

Arran Caza

Associate Professor
Asper School of Business
University of Manitoba
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Phone:
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Education

- Ph.D. University of Michigan, 2007
Management & Organization; Psychology
- M.A. University of Michigan, 2004
Psychology
- B.S.Sc. Université d'Ottawa, 1994
Economics & Political Science

Academic Employment

- 2015-- Associate Professor of Business Administration, Asper School of Business, University of Manitoba
- 2012-2015 Associate Professor of Management, Department of International Business and Asian Studies, Griffith Business School
- 2009-2012 Assistant Professor, Wake Forest University School of Business
- 2007-2009 Assistant Professor, Department of Business Administration, University of Illinois at Urbana-Champaign

Academic Affiliations & Other Work Experience

- 2012-2014 Research Associate Professor of Management, Wake Forest University School of Business
- 2009-2011 Visiting Associate Professor, Department of Management and International Business, University of Auckland Business School
- 2009-2011 Research Fellow, New Zealand Leadership Institute
- 2007-2008 Visiting Research Fellow, Department of Management and International Business, University of Auckland Business School

- 2007 Lecturer, Ross School of Business, University of Michigan
- 1999-2001 Program Leader, Education & Training Unit, Vancouver Police Department
- 1995-2000 Program Supervisor, Health Promotion & Evaluation Program, University of British Columbia
- 1992-1995 Supervisor & Analyst, Program Evaluation Practice, Price Waterhouse

Research

- **Honors & awards**

Western Academy of Management Ascendant Scholar Award (2013)

Western Academy of Management Star Reviewer Award (2013)

Showcase Symposium at the Academy of Management annual meeting (with Brower, 2012)

Creative & Research Activities Development and Enrichment Initiative Fellowship from Wake Forest University. (2011-2012)

Diamond in the Rough award for best faculty proposal to Cognition in the Rough workshop (with B.B. Caza & Lind, 2011)

Emerald Literati Network “Highly Commended Award” winner (with Bagozzi, Levy, Woolley & B.B. Caza, 2011)

Arnold O. Beckman research distinction award from the University of Illinois (with Northcraft, 2008)

Best paper award from the Leadership & Governance Stream of the Australia and New Zealand Academy of Management (with Zhang & Wang, 2008)

Best paper award from Organizational Behavior Division of the Administrative Science Association of Canada (2008)

Showcase Symposium at the Academy of Management annual meeting (with B.B. Caza, 2008)

Walter M. Pillsbury Endowment Award for Graduate Research (2006)

James & Ruth Close Scholarship (2005)

Social Science and Humanities Research Council of Canada Doctoral Fellowship. (2003-2005)

Horace H. Rackham Interdisciplinary Institute Fellowship. (2002)

Stephen M. Ross School of Business Departmental Fellowship. (2001-2005)

- **Funding**

Understanding the relationship between discretion and role ambiguity. (\$5,000. 2013-2014)

Centre for Work, Organisation and Wellbeing

Work consequences of benefit choice. (\$10,000. 2008-2009)

Illinois Bureau of Economic and Business Research

Illinois Center for Human Resource Management

University of Illinois Campus Research Board (with Gregory Northcraft)

* Caza, A. (2011). *The benefits of having choice: Performance gains from choosing among reward options* (Sponsored Research Report No. 72).

Chicago, IL: Center for Human Resource Management.

Post-doctoral Fellowship. (\$15,000. 2007) University of Auckland Business School, Dept. of Management and Employee Relations

Doctoral Fellowship. (\$40,000. 2003-2005) Social Science and Humanities Research Council of Canada

- **Articles**

Caza, A., & Brower, H. (2015). Mentioning the unmentioned: An interactive interview about the informal management curriculum. *Academy of Management Learning & Education*, 14, 96-110.

Caza, A., Brower, H.H. & Wayne, J.H. (2015). Effects of a holistic, experiential curriculum on business students' satisfaction and career confidence. *International Journal of Management Education*, 13, 75–83.

Caza, A., McCarter, M. W., & Northcraft, G. B. (2015). Performance benefits of reward choice: a procedural justice perspective. *Human Resource Management Journal*, 25, 184–199.

Gill, C., & Caza, A. (2015). An investigation of authentic leadership's individual and group influences on follower responses. *Journal of Management*, in press.
doi:10.1177/0149206314566461

Caza, A., & Rosch, D. M. (2014). An exploratory examination of students' pre-existing beliefs about leadership. *Studies in Higher Education*, 39(9), 1586-1598.

Zhang, G., Bai, Y., Caza, A., & Wang, L. (2014). Leader Integrity and Organizational Citizenship Behavior in China. *Management and Organization Review*, 10(2), 299-319.

Caza, A. (2012). Typology of the eight domains of discretion in organizations. *Journal of Management Studies*, 49(1), 144-177.

Kolb, D.G., Caza, A. & Collins, P.D. (2012). States of connectivity: New questions and new directions. *Organization studies*, 33(2), 267-273.

Rosch, D.M. & Caza, A. (2012). Durable effects of short-term programs on student leadership development. *Journal of Leadership Education*, 11(1), 28-48.

Caza, A. (2011). Testing alternate predictions for the performance consequences of middle managers' discretion. *Human Resource Management*, 50(1), 9-28.

Caza, A., Caza, B.B. & Lind, E.A. (2011). The missed promotion: An exercise demonstrating the importance of organizational justice. *Journal of Management Education*, 35(4), 537-563.

Woolley, L., Caza, A. & Levy, L. (2011). Authentic leadership and follower development: Psychological capital, positive work climate, and gender. *Journal of Leadership & Organizational Studies*, 18 (4), 438-448.

Caza, A., Bagozzi, R. P., Woolley, L., Levy, L., & Caza, B.B. (2010). Psychological capital and authentic leadership: Measurement structure, gender comparison, and cultural extension. *Asia Pacific Journal of Business Administration*, 2 (1), 53-70.

McCarter, M.W. & Caza, A. (2010). Toward a theory of reinstatement: Seven motivations for reinstatement as relationship repair. *Employee Responsibilities and Rights Journal*, 22(4), 279-295.

McCarter, M.W. & Caza, A. (2009). Audience response systems as a data collection method in organizational research. *Journal of Management & Organization*, 15 (1), 122-131.

Caza, B.B. & Caza, A. (2008). Positive organizational scholarship: A critical theory perspective. *Journal of Management Inquiry*, 17 (1), 21-33.

Bright, D., Cameron, K.S., & Caza, A. (2006). The amplifying and buffering effects of virtuousness in downsized organizations. *Journal of Business Ethics*, 64 (3), 249-269.

Cameron, K.S., Bright, D., & Caza, A. (2004). Exploring the relationships between organizational virtuousness and performance. *American Behavioral Scientist*, 47(6), 766-790.

Caza, A., Barker, B.A., & Cameron, K.S. (2004). Ethics and ethos: The buffering and amplifying effects of ethical behavior and virtuousness. *Journal of Business Ethics*, 52(2), 169-178.

Cameron, K.S. & Caza, A. (2002). Organizational and leadership virtues and the role of forgiveness. *Journal of Leadership and Organizational Studies*, 9(1), 33-48.

Caza, A. (2000). Context Receptivity: Innovation in an amateur sport organization. *Journal of Sport Management*, 14(3), 227-242.

- **Refereed conference proceedings**

Caza, A., & Brower, H. H. (2013). Informal Management Curriculum. In A. L. Kenworthy, K. Brown, J. Billsberry, & G. Hrivnak (Eds.), *Proceedings of the Research in Management Learning & Education Unconference* (pp. 35–36). Gold Coast, QLD: Academy of Management.

Rosch, D.M. & Caza, A. (2012). Durable effects of short-term programs on student leadership development. *Proceedings of the Australia and New Zealand Academy of Management*. Perth, WA.

Caza, A., McCarter, M.W., Hargrove, D., & Wad, S.R. (2009). Third-party effects of psychological capital: Observer attributions and responses. In G. Solomon (Ed.), *Academy of Management Best Paper Proceedings*. Chicago, IL.

Caza, A. (2008). Toward a taxonomy of discretion in organizations. In M. Bliemel (Ed.), *Best Paper Proceedings of the Administrative Sciences Association of Canada*, 29, 73-94. Halifax, NS, Canada.

- Organizational Behavior Division Best Paper Award (Administrative Science Association of Canada)

Wilson, M.G. & Caza, A. (2008). Professional employees' views of the reward, discretion, and benefit in organizational citizenship behavior: Lost in translation? *Proceedings of the Australia and New Zealand Academy of Management*. Auckland, New Zealand.

Zhang, G., Wang, L., & Caza, A. (2008). Effects of leaders' emotional authenticity on leadership effectiveness and followers' trust. *Proceedings of the Australia and New Zealand Academy of Management*. Auckland, New Zealand.

- Leadership & Governance Stream Best Paper Award (Australia and New Zealand Academy of Management)

Woolley, L., Caza, A., Levy, L. & Jackson, B. (2007). Three steps forward and one step back: Exploring relationships between authentic leadership, psychological

capital, and leadership impact. *Proceedings of the Australia and New Zealand Academy of Management*. Sydney, NSW.

- **Book chapters**

Hutchison, A.M., Troth, A.C., Caza, A., & Wilson, M.G. (2013). Discretion: What is it and how is it useful? In M.A. Paludi (Ed.) *Psychology for Business Success: Leading & Managing* (Vol. 1 of 4). Santa Barbara, CA: Praeger.

Cameron, K.S. & Caza, A. (2013). Virtuousness as a source of happiness in organizations. In S. David, I. Boniwell & A.C. Ayers (Eds.) *Oxford Handbook of Happiness* (pp. 676-692). Oxford, UK: Oxford University Press.

Caza, A. & Carroll, B. (2012). Critical theory and Positive Organizational Scholarship. In K.S. Cameron & G.M. Spreitzer (Eds.) *Handbook of Positive Organizational Scholarship* (pp. 965-978). New York, NY: Oxford University Press.

Caza, A. & Jackson, B. (2011). Authentic leadership. In A. Bryman, D. Collinson, K. Grint, B. Jackson, & M. Uhl-Bien (Eds.) *Sage Handbook of Leadership* (pp.350-362). Thousand Oaks, CA: Sage.

Caza, A. & Cameron, K.S. (2008). Positive Organizational Scholarship: What does it achieve? In S.R. Clegg & C.L. Cooper (Eds.) *SAGE Handbook of Organizational Behavior* (Vol. I, pp. 99-116). Los Angeles, CA: Sage.

Caza, A. & Quinn, R.E. (2007). The essence of transformation: Entering the fundamental state of leadership. In S.K. Piderit R.E. Fry, & D.L. Cooperrider, & (Eds.) *Handbook of Transformative Cooperation: New Designs and Dynamics* (pp. 170-191). Stanford, CA: Stanford University Press.

Cameron, K.S. & Caza, A. (2005). Developing strategies and skills for responsible leadership. In J.P. Doh & S.A. Stumpf (Eds.), *Handbook on Responsible Leadership and Governance in Global Business* (pp. 87-111). Northampton, MA: Edward Elgar.

Quinn, R.E. & Caza, A. (2004). Deep change. In G.R. Goethels, G. Sorenson, & J.M. Burns (Eds.), *Encyclopedia of Leadership* (pp. 325-331). Thousand Oaks, CA: Sage.

Lee, F., Caza, A., Edmondson, A., & Thomke, S. (2003). New Knowledge Creation: A study in positive organizing. In K.S. Cameron, J.E. Dutton, & R.E. Quinn (Eds.), *Positive Organizational Scholarship* (pp. 194-206). San Francisco, CA: Barrett-Kohler Publishers Inc.

- **Scholarly reviews**

Caza, A. (2007). Review of B. Jackson & K. Parry, 2008: "A Very Short, Fairly Interesting and Reasonably Cheap Book about Studying Leadership." *Academy of Management Perspectives*, 21(4), 90-92.

Caza, A. (2003). Review of L. E. Mitchell. 2001: "Corporate Irresponsibility: America's Newest Export." *Academy of Management Review*, 28(1), 155-158.

- **Refereed conference participation**

Sander, E.J., Caza, A. & Jordan, P.J. (2015). Symposium paper, *Development and validation of a measure of the physical work environment*. Academy of Management annual meeting. Vancouver, BC.

Caza, A. & Posner, B.Z. (2015). *Good leadership is universal: Evidence of global similarity in the sources of followers' satisfaction with leaders*. Western Academy of Management annual meeting. Kauai, HI.

Sander, E.J., Caza, A. & Jordan, P.J. (2014). *A framework for understanding how the physical environment fosters connectedness, focus and a sense of beauty*. Australia and New Zealand Academy of Management annual conference. Sydney, NSW.

Sander, E.J., Caza, A. & Jordan, P.J. (2014). *Development and validation of a measure of the physical work environment*. 9th Asia-Pacific Symposium on Emotions in Worklife. Melbourne, VIC.

Caza, A. (2014). *Wellbeing as the link between organizational virtue and performance*. Academy of Management annual meeting. Philadelphia, PA.

- Research proposal at Cognition in the Rough

Caza, A., Northcraft, G.B. & McCarter, M.W. (2014). *The performance benefits of reward choice: A procedural justice perspective*. Academy of Management annual meeting. Philadelphia, PA.

Sander, E.J., Caza, A. & Jordan, P.J. (2014). Symposium paper, *Variety, customizability and appeal: Conceptual and empirical development of the VCA model of the workplace environment*. Society for Industrial & Organizational Psychology Annual Conference. Honolulu, HI.

Caza, A. & Posner, B.Z. (2014). *Growing together: Evidence of convergence in American and Singaporean sources of satisfaction with leaders*. Western Academy of Management annual meeting. Napa Valley, CA.

Nguyen, T. & Caza, A. (2014). Research proposal in the developmental paper workshop, *Freedom, discretion & ambiguity: A research proposal*. Western Academy of Management annual meeting. Napa Valley, CA.

Sander, E.J., Caza, A. & Jordan, P.J. (2013). *What makes a creative workplace? Socio-environmental antecedents of creative performance*. 8th Asia-Pacific Symposium on Emotions in Worklife. Melbourne, VIC.

Caza, A. & Rosch, D.M. (2013). *An exploratory examination of students' preexisting beliefs about leadership*. Western Academy of Management annual meeting. Santa Fe, NM.

Caza, A. & Brower, H.H. (2013). *The informal management curriculum*. Research in Management Learning and Education Unconference. Gold Coast, QLD.

Caza, A. & Rosch, D.M. (2012). *An exploration of students' beliefs about leading*. International Studying Leadership Conference. Perth, WA.

Rosch, D.M. & Caza, A. (2012). *Durable effects of short-term programs on student leadership development*. Australia and New Zealand Academy of Management annual conference. Perth, WA.

Gill, C. & Caza, A. (2012). *Psychological capital transfer from authentic leaders to followers through leader-member exchange*. 7th Asia-Pacific Symposium on Emotions in Worklife. Gold Coast, QLD.

Bright, D. S., Caza, A., Nelson, E., Luechtefeld, R., Putzel, R., Turesky, E., & Whitney, C. (2012). *Students Managing Students: Intellectual, Psychological and Social Outcomes Associated with Constructivist Practices*. Academy of Management annual meeting. Boston, MA.

Brower, H. H. & Caza, A. (2012). Organized & moderated symposium, *Understanding and Advancing the Informal Management Curriculum*. Academy of Management annual meeting. Boston, MA.

Caza, A. (2012). *How organizational leaders gain authenticity: Antecedents, mediators, and moderators of followers' perceptions of authentic leadership*. Academy of Management annual meeting. Boston, MA.

- Research proposal at Cognition in the Rough
- Research proposal at Elevating Leadership

Young, J., Kolb, D.G., Caza, A. & Collins, P.D. (2012). *Adaptive leadership and performance in distributed teams: Addressing 'wicked' environments*. Academy of Management annual meeting. Boston, MA.

Rosch, D.M. & Caza, A. (2012). *Durable effects of short-term programs on student leadership development*. Association of Leadership Educators annual conference. Key West, FL.

Rosch, D.M. & Caza, A. (2012). *Durable effects of short-term programs on student leadership development*. Western Academy of Management annual meeting. La Jolla, CA.

Caza, A., Caza, B.B. & Lind, E.A. (2011). Research proposal at *Cognition in the Rough, Doing Fairness: Examining the link between manager behaviors and employee perceptions of organizational justice*. Academy of Management annual meeting. San Antonio, TX.

Caza, A., Zhang, G., Wang, L. & Bai, Y. (2011). *Three studies of the effects of perceived leader sincerity on follower outcomes*. Academy of Management annual meeting. San Antonio, TX.

Moss, S., Caza, B.B., & Caza, A. (2011). *On the meaning of work*. Academy of Management annual meeting. San Antonio, TX.

Caza, A. (2011). *Sources of managerial discretion*. Western Academy of Management annual meeting. Victoria, BC.

Zhang, G., Bai, Y., Caza, A., & Wang, L. (2011). *Leader honesty, leader effectiveness and follower organizational citizenship behavior in China: An attribution theory perspective*. Western Academy of Management annual meeting. Victoria, BC.

Caza, B.B., Caza, A. & Lind, E.A. (2010). *Being fair, acting fair and feeling fair: How managers do justice*. International Society for Justice Research Biennial Conference. Banff, AB.

Caza, A. & Lind, E.A. (2010). *The missed promotion exercise: Demonstrating the importance of organizational justice*. Academy of Management annual meeting. Montreal, QC.

Caza, A., Zhang, G., Wang, L. & Bai, Y. (2010). *A two-study investigation of the effect of leaders' sincerity on follower performance*. Academy of Management annual meeting. Montreal, QC.

Lee, E.K. & Caza, A. (2010). *Understanding the effects of transformational leadership on follower trust: A network-based approach*. Academy of Management annual meeting. Montreal, QC.

Wang, L., Caza, A. & Zhang, G. (2010). *The impact of emotional sincerity on leadership effectiveness*. International Congress of Applied Psychology. Melbourne, VIC.

Caza, A. (2010). *Testing alternative predictions about the performance consequences of managers' discretion*. Society for Industrial & Organizational Psychology Annual Conference. Atlanta, GA.

Lee, E.K. & Caza, A. (2010). *How transformational leaders increase team performance: The mediating role of advice centrality and trust*. Society for Industrial & Organizational Psychology Conference. Atlanta, GA.

Caza, A., McCarter, M.W., Hargove, D., & Wad, S.R. (2009). *Third-party effects of psychological capital: Observer attributions and responses*. Academy of Management annual meeting. Chicago, IL.

Kim, S., Caza, B.B., Caza, A., Lind, E.A. (2009). Symposium paper, *Does emotional management underpin perceptions of justice? Managers' and subordinates' perspectives*. Academy of Management annual meeting. Chicago, IL.

Wang, L., Caza, A., & Zhang, G. (2009). Symposium paper, *More than a passionate face: Authenticity of leaders' emotion expression and leader effectiveness*. Academy of Management annual meeting. Chicago, IL.

Zhang, G., Wang, L., & Caza, A. (2008). *Foregrounding the emotional context: An examination of leaders' emotional authenticity and follower trust*. International Studying Leadership Conference. Auckland, New Zealand.

Wilson, M.G. & Caza, A. (2008). *Professional employees' views of the reward, discretion, and benefit in organizational citizenship behavior: Lost in translation?* Australia and New Zealand Academy of Management annual conference. Auckland, New Zealand.

Zhang, G., Wang, L., & Caza, A. (2008). *Effects of leaders' emotional authenticity on leadership effectiveness and followers' trust*. Australia and New Zealand Academy of Management annual conference. Auckland, New Zealand.

Caza, B.B. & Caza, A. (2008). Symposium paper, *Managing the conflict of multiple roles at work: Prioritizing, integrating, and switching relational identities*. Academy of Management annual meeting. Anaheim, CA.

McCarter, M.W. & Caza, A. (2008). *Motivations for reinstatement in organizations: When will managers give back what they take away?* Academy of Management annual meeting. Anaheim, CA.

Caza, A., Kolb, D.G. & Pauleen, D. (2008). *Two out of three ain't bad: Experiments in virtual student consulting*. Organizational Behavior Teaching Conference. Wellesley, MA.

McCarter, M.W. & Caza, A. (2008). *Social dilemmas as teaching tools*. Organizational Behavior Teaching Conference. Wellesley, MA.

Caza, A. (2008). *Toward a taxonomy of discretion in organizations*. Administrative Sciences Association of Canada annual conference. Halifax, NS.

Caza, A. & Caza, B.B. (2008). *Sources of managerial discretion*. Administrative Sciences Association of Canada annual conference. Halifax, NS.

Woolley, L., Caza, A., Levy, L. & Jackson, B. (2007). *Three steps forward and one step back: Exploring relationships between authentic leadership, psychological capital, and leadership impact*. Australia and New Zealand Academy of Management annual conference. Sydney, NSW.

Caza, A. & Sekerka, L.E. (2004). Organized and chaired symposium, *Positive organizational scholarship as actionable knowledge*. Academy of Management annual meeting. New Orleans, LO.

Caza, A. & Gonzalez, R. (2004). *Green grass, familiar devils, and aphoristic decision making*. American Psychological Association annual convention. Honolulu, HI.

Caza, A. (2003). Organized and chaired symposium, *New Millennium, New Workplace: Implications of Changing Workplace Relationships*. Academy of Management annual meeting. Seattle, WA.

- Caza, A. & Neuman, E. (2003). Symposium paper, *Taking One for the Team: Performance, Rewards, and Team Dynamics*.

Caza, A. & Sekerka, L.E. (2003). Organized symposium, *Changing Values, Changing Organizations: The Implications and Potential of Power and Democracy*. Academy of Management annual meeting. Seattle, WA.

- Caza, A. & Baker, W.E. (2003). Symposium paper, *Organizational and Political Democracy: The Workplace Impact of Deep Values*.

Caza, A. (2002). Symposium paper, *Organizational Virtues: Implications for Performance*. Academy of Management annual meeting. Denver, CO.

Caza, A. & Spreitzer, G. (2002). Symposium paper, *Building Vital Networks to Energize Organizations*. Academy of Management annual meeting. Denver, CO.

Teaching

- **Honors & awards**

Course Development Grant to develop an integrative undergraduate senior leadership course. Wake Forest University Teaching & Learning Center (\$3,000. 2010-2011)

University of Illinois “List of Teachers Ranked as Excellent” (2007-2009)

Gayle Morris Sweetland Writing Center Junior Fellowship (2005)

Michigan Teaching Fellowship (2005)

Organizational Behavior Teaching Society Doctoral Fellowship (2005)

- **Courses**

Course	Institution	Student Level
Research Design	Griffith University	PhD
Leadership Experience	Wake Forest University	Late undergraduate
Individuals in Organizations	Wake Forest University	Early undergraduate
Individual Behavior in Organizations	University of Illinois	Late undergraduate
Managing Change	University of Michigan	Late undergraduate
Managing People in Organizations	University of Illinois	MBA
Bargaining Behavior and Influence Skills	University of Michigan	MBA

- **Supervision**

Student	Institution	Level	Role
Elizabeth Sander	Griffith University	PhD (current)	Dissertation committee member
Rachael Scott	Griffith University	PhD (current)	Dissertation committee member
Thi Thu Thao Nguyen	Griffith University	PhD (current)	Dissertation committee member
D. Cyril Noerhadi	University of Indonesia	PhD (2013)	Dissertation committee member
Matthew W. McCarter	University of Illinois	PhD (2010)	Dissertation committee member
Sabrina R. Wad	University of Illinois	UG Honors (2009)	Honors supervisor

- **Other teaching activities**

Program Director of the Graduate Diploma Studies in Research Studies, developing and implementing the new program of coursework preparation for doctoral students in the Griffith Business School (2012-2015)

External examiner for doctoral student research proposal, Department of Marketing, Griffith Business School (2015)

External assessor of Masters of Commerce and Masters of Management Theses for Department of Management & International Business, University of Auckland Business School (2011)

Quantitative methods adviser for postgraduate students in the Department of Management and International Business of the University of Auckland Business School (2008-2011)

Member of Business & Enterprise Management Major Curriculum Taskforce, Wake Forest University (2009-2010)

Undergraduate faculty supervisor in the James Scholar Research Program, University of Illinois (2009)

Faculty adviser for Alpha Kappa Psi Case Competition team, University of Illinois (2009)

External assessor of graduate courses for the Department of Management & International Business, University of Auckland Business School (2009)

Professional Service

Western Academy of Management

Vice President (2015-2016)

Research Methods track chair: 2015 annual meeting. Kauai, HI.

Editorial Board:

Journal of Leadership and Organizational Studies (2012-present)

Journal of Management Education (2012-present)

Management Teaching Review (2015-present)

Section Editor, with K.S. Cameron, Section VII: "Happiness and Organizations" in the *Oxford Handbook of Happiness*.

- Caza, A. & Cameron, K.S. (2013). An introduction to happiness and organizations. In S. David, I. Boniwell & A.C. Ayers (Eds.) *Oxford Handbook of Happiness* (pp. 671-674). Oxford, UK: Oxford University Press.

Guest Editor, with K.S. Cameron, for special issue of the *American Behavioral Scientist*.

- Cameron, K. S. & Caza, A. (2004). Contributions to the discipline of positive organizational scholarship. *American Behavioral Scientist*, 47(6), 731-739.

Deputy Head of Department for Research in Department of International Business & Asian Studies, Griffith University (2014-2015)

Program Director of the Graduate Diploma & Graduate Certificate in Research Studies at Griffith University (2012-2015)

Griffith University Centre for Work, Organisation and Wellbeing - Academic member (2012-2015), Member of Steering Committee (2014-2015)

Wake Forest Schools of Business Diversity Council (2011-2012)

Coordinating Committee of Illinois Leadership Center (2008-2009), including serving as Chair of the Leadership Studies Initiative working group