

Alexander D. Stajkovic

Professor of Organizational Behavior

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POSITIONS

University of Wisconsin-Madison

Wisconsin School of Business (WSB), MHR department

- ❑ Dean's Professor in Business, 2022-
- ❑ M. Keith Weikel Distinguished Chair in Leadership, 2015-22
- ❑ M. Keith Weikel Professor in Leadership, 2013-2015
- ❑ The Procter & Gamble Chair in Business, 2007-2013
- ❑ Associate Professor, 2006 | Assistant Professor, 1999-2005



African Studies Program, faculty affiliate by invitation, 2018-

Stanford University

Psychology Department, Visiting Scholar, 2007-2008

University of California-Irvine

Graduate School of Management, Visiting Assistant Professor, 1997-1999

Washington State University

Management Department, Visiting Assistant Professor, 1996-1997

EDUCATION

Ph.D., University of Nebraska-Lincoln, 12/1996

Major: Organizational Behavior | Minor: Research Methods

Dissertation chair Fred Luthans, senior mentor John Schaubroeck

M.A., Management, University of Nebraska-Lincoln, 1993

B.Sc., Economics, University of Belgrade (Serbia), 1991

HONORS

- ❑ [*Responsible Research in Management Award, AOM, Finalist, 2021.*](#)
- ❑ [*Stajkovic named a most influential organizational behavior textbook author*](#), 8/20/18
- ❑ *Journal of Applied Psychology*, Editor nominations, 2013, 2019
- ❑ *Gaumnitz Distinguished Research Award*, WSB, 2007
- ❑ *Mabel Chipman Excellence in Teaching Award*, WSB, 2005
- ❑ *Early Career Contribution to Industrial/Organizational Psychology*, nominated by Division 14, SIOP, of the American Psychological Association (APA), 2001
- ❑ Self-efficacy and work-related performance: A meta-analysis, article nominated for *Best Paper Published in Organizational Behavior*, Academy of Management, 1999
- ❑ *Excellence in Teaching Award* (as voted by students), U. of California-Irvine, 1998

PUBLICATIONS

Articles

Stajkovic, K., & Stajkovic, A. D. (*forthcoming*). Leadership ethics of care, racial inclusion, and economic health in the cities: Is there a female leadership advantage? *Journal of Business Ethics*.

Stajkovic, A.D., Greenwald, J. G., & Stajkovic, K. (2022). The money priming debate revisited: A review, meta-analysis, and extension to organizations. *Journal of Organizational Behavior*, 43, 1078-1102.

Stajkovic, A.D., & Stajkovic, K. (2022). *Meta-Analysis as a Business Research Method*. Oxford Classics in Business and Management.

Sergent, K., & Stajkovic, A.D. (2020). Women's leadership is associated with fewer deaths during the COVID-19 crisis: Quantitative and qualitative analyses of United States governors. *Journal of Applied Psychology*, 105, 771-783.

Sergent, K., Lee, S., Stajkovic, A.D., Greenwald, J. M., Younger, S., & Raffiee, J. (2020). The mitigating role of trait core confidence on psychological distress in entrepreneurship. *Applied Psychology*, 70, 1128-1153.

Stajkovic, A.D., Latham, G. P., Sergent, K., & Peterson, S. J. (2019). Prime and performance: Can a CEO motivate employees without their awareness? *Journal of Business and Psychology*, 34, 791-802.

Stajkovic, A.D., & Sergent, K. (2019). *Social Cognitive Theory*. Oxford Classics in Management.

Sergent, K., & Stajkovic, A.D. (2018). Prime and prejudice. *Applied Psychology*, 68, 391-448.

Stajkovic, A.D., Bandura, A., Locke, E. A., Lee, D., & Sergent, K. (2018). Test of three conceptual models of influence of the big five personality traits and self-efficacy on academic performance. *Personality and Individual Differences*, 120, 238-245.

Lee, D., Stajkovic, A.D., & Sergent, K. (2016). A field examination of the moderating role of group trust in group efficacy formation. *Journal of Occupational and Organizational Psychology*, 89, 856-876.

Stajkovic, A.D., Lee, D., Greenwald, J. M., & Raffiee, J. (2015). The role of core confidence higher-order construct in self-regulation of performance and attitudes: Evidence from four studies. *Organizational Behavior and Human Decision Processes*, 128, 29-48.

Lee, D, Stajkovic, A.D, Cho, B. (2011). Trust and emotion as antecedents of cooperation: Evidence from Korea. *Journal of Applied Social Psychology*, 41, 1603-1631.

Latham, G. P., Stajkovic, A.D., Locke, E. A. (2010). The relevance and viability of subconscious goals in the workplace. *Journal of Management*, 36, 234-255.

- Stajkovic, A.D., Lee, D., & Nyberg, A.J. (2009). Collective efficacy, group potency, and group performance: Meta-analyses of their relationships, and test of mediation model. [*Journal of Applied Psychology*](#), 94, 814-828.
- Stajkovic, A.D. (2006). Development of a core confidence higher-order construct. [*Journal of Applied Psychology*](#), 91, 1208-1224.
- Stajkovic, A.D., Locke, E.A., & Blair, E. (2006). A first examination of the relationships between primed subconscious goals, assigned conscious goals, and task performance. [*Journal of Applied Psychology*](#), 91, 1171-1180.
- Stajkovic, A.D., & Luthans, F. (2003). Behavioral management and task performance in organizations: Conceptual background, meta-analysis, and test of alternative models. [*Personnel Psychology*](#), 56, 155-194.
- Stajkovic, A.D., & Luthans, F. (2001). Differential effects of incentive motivators on work performance. [*Academy of Management Journal*](#), 44, 580-590.
- Stajkovic, A.D., & Sommer, S. (2000). Self-efficacy and causal attributions: Direct and reciprocal links. *Journal of Applied Social Psychology*, 30, 707-737.
- Luthans, F., Stajkovic, A.D., & Ibrayeva, E. (2000). Environmental and psychological challenges of entrepreneurial development in transition economies. *Journal of World Business*, 35, 95-110.
- Stajkovic, A.D. (1999). Fitting parametric fixed effect categorical models to effect sizes: A meta-analytic approach in organizational studies. *Organizational Research Methods*, 2, 90-104.
- Luthans, F., & Stajkovic, A.D. (1999). Reinforce (not necessarily pay) for performance. *Academy of Management Executive*, 13, 49-57.
- Stajkovic, A.D., & Luthans, F. (1998). Social cognitive theory and self-efficacy: Going beyond traditional motivational approaches. *Organizational Dynamics*, 26, 62-74.
- Stajkovic, A.D., & Luthans, F. (1998). Self-efficacy and work-related performance: A meta-analysis. [*Psychological Bulletin*](#), 124, 240-261.
- Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Behavioral management: Meeting the challenge of performance improvement in Eastern Europe. *European Management Journal*, 16, 466-475.
- Stajkovic, A.D., & Luthans, F. (1997). Business ethics across cultures: A social cognitive model. *Journal of World Business*, 32, 17-34.
- Stajkovic, A.D., & Luthans, F. (1997). A meta-analysis of the effects of organizational behavior modification on task performance. [*Academy of Management Journal*](#), 40, 1122-1149.

Books

Stajkovic, A.D., & Stajkovic, K. Human sustainability and cognitive overload at work: Psychological cost of working. *Routledge, Taylor and Francis Group*. Upcoming in 2024.

Stajkovic, A.D., & Stajkovic, K., *Confidence and its Manifestations: Integrating Social, Cognitive, and Personality Perspectives*. Oxford University Press. Upcoming in 2023.

Stajkovic, A. D., & Sergent, K. (2021). [*Cognitive Automation and Organizational Psychology: Goal Priming as a New Source of Competitive Advantage*](#). Paperback edition. Routledge.

Stajkovic, A. D., & Sergent, K. (2019). [*Cognitive Automation and Organizational Psychology: Goal Priming as a New Source of Competitive Advantage*](#). Hardcover edition. Routledge.

Outreach Books

Stajkovic, A.D., & Stajkovic, K. (2022). [*Women's Leadership Quotes*](#). Madison, WI: RPA.

Stajkovic, A.D., & Sergent, K. (2019). [*Management and Leadership*](#). Madison, WI: RPA.

Edited Book Chapters

Stajkovic, A.D., Carpenter, M., & Graffin, S. (2011). Charismatic leadership, social networks, and goal-setting among U.S. and Chinese executives. In Carpenter, M. (Ed.), *The Handbook of Research on Top Management Teams*. Edward Elgar Publishing.

Luthans, F., & Stajkovic, A.D. (2009). Provide recognition for performance improvement. In Locke, E. A. (Ed.), *Handbook of Principles of Organizational Behavior* (2nd edition).

Carpenter, M.A. & Stajkovic, A.D. (2006). Social network theory and methods as tools for helping business confront global terrorism. In G. Suder (Ed.), *Corporate Strategies Under International Terrorism and Adversity* (pp. 7-19). UK: Edward Elgar Publishing.

Stajkovic, A.D., & Luthans, F. (2003). Social cognitive theory and self-efficacy: Implications for motivation theory and practice. In R. M. Steers, L. W. Porter, & G. A. Bigley (Eds.), *Motivation and Work Behavior* (7th ed.), 126-140. NY, McGraw-Hill.

Luthans, F. & Stajkovic, A.D. (2000). Provide recognition for performance improvement. In Locke, E. A. (Ed.), *Handbook of Principles of Organizational Behavior* (1st ed.).

Published Conference Proceedings

Stajkovic, A.D., Stajkovic, K. A, Hoobler, J. (2023). How agency and communality combine to manifest a female leadership advantage to combat a societal grand challenge of homelessness. *Academy of Management, DEI division*, Boston, MA.

Sergent, K., & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing profession. *Academy of Management Proceedings*.

Stajkovic, A.D., Carpenter, M. A., & Graffin, S. D. (2005). Charisma, social networks, and self-

set career goals in the U.S. and China. *Academy of Management Proceedings*.

Luthans, F., & Stajkovic, A.D. (2000). The impact of social recognition on performance. *Midwest Academy of Management Proceedings*.

Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Managerial effectiveness for emerging economies. *Pan Pacific Conference Proceedings*. Farner, S., Luthans, F., & Stajkovic, A.D. (1998). Self-efficacy, rewards, and behavior. *Decision Science Proceedings*.

Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). Pay for performance: Theory, research, and practice. *Midwest Decision Science Institute Proceedings*.

Stajkovic, A. D. (1996). Fitting parametric fixed effect categorical models to effect sizes. *Decision Science Institute Proceedings*.

Luthans, F., Stajkovic, A.D., & Reed, K. (1996). Country clustering revisited: A quantitative review of cultural dimensions. *Decision Science Institute Proceedings*.

Luthans, F., Goebel, J, & Stajkovic, A.D. (1996). Comparing perceptions of business ethics across cultures: U.S., Europe, and Japan. *Pan-Pacific Conference Proceedings*.

Stajkovic, A.D. (1995). Effects of self-efficacy, goal-setting, and locus of control on task performance: A three-way factorial. *Decision Science Institute Proceedings*.

Case and Book Reviews

Stajkovic, A.D. (1997). Case "Vietnam: An emerging market in the global economy." In *International Management*, (3rd ed.), pp. 544-545. New York: McGraw-Hill.

Stajkovic, A.D. (1996). Book review of *Building flexible organizations: A people centered approach*, by M. H. Overholt. *Organizational Dynamics*, 25, 93-94.

PRESENTATIONS (peer reviewed)

Stajkovic, A.D., Stajkovic, K. A, Hoobler, J. (2023). How agency and communality combine to manifest a female leadership advantage to combat a societal grand challenge of homelessness. *Academy of Management, DEI division*, Boston, MA.

Eby, L., Hoobler, J., Post, C., Stajkovic, K., & Stajkovic, A. D. (2021). The female leadership advantage in a crisis. *Academy of Management*, OB, HR, and GDO divisions.

Awards for Publishing Responsible Research in Management: Celebrating Accomplishments and Passing the Torch (2021). Finalists panel and a breakout room with the audience. *Academy of Management*, live open, all Academy Theme Professional Development Workshop (PDW).

Stajkovic, A. D., & Sergent, K. (2019). Critical review of money-priming research and a meta-analysis. *Society for the Science of Motivation*, Washington, D.C.

Sergent, K., & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing. *Academy of Management, OB division*, Chicago, IL.

Stajkovic, A.D., & Sergent, K. (2018). Discriminant, convergent, and incremental predictive validities between perceived self-efficacy and primed self-efficacy. *Association for Psychological Science*, San Francisco, CA.

Sergent, K., Stajkovic, A.D., & Latham, G. P. (2018). Can CEO motivate employees by priming an achievement goal? *Society for the Science of Motivation*, San Francisco, CA.

Stajkovic, A.D., Sergent, K., & Greenwald, J. (2017). Effects of primed and perceived self-efficacy on goal-directed action. *Association for Psychological Science*, Boston, MA.

Stajkovic, A.D., Peterson, S. J., Sergent, K., & Bartels, A. (2017). Effects of conscious self-efficacy, primed self-efficacy and primed goals in adaptive self-regulation of behavior. *Society for Industrial and Organizational Psychology*, Orlando, FL.

Stajkovic, A.D., Sergent, K., Peterson, S. J., Schantz, A. (2016). The latest developments in priming research in OB. *Academy of Management, OB division*. Anaheim, CA.

Stajkovic, A.D. (2014). Chair of the session: Improving measurement and generalizability. *Academy of Management, Research Methods division*. Philadelphia, PA.

Stajkovic, A.D. (2014). Discussant of the symposium: Perspectives on implicit processes in organizations. *Society for Industrial and Organizational Psychology*, Honolulu, HI.

Stajkovic, A.D. (2012). Facilitator of the session: Factors influencing effective and ineffective leadership. *Academy of Management, cross-divisions*. Boston, MA.

Stajkovic, A.D. (2012). Chair of the session: Assessing current analytical methods. *Academy of Management, Research Methods division*. Boston, MA.

Stajkovic, A.D., Greenwald, J. M., & Triana, M. D. C. (2012). Master tutorial on priming. *Society for Industrial and Organizational Psychology*. San Diego, CA.

Stajkovic, A.D., Johnson, R., & Bowling, N. (2011). Discussant of the symposium: Measuring implicit processes in organizational research. *Society for Industrial and Organizational Psychology*. Chicago, IL.

Stajkovic, A.D., & Latham, G. P. (2010). Organizational Behavior Division research forum for new members. Faculty fellow with Gary Latham for the work motivation topic. *Academy of Management, OB division*. Montreal, Canada.

Stajkovic, A.D., Locke, E. A., Latham, G. P., Shantz, A., & Piccolo, R. (2009). Chair of the symposium and presenter: Subconscious goals, primed self-efficacy, and need for achievement. *Society for Industrial and Organizational Psychology*. New Orleans, LA.

Stajkovic, A.D. (2009). Chair of the symposium and presenter: Goal setting, self-efficacy and performance: New research directions from nine authors. *Society for Industrial and Organizational Psychology*. New Orleans, LA.

Stajkovic, A.D. (2008). Core confidence and coping with organizational change: A development of a model and examples of its applicability to Vietnam's emerging economy. *PACIBER Annual Conference*, Hanoi, Vietnam.

Stajkovic, A.D., Locke, E., Erez, M., Kremer, S., & Latham, G. (2007). Chair of the symposium and presenter: Conscious and subconscious goal effects on self-efficacy and effects of primed creativity on performance in single and dual tasks. *Academy of Management, HRM and Managerial and Organizational Cognition (MOC) divisions as cosponsors*. Philadelphia, PA.

Lee, D., & Stajkovic, A.D. (2006). Collective efficacy formation and measurement. *Society for Industrial and Organizational Psychology*. Dallas, TX.

Stajkovic, A.D., Carpenter, M. A., & Graffin, S. D. (2005). Charisma, social networks, and self-set career goals in U.S. and China. *Academy of Management, IM division*. Honolulu, HI.

Lee, D., & Stajkovic, A.D. (2005). Interpersonal trust and emotion as predictors of cooperation in work teams. *Academy of Management, MOC division*. Honolulu, HI.

Stajkovic, A.D., Locke, E. A., Miner, J. B., Howard, A., & Latham, G.P. (2005). Chair of the symposium and presenter. The effects of subconscious trait and state motivation on performance. *Society for Industrial and Organizational Psychology*. Los Angeles, CA.

Stajkovic, A.D., & Locke, E. A. (2004). Goal priming: A new approach to goal research. Master tutorial. *Society for Industrial and Organizational Psychology*. Chicago, IL.

Blair, E. S., & Stajkovic, A.D. (2004). Subconscious resilience and relation to entrepreneurial performance. *The Babson-Kauffman Entrepreneurship Conference*. Glasgow, Scotland.

Stajkovic, A.D. (2003). Positive psychology and work motivation: Development of a core

confidence model. *Academy of Management, OB division*. Seattle, WA.

Locke, E. A., & Stajkovic, A.D. (2003). Work motivation: What we know and what we don't. Master tutorial. *Society for Industrial and Organizational Psychology*. Orlando.

Stajkovic, A.D., Avolio, B. Luthans, F., & Kechmar, M. (2002). Chair of the symposium and presenter. The effects of collective efficacy on performance in small social groups: What are the relationships? *Academy of Management, all-academy sponsorship*. Denver, CO.

Stajkovic, A.D., & Brown, S. (2002). Self-efficacy domain relatedness and criterion specificity. *Society for Industrial and Organizational Psychology*. Toronto, Canada.

Eden, D., Stajkovic, A.D., Kanfer, R., Mathieu, J. E., & Vancouver, J. (2002). Airing contrary views on self-efficacy beliefs' nature, meaning, and application. Symposium presenter. *Society for Industrial and Organizational Psychology*. Toronto, Canada.

Stajkovic, A.D., & Lee, D. (2001). A meta-analysis of the relationship between collective efficacy and performance. *Academy of Management, OB division*. Washington, D.C.

Stajkovic, A.D., Porter, L. W., Slocum, J. W., Jr., & Luthans, F. (2001). Chair of the symposium and presenter. The impact of organizational behavior research in the global arena: A view of the past & look at the future. *Pan-Pacific Conference*, Chile.

Stajkovic, A.D., & Lee, D. (2001). Hoping for collective efficacy while nurturing self-efficacy: Culture and team-building in the workplace. *Pan-Pacific Conference*, Chile.

Stajkovic, A.D. & Peterson, S. (2000). Toward a social cognitive theory of organizational change. *Academy of Management, MOC division*. Toronto, Canada.

Stajkovic, A.D., Peterson, S., & Luthans, F. (2000). The effects of multi-source feedback on affect and performance. *Academy of Management, HRM division*. Toronto, Canada.

Ibrayeva, E., Luthans, F., & Stajkovic, A.D. (2000). The impact of environmental and personality variables on entrepreneurship in transition economies: An empirical analysis. *Academy of Management, International Management division*. Toronto, Canada.

Luthans, F., & Stajkovic, A.D. (2000). The impact of social recognition on performance. *Midwest Academy of Management, OB division*. Chicago, IL.

Stajkovic, A.D. Peterson, S., & Luthans, F. (2000) Chair of the symposium and presenter. Coping with organizational change in organizations of the future. *Midwest Academy of Management*, Chicago, IL.

Stajkovic, A.D., Farner, S., Ibrayeva, E., & Luthans, F. (2000). Chair of the symposium and presenter. A social cognitive approach to organizational behavior: Theory, research, and practice. *Decision Science Institute, OB division*. Orlando, FL.

Stajkovic, A.D. (2000). The impact of self-efficacy on coping with organizational change in the globally interdependent economy. *Pan-Pacific Conference*. Brisbane, Australia.

- Stajkovic, A.D., Porter, L. W., Slocum, J. W., Jr., & Luthans, F. (2000). Chair of the symposium and presenter. Organizational behavior implications for international management at the turn of the century. *Pan-Pacific Conference*. Brisbane, Australia.
- Stajkovic, A.D., & Luthans, F. (1999). The past is prologue: History, review, and meta-analysis of the effects of different rewards on performance. *Academy of Management, Creative approaches to research and technology in management track*. Chicago, IL.
- Stajkovic, A.D., Porter, L. W., Luthans, F., Wood, R. E., Eden, D., & Locke, E. A. (1999). Chair of the symposium and presenter. Self-efficacy: Theory, research, and application. *Academy of Management, OB and MOC divisions*. Chicago, IL.
- Stajkovic, A.D., & Peterson, S. J. (1999). Social cognition and coping with organizational change: The role of self-efficacy. *Western Academy of Management*. Redondo Beach, CA.
- Ibrayeva, E., Luthans, F., & Stajkovic, A.D. (1999). Psychological challenges for entrepreneur development in Eastern European economies. *Decision Science Institute, OB div*. New Orleans.
- Stajkovic, A. D., & Luthans, F. (1998). A social cognitive model for organizational behavior theory and application. *Academy of Management, OB division*. San Diego, CA.
- Luthans, F., Stajkovic, A.D., & Mosley, A. (1998). The effects of financial vs. non- financial rewards on work performance. *Academy of Management, OB division*. San Diego, CA.
- Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). The achievement motivation of managers: Private vs. public firms. *Midwest Academy of Management*, Kansas City.
- Stajkovic, A.D. (1998). Newly emerging organizational behavior constructs for improving human performance. *Western Decision Science Institute*, Reno, NV.
- Luthans, F., Stajkovic, A.D., Luthans, B. C., & Luthans, K. W. (1998). Managerial effectiveness in emerging economies. *Pan Pacific Conference, OB track*, Korea, 1998.
- Farner, S., Luthans, F., & Stajkovic, A.D. (1998). Self-efficacy, rewards, and behavior. *Decision Science Institute, OB division*. Las Vegas, NV.
- Luthans, F., Stajkovic, A.D., & Luthans, B. C. (1998). Pay for performance: Theory, research, and practice. *Midwest Decision Science Institute*.
- Stajkovic, A.D., & Luthans, F. (1997). Self-efficacy and task performance: A meta-analysis. *Academy of Management, OB division*. Boston, MA.
- Luthans, F., & Stajkovic, A.D. (1997). Behavioral management: Past, present, and future. *Midwest Academy of Management, all-academy session*, Ann Arbor, MI.
- Stajkovic, A.D., Pearce, J. Lee, S. M., Luthans, F., & Whybark, C. (1997). Chair of the symposium and presenter. What lessons have been learned during the economic transition in Eastern Europe. *Decision Science Institute, OB division*. San Diego, CA.

Luthans, F., Stajkovic, A.D., Enrick, B. (1997). Effects of general and social efficacy on entrepreneurial performance. *Decision Science Institute, OB division*. San Diego, CA.

Stajkovic, A.D., & Luthans, F. (1996). A meta-analysis of the effects of O.B. Mod. on task performance. *Academy of Management, OB division*. Cincinnati, OH.

Stajkovic, A.D., & Sommer, S. M. (1996). Self-efficacy and causal attributions: Direct and reciprocal links. *Academy of Management, OB division*. Cincinnati, OH.

Stajkovic, A. D. (1996). Fitting parametric fixed effect categorical models to effect sizes. *Decision Science Institute, OB division*. Orlando, FL.

Luthans, F., Stajkovic, A.D., & Reed, K. (1996). Country clustering revisited: A quantitative review of cultural dimensions. *Decision Science Institute, OB division*. Orlando, FL.

Luthans, F., Goebel, J., & Stajkovic, A.D. (1996). Comparing perceptions of business ethics across cultures: U.S., Europe, and Japan. *Pan-Pacific Conference, OB track*. Japan, 1996.

Stajkovic, A.D. (1995). Effects of self-efficacy, goal-setting, and locus of control on task performance: A three-way factorial. *Decision Science Institute, OB division*. Boston.

INVITED TALKS/PRESENTATIONS (not peer reviewed)

Sergent, K., Stajkovic, A. D. (2021). Women's leadership advantage in a crisis. Invited research seminar. *Pontificia Universidad Javeriana*, Bogota, Columbia.

Stajkovic, A. D., Sergent, K. (2021). Women's leadership advantage in a crisis. Presentation to students of the Delta Sigma Pi, co-ed professional business fraternity within the WSB.

Stajkovic, A. D., Sergent, K. (2020). Cognitive automation in the business of government: An invited presentation to the *Wisconsin State Government*.

Stajkovic, A. D., Sergent, K. (2019). Cognitive automation: A cutting-edge research colloquium. Featured event for the *WSB Executive and Evening MBA alumni*.

Stajkovic, A.D. (2019). The role of self-efficacy in chemistry. *UW-Madison Chemistry*, 2019.

Stajkovic, A. D., Sergent, K. (2019). Prime and Prejudice. *UW-Madison, HR Reps*, March 2019.

Stajkovic, A.D. (2018). Moderator and presenter with Peter Vahnam. How to become CEO. *The Weikel Leadership Series at WSB, UW-Madison*.

Stajkovic, A.D., & Sergent, K. (2018). Prime and prejudice: Implications for HR professionals. *HR@UW December, 2018, UW-Madison, Office of Central HR*.

Sergent, K., Stajkovic, A.D. (2018). Self-regulation in the workplace. *Professionals Conference, UW-Madison, the Learning and Development Office*.

Stajkovic, A.D. (2017). Developing transformational leaders as one of HR competences at UW-Madison. *HR@UW December 2017, UW-Madison, Office of Central HR.*

Stajkovic, A. D. (2016). Motivating performance with transformational leadership. *HR@UW December 2016, UW-Madison, Office of Central HR.*

Stajkovic, A. D. (2016). Ain't no mountain high enough: The role of self-efficacy and confidence in careers of women. *John Deere, Society of Women Engineers Conference.*

Stajkovic, A. D. (2015). Ain't no mountain high enough: The role of self-efficacy in careers of women. *Thermo Fisher Scientific, the Women Employees' Resource Group.*

Stajkovic, A. D. (2014). How can goal setting theory guide new research in academic medicine. *UW-Madison, School of Medicine and Public Health.*

Stajkovic, A. D. (2014). Leadership of student organizations. *Greek Presidents Retreat.*

Stajkovic, A. D. (2013). Leadership and creativity in academic medicine. *UW-Madison, Hospitals and Clinics, Radiology Department.*

Stajkovic, A. D. (2013). Teaching leadership. *UW-Madison, Student Faculty Board.*

Stajkovic, A.D. & Zagzebski, I. (2013). Leadership versus management of student organizations. *Globe Med at UW-Madison national meeting.*

Stajkovic, A.D. (2011). Motivation across cultures. *Tsinghua University, Beijing, China.*

Stajkovic, A.D. (2010). Priming subconscious in OB. *National University of Singapore.*

Stajkovic, A.D. (2010). Ain't no mountain high enough: The role of self-efficacy and confidence in careers of women. *Women's Executive Leadership Summit. Madison, WI.*

Stajkovic, A.D. (2010, 2009). Motivation across cultures. *Tsinghua University, Beijing.*

Stajkovic, A.D. (2008). What happens to performance when conscious and subconscious goals are in conflict? *Global Research Series, Sogang University, Seoul, South Korea.*

Stajkovic, A.D. (2006). Transactional vs. transformational leadership. *Credit Unions Executive Society: The CEO Network. San Diego, CA.*

Stajkovic, A.D. (2003). Building effective executive teams. *Credit Unions Executive Society: The CEO Network. Naples, FL.*

Stajkovic, A.D. (2003). Positive psychology. *Filene Research Council. Santa Fe, NM.*

Stajkovic, A.D. (2003). Next level leadership: Characteristics of transformational leaders. *Credit Unions Executive Society: The CEO Network. Boston, MA.*

Stajkovic, A.D. (2002). Research methodologies applied in an international context: A role of meta-analysis. *Ohio State University*, Columbus, OH.

Stajkovic, A.D. (2002). Work motivation and its role in the 21st century management.

Presentation to the members of the Chinese Academy of Sciences attending the seminar on *Managing Technology from Research to Market* at UW-Madison.

Stajkovic, A.D. (2001). Work motivation without money. *Peking University*, China.

Stajkovic, A.D. (2001). Self-efficacy and work motivation. *Chinese Department of Foreign Affairs, Beijing General Research Institute*. Beijing, China.

Stajkovic, A.D. (2001). Work motivation, self-efficacy, and collective efficacy in the 21st century management. Presentation at the *Luoyang Copper Co, Ltd*. Louyang, China.

Stajkovic, A.D. (2001). Work motivation through self-efficacy. Presentation at the *Shanghai Dachang Copper Industry Co., Ltd*. Shanghai, China.

DeVaughn, M. & Stajkovic, A. D. (2001). Building self-efficacy for academic pursuits through vicarious learning and verbal persuasion. Training seminar, *Ph.D. Project Conference*. Chicago.

Stajkovic, A.D. (2000). The role of social cognition in in entrepreneurial self-regulation in Eastern Europe. *Enterprise Restructuring in Eastern Europe*. Copenhagen B. School.

Stajkovic, A.D. (2000). Work motivation and HRM for the 21st century. Presented to directors of the Chinese Academy of Sciences attending *Asian Partnership Initiative* at UW-Madison.

Stajkovic, A.D. (2000). The role of work motivation in the 21st century management. *Board Meeting of the International Institute of Internal Auditors*. Madison, WI.

Stajkovic, A.D. (1999). Work motivation. *University of Pretoria*, South Africa.

Stajkovic, A.D. (1997). Behavioral management: Implications for HRM in Eastern Europe. *Management in the East European Transformation*, Chemnitz Germany.

Stajkovic, A.D. (1997). Self-efficacy. *Gallup Research Headquarters*, Lincoln, NE.

TEACHING

- ❑ *Guest Leadership Coach, Sidelines With the UW-Madison Football Team*, per the recommendation of a student athlete who had taken my leadership class, 11/9/19.

My “Top 10 List”

<u>Course</u>	<u>Program</u>	<u>Evaluations, 1-5</u>	<u>Top 30%</u>
<i>Organizational Behavior</i> (MHR 872)	Ph.D.	5.00 (scale 1) 5.00 (scale 2)	100%
	Ph.D.	5.00 (scale 1) 4.96 (scale 2)	100%
<i>Leadership</i> (MHR 365)	Undergraduate	4.96 (scale 1) 4.95 (scale 2)	96.5%
	Undergraduate	4.94 (scale 1) 4.96 (scale 2)	97.1%
	Undergraduate	4.91 (scale 1) 4.76 (scale 2)	100%
<i>Organizational Behavior</i> (MHR 700)	Executive MBA	4.95 (scale 1) 4.87 (scale 2)	100%
<i>Leadership Across Cultures: Learning from the Books and Streets of China</i> (includes 10 days in Beijing and Shanghai)	Undergraduate	4.94 (scale 1) 4.81 (scale 2)	91.7%
	Undergraduate	4.89 (scale 1) 4.71 (scale 2)	100%
<i>Motivation and Leadership</i>	Executive MBA	4.87 (scale 1) 4.59 (scale 2)	93.1%
<i>Managing Behavior in Organizations</i> (MHR 704)	Executive MBA	4.81 (scale 1) 4.67 (scale 2)	90.9%

Above were all face-to-face, traditional classes. During COVID-19, I taught my EMBA class in a hybrid format (i.e., in person if possible, online otherwise) in the Fall 2020 and Fall 2021. In the Fall of 2021, we started a new professional MBA program (PMBA) in a somewhat different hybrid mode, where the class meets online for three weeks first and then for a full weekend (Saturday/Sunday, 8am-5pm) in person. For these classes I used Canvas, and their online development benefited from professional support of University instructional designers. My teaching evaluations hover around 4.5/5 for these classes with hybrid components.

SELECT MEDIA EXPOSURE

www.stajkovic.biz/media | [Google Scholar](#) | [LinkedIn](#) | [Research Gate](#)

- *CNBC*: When Women Lead, 2022
- *Ms. Magazine*: The Reality of Running for Governor as a Woman, 2022
- *Harvard Business Review*: We Can't Fight Climate Change Without Gender Equity, 2022
- *World Economic Forum*: Why Female Leadership is Crucial for Crises, 2021
- *The Boston Globe*: The 'empathy advantage' of great women leaders, 2021
- *Forbes*: Women leaders have shone through the pandemic, men take notice, 2021
- *Reuters*: What happens when women run the economy, 2021
- *Toronto Star*: Are women better at saving lives? 2021
- *Forbes*: Data show women make better leaders, 2021
- *Washington Post*: Who won't shut up in meetings? Men say it's women. It's not, 2021
- *Bloomberg*: 2021 is a Tipping Point for Female Leaders, 2021.
- *Johns Hopkins University*: [COVID Monologs](#), a research-based theatre performance.
 - This project was funded by the U.S. Department of State, 2021.
- *BBC News*: Why do we still distrust women leaders? 2021.
- *Inc. Magazine*: Women leaders performed better during COVID-19 crisis, 2021.
- *HBR*: Research: Women are better leaders during a crisis, 2020.
- *The Hindu*: Weighing in on the efficacy of female leadership, 2020.
- *I/O at Work*: The Benefits of Female Leadership During the COVID-19 Pandemic, 2020.
- *Society for Personality and Social Psychology*: Women's Leadership in a Crisis, 2020.
- *Update Magazine, WSB*: How has the pandemic reshaped insights in leadership, 2020.
- *WebMD*: States with female governors had fewer COVID deaths, 2020.
- *Wisconsin/National Public Radio*: Wisconsin professors: Women governors, 2020.
- *PsyPost News*: States with women governors had fewer COVID-19 deaths, 2020.
- *Wisconsin School of Business Faculty Blog*: Leadership during the pandemic, 2020.
- *Fisher College of Business*: Women's leadership during the COVID-19 crisis, 2020.
- *WSB*, website advertising an upcoming PMBA program, 2021
 - [Promotional video](#), Why Study Work Motivation and Leadership
 - [Promotional video](#), MBA 101: The 3 Fundamentals You Need for Goals to Work
- Banter on Business (2020). [Podcast channel](#)
- Introduction to Organizational Behavior (2020). [YouTube](#)
- [Three professors shaping the future of business](#), *The New York Times*, 11/6/18
- An interview with confidence expert, Alex Stajkovic (2018). [YouTube](#)
- Consulting highlights. Transformational Leadership (2016). [YouTube](#)
- What is Confidence? Faculty research from the WSB (2015). [YouTube](#)
- Management and Leadership: What Can MBA do in my Workday? (2019) [YouTube](#)
- What is Core Confidence? (2018). [YouTube](#)
- The Big Five Personality Traits and Self-Efficacy (2017). [YouTube](#)
- How Confidence Impacts Your Professional Success (2016). [Ivy Exec Webinar](#)
- *WSB Faculty Blog* (2017): [How to Predict Academic Achievement](#).
- *LinkedIn*: Developing Leadership Savoir-Faire: What B-Schools Can Do, 2017
- *LinkedIn*: Why New Year's Resolutions Fail and How to Make Them Work, 2017
- *WSB Update Magazine*: [Performance and Satisfaction Predicted by Confidence?](#) 2016
- *Ivy Exec Webinar*: [Motivating Performance Through Transformational Leadership](#), 2015
- *WSB Faculty Blog*: [How to Predict Employee Performance and Satisfaction](#), 2015

- *The Boston Globe*: Interview on the role of self-efficacy in the workplace, 2008
- *Elle Magazine*: *Ain't no mountain high enough*. Interview with Louisa Kemps on the role of self-efficacy in the careers of women. April 2006, Vol. 22, No. 8.
- *Henry Stewart Talks*: Work Motivation: Definition, Purpose, and Relevance, 2006
- *Evening MBA Promotional Video*: University of Wisconsin-Madison, 2005
- *Midwest Airlines Magazine*: Vol. 11, No. 3, p. 16. Interview, work motivation, 2003
- *A Quantitative Examination of Trends in I-O Psychology 2001-2005*.
 - Top 10 articles in the most highly cited industrial organizational articles

EXECUTIVE EDUCATION

I conducted close to 50 executive education programs in the last 15 years with companies such as Allergan, Actuant, Credit Unions Executive Society, Cummins, Epic, Government of Latvia (via Booz, Allen & Hamilton), Lands' End, Johnson Controls, Ultratec, and WE Energies. A few examples of the open enrollment custom programs I developed/conducted are provided below.

Actuant corporation

- ❑ *Transformational Leadership*, custom program, 1.5 days
- ❑ Evaluation: 7.0 / 7.0

Strategic Leadership Institute

- ❑ *Motivation and Leadership*, custom program, 3 days
- ❑ Evaluation: 6.9 / 7.0

Johnson Controls, Inc.

- ❑ *Transformational Leadership*, custom program, 2 days
- ❑ Evaluation: 6.6 / 7.0

GRANTS

I have received 24 grants over the years. The projects included funding dissertation research in China, supporting honors students, as well as doctoral students with RA funds, international travel support and research projects. Funding sources were at the University, professional (SHRM), private (Filene), and national levels (CIBER, U.S. Department of Education).

A Few Examples

- Project: Funding for students to help them with the cost of the study tour to China.
Amount: \$9,000.00 | Source: CIBER
- Project: Testing core confidence higher-order construct.
Amount: \$8,500.00 | Source: Filene Research Council, private research foundation.
Amount: \$15,000.00 | Source: Business Research Competition, UW-Madison.
- Project: Expanding social network theory to better understand and predict global terrorism.
With Mason Carpenter and Anthony Nyberg.
Amount: \$7,500.00 | Source: CIBER

Project: Comparing the impact of financial and nonfinancial rewards on employee performance: A field experiment.

Amount: \$9,300.00 | Source: Society for Human Resource Management (SHRM).

Project: The effects of culture on team trust, collective efficacy, and team performance: A comparative study in China and the United States. Dissertation funding for my doctoral student to collect field data in China.

Amount: \$6,000.00 | Source: Asian Partnership Initiative.

Project: One year of Research Assistantship funding for my doctoral student.

Amount: \$12,924.00 | Source: Wisconsin Alumni Research Foundation.

SERVICE

National/Global

Promotion reviewer for a professor at Rice University, 2022

Promotion reviewer for a professor at United Arab Emirates University, 2021

Promotion reviewer for a professor at Business School, University of Dublin, 2020

Promotion reviewer for a professor at United Arab Emirates University, 2019

US Center for Disease Control and American Psychological Association

Global grants call “[CDC and psychological science addressing COVID-19 priorities](#)”

10 grants reviewed in the sub-section of “motivating vaccine decision making,” 2021.

Israel Science Foundation

Reviewer for research grant proposals, 2015, 2019

Hong Kong, National Research Grants Council

Reviewer for research grant proposals, 2014, 2016, 2018

Croatian Science Foundation

Reviewer for a research grant proposal, 2015

South African Republic National Research Foundation, 2013

External reviewer of Prof. ... Requested as a comprehensive career evaluation: “The NRF evaluation and rating process is a benchmarking tool that researchers can use to assess their own standing relative to peers around the world. The NRF uses the evaluation and rating system as a mechanism to nurture scholarship and grow the country’s research capacity. The evaluation and rating system reinforce the importance of internationally competitive research and stimulates competition between researchers and research institutions. It demands that researchers are accountable and efficient. The system recognizes researchers who produce quality research outputs and remain internationally competitive.”

Editorial

Journal of Applied Psychology

❑ Contributing editor

❑ Board member, 2008-2026

Academy of Management Journal

- ❑ Board member, 2000-2001; 2001-2004

Organizational Behavior and Human Decision Processes

- ❑ Board member, 2007-2011

South African Journal of Human Resource Management

- ❑ Board member, 2003-2018

Organizational Dynamics

- ❑ Board member, 1999-2016

Advisory

Harvard Business Review

- ❑ Advisory council member, 2009-present

UW-Madison

Search committee member for Chief HR Officer at UW-Madison, 2019.

Faculty Senator, 2006-2015, 2019-2021

Faculty Senator, alternate for Prof. Jim Johannes, 2018-2019

AIIESEC faculty advisor, 2005-2008.

Wisconsin School of Business

Masters Curriculum Committee (MCC) (for all Masters programs), 2020-2021

MCC for EMBA/Evening MBA (EvMBA), 2013-2020 (except 2017-2018)

MCC for FTMBA, 2013-2014

Five-year review committee member for Prof. Stacie LaPlante, 2018

Chair, search committee for Director of Health Care Leadership in the WSB, 2015- 2016

Chair, search committee for Assistant Dean for EEMBA programs, 2013-2014

Undergraduate Curriculum Committee, 2012-2013

Asked by SAD to coordinate leadership offerings between WSB and Fluno center, 2012-2013

Awards committee, 1999-2007; 2009-2010

Core FTMBA faculty committee, 1999-2006

MHR Department

Chair, search and screen committee for Organizational Behavior, 2020-2021

Tenure and promotion committee for Prof. Chia-Jung Tsay, 2020-2021

Tenure and promotion committee for Prof. Maria Triana, 2013-2014

Tenure and promotion committee for Prof. Cynthia Devers, 2009-2010

KDBIN, MHR subcommittee for OB/HR classes, 2013-2014

Ph.D. committee, 2001-2006

Faculty recruiting committee, 1999-00, 2007-08, 2010-11, 2016-17

Doctoral student committees:

Gary Kilgas

- ❑ Dissertation committee, member
- ❑ Department of Educational Leadership and Policy Analysis, UW-Madison
- ❑ Proposal defended, May 2021

David Brown

- ❑ Dissertation committee, advisor for the minor in Business
- ❑ Software Engineering Department, UW-Madison
- ❑ Graduated 2020

Bekhzod Khoshimov

- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison, 2019

Kayla Sergent

- ❑ Dissertation committee, chair
- ❑ Prelims committee - reader for Research Methods area
- ❑ Management Department, UW-Madison
- ❑ Graduated 2018
- ❑ Assistant Professor, Edgewood College
- ❑ Visiting Assistant Professor, UC, Davis

Rachel Martin

- ❑ Dissertation committee, member
- ❑ Accounting Department, UW-Madison
- ❑ Graduated 2018
- ❑ Assistant professor, Utah State University

Jessica M. Greenwald

- ❑ Dissertation committee, chair
- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Graduated 2010
- ❑ Professor, St. Ambrose University

Mark A. Maltarich

- ❑ Dissertation committee, chair
- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Graduated 2009
- ❑ Associate professor, University of South Carolina

Amanda Shantz

- ❑ Dissertation committee, external member
- ❑ University of Toronto, Centre for Industrial Relations and Human Resources
- ❑ Graduated 2008
- ❑ Professor, Trinity College Dublin

Eden S. Blair

- ❑ Dissertation committee, chair
- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Graduated 2008
- ❑ Associate professor, Bradley University

Sean Andre

- ❑ Dissertation committee, member
- ❑ Accounting Department, UW-Madison
- ❑ Graduated 2008
- ❑ Associate professor, West Chester University

Greg P. Reilly

- ❑ Dissertation committee, member
- ❑ Management Department, UW-Madison
- ❑ Graduated 2007
- ❑ Associate professor, University of Connecticut

Scott D. Graffin

- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Graduated 2007
- ❑ Professor, University of Georgia

Dongseop Lee

- ❑ Dissertation committee, chair
- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Graduated 2005
- ❑ Professor, Korea University

Ingo Holzinger

- ❑ Dissertation committee, member
- ❑ Graduated 2005, Professor, York University

Anthony M. Sadler

- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Assistant Professor, Barry University

Michael DeVaughn

- ❑ Prelims committee - reader for Organizational Behavior area
- ❑ Management Department, UW-Madison
- ❑ Dean, School of Business, University of Portland

Robyn Berkley

- ❑ Dissertation committee, member
- ❑ Graduated 2000, Associate professor, Southern Illinois University, Edwardsville

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Organizational Behavior division | Research Methods division

American Psychological Association (APA)

Division 14, Society for Industrial and Organizational Psychology (SIOP)

Division 8, Personality and Social Psychology

Association for Psychological Science (APS)

Society for Science of Motivation (SSM)

NATIONAL ASSOCIATION CONSORTIUMS

- ❑ Junior Faculty Consortium - Academy of Management
- ❑ OB/OT/OD Doctoral Consortium - Academy of Management
- ❑ OB Doctoral Consortium - Decision Sciences Institute

PROFESSIONAL EXPERIENCE

National Bank of Commerce

Corporate banking | Lincoln, Nebraska

Ernst and Young

External Audit | Milan, Italy

Banca Popolare di Verona

International banking and currency trading | Verona, Italy

PERSONAL

Languages spoken

English, French, Italian, Serbian, Montenegrin, Croatian, and Bosnian.

Language Schools Attended

Alliance Francaise: Ecole Internationale de Langue et de Civilisation Francaises, Paris, 1988

Foundation Postuniversitaire Internationale: Center de Langue Francaises, Paris, 1987

Oxford, St. Joseph's Hall, 1983; International College, 1980

Cambridge, O.C.E.S., Cambridge, 1982

Kompas Language Program, Englishtown, NJ, 1981

Management Consulting

[Research Paradigms Applied, LLC](#)

CV updated in April 2023