

**VICKI L. GOODWIN, Ph.D.**  
**University of North Texas**  
**Department of Management**  
**College of Business Administration**  
**P O Box 305429**  
**Denton, Texas 76203**  
**(940) 565-4766**

### **Education**

Ph.D., The University of Texas at Arlington (1991)  
Business Administration (Organizational Behavior)

M.B.A., The University of Texas at Arlington (1988)  
Concentration in Management

B.A., Trinity University (1974)  
Education

B.A., Trinity University (1974)  
Psychology

### **Teaching Experience**

The University of Texas at Arlington (1989-1991)

Human Behavior in Business (Undergraduate Level)  
Organizational Behavior (Undergraduate Level)  
Personnel and Human Resource Management (Undergraduate Level)

University of North Texas (1991-present)

Organizational Behavior (Undergraduate Level)  
Organizational Behavior (MBA and Ph.D. Levels)  
Human Resource Management (Undergraduate Level)  
Member of the Graduate Faculty - appointed to Category 3 in 1996

### **Research Interests**

Leadership model development and testing; the influence of various cognitive processes on organizational behavior; the effect of feedback on cognitive processing and decision style choice; decision-making; goal setting; psychometric applications in organizational behavior; influence of cognition on stress and strain.

## **Work Experience**

The University of North Texas, Denton, Texas B Associate Professor, 1991-present.

The University of Texas at Arlington, Arlington, Texas B Graduate Research/Teaching Assistant, 1986-1991.

Practitioners Publishing Company, Fort Worth, Texas B Production/Personnel Manager, 1981-1986.

Yarbrough Company, Dallas, Texas B Advertising Account Executive, 1979-1981.

Regency Place Elementary, San Antonio, Texas B Fifth Grade Teacher, 1974-1979.

## **Presentations/Publications**

Goodwin, V. L. 1990. *The development of a measurement scale for cognitive complexity in the organizational domain*. Presented at the Southwestern Federation of Administrative Disciplines Seventeenth Annual Meeting and published in the 1990 Proceedings.

Goodwin, V. L. 2001. Invited book review on Leadership from an Operant Perspective, by Judith L. Komaki, Journal of Occupational and Organizational Psychology, 74, 244-246.

Goodwin, V. L. & Liska, L. Z. 1992. *A test of relationships in a model of organizational cognitive complexity*. Presented at the Southern Management Association Meeting and published in the 1992 Proceedings.

Goodwin, V. L. & Liska, L. Z. 1992. *An inquiry into the antecedents, consequences, and covariates of organizational cognitive complexity*. Presented at the 5th annual meeting of the North American Network of Personal Construct Psychologists.

Goodwin, V. L., Wofford, J. C., & Whittington, J. L. (2001). *A theoretical and empirical extension to the transformational leadership construct*. Journal of Organizational Behavior, 22, 759-774.

Goodwin, V. L., Wofford, J. C., & Boyd, N. 1999. *A laboratory experiment testing the antecedents of leader cognitions*. Accepted for presentation at the Academy of Management meetings in Chicago, Illinois in August 1999.

Goodwin, V. L., Wofford, J. C., & Boyd, N. (1999). *A laboratory experiment testing the antecedents of leader cognitions*. Journal of Organizational Behavior, 21, 7969-788.

Goodwin, V. L., Wofford, J. C., & Harrison, David. 1990. *Measuring cognitive complexity in the organizational domain*. Presented at the National Academy of Management Meeting.

Goodwin, V. L., Wofford, J. C., & Whittington, J. L. 1998. *An empirically based extension of the transformational leadership construct*. Accepted for presentation at the Academy of Management meetings in San Diego, California in August 1998.

Goodwin, V. L. & Ziegler, L. 1998. *A test of relationships in a model of organizational cognitive complexity*. Journal of Organizational Behavior, 19, 371-386.

Taylor, L.A. III, Goodwin, V.L., & Cosier, R.A. (2003). *Method myopia: Real or imagined?* Journal of Management Inquiry, 12, 255-263.

Taylor, L. A., III, Hall, P. D., Cosier, R. A., & Goodwin, V. L. 1996. *Outcome feedback effects on risk propensity in an MCPLP task*. Journal of Management, 22, 299-311.

Whittington, J. L., Wofford, J. C., Goodwin, V. L. 2000. *The moderating effects of the leader-follower relationship on the relationship between perceptions transformational leadership behavior and follower performance and organizational citizenship behavior*. Presented at the National Academy of Management Meeting in Toronto, Ontario, Canada.

Whittington, J. L. & Goodwin, V. L. 2001. *Transformational leadership, goal difficulty, and task design: Independent and interactive effects on employee outcomes*. Presented at the National Academy of Management in Washington, D. C.

Wofford, J. C. & Goodwin, V. L. 1990. *A cognitive processes perspective on leadership behavior and effectiveness*. Presented at the National Academy of Management Meeting.

Wofford, J. C. & Goodwin, V. L. 1990. *The effects of feedback on cognitive processing and decision style choice*. Journal of Applied Psychology, 75, 603-612.

Wofford, J. C. & Goodwin, V. L. 1992. *Meta-analyses of the antecedents of goal difficulty and of the antecedents and consequences of goal commitment*. Journal of Management, 18, 595-615.

Wofford, J. C. & Goodwin, V. L. 1994. *A cognitive interpretation of transactional and transformational leadership theories*. Leadership Quarterly, 5, 160-186.

Wofford, J. C. & Goodwin, V. L. 1999. *Experimental analysis of a cognitive model of the stress response*. Accepted for presentation at the Academy of Management meetings in Chicago, Illinois in August 1999.

Wofford, J. C. & Goodwin, V. L. (2002). *The linkages of cognitive processes, stress propensity, affect, and strain: experimental test of a cognitive model of the stress response*. Personality and Individual Differences, 32, 1413-1430.

Wofford, J. C., Goodwin, V. L., & Daly, P. 1999. *Cognitive-affective stress propensity: A field study*. Journal of Organizational Behavior, 20, 687-707.

Wofford, J. C., Goodwin, V. L., & Whittington, J. L. 1996. *A field study of a cognitive approach to understanding transformational and transactional leadership*. Presented at the Academy of Management meetings in Cincinnati, Ohio in August, 1996.

Wofford, J. C., Goodwin, V. L., & Whittington, J. L. 1998. *A field study of a cognitive approach to understanding transformational and transactional leadership*. Leadership Quarterly, 9, 55-84.

Wofford, J. C., Whittington, J. L., & Goodwin, V. L. 2001. *Follower motive patterns as situational moderators for transformational leadership effectiveness*. Journal of Managerial Issues, 9, 196-211.

### **Work in Progress**

Whittington, J. L. & Goodwin, V. L. *Transformational leadership, goal difficulty, and task design: Independent and interactive effects on employee outcomes*. Request for 4<sup>th</sup> revise and resubmit at Leadership Quarterly received in Fall 2003. Revision in process and due in January 2004.

Goodwin, V. L., Taylor, Lewis A., III, & Goktan, Banu. *Achievement goal orientation in complex tasks*. Submitted to the 2004 National Academy of Management meetings in New Orleans.

Goodwin, V. L., Whittington, J. L., & Bowler, W. M. *LMX and social network analysis*. Submitted to the 2004 National Academy of Management meetings in New Orleans.

Goodwin, V. L. & Taylor, Lewis A., III. *A research note: Comparing the goal orientation models of Elliot (1997) and Phillips and Gully (1997)*. Preparation for submission to Academy of Management Journal.

Taylor, Lewis A., III, Cosier, R., & Goodwin, V. L. *The impact of task complexity, goal difficulty, and gender on decision quality, risk, and perceptions: A two-experiment investigation*. Preparation for submission to Organizational Behavior and Human Decision Processes.

### **University Service**

University Mentor B 1992-1996.

Research Committee, Management Department, University of North Texas B 1991-1992.

Sponsor for Society of Human Resource Management, University of North Texas B 1991-1993.

Graduate Programs Committee, Management Department, University of North Texas B 1992-2003; *appointed Chair in 1997*.

Recording Secretary, Management Department, University of North Texas B 1993-1994.

Recording Secretary, Management Department, University of North Texas B 1995-1996.

Program Director for the Organizational Behavior Human Resource Management track B 1996-1998.

Intellectual Contributions Process Team B 1996-1999.

Doctoral Policy Committee, COBA B 1997-2003; *elected chair for 1998-1999*.

Dean Search Committee B 1997-1999.

Personnel Affairs Committee B 1997-1999; 2000-2002; elected Chair for 2000-2002.  
*Vice-Chair* of the Department of Management B 1998-2003.  
Executive Committee of the Department of Management B 1998-present.  
Awards Committee of the Faculty Senate – 2003-present.  
Sunset Review Committee for the Center for Public Management – Fall, 2003.

### **Awards/Honors**

Beta Gamma Sigma

Participation in Doctoral Student and Junior Faculty Consortium, 1990 Southwestern Federation of Administrative Disciplines.

Participation in Organizational Behavior Consortium, 1990 Academy of Management Meeting.

Junior Faculty Research Grant funded by the UNT Junior Faculty Summer Research Awards Program for Summer, 1992. Grant amount B \$3500.

Teaching Grant for Curriculum Development B Summer, 1993. Grant amount B \$9000.

Teaching Grant for Curriculum Development B Summer, 1994. Grant amount B \$9000.

Teaching Grant for Curriculum Development B Summer, 1996. Grant amount B \$9000.

Reward for Best Paper published in Leadership Quarterly in 1994 co-authored with Jerry Wofford B award amount B \$500.

Nominated for the COBA Council of Business Students teaching award, spring 1996.

Developing Scholars Award, 1997. Award amount B \$2500.

PDI Fellow Award, 1998. Award amount B \$2400.

Outstanding Educator Award, 1996-1998, Department of Management.

Educator of the Year Award, 1999, Department of Management.

Faculty Development Leave in Spring 2001 to conduct a series of field studies that examine relationships between leader-member exchange quality and the structure of social networks, incorporating new approaches to examine implications from leader-member relationships using social network analysis.

Recognition for Distinguished Service as Vice Chair B 1998-2003

### **Professional Affiliations**

Academy of Management

Southwest Academy of Management

Southern Management Association