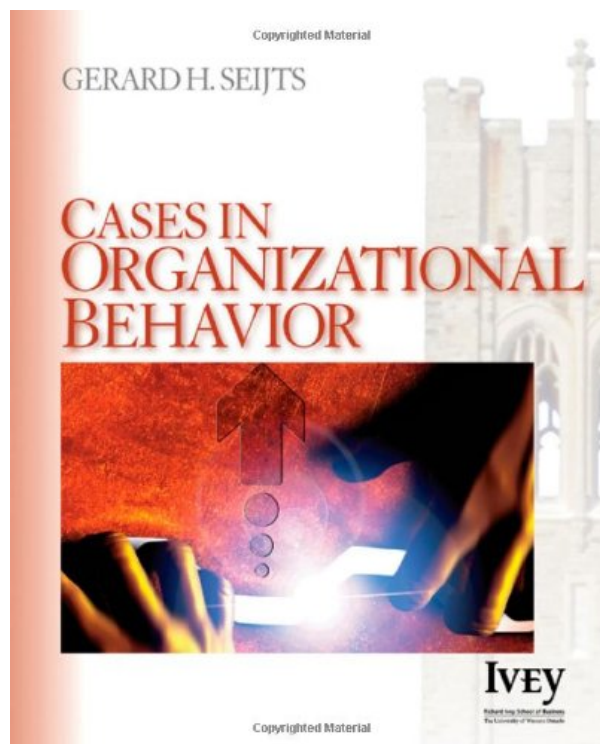


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About the Author

Dr. Gerard Seijts is Assistant Professor and has taught undergraduate and MBA courses in organizational behavior, human resource management, leading change, managerial negotiations, behavioral decision-making, staffing, and performance management. His research activities, spanning several journal articles, book chapters, and conference papers, cover a wide range of topics including goal setting on complex tasks, training and development, organizational justice and fair employment strategies, performance appraisal, and team processes. He is on the Editorial Board of the *Journal of Organizational Behaviour* and the *Canadian Journal of Behavioural Science*. Gerard is past division chair of the Human Resources Division of the Administrative Sciences Association of Canada. Dr/ Seijts' research has been published in the *Academy of Management Journal*, *Journal of Organizational Behaviour*, *Human Performance*, *Journal of Business Ethics*, *Employee Responsibilities and Rights Journal*, *Canadian Psychology*, the *Canadian Journal of Behavioural Science*, *Applied Psychology: An International Review*, and the *International Journal for Academic Development*. Several of his research papers have received awards. In 1999, Dr. Seijts received the Associates Award for excellence in both teaching and research.

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