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Born 14 February 1944
Rochester, New York

Citizenship Dual (Canada and U.S.A.)

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Education	PhD	Organizational Behavior	University of Toronto	1978
	MBA	Industrial Relations	McMaster University	1971
	BA	Philosophy	University of Rochester	1967

Academic Queen's University 1976-present

Employment St. Francis Xavier University 1971-1974

Professional Academy of Management

Memberships American Political Science Association
American Sociological Association

Ad hoc Personality and Social Psychology Review
Reviewer

Courses Organizational Behavior (BComm)

Taught Organization and Organizational Environments (BComm)

Recently Foundations of Organizational Theory and Research

Publications

Refereed

Gray, P. H. & Cooper, W. H. (forthcoming). Pursuing failure. *Organizational Research Methods*.

Stone, T. H. & Cooper, W. H. (2009). Emerging credits. *The Leadership Quarterly*, 20, 785-798.

Cooper, W. H. & Withey, M. J. (2009). The strong situation hypothesis. *Personality and Social Psychology Review*, 13, 62-72.

- Whiteman, G. & Cooper, W. H. (2006). Sixty six ways to get it wrong: A response to Banerjee and Linstead. *Human Relations*, 59, 409-427.
- Whiteman, G. & Cooper, W. H. (2000). Ecological embeddedness. *Academy of Management Journal*, 43, 1265-1282.
- Cooper, W.H., Gallupe, R.B., Pollard, S.L. & Cadsby, J. (1998). Some liberating effects of anonymous electronic brainstorming. *Small Group Research*, 29, 147-178.
- Gallupe, R.B., Cooper, W.H., Grise, M.L. & Bastianutti, L.M. (1994). Blocking electronic brainstorming. *Journal of Applied Psychology*, 79, 77-86.
- Gallupe, R.B. & Cooper, W.H. (1993). Brainstorming electronically. *Sloan Management Review*, 35, 27-36.
- Gallupe, R.B., Dennis, A.R., Cooper, W.H., Valacich, J.S., Bastianutti, L.M. & Nunamaker, J.F. Jr. (1992). Electronic brainstorming and group size. *Academy of Management Journal*, 35, 350-369.
- Withey, M.J. & Cooper, W.H. (1992). What's loyalty? *Employee Rights and Responsibilities Journal*, 5, 231-240.
- Gallupe, R.B., Bastianutti, L.B. & Cooper, W.H. (1991). Unblocking brainstorming. *Journal of Applied Psychology*, 76, 137-142.
- Withey, M.J. & Cooper, W.H. (1989). Predicting exit, voice, loyalty, and neglect. *Administrative Science Quarterly*, 34, 521-539.
- Cooper, W.H. (1986). Like Sonny. *The Organizational Behavior Teaching Review*, 10, (3), 12-18,
- Cooper, W.H. & Richardson, A.J. (1986). Unfair comparisons. *Journal of Applied Psychology*, 71, 179-184.
- Cooper, W.H. (1985). A courteous response to Sohn. *Journal of Personality and Social Psychology*, 49, 1351.
- Withey, M.J., Daft, R.L. & Cooper, W.H. (1983). Measures of Perrow's work unit technology: An empirical assessment and a new scale. *Academy of Management Journal*, 26, 45-63.
- Cooper, W.H. (1983). Internal homogeneity, descriptiveness and halo: Resurrecting some answers and questions about the structure of job performance rating categories. *Personnel Psychology*, 36, 489-502.

Cooper, W.H. (1983). An achievement motivation nomological network. *Journal of Personality and Social Psychology*, 44, 841-861.

Cooper, W.H. (1981). Conceptual similarity as a source of illusory halo in job performance ratings. *Journal of Applied Psychology*, 66, 302-307.

Cooper, W.H. (1981). Ubiquitous halo. *Psychological Bulletin*, 90, 218-244.

Invited Chapters

Cooper, W.H., Graham, W.J. & Dyke, L.D. (1993). Tournament players. *Research in Personnel and Human Resource Management*, 11, 83-132.

Jawahar, I.M., Stone, T.S.. & Cooper, W.H. (1992). Activating resources in organizations. *Research in Organizational Change and Development*, 6, 153-196.

Non-refereed

Cooper, W.H. (1984). Are you free tonight? *The Organizational Behavior Teaching Review*, 9 (2), 103-104.

Cooper, W.H. (1982). Police officers over career stages. *Canadian Police College Journal*, 6, 93-112.

Cooper, W.H. (1980). Play well thy part. *Training and Development Journal*, 34 (8), 64-68.

Neave, E., Cooper, W.H., MacDonald, V. & Petersen, E. (1980). Management issues in Canadian Municipal policing. *Canadian Police College Journal*, 4, 32-66.

Cooper, W.H. (1980). Agenda setting in the first class. *The Organizational Behavior Teaching Review*, 5, 57.

Cases

Cooper, W.H. (2001). Katie Lucerne. In T. F. Cawsey, G. Deszca, and A. J. Templer (Eds.), Canadian cases in human resource management. Toronto: Prentice-Hall.

Ektvedt, C. & Cooper, W.H. (1987). Family ties. Unpublished case.

Klein, S. & Cooper, W.H. (1985). A winter tale. Unpublished case.

Healey, R. & Cooper, W.H. (1984). The wild one. Unpublished case.

Roozen, H. & Cooper, W.H. (1984). Sisyphus, by night. Unpublished case.

Poch, N. & Cooper, W.H. (1984). Prince Arthur. Unpublished case.

MacNeil, W.J. & Cooper, W.H. (1974). Dominion Acceptance Company Ltd.

Current Projects

Pursuing failure. (with Peter Gray, University of Virginia)

Environmental sensemaking. (with Gail Whiteman, Rotterdam School of Management)

Decoupling rape. (with Gail Whiteman, Rotterdam School of Management)

Taking credit. (with Bill Graham, Royal Military College)

Leading yourself. (with Gail Whiteman, Rotterdam School of Management)

Saving face. (with Peter Gray, University of Virginia)

Three capitals. (with Tim Jones, Memorial University of Newfoundland)

The external control of individuals (with Michael Withey, Memorial University of Newfoundland)