

Vita

Joseph G. Rosse

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Background

Education

Ph.D. University of Illinois at Urbana-Champaign, 1983
Major: Industrial/Organizational Psychology
Minors: Labor and Industrial Relations;
Engineering Psychology

B.S. Loyola University of Los Angeles, 1976
summa cum laude
Majors in Psychology and Sociology

Work History

1984 – present

University of Colorado at Boulder

- 2012 – present, Associate Vice Chancellor, Research Integrity & Compliance
- 2009 – 2011, Chair, Boulder Faculty Assembly
- 2003 – present: Director, campus Office of Research Integrity
- 1999 – present: Professor of Management
- 1999 – 2003: Doctoral Director for Management Division
- 2000-2001: Professor-in-Residence, IBM-Boulder
- 1995 – 1997: Faculty Associate, Office of the Vice-Chancellor for Research
- 1991- 1999: Associate Professor of Management
- 1984 -1991: Assistant Professor of Management

1982 - 1984

University of Minnesota, Twin Cities

- Visiting Assistant Professor, Industrial Relations Center

1981 - 1982

University of Colorado, Denver

- Lecturer, College of Business and Administration

1978

International Business Machines (IBM)

- Corporate Personnel Research Intern

Professional Memberships

Academy of Management
Association for Psychological Science (Charter Member Emeritus)
Society for Human Resource Management
Society of Industrial/Organizational Psychologists

Awards, Grants and Honors

“Enhancing the Effectiveness of Human Protections Review”, NIH/National Center for Research Resources, \$99,600, (2002-2004).
“Workplace Factors and Medication Errors”, DHHS/Agency for Healthcare Research and Quality, \$738,697 (2001-2004)
IBM Faculty Award (\$30,000) (2001)
Recognition award from University of Colorado Society for Personnel Administrators (1989)
Honorable mention, 1983 S. Rains Wallace Dissertation Award (sponsored by Division 14 of American Psychological Association)
Alpha Sigma Nu Honor Society (1976)

Research Activities

Research Interests

Employee adaptation to work; stress; burnout
Effects of employee attitudes on behavior
Employee selection and retention

Scholarly Journal Articles

- Dubovsky, S.L., Gendel, M., Dubovsky, A.N., Rosse, J., Levin, R., & House, R. (2008) [Can admissions interviews predict performance in residency?](#) *Academic Psychiatry*, 32 (6): 498-503.
- Stecher, M.D. & Rosse, J. (2007). [Understanding reactions to workplace injustice through process theories of motivation](#). *Journal of Management Education*, (31), 777-796.
- Dubovsky, S.L., Gendel, M., Dubovsky, A.N., Rosse, J., Levin, R., & House, R. (2005). [Do data obtained from admissions interviews and resident evaluations predict later personal and practice problems?](#) *Academic Psychiatry*, 29, 443-447.
- Stecher, M.D. & Rosse, J. (2005). [The distributive side of interactional justice: The effects of interpersonal treatment on emotional arousal](#). *Journal of Managerial Issues*, 17(2), 229-246.
- Ambrose, M. & Rosse, J. (2003). [Procedural Justice and personality testing: An examination of concern and typicality](#). *Group and Organization Management*, 28(4), 502-526.

- Nowicki, M. & Rosse, J. (2002). [Managers' views of how to hire: Building bridges between science and practice.](#) Journal of Business and Psychology, 17, 157-170.
- Rosse, J., Stecher, M.D., Miller, J.L. & Levin, R. (1998). [The impact of response distortion on pre-employment personality testing and hiring decisions.](#) Journal of Applied Psychology, 83, 634-644.
- Markman, G., Meyer, G.D., & Rosse (1997). The impact of mission statements on the performance of entrepreneurial work groups: An empirical test of an unproven assumption. Frontiers of Entrepreneurial Research, 17, 450-451.
- Westerman, J. & Rosse, J. (1997). Reducing the threat of rater non-participation in 360-degree feedback systems: An exploratory examination of antecedents to participation in upward ratings. Group and Organization Management, 22, 288-309.
- Koberg, C., Sarason, Y. & Rosse, J. (1996). A taxonomic approach to studying high technology firms: Deciphering the Tower of Babel. Journal of High Technology Management Research, 7, 15-35.
- Rosse, J. Ringer, R. & Miller, J. (1996). Personality and drug testing: An exploration of the perceived fairness of alternatives to urinalysis. Journal of Business and Psychology, 10, 459-476.
- Rosse, J., Miller, J. & Ringer, R. (1996). The deterrent effect of drug and integrity testing. Journal of Business and Psychology, 10, 477-486.
- Crown, D. & Rosse, J. (1995). Yours, mine and ours: Facilitating group productivity through the integration of individual and group goals. Organizational Behavior and Human Decision Processes, 64, 138-150.
- Rosse, J., Miller, J. & Stecher, M. (1994) A field study of job applicants' reactions to personality and cognitive ability testing. Journal of Applied Psychology, 79, 987-992.
- Rowley, D., Rosse, J., and Harvey, O.J. (1992). The effects of belief systems on the job-related satisfaction of managers and subordinates. Journal of Applied Social Psychology, 22, 212-220.
- Rosse, J., Boss, R.W., Johnson, A.E. & Crown, D. (1991) Conceptualizing the role of self-esteem in the burnout process. Group and Organization Studies, 16, 428-451.
- Rosse, J., Miller, H. & Barnes, L. (1991) Hiring for personality and ability: The case of service orientation. Journal of Business and Psychology, 5, 431-445.
- Rosse, J., Stecher, M. & Feldman, H. (1991) Medical entrepreneurship: Creating value for society. Journal of Medical Practice Management, 7, 14-18.
- Stecher, M., DeCastro, J. & Rosse, J. (1991) Entrepreneurial responses to evolving medical practices. Journal of Medical Practice Management, 7, 83-88.
- Rosse, J., Crown, D. & Feldman, H. (1991). Legalization of drugs: Effects on the workplace. Employee Responsibilities & Rights Journal, 4(2), 125-135.
- Rosse, J., Crown, D. & Feldman, H. (1990). Alternative solutions to the workplace drug problem. Journal of Employment Counseling, 27(2), 60-75.

- Rosse, J. (1988). Relations among lateness, absence and turnover: Is there a progression of withdrawal? Human Relations, 41(7), 517-531.
- Crown, D. & Rosse, J. (1988). A critical review of the assumptions underlying drug testing. Journal of Business and Psychology, 3(1), 22-41.
- Rosse, J. (1987). Job-related ability and turnover. Journal of Business and Psychology, 1(4), 326-336.
- Rosse, J. (1986). Personality influences on relations among role perceptions and job attitudes and behavior. International Journal of Management, 3(1), 5-15.
- Rosse, J. & Hulin, C. (1985). Adaptation to work: An analysis of employee health, withdrawal and change. Organizational Behavior and Human Decision Processes, 36(4), 324-347.
- Schlotzhauer, D. & Rosse, J. (1985). A five year study of a positive incentive absence control program. Personnel Psychology, 38(3), 575-585.
- Rosse, J. & Kraut, A. (1983). Re-evaluation of the vertical dyad linkage model of leadership. Journal of Occupational Psychology, 56(1), 63-71.
- Rosse, J. & Rosse, P. (1981). Role conflict and role ambiguity among nursing personnel: An empirical investigation. Evaluation and the Health Professions, 4(4), 385-405.

Books and Book Chapters

- Rosse, J. and Saturay, S. (2011). [Working on the edge today: Dissatisfaction, adaptation, and performance](#). In R. Levin, S. Laughlin & C. De La Rocha (Eds.), Work Meets Life: Exploring the Integrative Study of Work in Living Systems. Cambridge, MA: MIT Press, pp. 149-163.
- Blegen, M.A., Pepper, G.A., Rosse, J. (2005). [Safety climate on hospital units: A new measure](#). In K. Henriksen, J. B. Battles, E. Marks, & D. I. Lewin (Eds). Advances in Patient Safety: From Research to Implementation. Rockville, MD: Agency for Healthcare Research and Quality, Vol 4, pgs 429-443.
- Rosse, J. & Levin, R.A. (2003). Hiring: A Jossey-Bass Academic Administrator's Guide. San Francisco: Jossey-Bass/Wiley.
- Miller, H. & Rosse, J. (2002). Emotional reserve and adaptation to job dissatisfaction. In J. Brett & F. Drasgow (eds), The Psychology of Work: Theoretically-Based Empirical Research. Hillsdale, NJ: Lawrence Erlbaum Associates Publishers.
- Levin, R. & Rosse, J. (2001). Talent Flow: A Strategic Guide To Keeping Good Employees, Helping The Grow, And Letting Them Go. San Francisco: Jossey-Bass/Wiley.
- Rosse, J. & Levin, R. (1997). High-Impact Hiring: A Comprehensive Guide to Performance-Based Hiring. San Francisco: Jossey-Bass.
- Rosse, J. & Noel, T. (1996). Leaving the organization: Individual differences in employee withdrawal and adaptation. In K.R. Murphy (Ed.), Individual differences and behavior in organizations (pp. 451- 504). San Francisco: Jossey-Bass.

- Sarason, Y., Koberg, C. & Rosse, J. (1996) Formalization and organizational life cycle: An empirical test of the 'Paradox of Success' in high technology firms. In D. Balkin, J. DeCastro & G.D. Meyer (Eds.), Advances in Global High-Technology Management, Vol. 6, pp. 219-233. Greenwich, CT: JAI Press.
- Koberg, C., Rosse, J. & Bergh, D. (1994). Toward a definition and typology of high technology firms. In L.R. Gomez-Mejia and M.W. Lawless (Eds.), Advances in Global High Technology Management Research, Vol. 4, pp. 3-26. Greenwich, CT: JAI Press.
- Coombs, G. & Rosse, J. (1992) Recruiting and hiring the high technology professional: Trends and future directions. In L.R. Gomez-Mejia and M.W. Lawless (Eds.), Advances in Global High Technology Management Research, Vol. 1, pp. 93-109. Greenwich, CT: JAI Press.
- Crown, D. & Rosse, J. (1991). Critical issues in drug testing. In J. Jones, B. Steffy and D. Bray (eds.), Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals. Lexington, MA: Lexington Books (pp. 260-274).
- Falkenberg, L., Crown, D. & Rosse, J. (1991). Implementing, maintaining and evaluating company sponsored physical fitness programs. In J. Jones, B. Steffy and D. Bray (eds.), Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals. Lexington, MA: Lexington Books (pp. 767-777).
- Rosse, J. (1991). Understanding employee withdrawal from work. In J. Jones, B. Steffy and D. Bray (eds.), Applying Psychology in Business: The Handbook for Managers and Human Resource Professionals. Lexington, MA: Lexington Books (pp. 668-682).
- Turbin, M. & Rosse, J. (1990). Staffing issues in the high technology industry. In L. Gomez-Mejia and M. Lawless (eds.), Organizational Issues in High-Technology Management, (pp. 227-241). Greenwich, CT: JAI Press.
- Rosse, J. & Miller, H. (1984). Absence and other employee behaviors. In P. Goodman, R. Atkin and Associates, Absenteeism: New Approaches to Understanding, Measuring, and Managing Employee Absence. San Francisco: Jossey-Bass.

Conference Papers and Proceedings

- Lerner, D. & Rosse, J. (2014, May). The Paradox of ADHD Disinhibition in Entrepreneurs. Presented at annual meeting of the Society of Industrial and Organizational Psychologists, Honolulu.
- Rosse, J. (2010, August). [Hanging on to—or Just Hanging--Executive Talent: The State of the Art](#). Paper presented as part of the Professional Development Workshop, "Leadership Retention and Succession: What Do We Know?" at the annual meeting of the Academy of Management, Montreal.
- Rosse, J. (2010, April). [What We Know—and More Importantly, What We Don't Know—About Retaining Leaders](#). Paper presented as part of panel on Leadership Retention and Succession: What Do We Know? Presented at annual meeting of the Society of Industrial and Organizational Psychologists, Atlanta.

- Better, M., Sherman, J, Colby, M., Hargarten, M. & Rosse, J. (2004, October). Improving the IRB Review Process: A Business Process Design Approach. Paper presented at annual meeting of the Applied Research Ethics National Association, San Diego, CA.
- Rosse, J. & Levin, R. (2004, July). A management perspective on animal and human learning and innovation . Workshop on Innovation and Culture in Animals and Humans, University of St. Andrews, Scotland.
- Rosse, J. & Saturay, S. (2004, July). Work, performance and counter-productive workplace behavior: A work psychology perspective. Second International Conference on Integrative Approaches to the Study of Work. Cambridge University, UK.
- Rosse, J. & Saturay, S. (2004, April). [Individual differences in adaptation to work dissatisfaction](#). Presented at annual meeting of the Western Academy of Management, Fairbanks, AK.
- Levin, R. A., Laland, K.N. & Rosse, J. (2004, February). [Do energetic trade-offs in individual humans affect work performance in modern organizations: The working energy/take-home energy hypothesis](#). Presented at Tenth Annual Organization Science Winter Conference, Steamboat Springs, CO.
- Levin, R. A., Rosse, J., Bekoff, A. and De La Rocha, C. (2003, February). “Putting Energy and Information to Work in Living Systems” symposium at the annual meeting of the American Association for the Advancement of Science, Denver, CO.
- Rosse, J. (2001). Do we need to expand turnover research? Presented at annual meeting of SIOP, San Diego, CA.
- Rosse, J. (2001). IRBs and I/O Psychology: Observations of an IRB chair. Presented at annual meeting of SIOP, San Diego, CA.
- Miller, H., Hedenquist, C., Rosse, J., Eilbracht, A. (2000). The validity and utility of a big five personality measure for auto sales personnel selection. [Proceedings of the Western Decision Sciences Institute annual meeting](#).
- Rosse, J. & Miller, H. (2000). [Toward a comprehensive model of the employee adaptation decision process](#). [Proceedings of the Western Decision Sciences Institute annual meeting](#).
- Noel, T. & Rosse, J. (1999, April). The effects of learning goals on group performance on an interdependent task. Paper presented as part of the symposium, “Goal orientation: Expanding the nomological network” (Sandra Fisher and Jeffrey Beaubien, Chairs) at the 12th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Rosse, J., Levin, R. & Nowicki, M (1999, April). [Does faking on personality tests really matter?](#) Paper presented as part of the symposium, “New Empirical Research on Social Desirability in Personality Measurement” (Paul Sackett, Chair) at the 12th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Rosse, J. & Nowicki, M. (1998, April). Understanding managers’ hiring concerns: Building bridges between science and practice. Paper presented at the 12th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Westerman, J., Ambrose, M., Rosse, J., & Cyr, L. (1998). An integrative analysis of person-organization fit theories. Paper presented at the annual meeting of the Western Academy of Management.
- Markman, G., Meyer, G.D. & Rosse, J. (1997, April). The impact of mission statements on the performance of entrepreneurial firms: An empirical test of an unproven assumption. Presented at the 17th annual Entrepreneurship Research Conference, Babson College, MA.
- Zickar, M., Rosse, J., & Levin, R. (1996, April). Modeling the effects of faking on personality instruments. Paper presented at the 11th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Westerman, J. & Rosse, J. (1996, March). Subordinate appraisals: Fertile ground for the frustration effect? Paper presented at the 37th annual meeting of the Western Academy of Management, Banff, Alberta.
- Miller, J., Levin, R., Stecher, M. & Rosse, J. (1995, May). Is impression management a problem for personality testing? Presented at the 10th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Rosse, J. (1995, May). Impression management in employment settings. (Symposium chair). Presented at the 10th annual meetings of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Rosse, J. & Cropanzano, R. (1995, March). Deviance in the Workplace. Workshop presented at the annual IOOB Student Conference, Denver, CO.
- Levin, R.A. & Rosse, J. (1995, January). Crucial issues in the human component of entrepreneurial organizations. (Symposium chair). Plenary session at the Entrepreneurship and Small Business in a Changing and Competitive Environment conference, Boulder.
- Koberg, C., Sarason, Y. & Rosse, J. (1994) A taxonomic approach to studying high technology firms: When a rose is not a rose. Presented at the 34th annual meeting of the Western Academy of Management, March, Santa Fe.
- Stecher, M., Rosse, J. & Miller, J. (1994) The effects of mood, fairness, and job satisfaction on organizational citizenship behavior. Presented at the 9th annual meeting of the Society for Industrial and Organizational Psychology, Nashville, April.
- Ambrose, M. & Rosse, J. (1993) Relational justice and personality testing: Sometimes nice guys do finish last. Presented at the annual meeting of the Academy of Management, Atlanta, August.
- Sarason, Y., Koberg, C. & Rosse, J. (1993) Formalization and organizational life cycle: an empirical test of the 'Paradox of Success' in high technology firms. Proceedings of the 3rd Biennial High Technology Management Conference, Boulder, pp. 320-329.
- Miller, J. & Rosse, J. (1992) Behavioral responses to privacy invasion resulting from employment procedures. Presented at the annual meeting of the Academy of Management, Las Vegas, August.

- Rosse, J. (1992) Drug testing and fairness: A procedural justice perspective. (Symposium chair). Symposium conducted at the annual meeting of the Academy of Management, Las Vegas, August.
- Rosse, J. Ringer, R. & Miller, J. (1992). Personality and drug testing: An exploration of the perceived fairness of alternatives to urinalysis. Presented at the annual meeting of the Academy of Management, Las Vegas, August.
- Roznowski, M., Rosse, J. & Miller, H. (1992). The utility of broad-band measures of employee behavior: The case for employee adaptation and citizenship. Presented at the annual meeting of the Academy of Management, Las Vegas, August.
- Stecher, M. & Rosse, J. (1992) Attitudes toward random drug testing in the aviation industry. Presented at the 7th annual meeting of the Society for Industrial and Organizational Psychology, Montreal, May.
- Rosse, J. & Ringer, R. (1991). Applicant reactions to paper-and-pencil forms of drug testing. Presented at the 6th annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, April.
- Keaveny, T., Rosse, J. & Fossum, J. (1990). Certification election outcomes and employee behavioral intentions. Proceedings of the 43rd Annual Meetings of the Industrial Relations Research Association, Chicago, December.
- Koberg, C., Bergh, D. & Rosse, J. (1990). Toward a definitional taxonomy of high technology firms. Presented at Second International Conference on Managing the High Technology Firm, Boulder, January.
- Rosse, J. & Coombs, G. (1990). Employment practices in high technology industry. Proceedings of the Second International Conference on Managing the High Technology Firm, Boulder, January.
- Keaveny, T., Rosse, J. & Fossum, J. (1989). Campaign tactics and certification election outcomes. Proceedings of the 42nd Annual Meetings of the Industrial Relations Research Association, Atlanta, December.
- Rosse, J. (1989). Drugs in the Workplace (symposium chair). Presented at the 49th annual meeting of the Academy of Management, Washington, DC, August.
- Rosse, J. & Crown, D. (1989). Evaluating the effects of a company-sponsored physical fitness program for police officers. Presented at the annual meeting of the Society for I/O Psychology, Boston, April.
- Rosse, J., Crown, D. & Feldman, H. (1989). Personnel managers' views on drug legalization. Presented at the annual meeting of the Academy of Management, Washington, DC, August.
- Rosse, J., Crown, D. & Feldman, H. (1989). Alternative solutions to the workplace drug problem: Results of a survey of personnel managers. Presented at the National Institute on Drug Abuse "Drugs in the Workplace: Research and Evaluation Data" conference at Bethesda, Maryland, September.

- Rosse, J. & Miller, H. (1989). Psychological screening for drug use among employees. Presented at the 49th annual meeting of the Academy of Management, Washington, DC, August.
- Rosse, J., Miller, H. & Barnes, L. (1989). Hiring for personality and ability: The case of service orientation. Presented at the annual meeting of the American Psychological Association, New Orleans, 1989.
- Keaveny, T., Rosse, T. & Fossum, J. (1988). Predicting support for unionization: Part-time v. full-time workers and professional/ technical v. blue collar workers. Proceedings of the 41st Annual Meetings of the Industrial Relations Research Association, New York, December.
- Turbin, M. & Rosse, J. (1988). Managerial strategies to attract and retain scientists and engineers in the high technology industry: A review and evaluation. Proceedings of the First Annual Conference on Managing the High Technology Firm, Boulder, Colorado, January.
- Rosse, J. (1987). Perspectives on burnout: Process and predictors (symposium chair). Forty-seventh annual meeting of the Academy of Management, New Orleans, August.
- Rosse, J. & Crown, D. (1987). The role of demographic characteristics, locus of control and Type A personality in burnout. Presented at the 47th annual meeting of the Academy of Management, New Orleans, August.
- Rosse, J., Keaveny, T. & Fossum, J. (1987). Predicting union election outcomes: The role of job attitudes, union attitudes and co-worker preferences. Proceedings of the 40th Annual Meetings of the Industrial Relations Research Association, Chicago, December.
- Rosse, J. (1986). Evidence of a hierarchy of employee withdrawal. Proceedings of the Fourth International Convention of the French Language Work Psychology Association, Montreal, May.
- Rosse, J. (1986). Relations among lateness, absence and turnover: Is there a progression of withdrawal? Presented at the 46th annual meeting of the Academy of Management, Chicago, Illinois, August.
- Rosse, J. (1986). The role of job performance in models of turnover. Presented at the 46th annual meeting of the Academy of Management, Chicago, Illinois, August.
- Miller, H. & Rosse, J. (1985). Some evidence concerning the adaptation cycle model of work behaviors. Presented at the annual meeting of the Southwest Federation of Administrative Disciplines, New Orleans, March.
- Schlotzhauer, D. & Rosse, J. (1985). A five-year study of a positive incentive absence control program. Presented at the 45th annual meeting of the Academy of Management, San Diego, California, August.
- Rosse, J. (1983). Adaptation to work: An analysis of employee health, withdrawal and change. Proceedings of the Thirty-sixth Annual Meeting of the Industrial Relations Research Association, San Francisco, California, December.
- Rosse, J. (1983). Patterns of withdrawal behavior. Presented at the annual meeting of the American Psychological Association, Anaheim, California, August.

Rosse, J. (1980). Assessing the generalizability of the vertical dyad linkage model of leadership. Presented at the first annual Conference of Graduate Students in Industrial/Organizational Psychology and Organizational Behavior, Columbus, Ohio, April.

Rosse, J. & Leack, J. (1975). The effects of requestor and benefactor status on the elicitation of helping behavior. Presented at the annual meeting of the Western Psychological Association, Sacramento, California, April.

Work in Progress

Rosse, J. & Shriver, S. How people react to work dissatisfaction: The role of conflict management strategies.

Teaching Activities

Doctoral Courses Taught

Seminar in Organizational Behavior
Seminar in Human Resource Management
Proseminar in Management

Masters Courses Taught

Human Resource Management
Organizational Behavior
Management Development

Undergraduate Courses Taught

Critical Managerial and Leadership Skills
Field Research Projects in Human Resource Management
Hiring and Retaining Critical Human Resources
Individual, Team and Organizational Development
Introduction to Management and Organization
Managing Employee Reward Systems
Management of Human Resources
Managing Individuals and Work Groups
Management Senior Seminar

Other

Hiring and Retaining Employees. Executive education course for Colorado Executive Development in Residence Program (2001-2007).
“Behavioral Interviewing”. Web course developed for Teletech Virtual University, 1998 (with R.A. Levin).

Service Activities

Professional Service

Associate Editor: *Journal of Business and Psychology* (1991-2006)
Ad hoc reviewer: *Academy of Management Journal*
Academy of Management Review
HRM Review
Human Relations
Journal of Applied Psychology
Organizational Behavior and Human Decision Processes
Academy of Management Annual Meetings (OB and HRM Divisions)
SIOP Program Committee
Professional Committees: Academy of Management (HR Division) Scholarly Achievement Awards Committee 1993-1994

University Committees

Faculty Council Executive Committee (Boulder representative (2006-2007, 2009-present)
InfoEd/eRA Steering Committee (2008-present)
President's Task Force on Efficiency (2009 – 2011)
President's Faculty Committee on Classified Research (1992 - 1993)

Boulder Campus Committees

As Director of Office of Research Integrity, Responsible Official for:

- Institutional Review Board, Panels A and B
- Institutional Animal Care and Use Committee
- Institutional Biosafety Committee
- Standing Committee on Research Misconduct (Research Integrity Officer)
- Export Controls (“Empowered Official”)

As Chair of Boulder Faculty Assembly (2009 – 2011), member of:

- Council of Deans (voting member)
- Chancellor's Executive Committee

Boulder Faculty Assembly

- Elected representative (2005 – present); Chair (2009 – 2011)
- Administrator Appraisal Committee (1999-2001, 2007 – 2009; chair 2008-2009)
- Executive Committee (2005 – 2007, 2008-present)
- Libraries Committee (2005 – 2008)

Search Committee for campus Biosafety Officer (2011)

Boulder Campus Space Management Advisory Committee (2010 – 2011)

Boulder Campus Planning Commission (2009 – 2010)

Campus Accreditation Committee (2009 – 2010)

Conflict of Interest Committee (2007 – present)

InfoEd/eRA Campus Steering Committees (2008-present)

Provost's Research Compliance Advisory Committee (2008 – present)

Responsible Conduct of Research Task Force (2009 – 2010)

Search committee for Associate Athletic Director for Business Operations (2009-2010)
Environmental Council (2003 – 2005)
External Review Committee for P&T decisions, School of Law (2002)
Graduate School Assistant to the Dean Search Committees (1997, 1998)
Institutional Review Board (1991 - present); Chair (1993 - 2003)
Standing Committee on Research Misconduct (1995 – 1996; chair 2005 - 2007)
Working Group on Faculty Compensation and Rewards (1995 - 1996)

College Committees

Leeds School Executive Committee (2011 – present)
Management Division Executive Committee (1999-2002, 2005 - present)
Research Policies and Procedures Committee (2008 – present)
Diversity Committee (2007 – 2009)
Undergraduate Policy and Curriculum Committee (2004 – 2006)
Chair, OB/HR Faculty Search Committee (2002-2003)
Doctoral Curriculum and Policy Committee (1990-1991, 1999 - 2003)
Undergraduate Academic Ethics Committee (1999 – 2001)
Master's Curriculum and Policy Committee (1992-1995; 1998-1999)
Distance Learning Committee (1997-98)
Business Research Division Strategic Planning Committee (1996)
Chair, Leadership Strategic Planning Committee (1996)
College Policy Committee (1991-1993)
Committee on Research (1990-93; 98-2000); Chair (1992 - 93)
College Computing/Software Committee (1984-1991)
College Library Committee (1986-1987)
Dean Search Committee (1985)
Member of 11 Primary Unit Evaluation Committees (chair of five)

Student Advising

Management Division Doctoral Director (1999 – 2003)
Member of over 30 Ph.D. dissertation committees
Chaired nine Ph.D. dissertation committees (Coombs, Crown, Miller, Noel, Nowicki, Rowley, Saturay, Senjem, Stecher)
Advisor for three Psychology Honors students
Faculty Advisor, CU Society for Human Resource Management (1984 – 2002)

Professional Outreach Activities

Invited Addresses

Holding on to Talent: The Role of Job Satisfaction. Retaining and Engaging High Performers During Economic Recession & Recovery Seminar sponsored by CU and AON Consulting, Denver, December 2, 2009.
Hiring And Retaining Talent: The Role Of Personality Testing. International Personnel Management Association, Denver, February 23, 2000.

Employee Recruitment, Retention, And Competitive Advantage. Address to the 1999 Institute for Workforce Development, Rochester, New York, May 11, 1999.

Science and the Art of Hiring. Chancellor's Business Community Lecture Series, Montrose, February 25, 1999.

High-Impact Hiring. Address to the Precision Manufactured Parts Association Management Update, San Diego, February 21, 1999.

Performance-Based Hiring For Relocation Professionals. Address to the Employee Relocation Council, Chicago, October 23, 1998.

Science and the Art of Hiring. Chancellor's Business Community Lecture Series, Boulder, October 7, 1998.

Liars, Damn Liars, And Job Applicants: Faking On Pre-Employment Personality Tests. Research Seminar presentation to College of Business faculty, October 9, 1998.

Competitive Advantage And Performance-Based Hiring. Address to HR managers at INCAE, San Jose, Costa Rica, March 11, 1998.

High-Impact Hiring. Address to the International Personnel Management Association, Denver, October 29, 1997 (with R. Levin).

Taking The Guesswork Out Of Hiring. Colorado Association of Commerce and Industry/ Holland & Hart Colorado Business Summit, Denver, October 14, 1997 (with R. Levin).

Performance-Based Hiring. Address to the National Ski Area Association Fall Workshop, Copper Mountain, Colorado, September 26, 1997 (with R. Levin).

Faking On Pre-Employment Personality Inventories. Address to the Colorado/Wyoming I/O Psychology Association, May 15, 1996.

Understanding And Predicting Employees' Responses To Job Satisfaction. Address to the CU Employer's Advisory Council, August 31, 1993.

Understanding The Research Mission Of The College Of Business. Address to the Dean's Advisory Council, April 10, 1992.

Reconsidering The Role Of Personality In Employee Selection. Address to the State of Colorado Personnel Forum, Denver, May 28, 1990.

Employee Drug Testing: Issues For I/O Research And Practice. Address to the Colorado/Wyoming I/O Psychology Association, April 5, 1990.

Adaptive Responses To Job Dissatisfaction. Address to the Colorado/Wyoming I/O Psychology Association, Denver, April, 1988.

How To Improve Productivity Through Employee Testing. Address to the Colorado Society for Personnel Administration, Denver, May, 1987.

Professional Publications

- Rosse, J. (1999). Reinventing human resources management. Colorado Business Review, 65 (5), 3.
- Rosse, J. (1997). Hiring and retaining the right employees can provide a competitive advantage. Colorado Business Review, 63(6), 3.
- Rosse, J. & Levin, R.A. (1997, August/September). This season, hire for performance. National Ski Area Association Member Update.
- Rosse, J. & Levin, R.A. (1994, December). Dealing with job dissatisfaction in your seasonal workforce. National Ski Area Association Member Update, 15.

Co-author/editor, “On Management” column for the Boulder County Business Report (January 1996 – February 2001). Co-authored more than 30 columns about managing the human side of an organization.

Professional Service

Member, 21st Century Leadership Selection Advisory Council, Center for Creative Leadership (1998 – 2007)

Consulting Interests

Development of Employee Selection Systems
Employee Attitude Surveys
Development of Performance Appraisal Systems
Program Evaluation

Consulting Experience

Adolph Coors Company (Golden, CO)	Conducted job analyses and developed selection procedures
Center for Human Function & Work (Boulder, CO)	Senior Associate on projects to: <ul style="list-style-type: none">• Develop hiring and appraisal programs for a trucking firm (St. Paul, MN)• Develop hiring procedures and employee attitude survey for a resort employer (Aspen, CO)• Develop hiring procedures for a major Colorado ski resort
Colorado Women’s Employment & Education	Technical adviser, evaluation of employment training program
Denver Police Department	Program evaluation of officer fitness training program
Denver Public Schools	Developed performance appraisal procedure for school administrators
Denver Regional Transit District	Advised on development of substance abuse program
General Tire & Rubber	Conducted job analyses and developed selection procedures
Kaiser Permanente (Denver, CO)	Developed employee selection procedures for 22 job categories
Law firm of Kahr & Gerstein (Urbana, IL)	Provided expert witness testimony in employment discrimination case
National Park Service	Assisted in development of selection systems
Performance Factors (Golden, CO)	Advised on implementation of system to assess employee performance impairment.
State of Colorado	Program evaluation of employment training program.