

VITA  
SALLY RIGGS FULLER

Department of Management and Organization  
College of Business  
University of South Florida  
4202 E. Fowler Ave, BSN 3403  
Tampa, FL 33620-5500  
(813) 974-1766  
email: sfuller@usf.edu

EDUCATION

- Ph.D. University of Wisconsin - Madison (1993)  
Major: Organizational Behavior  
Minor: Sociology
- M.S. University of Wisconsin - Madison (1991)  
Major: Management
- B.A. University of South Florida (1984)  
Major: Management

CURRENT RESEARCH INTERESTS

My current research interests involve questions in the domains of symbolism, culture, and social issues. My work addresses the mechanisms by which organizations convey (and attempt to convey) their values and beliefs to employees, and whether organizational actions/symbols are effective communicators. I am especially concerned with topics surrounding issues of ethical treatment and fairness, including employment law and organizational diversity.

WORK EXPERIENCE

August 2011 - present: Interim Chair, Department of Management, College of Business Administration, University of South Florida, Tampa FL

August 2004 - present: Associate Professor, Department of Management, College of Business Administration, University of South Florida, Tampa FL

July 2002 - June 2004: Associate Professor, Department of Organizational Studies, Anderson Schools of Management, University of New Mexico, Albuquerque, NM

August 2001 - June 2002: Assistant Professor, Department of Organizational Studies, Anderson Schools of Management, University of New Mexico, Albuquerque, NM

June 1993 - June 2001: Assistant Professor, Department of Management and Organization, University of Washington, Seattle, WA (granted tenure and promotion to Associate Professor spring of 2001)

September 1992 - June 1993: Acting Assistant Professor, Department of Management and Organization, University of Washington, Seattle, WA

August 1987 - June 1992: Research Assistant and Teaching Assistant, Management Department, University of Wisconsin - Madison

August 1978 - August 1987: Information Systems Analyst  
Honeywell, Inc. Clearwater, FL

## GRANTS/AWARDS

Albert and Mary Jane Black Endowed Professorship, University of New Mexico (2003)

Anderson Schools of Management Foundation Lectureship, University of New Mexico (2002)

Publication (American Journal of Sociology, 2001) nominated for: the W. Richard Scott Best Paper Award given by the Organizations, Occupations, and Work section of the American Sociological Association; the Law and Society Association's best paper award; and the Sociology of Law section of the American Sociological Association's best paper award

The Anderson Schools of Management Ford Lectureship, University of New Mexico (2001)

The Charles Summer Graduate Student Teaching Award, University of Washington (2001)

Nominated for MBA Core Professor Award, University of Washington (2000 and 2001)

The Herbert B. Jones Foundation grant to develop a new MBA elective course in "People Issues in New Ventures" (2000)

University of Washington School of Business award for Outstanding Ph.D. Student Mentor (1997)

"The Internal Legal Culture of Organizations," a research grant funded by the National Science Foundation, total grant \$275,000. (collaborative with L. Edelman of the University of California, Berkeley; 1995 - 1999)

Summer Research Grant, University of Washington School of Business (1995 - 2000)

## PUBLICATIONS

Karlins, M., & Fuller, S. R. (in press). "What a Classic Psychological Experiment Can Teach Us Concerning the Value of Global Business Relationships." The Journal of Global Business and Management.

Balfour, A., & Fuller, S. R. (2011). "Third eye blind: How American workers can see what business professors cannot." Proceedings of the International Academy of Management and Business conference.

Balfour, A., & Fuller, S. R. (2010). "Why Business Leaders are Profit Motivated Rather than Socially Motivated: The Role of Business Education." The Journal of Global Business and Management, 6(2), 191-197.

Nord, W. R., & Fuller, S. R. (2009). "Increasing Corporate Social Responsibility through an Employee-Centered Approach." Employee Responsibility and Rights Journal, 21, 279-290.

Fuller, S. R. (2008). "Organizational Symbolism: A Multi-dimensional Conceptualization." The Journal of Global Business and Management, 4, 168-174.

Fuller, S.R. (2007). "Leadership: What is it and how do you do it?" In

Elevations.

- Fuller, S. R. (2006). Review of the book Renewing Research Practice. Academy of Management Review, 31, 227.
- Mickel, A. E., & Fuller, S. R. (2006). An exploratory investigation of successful entrepreneurs. Proceedings, Annual Meeting of the Western Decision Sciences Institute.
- Aldag, R. J., & Fuller, S. R. (2005). Groupthink and group problem solving: Current issues. Encyclopedia of Applied Psychology.
- Edelman, L. B., Fuller, S. R., & Mara-Drita, I. (2001). Diversity rhetoric and the managerialization of law. American Journal of Sociology, 106, 1589-1641.
- Fuller, S. R., & Aldag, R. J. (2001). The GGPS model: Broadening the perspective on group problem solving. In M. Turner (Ed.), Groups at Work: Theory and Research (pp. 3 - 24). Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.
- Fuller, S. R., Edelman, L. B., & Matusik, S. F. (2000). Legal readings: Employee interpretation and mobilization of law. Academy of Management Review, 25, 200-216.
- Fuller, S. R., & Aldag, R. J. (1998). Organizational Tonyandy: Lessons from a quarter century of the groupthink phenomenon. Organizational Behavior and Human Decision Processes, 73, 163-184.
- Fuller, S. R., & Huber, V. L. (1998). Recruitment and selection. In M. Poole, & M. Warner (Eds.), The IEBM Handbook of Human Resource Management (pp. 619-630). London: International Thomson Business Press.
- Huber, V. L., & Fuller, S. R. (1998). Performance appraisal and compensation. In M. Poole, & M. Warner (Eds.), The IEBM Handbook of Human Resource Management (pp. 596-606). London: International Thomson Business Press.
- Fuller, S. R., & Aldag, R. J. (1997). Challenging the mindguards: Moving small group analysis beyond groupthink. In P. 't Hart, E. Stern, & B. Sundelius (Eds.), Beyond Groupthink: Political Group Dynamics and Foreign Policy-making (pp. 55-93). Ann Arbor, MI: The University of Michigan Press.
- Fuller, S. R., & Huber, V. L. (1996). Recruitment and selection. In The

International Encyclopedia of Business and Management. London: Routledge, Ltd.

Huber, V. L., & Fuller, S. R. (1996). Performance appraisal and compensation. In The International Encyclopedia of Business and Management. London: Routledge, Ltd.

Aldag, R. J., & Fuller, S. R. (1995). Holding a mirror to management research: On creativity, elitism, and the defense of dogmatism. Journal of Management Inquiry, 4(4), 341-344.

Aldag, R. J., & Fuller, S. R. (1995). Research advisory boards to facilitate organizational research. Journal of Management Inquiry, 4(1), 41-51.

Aldag, R. J., & Fuller, S. R. (1993). Beyond fiasco: A reappraisal of the groupthink phenomenon and a new model of group decision processes. Psychological Bulletin, 113, 533-552.

Fuller, S. R. (1993). Symbolic actions and antics: Mechanisms for shaping organizational reality. (Doctoral dissertation, University of Wisconsin - Madison). Dissertation Abstracts International.

Fuller, S. R. (1991). Review of Group Problem Solving by H. J. Brightman. Leadership Quarterly, 2(2).

Fuller, S. R. (1990). Summary of High-involvement Management by E. E. Lawler. In J. L. Pierce & J. W. Newstrom (Eds.), The manager's bookshelf: A mosaic of contemporary views (2nd ed.). New York: Harper & Row.

Fuller, S. R. (1990). Instructor's Manual to accompany Management (2nd ed.) by Aldag and Stearns. Cincinnati: South-Western. (Contents include lecture outlines and activities, course setup guidelines, and self-assessment scales. 415 pages)

Fuller, S. R. (1990). Resource Guide to accompany Management (2nd ed.) by Aldag and Stearns. Cincinnati: South-Western. (Contents include print and visual aid resources and references. 52 pages)

Fuller, S. R. (1990). Test Bank to accompany Management (2nd ed.) by Aldag and Stearns. Cincinnati: South-Western. (347 pages)

Aldag, R. J., & Fuller, S. R. (1990). Beyond Orwell: A critical reappraisal of the groupthink phenomenon and an expanded model of group decision

processes. Proceedings, Annual Meeting of Decision Sciences Institute.

Jermier, J. M., Gaines, J., Nixon, R., & Fuller, S. R. (1987). Work stress and emotional exhaustion: Moderating effects of physical exercise. Proceedings, Annual Meeting of the Southern Management Association.

## WORK IN PROCESS

"Third eye blind: How American workers can see what business professors cannot." (with A. Balfour). Under review at the International Journal of Management and Business.

"Decentralizing Corporate Social Responsibility: Gaining the Benefits of Employee Values and Passions" (with W. Nord).

"Organizational structural elaboration in response to the Americans with Disabilities Act: Been there, done that?" (with S. Matusik). In final preparation for submission to the Journal of Managerial Issues.

"Contested control in alternative work arrangements: An Exploration into the Power Balance in Alternative Work Arrangements." (with S. Matusik).

"Successful entrepreneurs and their views of the entrepreneurial process." (with A. Mickel). being prepared for submission to the Journal of Business Venturing.

## REFEREED PRESENTATIONS

Balfour, A., & Fuller, S. R. (2011). Third eye blind: How American workers can see what business professors cannot. International Academy of Management and Business conference, San Francisco, CA.

Mickel, A. E., & Fuller, S. R. (2006). An Exploratory Investigation of Successful Entrepreneurs. Presented at the Western Decision Sciences Institute annual conference, Hawaii.

Matusik, S., & Fuller, S. R. (2004). Contested Control: An Exploration into the Power Balance in Alternative Work Arrangements. Presented at the European Academy of Management annual conference, St. Andrews, Scotland. (Received best paper award in its track)

- Hood, J., & Fuller S. R. (2002). Organizational culture, Networking, and Inclusion. Presented at the annual meeting of the Academy of Management, Denver.
- Matusik, S., & Fuller S. R. (2002). The nexus of work arrangement preferences and demand for skills: An exploratory study of alternative work. Presented at the annual meeting of the Academy of Management, Denver.
- Edelman, L. B., Fuller, S. R., & Mara-Drita, I. (1998). I live for golf while you prefer tennis: The meaning of diversity in the post Civil Rights era. Presented at the annual meeting of the American Sociological Association, San Francisco.
- Edelman, L. B., Fuller, S. R., & Mara-Drita, I. (1998). I live for golf while you prefer tennis: The meaning of diversity in the post Civil Rights era. Presented at the annual meeting of the Law and Society Association, Aspen.
- Fuller, S. R., Edelman, L. B., & Matusik, S. (1997). Internal legal landscapes. Presented at the annual meeting of the American Sociological Association, Toronto, Ontario, Canada.
- Fuller, S. R., Edelman, L. B., & Matusik, S. (1997). A model of legal readings in organizations. Presented at the annual meeting of the Law and Society Association, St. Louis.
- Fuller, S. R., Edelman, L. B., & Matusik, S. (1996). The internal legal culture of organizations. Presented at the annual meeting of the Law and Society Association, Glasgow, Scotland.
- Aldag, R. J., & Fuller, S. R. (1990). Beyond Orwell: A critical reappraisal of the groupthink phenomenon and an expanded model of group decision processes. Presented at the annual meeting of the Decision Sciences Institute, San Diego, CA.
- Jermier, J. M., Gaines, J., Nixon, R., & Fuller, S. R. (1987). Work stress and emotional exhaustion: Moderating effects of physical exercise. Presented at the annual meeting of the Southern Management Association, New Orleans, LA.

TEACHING - UNIVERSITY OF SOUTH FLORIDA

Diversity Management (MAN 6116)  
(Graduate Electives)

Leadership and Teams (MAN 6149)  
(Graduate Elective)

Leadership (MAN 4930)  
(Undergraduate Elective)

Integrated Management Applications (MAN 4930)  
(Undergraduate Elective)

TEACHING - UNIVERSITY OF NEW MEXICO AND UNIVERSITY OF WASHINGTON

Undergraduate:

Organizational Behavior (Required Core)  
Staffing (Elective)  
Motivation and Performance (Elective)

Graduate:

Management (MBA Required Core)  
Team Building (MBA Required Core)  
Staffing (MBA Elective)  
Diversity - Human Relations Lab (MBA Elective)  
Individuals and Organizations (Doctoral Seminar)

Executive Program:

Management

PROFESSIONAL AFFILIATIONS AND SERVICE

Academy of Management  
Law and Society Association

Western Academy of Management

Reviewer for Organizational Behavior and Human Decision Processes

Reviewer for Academy of Management Journal

Reviewer for American Journal of Sociology

Reviewer for Journal of Business Research, Organizational Theory and Behavior division

Member of the Program Committee, Organizational Behavior Division of the Academy of Management 1996 and 2000 meetings

#### SCHOOL/UNIVERSITY SERVICE - UNIVERSITY OF SOUTH FLORIDA

Supervised Undergraduate Honor's Student Senior Theses

Served on dissertation committees for Psychology doctoral students

Serving as the Management Department's representative on the College's Diversity Committee

Serving as a Management Department representative on the College's Executive Committee

Serving as a Management Department's representative on the College's Research and Scholarship Committee

Serving as a member of the Management Department's Ph.D. Committee

Serving as a member of the Management Department's M.S. Committee

Served as the College's representative on the University's Research Council

Served as the Management Department's representative on the College's Doctoral Program Committee

SCHOOL/UNIVERSITY SERVICE – UNIVERSITY OF NEW MEXICO

Serving as the Department of Organizational Studies representative on the Dean's Advisory Committee for promotion and tenure

Serving as a member of the Department of Organizational Studies Faculty Search Committee

Serving as the Department of Organizational Studies representative on the school's Curriculum and Programs Committee

Served as a member of the Department of Organizational Studies Faculty Search Committee

Served as a member of the Department of Organizational Studies Ph.D. Program Committee

SCHOOL/UNIVERSITY SERVICE – UNIVERSITY OF WASHINGTON

Served on supervisory and reading committees of six doctoral students

Supervised Directed Research projects and Senior Theses for 14 undergraduate students.

Supervised Directed Research for four MBA students

Supervised Directed Research for five doctoral students

Coordinated instruction of the core Organizational Behavior course

Coordinated the creation and grading of doctoral student area exams

Served as a member of the following Business School committees:

- Faculty Council
- MBA core program evaluation committee
- Undergraduate Program Committee
- Undergraduate Scholarship Awards
- Dean's committee on teaching evaluation

Served as a member of the following Management Department committees:

- evaluation and selection of incoming doctoral students
- faculty recruitment committee
- re-alignment of undergraduate core courses

Gave an invited talk to the student chapter of the Society for Human Resources Management.

Participated in an MBA Women in Business panel

Published an "Ask the Professor" column in UW Business School magazine

Conducted a mini-course for potential MBA students

Presented a seminar on leading discussions in the classroom for incoming doctoral students

Served as a reviewer for the University Royalty Research Fund Grants

Provided management analyses and recommendations to local organizations through revisions of MBA and Undergraduate student projects