, J.P., & Dworkin, T.M. (2008). Whistle-blowing in Organizations. Mahwah, NJ: Taylor and Francis, LEA Organization and Management Series.

Book Chapters (*doctoral student co-author)

1. Near, J.P. (1984). Predictive and explanatory models of work and nonwork. In M.D. Lee & R.N. Kanungo (Eds.), *Management of Work and Personal Life: Problems and Opportunities*. New York: Praegar.
2. Near, J.P. (1986). Work and nonwork attitudes among Japanese and American workers. In R. N. Farmer (Ed.), *Advances in International Comparative Management*, Greenwich, CT: JAI Press, Inc., Vol. 2. Reprinted in *Motivation and Work Behavior*, Porter, L.W. & Steers, R.M. (Eds.), McGraw-Hill, 1990.
3. Near, J.P. & Miceli, M.P. (1987). Whistle-blowers in organizations: Dissidents or reformers? In L.L. Cummings & B.M. Staw (Eds.), *Research in Organizational Behavior*, Greenwich, CT: JAI Press, Inc., Vol. 9.
4. Near, J.P. (1987). Work and nonwork: A cross-cultural comparison of Japanese and American Workers. In S. Bacharach & N. DiTomaso (Eds.), *Research in the Sociology of Organizations*. Greenwich, CT: JAI Press, Vol. 5.
5. Miceli, M.P. & Near, J.P. (1988). Whistle-blowers: A challenge to human resources practice. In R.S. Schuler, S. Youngblood, & V. Huber (Eds.), *Readings in Personnel and Human Resource Management*, St. Paul, MN: West.
6. Miceli, M.P. & Near, J.P. (1991). Whistle-blowing as an organizational process. In S.B. Bacharach & R. Magjuka (Eds.), *Research in the Sociology of Organizations*. Greenwich CT: JAI Press, Vol. 9.
7. Miceli, M.P. & Near, J.P. (1992). Situational variables affecting the whistle-blowing decision: A review of the literature. In M.J. Epstein (Ed.), *Advances in Management Accounting*, Vol. 1. Greenwich, CT: JAI Press.
8. Near, J.P. (1996). Stakeholders and you. In P.J. Frost & S. Taylor (Eds.), *Rhythms of Academic Life*. Thousand Oaks, CA: Sage.
9. Miceli, M.P. & Near, J.P. (1997). Whistle-blowing as antisocial behavior. In G. Greenberg & R. Giacalone (Eds.), *Antisocial Behavior in the Workplace*, Thousand Oaks, CA: Sage.
10. Near, J.P. (1999). Knowledge transfer: For what purpose? In L. Larwood & U. Gattiker (Eds.), *Impact Analysis—How Research Can Enter Application and Make a Difference*. Hillsdale, NJ: Lawrence Erlbaum Associates.
11. Miceli, M.P., Van Scotter, J.R., Near, J.P., & Rehg, M.T. (2001). Responses to perceived organizational wrongdoing: Do perceiver characteristics matter? In J.M. Darley, J.M. Messick, & T.R. Tyler (Eds.), *Social Influences on Ethical Behavior in Organizations*, pp. 119-136. Mahwah, NJ: Lawrence Erlbaum Associates.
12. Johnson, K.R.*, Rode, J.C.*, Arthaud-Day, M.L.*, & Near, J.P. (2004). Job and life satisfaction. In W.B. Gartner, K.G. Shaver, N.M. Carter, & P.D. Reynolds (Eds.), *Handbook of Entrepreneurial Dynamics: The Process of Business Creation*. Boulder, CO: SAGE.

13. Miceli, M.P. & Near, J.P. (2005). Whistle-blowing and positive psychology. In R.A. Giacalone, C. Dunn & C.L. Jurkiewicz (Eds.), *Positive Psychology in Business Ethics and Corporate Social Responsibility*. Greenwich, CT: Information Age Publishing.
14. Miceli, M.P. & Near, J.P. (2005). Standing up or standing by: What predicts blowing the whistle on organizational wrongdoing? In J. Martocchio (Ed.), *Research in Personnel and Human Resource Management*. Greenwich, CT: JAI/Elsevier Press.
15. Miceli, M.P. & Near, J.P. (2006). Understanding whistle-blowing effectiveness. How can one person make a difference? In M. Epstein & K. Hanson (Eds.), *The Accountable Corporation*. Westport, CT: Praeger Publishers.
16. Miceli, M.P. & Near, J.P. (2007). Stopping organizational wrongdoing: What price do whistle-blowers pay? In S.W. Gilliland, D.D. Steiner, & D.P. Skarlicki (Eds.), *Research In Social Issues In Management: Managing Social and Ethical Issues In Organizations*, Vol. 5. Greenwich, CT: Information Age Publishing, Inc.
17. Miceli, M.P. & J.P. Near (2010). When do observers of organizational wrongdoing step up? Recent U.S. research on the factors associated with whistle-blowing. In D. Lewis (Ed.), *A Global Approach to Public Interest Disclosure Legislation: The Lessons to be Learned from Existing Statutory Provisions and Research*. London: Edward Elgar.
18. Miceli, M.P. & J.P. Near (2010). Practical implications of the research into whistle-blowing (chapter reprinted with permission from the publisher of *Blowing the Whistle*, Taylor and Francis). In R.L. Glass & J. Rost (Eds.), *The Dark Side of Software Engineering*. Los Alamitos, CA: IEEE Computer Society Press/Wiley.
19. Near, J.P. & Miceli, M.P. (2011). Integrating models of whistle-blowing and wrongdoing: A proposal for a new research agenda. In J. Jetten & M. Hornsey (Eds), *Rebels in Groups: Dissent, Deviance, Difference and Defiance*. Hoboken, NJ: Blackwell.
20. Miceli, M.P. & Near, J.P. (2012). "Invited reflections" regarding Near, J.P., & Miceli, M.P. (1985). Organizational dissidence: The case of whistle-blowing. *Journal of Business Ethics*, 4(1), 1-16. In A.C. Michalos & D.C. Poff (Eds.), *Citation Classics of the Journal of Business Ethics*. Dordrecht. The Netherlands: Springer.
21. Near, J.P. & Miceli, M.P. (2013). *Whistle Blowing*. In R. Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press. Revised in 2015 for second edition.
22. Miceli, M.P. & Near, J.P. (2013). Some implications of the voice literature for research on whistle-blowing, 182-204. In R.J. Burke & C.L. Cooper (Eds.), *Voice and Whistleblowing in Organizations: Overcoming Fear, Fostering Courage, and Unleashing Candour*. Cheltenham, Gloucestershire, UK: Edward Elgar.
23. Miceli, M.P., Dreyfus, S. & Near, J.P. (2014). Outsider "Whistle-blowers": Conceptualising and distinguishing bell-ringing behavior. In A. J. Brown, D. Lewis, R. Moberly, & W. Vandekerckhove (Eds.), *International Handbook on Whistle-Blowing Research*. Cheltenham, Gloucestershire, UK: Edward Elgar.
24. Miceli, M. P., & Near, J. P. (2015). Whistleblowing. In A. Wilkinson, & S. Johnstone (Eds.), *Encyclopedia of Human Resource Management*. Cheltenham, UK: Edward Elgar.

Presented Papers and Proceedings Articles (*doctoral student coauthor); refereed unless otherwise indicated

1. Hunt, R.G., Near, J.P., & Rubin, I.S. (1978). Factors that influence organizational performance, *Proceedings: Seventh Annual Research Symposium*. Department of Defense/Federal Procurement Institute, Hershey, PA.

2. Hunt, R.G., Near, J.P., & Rubin, I.S. (1978). Organizational goals and individual work goals, XIXth International Congress of Applied Psychology.
3. Parmerlee, M.A., White, R.W., Near, J.P., & Jensen, T.C. (1980). Correlates of the severity of organizational reprisal against whistleblowers, Academy of Management.
4. Smith, C.A.* & Near, J.P. (1980). The relationship between job and life satisfaction: A preliminary test of a multivariate model, Academy of Management.
5. Jensen, T.C. & Near, J.P. (1980). Effectiveness of Title VII as an employment discrimination remedy (comparison with Wisconsin remedy), Tri-State and Midwest Regional Meetings of the American Business Law Association.
6. Near, J.P., Parmerlee, M.A., White, R.W., & Jensen, T.C. (1980). Effectiveness of sex discrimination complaints, Proceedings: Annual Meetings of the Association for Women in Psychology.
7. Near, J.P., Parmerlee, M.A., White, R.W., & Jensen, T.C. (1980). Effects of organizational reprisals on perceived effectiveness of the whistle-blowing process, Proceedings: Eastern Division of the Academy of Management.
8. Near, J.P. & Smith, C.A.* (1981). Predicting life satisfaction: relative contributions of objective living conditions and domain satisfaction, Midwest Meetings of the Academy of Management.
9. Near, J.P. & Jensen, T.C. (1981). Predictors of effective whistle-blowing, Midwest Meetings of the Academy of Management.
10. Near, J.P., Parmerlee, M.A., White, R.W., & Jensen, T.C. (1981). Blowing the whistle on sex discrimination: A comparison of public agencies and private firms, Academy of Management.
11. Near, J.P. (1981). Interrelationships among technological uncertainty, control processes and organization structure, Proceedings: National Meetings of the American Institute for Decision Sciences.
12. Rice, R.W., McFarlin, D.B., Hunt, R.G., & Near, J.P. (1982). Moderators of the relationship between job satisfaction and life satisfaction, American Psychological Association.
13. Miceli, M.P., Near, J.P., & Jensen, T.C. (1983). Perceived personal costs of filing complaints of sex discrimination, Academy of Management.
14. Near, J.P. (1983). Work and nonwork correlates of the career plateau, Proceedings: Academy of Management.
15. Miceli, M.P., Near, J.P., & Jensen, T.C. (1983). Perceived retaliation and the perceived effectiveness of sex discrimination complaints, National Women's Studies Association.
16. Miceli, M.P. & Near, J.P. (1983). Beliefs, organizational position and whistle-blowing status: A discriminant analysis, Proceedings: National Meetings of the Industrial Relations Research Association.
17. Kalleberg, A.L., Lincoln, J.R., McBride, K., Near, J.P. & Hanada, M. (1983). Management systems and organizational control: A study of Japanese and American industrial firms, Second Japan-United States Business Conference.
18. Near, J.P. (1983). Surviving cross-cultural research: The Japanese case, Proceedings: American Institute for Decision Sciences.
19. Hillier, J.A.* , Near, J.P., & Dworkin, T.M. (1984). Sex, stress and school: A comparison of male and female MBA students, Midwest Meetings of the Academy of Management Association.

20. Miceli, M.P. & Near, J.P. (1984). When federal employees speak out, AAAS Conference, Whistleblowing Examined: Recent Research on Dissent in Corporate and Government Employment.
21. Near, J.P. (1984). Organizational commitment and job characteristics: A comparison of Japanese and American workers, Academy of Management.
22. Near, J.P. & Miceli, M.P. (1984). Victims of reprisal: Predictors of retaliation against whistle-blowers, Academy of Management.
23. Miceli, M.P., Roach, B. & Near, J.P. (1985). 'Deep Throat' revisited: The motivations of anonymous whistle-blowers, Academy of Management.
24. Konovsky, M.A.* & Near, J.P. (1985). Gender differences in work and nonwork antecedents of alcohol use, Academy of Management.
25. Baucus, M.S.*, Near, J.P., & Miceli, M.P. (1986). Organizational culture and whistle-blowing, Academy of Management.
26. Near, J.P. & Sorcinelli, M.D. (1986). Spillover and compensation among male and female faculty, Academy of Management.
27. Sorcinelli, M.D. & Near, J.P. (1986). Relationships between work and life away from work among university faculty: Gender and rank effects, American Educational Research Association.
28. Near, J.P. (1986). Organizational secrecy and whistle-blowing, symposium on Secrecy and Disclosure in Organizations, Academy of Management.
29. Miceli, M.P. & Near, J.P. (1986). Whistle-blowers' challenge to human resource practice, American Psychological Association.
30. Near, J.P. (1986). Whistle-blowing and decision making, invited participant in Panel Discussion on Organizational Decision Making, Midwest Meetings of the Academy of Management.
31. Dworkin, T.M. & Near, J.P. (1986). Whistleblowing and legal remedies: A naturally occurring field study, Proceedings: The American Business Law Association.
32. Ferguson, L.* & Near, J.P. (1987). The whistle-blowing phenomenon: A look at social, situational, and personality influences, Midwest Meetings of the Academy of Management.
33. Sorcinelli, M.D. & Near, J.P. (1987). How faculty relate work and life away from work: A discriminant analysis, American Educational Research Association.
34. Near, J.P. & Miceli, M.P. (1987). The effects of legal protection on whistle-blowers, Academy of Management.
35. Miceli, M.P. & Near, J.P. (1987). Legal protections for whistle-blowers: Results of a naturally occurring field experiment, Council on Employee Rights and Responsibilities.
36. Miceli, M.P. & Near, J.P. (1988). Retaliation against role-prescribed whistle-blowers: the case of internal auditors, Academy of Management.
37. Miceli, M.P. & Near, J.P. (1988). Correlates of pay system satisfaction in pay-for-performance plans, Academy of Management.
38. Miceli, M.P., Near, J.P., & Schwenk, C.R. (1989). Individual and organizational predictors of whistle-blowing, Academy of Management.
39. Schwenk, C.R., Miceli, M.P., & Near, J.P. (1989). Persistence in whistle-blowing: A case of escalating commitment? Academy of Management.

40. Ferguson, L.J.* & Near, J.P. (1989). Whistle-blowing in the lab, American Society of Criminology.
41. Miceli, M.P., Near, J.P., & Dworkin, T.M. (1990). The effects of legal changes on whistle-blowers and their organizations, Society for Industrial and Organizational Psychology.
42. Olsen, D., Near, J.P., & Sorcinelli, M.D. (1990). Change and stability in faculty job satisfaction from first to third year of appointment, Conference on Human Development.
43. Near, J.P., & Miceli, M.P. (1990). When whistle-blowing succeeds: Predictors of effective whistle-blowing, Proceedings: Academy of Management.
44. Olsen, D., & Near, J.P. (1990). Work and nonwork satisfaction and conflict: Effects on life satisfaction, Society for Industrial and Organizational Psychology.
45. Dworkin, T.M., & Near, J.P. (1990). Whistleblower statutes and reality: Is there a need for realignment? Proceedings: Pacific Southwest Business Law Association.
46. Mulvey, P.W., Miceli, M.P., & Near, J.P. (1991). The pay satisfaction questionnaire: A confirmatory factor analysis, Eastern Academy of Management.
47. Hillier, J. & Near, J. (1992). Social class and corporate performance: Predictors and outcomes of CEO selection, Decision Sciences Institute.
48. Near, J.P., & Dworkin, T.M. (1994). Corporate response to legislative protection for whistle-blowers: Survey results, International Association for Business and Society.
49. Near, J.P. (1995). Research on management: Trends and issues in the 21st century, invited panelist, Midwest Academy of Management.
50. Near, J.P., Ryan, K.C.*, & Miceli, M.P. (1995). Results of a human resource management 'experiment': Whistle-blowing in the federal bureaucracy, 1980-1992, Proceedings: Academy of Management.
51. Dworkin, T.M., Near, J.P., & Callahan, E. (1995). Governmental and social influences on corporate responsibility, International Association of Business & Society.
52. Miceli, M.P., Van Scotter, J., Near, J.P., & Rehg, M.T. (1997). Responses to perceived organizational wrongdoing: Does the observer make a difference? Ethical Values in Organizations, Northwestern University, Chicago, IL. Invited paper.
53. Miceli, M.P., Van Scotter, J., Near, J.P., & Rehg, M. (2001). Individual differences and whistle-blowing, Proceedings: Academy of Management.
54. Rode, J.C., & Near, J.P. (2002). Potential mediators of job satisfaction and life satisfaction: Effects of role conflict and stress. Midwest Academy of Management.
55. Near, J.P., Van Scotter, J., Rehg, M.T., & Miceli, M.P. (2002). Developing a model of the whistle-blowing process: How does type of wrongdoing affect the process? Kelley School of Business Conference on International Whistle-blowing, Bloomington, IN. Invited paper.
56. Near, J.P., Gibson, S.*, & Lee, J.* (2002). Sexual harassment reporting and whistle-blowing: A proposed model of predictors and outcomes. Kelley School of Business Conference on International Whistle-blowing, Bloomington, IN. Invited paper.
57. Rode, J.C.*, Arthaud-Day, M.L.*, Mooney, C.H.*, Near, J.P., Bommer, W.H., & Rubin, R.S. (2002). Life satisfaction as a mediator between core self-evaluations and performance. Academy of Management.
58. Lee, J.*, Gibson, S.*, & Near, J.P. (2002). Sexual harassment reporting as whistle-blowing: Test of a model of predictors and outcomes. Academy of Management.

59. Van Scotter, J.R., Near, J.P., Rehg, M. & Miceli, M.P. (2004). What difference can one person make? Organizational dependence relations as predictors of whistle-blowing effectiveness. The Fourth International Conference on Knowledge, Culture and Change in Organizations.
60. Rehg, M.T., Miceli, M.P., Near, J.P., & Van Scotter, J. (2004). Predictors of retaliation against whistleblowers: Outcomes of power relationships within organizations. Proceedings: Academy of Management.
61. Rode, J.C.*, Rehg, M.T., & Near, J.P. (2004). Job satisfaction and life satisfaction as predictors of intention to leave the Air Force. Proceedings of the International Society for the Study of Work and Organizational Values.
62. Near, J.P. (2005). Organisational wrongdoing, whistleblowing and retaliation: What we think we know and what we need to know. Invited keynote address to Whistleblowing in the Australian Public Sector, a conference sponsored by the Australian Research Council Linkage Project.
63. Rode, J.C.*, Mooney, C.H.*, Arthaud-Day, M.L.*, Near, J. P., Baldwin, T.T., Rubin, R.S., & Bommer, W.H. (2005). Direct and moderated effects of emotional intelligence on assessment center and academic performances. Academy of Management.
64. Rode, J.C.*, Arthaud-Day, M.L.*, Mooney, C.H.*, Near, J.P., Baldwin, T.T., Rubin, R.S., & Bommer, W.H. (2005). The mental ability model of emotional intelligence: An examination of its discriminant, convergent, criterion, and incremental validity. Academy of Management.
65. Ramaswami, A.* Arthaud-Day, M.L., Near, J.P., & Near, J.A. (2009). An empirical test of the mind-body connection: Social relationships and individual differences as predictors of physiological and psychological stress. Academy of Management.
66. Miceli, M.P., Near, J.P., Rehg, M.T. & Van Scotter, J.R. (2009). Antecedents of whistle-blowing. Academy of Management.
67. Miceli, M.P. & Near, J.P. (2009). When do observers of organizational wrongdoing step up? Recent research on the factors associated with the prosocial act of whistle-blowing. International Conference on Whistleblowing, sponsored by Middlesex University Business School. Invited paper.
68. Near, J.P. & Miceli, M.P. (2012). Wrongdoing and whistle-blowing in the public sector. International Conference on Whistleblowing, sponsored by the Seattle University School of Law. Invited paper.
69. Near, J. P., Miceli, M. P., & Brown, A. J. (2012). One strike and you're out? Employee reactions to organizational wrongdoing and corporate social irresponsibility (CSI). Academy of Management.
70. Near, J.P. & Miceli, M.P. (2013). Voice and whistle-blowing: How are they different? International Conference on Whistleblowing, sponsored by Middlesex University Business School. Invited paper.
71. Near, J.P. (2013). Whistleblowing, retaliation and organizational systems. Bentley Global Business Ethics, sponsored by the State Street Foundation. Invited panel.
72. Near, J. P., Miceli, M. P., & Brown, A. J. (2014). Serial wrongdoers: Organizational wrongdoing processes, their antecedents and outcomes. American Sociological Association.
73. Near, J.P., Ramaswami, A., & Arthaud-Day, M.L. (2015). Relationships between self-rating stress scales and physiological stress measures. American Sociological Association.
74. Miceli, M.P., Near, J.P., & Brown, A.J. (2015). Talking versus walking? Organizational procedures and communication practices to encourage internal whistleblowing. Annual

Conference of the International Whistleblowing Research Network, Sarajevo, Bosnia-Herzegovina. Invited paper.

75. Near, J.P., Miceli, M.P., & Brown, A.J. (2017). Systemic wrongdoing as organization-level failure: When trust repair does not work. American Sociological Association.
76. Fu, H.*, and Near, J.P. (2018). Meta-analysis of the relation between job satisfaction and subjective well-being. National meetings of the Society for Industrial and Organizational Psychology, Chicago.
77. Karadag, R. *, & Near, J.P. (2019). Pressure and Predisposition as Predictors of Wrongdoing. Academy of Management.
78. Fu, H.*, and Near, J.P. (2020). Change in Health in Relation to Change in Work and Family Variables: A Longitudinal Study. Academy of Management.

External Research Grants

- Indiana State Department of Commerce, \$5,000; Kalleberg, A.L., Lincoln, J.R. & Near, J.P. Indianapolis/Tokyo Work Commitment Study, 1982
- National Science Foundation, \$192,000; Kalleberg, A.L., Lincoln, J.R. & Near, J.P. Control Systems, Culture and Commitment, 1982
- Japan Foundation, \$15,000; Near, J.P., Kalleberg, A.L. & Lincoln, J.R. Indianapolis/Tokyo Work Commitment Study, 1983
- Amoco Foundation, \$7,500; Near, J.P. & Dworkin, T.M. Whistle-blowing Activities in Response to Legal Remedies: A Naturally Occurring Field Experiment, 1986
- Institute of Internal Auditors Research Foundation, \$35,000; Near, J.P. & Miceli, M.P. Reporting of Sensitive Issues: The Internal Auditor's Ultimate Responsibility, 1986
- Amoco Foundation, \$7,500; Dworkin, T.M. & Near, J.P. Corporate Responses to Whistle-blowing, 1988

HONORS AND AWARDS

Research-Related Honors and Awards

- William Evans Visiting Fellow, University of Otago, Dunedin, New Zealand, 2005
- Victor G. Panico Distinguished Scholar Award, Craig School of Business, CSU, Fresno, 2005
- Member, Ethics in the National Security Profession Seminar, Poynter Center and Indiana University Center for Applied Cybersecurity Research, 2015 – 2016
- Member, Lilly Seminar on Responsible Corporate Management, Poynter Center, 1983 – 1984
- Poynter Fellow, Exxon Seminar on Professional Leadership and the Common Good, 1988 – 1989

Indiana University Teaching-Related Honors and Awards

- TERA Award, 1999, 2000
- Lilly Postdoctoral Teaching Fellowship, 1980 – 1981
- MBA Association Outstanding Teacher Award, 1982, 1988

- Doctoral Student Association in Business: Inspiration and Guidance Award in 1998 (nominated 1983, 1985 & 2002)
- Doctoral Student Association in Business Outstanding Teacher Award in 2001 & 2008 (nominated in 2010 & 2016)

Service-Related Honors and Awards

- Elected Representative-at-Large, OB Division, Academy of Management, 1990 – 1991
- Elected Representative-at-Large, Board of Governors, Academy of Management, 1993 – 1995
- Fellow, CIC (Big-10) Academic Leadership Fellows Program, 1991 – 1992

TEACHING

MBA Classes

- Strategic Management (online, UNL)
- Organization Design (online and in person, IU and UNL); sample lecture UNL Fall 2022: <https://unl.yuja.com/V/Video?v=6882712&node=29095108&a=720773083>

Course Evaluations: items rated from 1 (Strongly Disagree) to 5 (Strongly Agree)	Mean
Feel challenged to learn a lot in this course	4.56
Course activities effectively promote my learning and interest in the subject.	4.89
The learning tools...support my learning.	4.89
I am invited to be an active participant in my learning	4.56
I have opportunities to learn with and from other students in this course.	4.67
The feedback I receive on my work is useful to me...	5.00
I know where to go for help in this course if, and when, I need it.	5.00
I find communication with the instructor...effectively supports my learning.	5.00

Undergraduate Classes

- Management (IU)
- Organization Design (IU)

PhD Classes:

- Organizational Behavior (UNL)
- Organization Theory (IU)
- Research Methods (IU)
- Pedagogy (IU)

Published Journal Articles and Presentations on Pedagogy

1. Mallor, J.A., Near, J.P., & Sorcinelli, M.D. (1981). Increasing student involvement in large lecture courses: Two case studies, *Journal of Experiential Learning and Simulation*, 3-4: 191-196.
2. Kothari, R.M., & Near, J.P. (1982). Decline and revival of a sick enterprise: A case discussion, *Indian Management*, 21: 9-15.
3. Mallor, J.A. & Near, J.P. (1986). Individualizing the large lecture, presented at the Conference on Individual Differences in the College Classroom, Indiana University.
4. Enz, C.A. & Near, J.P. (1988). The Organizational Change Game: An experiential approach to practicing OD skills, presented at the Organization Behavior Teaching Conference.

Course Development Grants

- Andrews, P.H. & Near, J.P. Liberal Arts in Business Program, \$6,000
- Near, J.P. & Byers, K. Center for Philanthropy, Organization Design in Not-for- Profits, \$5,000

DISSERTATION COMMITTEES

Chairperson	Member	Outside Member
Marc Mentzer	Nestor K. Ovalle	Donna Matherly (Admin Syst & Bus Ed)
Melissa Baucus	C. Ann Smith	Scott Safranski (Int'l Bus)
Janet Hillier	Richard Judy	Matthew Seeger (Speech Comm)
Linda Ferguson	Timothy Stearns	Gaut Ragsdale (Speech Comm)
Debra Perkins	C. Bradley Shrader	Sandra Ketrow (Speech Comm)
Sharon Magill	Paula Rechner	Joan Pasterik (Speech Comm)
Deborah Freedman	Mary Konovsky	Boyd Richards (Instructional Syst Tech)
Karen Strandholm	Laura Whitcomb	Karyn Loscocco (Sociology)
Michael Rehg	Debra Mesch	Mary Alexander (Opers & Dec Tech)
Joseph Rode	Robert Moorman	Janice Johnson (Library & Info Sci)
Marne Arthaud-Day	Granger Macy	Granville King III (Speech Comm)
Cameron Tuai	Catherine Daily	Ron Beghetto (Education)
Haolin Fu (UNL)	Anne Tan	Frank Pianki (Education)
	H. Kevin Steensma	Lanaya Etherington (Counseling Psych)
	Louis Marino	Adam Volungis (Counseling Psych)
	Yusuf Nur	Syahrul Ahmar Ahmed (Edith Cowan U.)
	Brian Lee	Marissa Edwards (U. of Queensland)
	Monika Kukar-Kinney	Tamaki Onishi (Ctr on Philanthropy)
	Rungpen Roengpitya	Thomas Dearden (Criminal Justice)
	Clare Francis	Amia Foston (Sociology)
	Kevin Johnson	
	Sharon Heilmann	
	Thomas Clerkin	
	Jeong-Yeon (Jay) Lee	
	Christine Mooney	
	Aarti Ramaswami	
	Valentina Kuskova	
	Reha Karadag (UNL)	

SERVICE**Reviewing while at UNL**

- *Management Science*, 2022
- *Journal of Business Ethics*, 2023

Reviewing/Editing while at IU

- Academy of Management Review (Member of Editorial Board, 1985-90)
- Academy of Management Journal
- Administrative Science Quarterly (Member of Editorial Board, 1984-87)
- American Sociological Review
- Business Horizons

- Employee Rights and Responsibilities Journal
- Human Relations (Member of Editorial Board, 2009-12)
- Human Resource Management Review (Guest co-editor for special issue, 2001)
- International Journal of Organizational Analysis
- Journal of Applied Psychology
- Journal of Applied Social Psychology
- Journal of Business Ethics (Member of Editorial Board, 1985-96)
- Journal of Happiness
- Journal of Management (Consulting Editor, Organization Theory, 1995-97)
- Journal of Management Inquiry
- Journal of Occupational Behavior Journal of Vocational Behavior
- Law and Society Review
- National Science Foundation
- Organization Science
- Organizational Research Methods
- Social Sciences and Humanities Research Council of Canada
- Social Psychology Quarterly
- Work and Occupations

Service to Academy of Management Association

1996	Task Force on Mentorship
1996	Task Force on Professional Divisions Review
1994-95	Financial Strategies Committee
1993	Committee to Select Best AMJ Paper
1993-94	Educator and Service Award Committee
1993-94	Task Force on Member Assessment (Chair)
1992-94	Long Range Planning Committee (Co-chair)
1993-95	Board of Governors (Elected Representative-at-Large)
1990-91	Junior Faculty Workshop, Organization Behavior Division (Co-chair)
1990-91	Organization Behavior Division (Elected Representative-at-Large)
1987	Local Arrangements Committee, Midwest meetings (Chair)

Service to Department of Management, University of Nebraska-Lincoln

2016-18	Ph.D. Committee (Chair in 2017-2018)
2016	Grade Appeal Committee (Chair)
2017	Professor of Practice Review Committee (Chair)
2017	Search Committee (Chair)
2017-present	Member, Promotion & Tenure Committee

Service to College of Business, University of Nebraska-Lincoln

2016-17	Survey Research & Methods Strategic Planning Committee
2016-17	Member, Research and Professorship Review Committee
2016-17	Member, Ethics Task Force
2017-18	Member, MBA Committee
2017-24	Member, Ph.D. Committee (Chair, 2018-24)
2017-18	Faculty Advisor, Student Ethics Board
2016-19	Faculty Convener, annual State Farm Ethics Lecture

Service to University of Nebraska-Lincoln

2018-24	Associate Deans for Research Committee
2018-24	Associate Deans for Faculty Committee
2020-21	Research Task Force on COVID
2021-22	APLU Aspire: subcommittee on data, tracking, and climate surveys for faculty diversity
2022	Chair, UNL working group to update the Guidelines for the Evaluation of Faculty
2022	Department Executive Officer Leadership Essentials: Reappointment, Promotion, and Tenure, presentation by J. Near & J. Walker (Associate Vice Chancellor)

Service to Department of Management and Entrepreneurship, Indiana University

1990-96, 2009-12	Management & Entrepreneurship Department Chair (3 terms)
1979-80, 2003-04	Doctoral Committee (Chair, 2000)
1983-90	MBA Committee Chair
1981-83	Undergraduate Committee
1984	Task Force on Department Merger
1981-84	Research Seminar Coordinator

Service to Kelley School of Business, Indiana University

1985, 2000-02, 2007-09, 2015	School P&T Committee; Chair, 2001-02 & 2008-09
2005-06	Kelley Direct Online MBA Policy Committee
2003	Committee to select American United Life Chair
2002-04	Research Policy Committee (summer research support)
1997-98	Task Force for Equity Salary Review, Chair
1996-99	Doctoral Programs in Business Program Chair
1996-00	Doctoral Policy Committee, Chair, 1996–1999
1996	Ad Hoc Faculty Review Committee, Chair
1993, 1995-96	Protect-our-Faculty Fellowship Committee, Chair, 1995-96
1983, 1995	Search Committee for Dean
1992	Advisory Board for Executive Education Program
1992	International Council
1984-85	Academic Council (Elected Faculty Representative)
1990-99, 2009-12	Academic Council (Management Team)
1992, 1998-99, 2011-12	Agenda Committee for Academic Council
1995, 1997-99	Budgetary Planning Committee
1990-92, 2009-12	Department Chairs Committee
1991-99	Human Resource Management Advisory Board
1987-88	Academic Fairness Committee
1987-88	IRMIS Policy Committee
1984-85	Research Initiatives Task Force
1978-81, 1983-84, 1987-90	MBA Policy Committee
1983-84	MBA Financial Aids Committee
1983-84	MBA Curriculum Committee
1983-84	Ad Hoc Committee for Review of Honors Program
1983-84	Teaching Excellence Committee
1982-84	Library Committee
1982-83	Honors Program Committee
1981-84	Faculty Advisor for Sigma Iota Epsilon
1980-84	Affirmative Action Committee

1979-82 MBA Admissions Committee
 1979-82 X550 (Consulting Course) Committee

Service to Indiana University

2013 Undergraduate General Education Curriculum Committee
 2006 FRSP Committee (campus internal research grants)
 2004-05 Chair, 5-year Review Committee for Arts & Sciences Dean Subbaswamy
 2003 Research Policies Committee
 2002 Advisory Committee to Pres. Brand to Review Graduate School Structure
 1998-01 Graduate Council
 1998 5-year Review Committee for Vice President Walker
 1996-97, 1982-83 Search Committee for Dean, School of Business
 1990-92 Board of Directors, Ameritech Grants
 1990 Campus Promotion Committee
 1985-86 Foundation Relations Committee
 1984-86 Faculty Council
 1984-85 Search Committee for Dean, College of Arts & Sciences
 1984-85 Budgetary Affairs Committee
 1983-85 Women's Studies Program Coordinating Council
 1983 Review Committee for Speech Communications Department
 1983 Affirmative Action Grievance Committee
 1983 Faculty Fellow for Briscoe Quad Dorm
 1981-83 Urban Affairs Committee