

About the Authors

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Greg L. Stewart is a Professor and Tippie Research Fellow in the Henry B. Tippie College of Business at the University of Iowa. He received his Ph.D. in human resource management from Arizona State University and has been a faculty member at Vanderbilt University and Brigham Young University. His research has been published in top academic journals, including *Journal of Applied Psychology*, *Personnel Psychology*, *Academy of Management Journal*, and *Organization Science*. He is currently an Associate Editor for *Journal of Management*. He has taught human resource management courses to undergraduate, MBA, and Executive MBA students. He has also taught in international programs, focusing on the regions of South America and Hong Kong. He has worked with a variety of large and small organizations, including Eli Lilly, the National Federation of Independent Business, and the Veterans Health Administration.

KENNETH G. BROWN, SPHR, PHD

Kenneth G. Brown is an Associate Professor and Tippie Research Fellow in the Henry B. Tippie College of Business at the University of Iowa. He received his Ph.D. in industrial and organizational psychology from Michigan State University, his B.S. from the University of Maryland, and is certified as a senior professional in human resource management (SPHR). He has taught courses in training and career development, organizational behavior, and general management to undergraduate, MBA, and Ph.D. students. He is the recipient of numerous teaching awards, including the Student's Choice for Faculty Excellence Award, the Dean's Teaching Award, the Collegiate Teaching Award, the James N. Murray Faculty Award for outstanding teaching and assistance to students, and the President and Provost Award for Teaching Excellence. His work using experiential learning was recognized as a finalist for the inaugural Academy of Management Human Resources Division Innovative Teaching Award in 2006 and for the 2007 Iowa Campus Compact Faculty Award. He has published articles in human resource management and organizational behavior for both academic and applied audiences. His academic work appears in such top journals as *Journal of Applied Psychology*, *Personnel Psychology*, and *Organizational Behavior and Human Decision Processes*. His applied work has been published by the American Society of Training and Development in *T&D* magazine and by the UK-based Chartered Institute of Personnel and Development. His consulting clients have included the Ford Motor Company, Rosetta Stone, the Society of Human Resource Management, Toyota Motor Credit Corporation, the University of Iowa, and numerous local non-profit organizations.