**CURRICULUM VITA**

Name: Gary P. Latham

Address: Rotman School of Management Birthplace: Halifax, Nova Scotia, Canada

 105 St. George St.

 Toronto, ON M5S 3E6

 Canada

Telephone: (416) 978-4916 - office Citizenship: Canadian

e-mail: latham@rotman.utoronto.ca

Education:

School Major Minor Degree

Dalhousie University Experimental Psychology Sociology B.A., 1967

Georgia Institute of Social-Industrial Psychology Experimental M.S., 1969

Technology, Atlanta, Psychology

Georgia

University of Akron, Industrial-Organizational Social Psychology Ph.D., 1974

Akron, Ohio Psychology

Master’s Thesis: The Development of Job Performance Criteria for Pulpwood Producers in the Southeastern United States

Doctoral Dissertation: Assigned Versus Participative Goal Setting: A Contingency Approach to Worker Motivation

Professional Societies:

Academy of Management

American Psychological Association

Association for Psychological Science

Canadian Psychological Association

European Association for Work and Organizational Psychology

International Association of Applied Psychology

Royal Society of Canada

Society for Industrial and Organizational Psychology

Society for Organizational Behavior

National Academy of Human Resource Management

Professional Experience:

2014-2018 President, Work and Organizational Psychology (Division 1), International Association of Applied Psychology

2010-2014 President Elect, Work and Organizational Psychology (Division 1), International Association of Applied Psychology

2009-2010 Past President, Society for Industrial and Organizational Psychology

2008-2009 President, Society for Industrial and Organizational Psychology

2007-2008 President Elect, Society for Industrial and Organizational Psychology

2000-2001 Past President, Canadian Psychological Association.

1999-2000 President, Canadian Psychological Association.

1998-1999 President elect, Canadian Psychological Association.

1990-Present Secretary of State Professor of Organizational Effectiveness, Rotman School of Management, University of Toronto; Cross appointments in the Graduate Faculty in the Centre for Industrial Relations, the Department of Psychology, and the Faculty of Nursing.

1983-1990 Professor, Management and Organization, Ford Motor Research Professor (1986-1990), School of Business Administration; Adjunct Professor, Department of Psychology, University of Washington, Seattle, Washington.

1976-Present G.P. Latham Human Resource Specialists Inc.

1975-1976 First Chair of Industrial-Organizational Psychology Section, Canadian 1976-1977 Psychological Association.

1974-1976 Manager and Staff Psychologist, Human Resource Research, Weyerhaeuser Company, Tacoma, Washington.

1973-1974 Staff Psychologist, Human Resource Research, Weyerhaeuser Company, Tacoma, Washington.

1969-1971 Staff Psychologist, American Pulpwood Association, Harvesting Research Project, Atlanta, Georgia.

1968-1969 Teaching Assistant, Department of Psychology, Georgia Institute of Technology, Atlanta, Georgia.

1967-1968 Research Assistant, Department of Psychology, Georgia Institute of Technology, Atlanta, Georgia.

1966-1967 Research Assistant, Department of Psychology, Dalhousie University, Halifax, Nova Scotia.

Related Professional Experience:

(A) Editorial Boards

Editorial Board Member: Academy of Management Journal (1982-1988); Journal of Applied Psychology (1983-1988); Journal of Organization Behavior Management (1978-present); Performance Improvement Quarterly (1988-1992); Group and Organization Management (1989-present); Asia Pacific Journal of Human Resources (1990-present); Applied Psychology: An International Review, (1991-1997; 2006-present); Canadian Journal of Administrative Sciences, (1991-present); Leadership Quarterly, (1992-1994), Organization Dynamics, (2003-present); International Public Management Journal, (2005-present), Journal of Management, (2006-2008; 2008-present), Management and Organization Review, (2007-present), Public Administration Review (2014-present), Scientica Iranica, (2015-present), Journal of Applied Behavioral Sciences (2016-present).

Invited Journal Reviewer: Academy of Management Journal,\ Academy of Management Review; Administrative Science Quarterly; Behavioral Research in Accounting; Canadian Journal of Behavioural Sciences; Human Relations; International Journal of Psychology; Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Management; Journal of Occupational Psychology; Journal of Organizational Behavior; Journal of Personality and Social Psychology; Journal of the American College of Obstetricians and Gynecologists; Perceptual and Motor Skills; Organizational Behavior and Human Performance; Personnel Psychology; Psychological Bulletin; Journal of Organizational of Behavior.

Invited Reviewer for papers submitted for the annual meeting of the Canadian Psychological Association, 1977; the Western Psychological Association, 1977; the Human Resources Division for the annual meeting of the Academy of Management, 1980, 1984; and the Organizational Behavior Division of the Academy of Management, 1986, 1990, 1991, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001; ASA Conference - Human Resources Division, 1994; Society for Industrial and Organizational Psychology, 1999, 2000, 2001, 2002.

Topical Editor, The Industrial-Organizational Psychologist (TIP), 1977-1979.

HR.com/Canadian Psychological Association, 2000-2004.Associate Editor: Advances in Organizational Behavior (2001- ).

Editor, Organizational Dynamics (2016- )

(B) Boards of Directors

Member of the Board of Directors, Conbela Mental Health, Social and Vocational Adjustment Center, Seattle, 1976-1981; Advisory Committee, 1981-1983.

Member of the Advisory Board, National Computer Services, Minneapolis, Minnesota, 1982-1986.

Member of the Board of Directors, Thomas Academy, Kent, Washington, 1983-1986; 1989-1990.

Member of the Board of Directors, Canadian Psychological Association, 1994-1997. President Elect, President, Past President, 1998-2001.

Member of the Board of Ontario Indians, Anishinabek Nation, 1998-2001.

Member of Advisory Board, e Learning Investment Opportunity (interactive educational products to children), San Diego, 2000-2003.

Member of Board of Governors, Center For Creative Leadership, Greensboro, N.C.,

2001-2007.

Chair of the Research and Innovation Committee, 2004-2007.

Member of Board of Directors, Society for Human Resource Management (SHRM), 2007-2012.

Member of HRM committee (2007-2008).

Member of Strategy and Governance committees (2008-2009).

Chair, Governance Committee (2009-2012).

Member of Board of Directors, International Association of Applied Psychology 2010-present

Chair, Strategic Task Force, International Association for Applied Psychology, 2013-2018.

 (C) Committees

Program Committee Member, Applied Division, Canadian Psychological Association, 1974-1975.

Membership Committee, Industrial-Organizational Psychology, 1975-1976, 1976-1977; Chair of the Committee, 1977-1978.

Consulting Committee Member, Development of a Criteria Document on Work Practices Standards for the Logging Industry. Bendix Launch Support Division, National Institute of Occupational Safety and Health (NIOSH) Contract CDC-9-79-70, 1974, 1975.

Member of Committee on Continuing Education and Workshop, Society for Industrial

and Organizational Psychology, 1982-1983, 1983-1984, 1988-1989.

Member of Society for Industrial and Organizational Psychology Awards Committee: 1985, 1986, 1988, 2000, 2001, 2002, 2003.

Member of First Annual Conference of the Society for Industrial and Organizational Psychology Program Committee, 1986

Member of the Awards Committee "Outstanding Publication in Organizational Behavior

Award for 1989," Organizational Behavior Division of the Academy of Management, 1990.

Committee on ASA's Canadian Ph.D. Dissertation Award, 1994; 1996.

Selected by the President of the Canadian Psychological Association to serve as facilitator for the National Conference on Psychology as a Science, Alymer, Quebec, 1997.

Committee of Fellows and Awards, Canadian Psychological Association, 2001-2004.

Committee of Past Presidents, Canadian Psychological Association, 2001-2004.

Chair, Fellows Committee, Society for Industrial and Organizational Psychology, 2004-2006.

Member of the Committee for H. Heneman Award, Human Resources Division of the Academy of Management, 2005.

Member of the Committee for the Terry Book Award, Academy of Management, 2005.

Member of Academy of Management’s inaugural Ethics Adjudication Committee, 2006-2008.

Member of the Committee on Scientific Awards, American Psychological Association, 2012-2014.

Member of the Association for Psychological Science Awards Committee, 2012-2014

Chair of the Academy of Management HR Division’s Distinguished Executive Award Committee, 2013.

Elected Representative to the American Psychological Association by members of the Society for Industrial and Organizational Psychology (2016- )

 (D) Other

Invited Reviewer for grant proposals submitted to the National Science foundation (NSF), 1979-present; the United States-Israel Binational Science Foundation, 1985-1990.

External Reviewer of proposal for a Ph.D. program in Business, Dalhousie University, Halifax, July, 1991.

Reviewer for Social Sciences and Humanities Research Council (SSHRC) Grants, 1991-present

Insight Grants Adjudication Committee, 2013

Legal Experience:

Court Monitor, U.S. District Court, W.D., Washington, 1978.

Expert Witness Title VII litigation: Carpenter v. Nefco Fidalgo, 1979.

Expert Witness Equal Pay Act: Logan v. Graphic Arts International Union and the State of Washington, 1980.

Expert Witness Title VII litigation: Antonio et al. v. Wards Cove Packing Co., Inc. et al., 1980.

Expert Witness Title VII litigation: Botnen v. Sears, Roebuck & Co., 1981.

Expert Witness Title VII litigation: Swanson v. Texaco, Inc., 1981.

Expert Witness, Firefighters v. City of Scarborough, 1995.

Expert Witness, Burney v. University of Toronto, 1995.

Expert Witness, Manning v. City of Miami, 1999.

Honors/Awards:

Fellow of the American Psychological Association (1979)

Fellow of the Society for Industrial and Organizational Psychology (1979).

Fellow of the Canadian Psychological Association (1983).

Fellow of the Academy of Management (1987).

Fellow of the Association for Psychological Science (1992).

Fellow of the Royal Society of Canada (1996).

Fellow of the International Association of Applied Psychology (2006)

(In the first cohort of IAAP members to be made a Fellow)

Fellow of the National Academy of Human Resources (2010)

Deputy Dean of Fellows, Academy of Management (2008-2011)

Nominated by Division 14 (Industrial-Organizational Psychology) for the American Psychological Association Early Career Award, 1980.

Ford Motor Company Professor of Management and Organization, 1986-1990, University of Washington.

Recipient of the Burlington Northern Foundation Distinguished Scholar Award (1985), University of Washington.

Reported in The Industrial-Organizational Psychologist (1986) as among the most frequently cited authors across three industrial-organizational psychology journals.

Recipient of "Outstanding Publication in Organizational Behavior in 1988" from the Academy of Management.

Secretary of State Professor, Rotman School of Management, University of Toronto, 1990-present.

First recipient of the Distinguished Contributions to Industrial-Organizational Psychology from the Canadian Society for Industrial and Organizational Psychology, Canadian Psychological Association (1997).

Recipient of the award for Distinguished Contributions to Psychology as a Profession from the Society of Industrial- Organizational Psychology of the American Psychological Association (1998).

Recipient of the award for Distinguished Contributions to Psychology as a Science from the Society for Industrial and Organizational Psychology of the American Psychological Association (2002). (Only person to receive the awards for both Science and the Profession).

Recipient of the Herbert Heneman Jr. Award for Career Achievement, Human Resources Division of the Academy of Management (2004).

Recipient of the Distinguished Scholar-Practitioner Award from the Academy of Management (2004).

Recipient of the Michael R. Losey Human Resource Research Award from the Society for Human Resource Management (2006).

Recipient of the Lifetime Achievement Award from the Organization Behavior Division of the Academy of Management (2007).

Recipient of the Harry and Miriam Levinson Award for Exceptional Contributions to Consulting Organizational Psychology from the American Psychological Foundation (2008).

Recipient of the Thomas A. Mahoney Mentoring Award from the Human Resource Division of the Academy of Management (2008).

Recipient of the 2009-2010 James McKeen Cattell Award for lifetime of outstanding contributions to applied psychological research from the Association for Psychological Science.

Recipient of the 2010 Practice-Relevant Scholarship Award from the Academy of Management for my book: “On Becoming the Evidence Based Manager”. Reported by the December 14, 2010 edition of the Globe and Mail as the #4 best seller in Canada of business books.

Visiting Distinguished Scientist, Taiwan, December 1989.

Visiting Distinguished Scientist, University of Amsterdam, November, 1991.

Graduate Faculty Scholar, Business School, University of Central Florida, 2009- .

Distinguished Visiting Scholar, Drexel University, 2009.

Distinguished Visiting Professor, School of Economics and Management, Tsinghau University, Beijing, Oct, 2014.

Listed in Who's Who in the West.

Listed in Community Leaders of America, American Biographic Institute.

Listed in 2000 Outstanding Intellectuals of the 20th Century. International Biographical Centre, Cambridge, England.

Listed in Who’s Who in the Management Sciences, (2000). C. Cooper (Ed.), Elgar Publishing Company.

Listed in Who’s Who in Canadian Business, (2004).

Listed in Madison’s Who’s Who Registry of Executives and Professionals, (2009).

Administrative Experience:

As Manager of Human Resource Research (HR), Weyerhaeuser Company, responsible for obtaining funds for all internal HR research, introducing new projects, coordinating research committees, transferring research findings to different areas in the company, representing HR on external company committees, serving as liaison between HR and external department heads and vice presidents, and developing and reviewing company hiring and promotion practices. Reported to Vice President, Human Resource Planning and Development (1973-1976).

Chair of the Department of Management and Organization, Graduate School of Business Administration and School of Business Administration, University of Washington. Responsible for 26 full time faculty, 15 part-time faculty and 27 doctoral students. Department budget exceeded $1.5 million annually (1986-1989).

Teaching and Research Interests:

Human Resource Management and Organizational Behavior: selection, performance management, training, motivation, and leadership.

Dissertations/Theses Supervised:

Dossett, Dennis, L. (1978). The effects of participation on performance with goal difficulty held constant. Doctoral Dissertation Department of Psychology, University of Washington.

Saari, Lise M. (1978).The application of social learning principles to supervisory training. Master’s Thesis Department of Psychology, University of Washington.

Fay, Charles, H. Jr. (1979). The effects of format differences and training on the frequency of rating errors. Doctoral Dissertation Business School, University of Washington.

Steele, Timothy P. (1981). The effects of participation and goal setting on individual performance. Master’s Thesis Department of Psychology, University of Washington.

Saari, Lise M. (1982).An examination of five theories of employee motivation. Doctoral Dissertation Department of Psychology, University of Washington.

Frayne, Collette A. (1986). The application of social learning theory to employee self-management of attendance. Business School, University of Washington. Dissertation Award winner from both the Society for Industrial and Organizational Psychology, and the Division of Organizational Behavior, Academy of Management.

Winters, Dawn C. (1991). The effects of learning versus outcome goals on performance of simple and complex tasks. Doctoral Dissertation, Business School, University of Washington.

Millman, Zeeva (1994). Integrating attribution theory, social cognitive theory, and training in self-talk to enhance job search learned helplessness, Doctoral Dissertation, Rotman School of Management, University of Toronto.

Skarlicki, Daniel P. (1994). Increasing organizational citizenship behaviour within a public and a private sector labour union: A test of organizational citizenship behaviour, Doctoral Dissertation, Rotman School of Management, University of Toronto. Received honourable mention for the Governor General's Medal, and from Administrative Sciences Association of Canada.

Cole, Nina D. (1996). The effects of training in procedural justice on perceptions of disciplinary fairness by employees and discipline experts. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Seijts, Gerard H. P. (1998). The effect of personal and group goal setting on an individual’s behavior in small and large groups. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Sue-Chan, Christina (1998). The relative effectiveness of facilitator, peer, and self appraisals for improving the performance of MBA students. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Morin, Lucie (1998). Mental practice and goal setting as transfer of training strategies: Their influence on self-efficacy and task performance of team leaders in an organizational setting. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Brown, Travor C. (1999).The effectiveness of outcome goals, learning goals, and self-talk training in improving an individual’s team-playing behavior. Centre for Industrial Relations, University of Toronto. Cited as among top three Doctoral Dissertations in the International Alliance for Human Resources Research.

Klehe, Ute-Christine (2003). Towards an understanding of the constructs underlying the situational interview and the patterned behavior description interview in predicting typical versus maximum performance. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Heslin, Peter A. (2003). The effect of prior judgments and implicit person theory on performance evaluation. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Budworth, Marie-Helene (2006). Vertical transfer of training: Can one person make a difference? Doctoral Dissertation, Rotman School of Management, University of Toronto.

Miners, Christopher T. H. (2008). It is who you know and what you know: An examination of the relations among emotional intelligence, social network centrality, and performance. Doctoral Dissertation, Rotman School of Management, University of Toronto, (co-chair with S. Côté).

Shantz, Amanda. (2008). An exploratory field experiment of the effect of non-conscious and conscious goals on employee performance. Doctoral Dissertation, Centre for Industrial Relations and Human Resources, University of Toronto.

Hrabluik, Coreeen M. (2009). The dark side of goal setting: Examining the relationship between perfectionism with maximum versus typical employee performance. Doctoral Dissertation, Rotman School of Management, University of Toronto.

Chen, Xiao. (2012). The effect of subconscious learning vs. performance goals on performance on a complex task. Doctoral Dissertation Rotman School of Management, University of Toronto.

Arshoff, Alana S. (2014). The linear relationship between the difficulty level connoted by a primed goal and task performance. Doctoral Dissertation, Centre for Industrial Relations and Human Resources, University of Toronto.

Pitek, Joanna M. (2014). Values, job satisfaction and organizational commitment; Examining allocentricism in the workplace. Doctoral Dissertation, Centre for Industrial Relations and Human Resources, University of Toronto.

McRuer, G. J. K. (2015). The effects of conscious and primed learning goals on the performance of a complex task. Doctoral Dissertation. Rotman School of Management, University of Toronto.

External Examiner of Doctoral Dissertation Defense:

Wiesner, W.H. Department of Psychology, University of Waterloo, Waterloo, Ontario, September, 1988.

Babbitt, Kline, T.S. Tactical and strategic decision making. Department of Psychology, University of Calgary, Calgary, Alberta, April, 1990.

Friedman, S. Dissertation proposal review. Faculty of Management. Tel Aviv University, Israel, March, 2007.

Bardes, M. The relationship of excessively difficult goals and reward systems to abusive supervision. Business School, University of Central Florida, Orlando, March, 2009.

Greenbaum, R. An examination of an antecedent and consequences of supervisor morally questionable behavior. Business School, University of Central Florida. Orlando, Florida, March, 2009.

Friedman, S.B. The impact of implementation intentions on training. Leon Recanati Graduate School of Business Administration. Tel Aviv University, Tel Aviv, Israel, 2010.

Gunter, S.G. How do situational judgment tests and situational interviews compare? An examination of construct and criterion related validity. Department of Psychology., University of Central Florida, October, 2010.

Priesemuth, M. Stand-up and speak-up: Employees’ prosocial reactions to observed abusive supervision. Business School, University of Central Florida. Orlando, Florida, October, 2011.

Gangegoda, D. Why do individuals act fairly or unfairly? An examination of psychological and situational antecedents of organizational justice. Business School, University of Central Florida, Orlando, Florida, March, 2012.

Dust, S. The motivational effects of work characteristics need-supply fit on active employee behaviors. Business School, Drexel University, Philadelphia, PA, June, 2013.

Funded Research:

Weyerhaeuser Company: Supervisory training (with Cecil Bell), 1976-1979.

Office of Naval Research: Goal Setting (with E.A. Locke), 1979-1982.

Social Sciences and Humanities Research Council: The External Validity of the Situational Interview, 1991-1994.

Social Sciences and Humanities Research Council: The cognitive and motivational mechanisms underlying goal-setting, 1994-1998. Ranked number 2 in all submissions.

Social Sciences and Humanities Research Council: Gaining trainee commitment to the transfer of training through goal setting, 1998-2001.

Social Sciences and Humanities Research Council: Career exploration, interview performance and feedback-seeking in a performance appraisal: The effect of training aboriginals in functional self-guidance, 2001-2007.

Social Sciences and Humanities Research Council: Motivation through goal setting and goal orientation, 2006-2010.

Social Science and Humanities Research Council: The relevance and viability of subconscious goals to work settings, 2010-2013.

Social Science and Humanities Research Council – Insight Grant: Further exploration of the beneficial effects of priming subconscious goals for organizational-related

behaviour, 2013-2017.

Research Publications:

Ronan, W.W., Latham, G.P., & Kinne, S.B. (1973). The effects of goal setting and supervision on worker behavior in an industrial situation. Journal of Applied Psychology, 58, 302-307.

Latham, G.P., & Kinne, S.B. (1974). Improving job performance through training in goal setting. Journal of Applied Psychology, 59, 187-191. Reprinted in K.N. Wexley & G.A. Yukl (Eds.), Organizational behavior and industrial psychology: Readings and commentary. New York: Oxford, 1975.

Ronan, W.W., & Latham, G.P. (1974). The reliability and validity of the critical incident technique: A closer look. Studies in Personnel Psychology, 6, 53-64.

Latham, G.P., & Beach, H.D. (1974). Awareness in the conditioning and extinction of the galvanic skin response. Psychological Record, 24, 497-505.

Latham, G.P., & Baldes, J.J. (1975). The "practical significance" of Locke's theory of goal setting. Journal of Applied Psychology, 60, 122-124. Reprinted in D.H. Organ (Ed.), The applied psychology of work behavior, Business Publications, Inc., 1978; in M.M. Gruenberg and D. Osborne (Eds.), Psychology and industrial productivity, McMillan, 1981; in R.C. Beck (Ed.), Applying psychology: Understanding behavior, Prentice Hall, 1982; in C. Bazerman (Ed.) The informed reader: Reading in the disciplines. New York: Houghton Mifflin, 1989.

Yukl, G.A., & Latham, G.P. (1975). Consequences of reinforcement schedules and incentive magnitudes for employee performance: Problems encountered in an industrial setting. Journal of Applied Psychology, 60, 294-298.

Latham, G.P., & Yukl, G.A. (1975). Assigned versus participative goal setting with educated and uneducated woods workers. Journal of Applied Psychology, 60, 299-302.

Latham, G.P., & Pursell, E.D. (1975). Measuring absenteeism from the opposite side of the coin. Journal of Applied Psychology, 60, 369-371.

Latham, G.P., & Locke, E.A. (1975). Increasing productivity with decreasing time limits: A field replication of Parkinson's law. Journal of Applied Psychology, 60, 524-526.

Latham, G.P., Wexley, K.N., & Pursell, E.D. (1975). Training managers to minimize rating errors in the observation of behavior. Journal of Applied Psychology, 60, 550-555.

Latham, G.P., & Yukl, G.A. (1975). A review of research on the application of goal setting in organizations. Academy of Management Journal, 18, 824-845. Reprinted in J.M. Ivancevich and A.D. Szilagyi (Eds.), Readings in organizational behavior and management, Goodyear Publishing, Inc., 1977; in R.M. Steers and L.W. Porter (Eds.), Motivation and work behavior, 2nd edition, McGraw-Hill, 1979; in J.M. Ivancevich, J. Gibson and J. Donnelley (Eds.), Readings in organizations, Business Publications, 1979; and in F. Luthans and K. Thompson (Eds.), Contemporary readings in organizational behavior, 3rd edition, McGraw-Hill, 1981. Among the 10 most cited articles published in the Academy of Management Journal, 1958-1995 (Mowday, R.T. (1997) celebrating 40 years of the Academy of Management Journal, Academy of Management Journal, 40, 1400-1413).

Latham, G.P., Wexley, K.N., & Rand, T.M. (1975). The relevance of behavioral criteria developed from the critical incident technique. Canadian Journal of Behavioural Science, 7, 349-358.

Yukl, G.A., Latham, G.P., & Pursell, E.D. (1976). The effectiveness of performance incentives under continuous and variable ratio schedules of reinforcement. Personnel Psychology, 29, 221-231. Reprinted in T.A. Mahoney (Ed.),. Compensation and reward perspectives, Irwin, 1979.

Latham, G.P., & Mitchell, T.R. (1976). Behavioral criteria and potential reinforcers for the engineer/scientist in an industrial setting. JSAS Catalog of Selected Documents in Psychology, 6, 38, 1, 316.

Latham, G.P., & Yukl, G.A. (1976). The effects of assigned and participative goal setting on performance and job satisfaction. Journal of Applied Psychology, 61, 166-171. Summarized by Training Magazine, June, p. 7.

Latham, G.P., & Wexley, K.N. (1977). Behavioral observation scales for performance appraisal purposes. Personnel Psychology, 30, 255-268. Reprinted in W. Borman (Ed.), Performance evaluation. International Library of Management. Hampshire, England: Dartmouth Publishing Company.

Latham, G.P., & Pursell, E.D. (1977). Measuring attendance: A reply to Ilgen. Journal of Applied Psychology, 62, 234-236.

Latham, G.P., & Dossett, D.L. (1978). Designing incentive plans for unionized employees: A comparison of continuous and variable ratio reinforcement schedules. Personnel Psychology, 31, 47-61.

Latham, G.P., Mitchell, T.R., & Dossett, D.L. (1978). The importance of participative goal setting and anticipated rewards on goal difficulty and job performance. Journal of Applied Psychology, 63, 163-171. Summarized by The Wharton Magazine, Winter, p. 10.

Yukl, G.A., & Latham, G.P. (1978). Interrelationships among employee participation, individual differences, goal difficulty, goal acceptance, instrumentality, and performance. Personnel Psychology, 31, 305-324. Reprinted in D. Ryan (Ed.), International handbook on management by objectives. I. Ford International Institute, 1986.

Latham, G.P., & Saari, L.M. (1979).The effects of holding goal difficulty constant on assigned and participatively set goals. Academy of Management Journal, 22, 163-168.

Dossett, D.L., Latham, G.P., & Mitchell, T.R. (1979). The effects of assigned versus participatively set goals, KR, and individual differences when goal difficulty is held constant. Journal of Applied Psychology, 64, 291-298.

Latham, G.P., & Saari, L.M. (1979). The importance of supportive relationships in goal setting. Journal of Applied Psychology, 64, 151-156.

Latham, G.P., Fay, C.H., & Saari, L.M. (1979). The development of behavioral observation scales for appraising the performance of foremen. Personnel Psychology, 32, 299-311.

Latham, G.P., & Saari, L.M. (1979). The application of social learning theory to training

supervisors through behavioral modeling. Journal of Applied Psychology, 64, 239-246. Reprinted in F. Landy (Ed.), Readings in industrial-organization psychology. Chicago: Dorsey Press, 1986; H. Heneman, D.P. Schwab, J.A. Fossum, & L.D. Dyer, Personnel/Human resource management, Homewood, IL: Irwin, 1989; C. Cooper (Ed.), Industrial and Organizational Psychology, Vol. 1, International Library of Critical Writings in Psychology. Cheltenham, England: Edward Edgar Publishing Ltd., 1991.

Latham, G.P., Saari, L.M., Pursell, E.D., & Campion, M. (1980). The situational interview. Journal of Applied Psychology, 65, 422-427. Reprinted in F. Landy (Ed.), Readings in industrial-organizational psychology. Chicago: Dorsey Press, 1986; in A. Brief (Ed.), Managing human resources in retail organizations, Lexington, Mass: D.C. Heath, 1984; C. Cooper (Ed.), Industrial and Organizational Psychology, Vol. 1, International Library of Critical Writings in Psychology. Cheltenham, England: Edward Edgar Publishing Ltd., 1991. Cited as a Citation Classic in Current Contents, Social and Behavioral Sciences, 1992, 34, 8.

Pursell, E.D., Dossett, D.L., & Latham, G.P. (1980). Obtaining valid predictors by minimizing rating errors in the criterion. Personnel Psychology, 33, 91-96.

Dossett, D.L., Latham, G.P., & Saari, L.M. (1980). The impact of goal setting on survey returns. Academy of Management Journal, 23, 561-567.

Latham, G.P., Fay, C.H., & Saari, L.M. (1980). BOS, BES and Baloney: Raising Kane with Bernardin. Personnel Psychology, 33, 815-821.

Locke, E.A., Shaw, K.M., Saari, L.M., & Latham, G.P. (1981). Goal setting and task performance: 1969-1980. Psychological Bulletin, 90, 125-152. Reprinted in F. Landy (Ed.), Readings in industrial-organizational psychology. Chicago: Dorsey, 1986; C. Cooper (Ed.), Industrial and Organizational Psychology, Vol. 1, International Library of Critical Writings in Psychology. Cheltenham, England: Edward Edgar Publishing Ltd., 1991. Cited as a "Citation Classic", Current Contents, Social and Behavioral Sciences, 1992, 24, 8. Reprinted in C. Cooper (Ed.), Fundamentals of Organizational Behavior, Vol. 2, London: Sage, 2002.

Latham, G.P. (1982). Behavior-based assessment for organizations. In L.W. Frederiksen (Ed.), Handbook of organizational behavior management. New York: Wiley.

Fay, C.H., & Latham, G.P. (1982).Effects of training and rating scales on rating errors. Personnel Psychology, 35, 105-116.

Latham, G.P., & Marshall, H.A. (1982). The effects of self set, participatively set, and assigned goals on the performance of government employees. Personnel Psychology, 35, 399-404.

Latham, G.P., Steele, T.P., & Saari, L.M. (1982). The effects of participation and goal difficulty on performance. Personnel Psychology, 35, 677-686.

Latham, G.P., & Saari, L.M. (1982). The importance of union acceptance for productivity improvement through goal setting. Personnel Psychology, 35, 781-787. Reprinted in H. Heneman, D.P. Schwab, J.A. Fossum, & L.D. Dyer, Personnel/Human resource management, Homewood, IL: Irwin, 1989.

Saari, L.M., & Latham, G.P. (1982). Employee reactions to continuous and variable ratio reinforcement schedules involving a monetary incentive. Journal of Applied Psychology, 67, 506-508.

Latham, G.P., & Steele, T.P. (1983). The motivational effects of participation versus goal setting on performance. Academy of Management Journal, 26, 406-417.

Latham, G.P. (1983). The central role of goal setting in human resources management. In K.N. Rowland & G.D. Ferris (Eds.), Research in personnel and human resources management. Greenwich, CT: JAI Press, Inc., Volume 1, 169-199. Reprinted in K.N. Rowland & G.D. Ferris (Eds.), Performance evaluation, goal setting, and feedback, Greenwich, CT: JAI Press, 1990.

Latham, G.P. & Saari, L.M. (1984). Do people do what they say? Further studies on the situational interview. Journal of Applied Psychology, 69, 569-573.

Locke, E.A., & Latham, G.P. (1984). Goal setting for individuals, groups, and organizations. Chicago: Science Research Associates.

Latham, G.P., & Napier, N.K. (1984). Practical ways to increase employee attendance. In P.S. Goodman & R.S. Atkin (Eds.), Absenteeism: New approaches to understanding, measuring, and managing employee absence. San Francisco: Jossey Bass. Reprinted in Enterprise, The Magazine of the Young President's Organization, Inc., 1985.

Latham, G.P. (1984). The appraisal system as a strategic control. In C. Fombrun, M.A. Devanna, & N. Tichy (Eds.), Strategic human resource management. New York: John Wiley.

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G.P. Latham. Minimizing Legal Challenges to Hiring and Promotion Decisions, November 27, 2000.

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G.P. Latham, & C. Sue-Chan. The Situational Interview: A Legally Defensible Interview for Selecting the Best in the Global Workplace, May 7, 2001.

G.P. Latham & S. Latham. The Importance of Performance Management to Employee Productivity, June 11, 2001.

 C. Sue-Chan & G.P. Latham. Coaching to Improve Performance. Whom Should

 You Choose to be Your Coach? April 26, 2002.

Papers, Symposia, Invited Addresses and Workshops:

Latham, G.P. (1974). The impact of goal setting on performance and costs. Paper presented at the annual meeting of the Canadian Psychological Association, Windsor, Ontario, June.

Latham, G.P., & Beach, H.D. (1974). Training interviewers in the critical incident technique. Applied Division Mini-Workshop conducted at the annual meeting of the Canadian Psychological Association, Windsor, Ontario, June.

Latham, G.P. (1974). The effect of various schedules of reinforcement on the productivity of tree planters. In L.K. Miller (Chair), Applied behavior analysis in organizations. Symposium conducted at the annual meeting of the American Psychological Association, New Orleans, September.

Latham, G.P. (1974). Goal setting in industry: Results and practical problems. Invited colloquium for the Department of Psychology and the College of Business and Management, University of Maryland, College Park, Maryland, October.

Latham, G.P. (1975). Tests of Locke's goal setting theory in industry. Invited colloquium for the Industrial Organizational Psychology Department, University of California, Berkeley, January.

Latham, G.P., Wexley, K.N., & Pursell, E.D. (1975). Minimizing rating errors in the observation of behavior. Paper presented at the annual meeting of the Canadian Psychological Association, Quebec City, June.

Latham, G.P. (1975). Motivating subordinates through performance appraisals. Invited colloquium, School of Business Administration, University of Washington, Seattle, November.

Latham, G.P. (1976). Administering monetary incentives on continuous and variable ratio schedules of reinforcement. In L.W. Slivinski (Chair), Motivating individuals to increase their productivity: Which theory should we follow? Symposium conducted at the annual meeting of the Canadian Psychological Association, Toronto, June.

Latham, G.P. (1976). Motivation through performance appraisal: EEO implications and guidelines. In F.S. Hall (Chair), Nitty-gritty issues in implementing EEO. Symposium conducted at the annual meeting of the Academy of Management, Kansas City, August.

Latham, G.P. (1976). The external validity of goal setting in real world settings. In W.C. Hamner (Chair), Goal setting as an alternative explanation of behavior. Symposium conducted at the annual meeting of the Academy of Management, Kansas City, August.

Latham, G.P. (1976). The application of goal setting techniques to organizations. In R.M. Steers (Chair), Contingencies in work related goal setting programs. Symposium conducted at the annual meeting of the American Psychological Association, Washington, DC, September.

Latham, G.P. (1977). Motivation experiments in field settings. Invited colloquium, Department of Psychology, University of South Florida, Tampa, January.

Latham, G.P. (1977). Motivation and performance appraisal. Invited colloquium, College of Industrial Management, Georgia Institute of Technology, Atlanta, February.

Latham, G.P. (1977). Invited participant in one-day symposium on the application of organizational psychology. Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, February.

Latham, G.P. (1977). Work roles of psychologists in industrial/organizational settings. Conversation hour, annual meeting of the Canadian Psychological Association, Vancouver, June.

Latham, G.P. (1977). Motivating employees through performance appraisal. In G.P. Latham (Chair), New developments in performance appraisal. Symposium conducted at the annual meeting of the Canadian Psychological Association, Vancouver, June.

Latham, G.P. (1977). The importance of employee participation in goal setting. In E.A. Locke (Chair), Participation. Symposium conducted at the annual meeting of the Academy of Management, Orlando, August.

Latham, G.P. (1977). What is performance? Invited address, Doctoral Consortium of the Human Resource Division of the Academy of Management, Orlando, August, 1977.

Latham, G.P., & Yukl, G.A. (1977). Application of goal setting procedures in field settings. Small group discussion, Annual meeting of the American Psychological Association, San Francisco, August.

Latham, G.P., & Dossett, D.L. (1977). Designing incentive plans for unionized employees: Comparison of reinforcement schedules. In M.R. Blood (Chair), Behaviorism in the post-industrial revolution: Where the action is. Symposium conducted at the annual meeting of the American Psychological Association, San Francisco, August.

Latham, G.P. (1977). Field experiments in industry. Invited colloquium,Department of Psychology, University of Akron, Ohio, October.

Latham, G.P. (1977). Goal setting and performance appraisal. Annual meeting of the Society of Organizational Behavior, Purdue University, Lafayette, Indiana, October.

Latham, G.P. (1978). Behavioral modeling. Invited colloquium, College of Business and Management, University of Maryland, College Park, Maryland, February.

Dossett, D.L., & Latham, G.P. (1978). Goal commitment and the application of goal setting in organizations. In A.P. Brief (Chair), Goal commitment: Current conceptual and empirical issues. Symposium conducted at the annual meeting of the Midwestern Division of the Academy of Management, Bloomington, Indiana, March.

Saari, L.M., & Latham, G.P. (1978). The effects of holding goal difficulty constant on assigned and participatively set goals. Paper presented at the annual meeting of the Western Psychological Association, San Francisco, April.

Latham, G.P. (1978). Behavioral modeling for supervisors. Workshop conducted at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G.P. (1978). More on the importance of participation in goal setting. In R.M. Steers (Chair), New developments in goal setting research. Symposium conducted at the annual meeting of the Academy of Management, San Francisco, August.

Dossett, D.L., Latham, G.P., & Mitchell, T.R. (1978). The effects of goal setting when goal difficulty is held constant. Paper presented at the annual meeting of the American Psychological Association, Toronto, August.

Latham, G.P. (1978). In-house consulting and research. In G. Graen (Chair), The role

of scientific theory and research in applied settings. Symposium conducted at

the annual meeting of the American Psychological Association, Toronto,

August.

Latham, G.P. (1978). Behavioral modeling. Annual meeting of the Society of Organizational Behavior, Houston, October.

Latham, G.P. (1979). Human resources development. Invited colloquium, Faculty of Commerce and Business Administration, University of British Columbia, Vancouver, January.

Saari, L.M., & Latham, G.P. (1979). Scheduling of incentives and worker productivity. In J. Komaki (Chair), Better business through behaviorism. Symposium conducted at the annual meeting of the American Psychological Association, New York, September.

Latham, G.P. (1979). A behavioral approach to motivating the poor performer. In L.L. Cummings (Chair), Dealing with poor performance: Supervision, training, and terminations. Symposium conducted at the annual meeting of the American Psychological Association, New York, September.

Latham, G.P. (1979).Discussant. E.A. Locke (Chair), The relative effectiveness of four methods of motivating employee performance. Symposium conducted at the annual meeting of the American Psychological Association, New York, September.

Latham, G.P. (1980). The creative psychologist: New solutions to old problems. Invited speaker, Metropolitan New York Association for Applied Psychology, Harvard Club, New York, February.

Latham, G.P. (1980). Increasing productivity through human resource development. Colloquium sponsored jointly by Dalhousie University (Business School; Department of Psychology) and St. Mary's University (Business School), Halifax, Nova Scotia, March.

Latham, G.P. (1980). Getting back to basics. Invited colloquium, Department of Industrial Relations, University of Minnesota, Minneapolis, May.

Latham, G.P. (1980). Minimizing rating errors in observing and evaluating employees. Workshop conducted at the annual meeting of the Canadian Psychological Association, Calgary, Alberta, June.

Latham, G.P. (1980). Increasing productivity through behavioral intervention. Workshop conducted at the annual meeting of the American Psychological Association, Montreal, Quebec, August.

Latham, G.P. (1980). OD: Getting back to basics. Training Magazine's fourth annual conference, New York, December.

Latham, G.P. (1981). Applying what we know well.. Frederick Gaudet Lecture, Department of Psychology, Stevens Institute of Technology, Hoboken, New Jersey, April.

Saari, L.M. & Latham, G.P. (1981). Application of goal setting theory in a field setting. Paper presented at the annual meeting of the Western Psychological Association, Los Angeles, April.

Latham, G.P. (1981). The effects of participation and goal difficulty on performance. In C.Pinder (Chair), Goal setting: Resolving theoretical and applied (union) concerns. Symposium conducted at the annual meeting of the Academy of Management, San Diego, August.

Steele, T.P., Latham, G.P., & Saari, L.M. (1982). The effects of participation and goal difficulty on performance. Paper presented at the annual meeting of the Western Psychological Association, Sacramento, April.

Latham, G.P. (1982). Whatever happened to motivation? Invited address, Doctoral Consortium of the Organization Behavior, Organization Development, and Organization Theory Divisions of the Academy of Management, New York, August.

Latham, G.P. (1982). Behavioral strategies. In R. Kopelman (Chair), Productivity and organizational behavior: Interventions that almost always work. Symposium conducted at the annual meeting of the Academy of Management, New York, August.

Latham, G.P. (1982). Discussant. Contextual, interpersonal, and cognitive processes in performance appraisal: New theoretical perspectives. Symposium conducted at the annual meeting of the American Psychological Association, Washington, DC, August.

Latham, G.P. (1983). Problem finding, solution finding, and solution implementation. Invited colloquium, Department of Psychology, Bowling Green State University, Bowling Green, Ohio, January.

Steele, T.P. & Latham, G.P. (1983). Participation versus goal setting: A test for independent motivational effects. Paper presented at the annual meeting of the Western Psychological Association, San Francisco, April.

Latham, G.P. (1983). The situational interview: Predicting the future from the present versus the past. In P. Rowe (Chair), Current thinking on the personnel selection interview. Symposium conducted at the annual meeting of the Canadian Psychological Association, Winnipeg, June.

Saari, L.M. & Latham, G.P. (1983). The situational interview: Focusing on the future rather than the past. Paper presented at the annual meeting of the Academy of Management, Dallas, August.

Latham, G.P. (1983). Using social learning theory to explain performance on reinforcement schedules. In G.P. Latham (Chair), Exploration of mechanisms underlying goal-oriented behaviors. Symposium conducted at the annual meeting of the American Psychological Association, Anaheim, August.

Latham, G.P. (1983). Coordinator for C. Bell, Getting results through organization development. Workshop conducted at the annual meeting of the American Psychological Association, Anaheim, August.

Latham, G.P. (1983). Increasing productivity through performance appraisal. Workshop conducted for the Washington State Psychological Association, Seattle, September.

Latham, G.P., & Janz, T. (1984). Interviewing. Workshop conducted at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G.P. (1984). Panel member to hear and judge best student-presented paper at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G.P. (1984). Coordinator for M. Sashkin, Performance appraisal. Workshop conducted at the annual meeting of the American Psychological Association, Toronto, August.

Turnage, J.J., & Latham, G.P. (1985). The relative effects of motivational versus cognitive components of goal setting on work performance and satisfaction: A test of the contingency model of work motivation. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta, April.

Latham, G.P. (1985). Goal setting, feedback and employee motivation in industry. Paper presented at the XX Interamerican Congress of Psychology, Caracas, Venezuela, July.

Latham, G.P. (1985). Motivational variables and training effectiveness. In J.S. Russell (Chair), Toward theories of training effectiveness. Symposium conducted at the annual meeting of the American Psychological Association, Los Angeles, August.

Latham, G.P. (1985).Discussant. Goal setting, motivation, and performance: Cognitive and social determinants. Symposium conducted at the annual meeting of the American Psychological Association, Los Angeles, August.

Latham, G.P. (1986). Goal setting: The boom and bust of MBO. Invited speaker, Institute of Industrial Relations, University of California, Berkeley, January.

Latham, G.P. (1986). (Chair): Entering an organization: A case analysis. First annual conference of the Society for Industrial and Organizational Psychology, Chicago, April.

Latham, G.P. (1986). Integrating theory and practice in industrial organizational psychology. Paper presented at the First Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, April.

Latham, G.P. (1986). The application of self-management to employee attendance. Keynote address to the annual Student Conference of Industrial Organizational Psychology and Organizational Behavior, University of Minnesota, Minneapolis, April.

Latham, G.P. (1986). Toward a resolution of the controversy regarding the effects of assigned versus participative goal setting. Invited colloquium, Department of Industrial Relations, University of Minnesota, Minneapolis, April.

Latham, G.P. (1986). The application of self-management to employee attendance. Invited address, Metropolitan New York Association for Applied Psychology, New York, May.

Latham, G.P. (1986). Job performance and appraisal. In G. Latham and S. Zedeck (Chairs), Performance appraisal: The state of the art. Symposium conducted at the 21st Congress of Applied Psychology, Jerusalem, Israel, July.

Latham, G.P. (1986). Toward resolving the controversy around participation and goal

setting. In M. Erez (Chair), New developments in the goal setting model of

motivation. Symposium conducted at the 21st International Congress of

Applied Psychology, Jerusalem, Israel, July.

Latham, G.P. (1986). Discussant for T.H. Jerdee (Chair), Goal setting. Symposium conducted at the annual meeting of the Academy of Management, Chicago, August.

Latham, G.P. (1987). What lies at the intersection of I-O science and practice. Paper presented at the Second Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, April.

Latham, G.P. (1987). A unique approach to resolving scientific disputes: Designing crucial experiments. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, April.

Latham, G.P., & Finnegan, B.J. (1987). The practicality of the situational interview. In G.R. Ferris (Chair), The employment interview: New research directions. Symposium presented at the annual meeting of the Academy of Management, New Orleans, August.

Latham, G.P., & Frayne, C.A. (1987). The stability of job attendance. Paper presented at the annual meeting of the Academy of Management, New Orleans, August.

Latham, G.P. (1987). Workshop presented on performance appraisal. Annual meeting of the American Psychological Association, New York, August.

Latham, G.P. (1987). Training and developing employees in organizations. Conversation hour: 1988 Annual Review of Psychology Chapter Author. Annual meeting of the American Psychological Association, New York, August.

Latham, G.P. (1987). Self management. Invited paper, Bergische Universität, Wuppertal, Germany, October.

Locke, E.A., & Latham, G.P. (1987). The high performance cycle. Invited paper, Bergische Universität, Wuppertal, Germany, October.

Napier, N.K., & Latham, G.P. (1987). Enhancing intercultural communication in foreign subsidiaries in Hong Kong and Singapore. Paper presented at the Academy of International Business, Chicago, November.

Latham, G.P., & Napier, N.K. (1987). Chinese human resource practices in Hong Kong and Singapore. Paper presented at the International Personnel and Human Resource Management Conference, Singapore, December.

Latham, G.P. (1988). Trends in I/O psychology and organizational behavior. Invited colloquium at the following universities: Business School, National Central University; Business School, Chung Yuan Christian University; Business School, National Sun Yat-sen University; Department of Psychology, National Taiwan University, Taiwan, March.

Latham, G.P. (1988). Structured interviewing: Improving reliability, validity, and relevance of selection interviews. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas, April.

Latham, G.P. (1988). Human resource implications of performance appraisals. Workshop conducted at the annual meeting of the Canadian Psychological Association, Montreal, Quebec, June.

Latham, G.P. (1988). Discussant. Academic research and market realities: Is there a connection? Symposium conducted at the Canadian Psychological Association, Montreal, Quebec, June.

Tziner, A., & Latham, G.P. (1988). A field experiment look at the effects of different performance review methods. XXIV International Congress of Psychology, Sydney, Australia, August.

Latham, G.P. (1989). Psychology in the workplace. The 1989 Robert E. Floweree Symposium, Department of Psychology, Tulane University, March.

Latham, G.P. (1989). Invited address: Situational Interviews. I/O - OB Graduate Student Convention. Tulane University, March.

Latham, G.P. (1989). Workshop coordinator for R. Alexander. Setting cutoff scores in personnel testing. Workshop presented at the annual meeting of the Society of Industrial-Organizational Psychology, Boston, April.

Latham, G.P. (1989). Discussant: "Practical IQ:" Measurement issues and research applications in personnel selection and performance assessment. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, April.

Latham, G.P. (1989). The three crucial words in I/O psychology. Invited address: Metropolitan New York Association for Applied Psychology, New York, April.

Latham, G.P. (1989). The practicality of the situational interview. Invited address: University of Hohenheim, Stuttgart, Germany, May.

Latham, G.P. (1989). Maximizing the impact of human resource development in real organizations. Chairperson and Discussant. Symposium presented at the annual meeting of the Canadian Psychological Association, Halifax, June.

Wiersma, U.J., & Latham, G.P. (1989). Dutch human resource management practices: An exploratory study. International Personnel and Human Resources Management Conference, Hong Kong, December.

Latham, G.P. (1990). Sensitizing the individual to the group and the group to the individual. Symposium on group dynamics: Conflict within and among groups. Department of Psychology, Texas A&M University, April.

Latham, G.P. (1990). Industrial-organizational psychology student symposium. Discussant: Annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G.P. (1991). Cognitive and motivational mediators of the effects of participation on performance. Invited colloquium: Business School, Concordia University, Montreal, March.

Latham, G.P. (1991). Does participation affect performance? Invited Colloquium: Business School, McMaster University, Hamilton, Ontario, March.

Locke, E.A., & Latham, G.P. (1991). The contribution of I-O psychology to the understanding of human motivation: The relation of conscious goals to performance. Invited address: Annual meeting of the American Psychological Society, Washington, D.C., June.

Latham, G.P. (1991). Programmatic research. What is it? How can it be done? Symposium: Annual meeting of the Academy of Management, Miami Beach, August.

Latham, G.P. (1991). Resolving organizational conflict through goal alignment. Keynote Address: 3rd annual meeting of the Human Resource Canada Conference, Banff, Alberta, October.

Latham, G.P. (1991). The history and future of research on goal setting. Invited Colloquium: Department of Psychology, University of Ottawa, November.

Latham, G.P. (1992). To what extent is participation in decision making necessary? Invited Colloquium: Department of Psychology, Guelph University, January.

Latham, G.P. (1992). New developments in selection interviewing. Invited Colloquium: Faculty of Management, McGill University, March.

Latham, G.P. (1992). Contributions of Canadians to Industrial-Organizational Psychology. Society for Industrial and Organizational Psychology, Montreal, April.

Wiersma, U.J., van den Berg, P., & Latham, G.P. (1992). Dutch reactions to behavioral observation, behavioral expectations, and trait scales. Third International Conference on Personnel and Human Resources Management, Hertfordshire, England, July.

Latham, G.P. (1992). Using performance appraisal for counseling employees. In G. Latham (chair). The increased importance of performance appraisals to employee effectiveness in organizational settings. Symposium presented at annual meeting of the Administrative Sciences Association of Canada, Quebec City, June.

 Cole, N., & Latham, G.P. (1992). A review of termination practices in Canada and the United States. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Quebec City, June.

Wiesner, W., Latham, G.P., Bradly, P.J., & Okros, A.C. (1992). A comparison of the situational and behavior description interviews in the selection of naval officers: Preliminary results. G. Latham (Moderator). Improving the selection interview: Past and present efforts. Symposium presented at annual meeting of the Canadian Psychological Association, Quebec City, June.

Latham, G.P. (1992). The futility of utility analysis. Debate (with Steven Cronshaw). Annual meeting of the Canadian Psychological Association, Quebec City, June.

Latham, G.P., Winters, D., & Locke, E.A. (1992). Cognitive and motivational mediators of the effects of participation on performance. Symposium presented at annual meeting of the Academy of Management, Las Vegas, August.

Latham, G.P. (1993). On-going trends in performance appraisal. Invited colloquium, Guelph University, February.

Latham, G.P. (1993). The art and science of publishing in scientific journals. Keynote address to the annual I/O-OB Graduate Student Conference, Toronto, March.

Janz, T., & Latham, G.P. (1993). Behavior based interviewing: Focusing on yesterday, today and tomorrow. Workshop presented to the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, April.

Skarlicki, D.P., & Latham, G.P. (1993). Utility analysis: Is history repeating itself? In G.P. Latham (Chair). Utility analysis research in industrial and organizational psychology: Past, present, and future. Symposium presented at the annual meeting of the Administrative Sciences Association of Canada, Lake Louise, Alberta, June.

Latham, G.P., & Locke, E.A. (1993). Cognitive and motivational effects of participation: A moderator study. In A. Jago (Chair). Current issues in participative decision making. Symposium presented at the annual meeting of Decision Sciences, November, Washington, D.C.

Latham, G.P. (1993). Application of the situational interview. Ontario Psychological Association, September, Toronto.

Latham, G.P. (1993). Resolving scientific disputes. Invited colloquium, Department of Psychology, Queens University, September.

Latham, G.P. (1993). The role of management research. Canadian Federation of Deans of Management and Administrative Studies, Ottawa, October.

Latham, G.P. (1993). The mediating effects of self-efficacy and strategy on goal setting. Invited colloquium, Business School, Cornell University, October.

Latham, G.P. (1993). Goal setting: Past, present, and future research. Invited colloquium, Department of Psychology, University of Western Ontario, November.

Latham, G.P., & Skarlicki, D.P. (1994). Effectiveness of situational, patterned, and conventional interviews: Minimizing Francophone managers' similar-to-me bias. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville, April.

Skarlicki, D.P., & Latham, G.P. (1994). Organizational citizenship behavior and performance in a university setting. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville, April. Winner of the Wherry Award sponsored by the Society for Industrial and Organizational Psychology.

Latham, G.P. (1994). Future directions of research on goal setting. Invited colloquium, Faculty of Management, York University, March.

Latham, G.P. (1994). Behavioral approaches to interviewing. Invited colloquium: METRO (Metropolitan New York Association for Applied Psychology), New York City, April.

Latham, G.P. (1994). When is participation in decision making of value? Invited colloquium, Department of Psychology, Bernard Baruch University, New York City, April.

Latham, G.P. (1994). Getting a job in an academic setting. Invited speaker, Doctoral student consortium, Administrative Sciences Association of Canada, Halifax, Nova Scotia.

Latham, G.P. (1994). Writing for the journals, writing for the trades. What are the differences? Invited colloquium. Faculty of Business, Ryerson University, May.

Kataoka, H., Latham, G.P., & Whyte, G.R. (1994). The relative resistance of the situational, patterned behavior description, and conventional structured interviews to anchoring effects. Paper presented at the annual meeting of Administrative Sciences Association of Canada, Halifax, June.

Latham, G.P. (1994). International human resources management. Invited colloquium: Graduate School in Business Administration. Technological Institute of Graduate Studies at Monterrey (ITESM), Monterrey, Mexico, October.

Latham, G.P. (1995). Goal setting in the year 2000. Invited colloquium to the annual I-O/OB Graduate Student Conference, Denver, March.

Latham, G.P., Millman, Z., & Karambayya, R. (1995). The construct validity of organizational citizenship behavior. In M. Rothstein (Chair), The construct heuristic in industrial-organizational psychology. Symposium presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida, May.

Latham, G.P. (1995). Personal introspectives and strategies for the process of discovery. Panel discussion at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida, May.

Latham, G.P. (1995). Using the situational interview to assess organizational fit. In S. Cronshaw (Chair), Executive assessment - comparison of three methods. Symposium presented at the Annual Meeting of the Canadian Psychological Association, Charlottetown, Prince Edward Island, June.

Seijts, G.H., & Latham, G.P. (1995). When proximal goals work: An experiment on task complexity and goal format. Paper presented at the Annual Meeting of the Canadian Psychological Association, Charlottetown, Prince Edward Island, June.

Morin, L., & Latham, G.P. (1995). The effect of a similar vs. a non-similar model on self-efficacy, goal choice, goal commitment and task performance. Paper presented at the Annual Meeting of the Canadian Psychological Association, Charlottetown, June.

Sue-Chan, C., Latham, G.P., & Evans, M.G. (1995). The construct validity of the situational and patterned behavior description interviews: Cognitive ability, self-efficacy, and tacit knowledge as correlates. Paper presented at the Annual Meeting of the Canadian Psychological Association, Charlottetown, June.

Tziner, A., Latham, G.P., Price, B.S., & Haccoun, R. (1995). Development and validation of a questionnaire for measuring political considerations in performance appraisal. In J. Mighty (Chair) Selection/Appraisal Symposium presented at the annual meeting of the Administrative Sciences Association of Canada, Windsor, June.

Skarlicki, D.P., & Latham, G.P. (1995). Increasing citizenship behavior within a public

and a private sector union: A test of organizational justice theory. In R.C. Mayer (Chair), Justice: Theory and applications. Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, August.

Latham, G.P. (1995). Discussant. In the eye of the beholder: Perceptions of justice. Symposium presented at the Annual Meeting of the Academy of Management, Vancouver, August.

Latham, G.P. (1995). Appraising the appraisal literature: Ways of getting above average performance. Invited address: Inaugural Australian Industrial-Organizational Psychology Conference, Sydney, July.

Latham, G.P. (1995). Advances in research in interviewing: The situational interview. Keynote address: Inaugural Australian Industrial-Organizational Psychology Conference, Sydney, July.

Latham, G.P. (1995). The relevance of academic research to everyday industry problems. AACSB, Philadelphia, PA., October.

Latham, G.P. (1996). Discussant. Contemporary approaches to work motivation. 11th Annual Conference of the Society for Industrial and Organizational Psychology, Inc. San Diego, CA., April.

Latham, G.P. (1996). A retrospective and a future perspective on goal setting research. Invited Higgins lecture. Graduate School of Business, State University of New York, Albany, April.

Daghighi, S., & Latham, G.P. (1996). Benchmarking executive education for MBA programs. Paper presented at the Annual Meeting of the Administrative Sciences Association of Canada, Montreal, May.

Latham, G.P. (1996). Keynote Address: Critical issues in goal setting theory and research: Moving beyond 1990. The American Psychological Association, Toronto, August .

Sue-Chan, C., Latham, G.P., & Perry, B.A. (1996). Factors underlying the validity of the situational interview. Paper presented at the Annual Meeting of the American Psychological Association, Toronto, August.

Born, M. Ph., & Latham, G.P. (1996). Managerial selection: Validation of an inventory derived from Mintzberg’s role taxonomy. Paper presented at the XXVI International Congress of Psychology, Montreal, August.

Millman, Z., & Latham, G.P. (1996). Increasing re-employment through training in self-guidance. Paper presented at the Annual Meeting of the Academy of Management, Cincinnatti, August.

Latham, G.P. (1996). Keynote Address: The ubiquitous role of intentions. The International Society for the Study of Work and Organizational Values, Montreal, August.

Latham, G.P. (1996) Goal setting: What we know; what we need to know. Invited colloquium, Department of Psychology, University of Toronto, October.

Latham, G.P., & Sue-Chan, C. (1997). A meta-analysis of the situational interview: An enumerative review of reasons for its validity. In M.M. Harris (Chair), Current research on the selection interview with implications for practice. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, Missouri, April.

Latham, G.P. (1997). Getting that first academic job in a dismal job market. (Chair). Symposium conducted at the annual meeting of the Canadian Psychological Association, Toronto, June.

Latham, G.P., & Seijts, G.H. (1997). Overcoming mental models that limit research on transfer of training. In G.P. Latham (Chair), Transfer of training: In search of new paradigms. Symposium conducted at the annual meeting of the Canadian Psychological Association, Toronto, June.

Latham, G.P. (1997). Setting goals for goal setting research: The exhilaration of programmatic research and the values underlying it. Invited address: Annual meeting of the Canadian Psychological Association, Toronto, June.

Latham, G.P. (1997). The thrill of programmatic research: A retrospective and prospective review of goal setting studies. Opening keynote address biannual meeting of the Australian Industrial- Organizational Psychology, Melbourne, Australia, July.

Latham, G.P. (1997). Conversation hour with Gary Latham. Biannual meeting of the Australian Industrial and Organizational Psychology, Melbourne, Australia, July.

Latham, G.P. (1997). Increasing the probability of training success as defined by the client. Workshop presented to the biannual meeting of the Australian Industrial- Organizational Psychology, Melbourne, Australia, July.

Latham, G.P. (1997). The science and practice of goal setting. Opening keynote address to the New Zealand Industrial- Organizational Psychology Association, Auckland, New Zealand, July.

Latham, G.P. (1997). Keys to effective training. Workshop presented to the New Zealand Industrial Organizational Psychology Association, Auckland, New Zealand, July.

Latham, G.P., & Seijts, G.H. (1997). The effects of proximal and distal goals on performance on a moderately complex task. In M. A. Mone (Chair), Contextual challenges in goal setting applications: Responding to current issues. Symposium conducted at the annual meeting of the Academy of Management, Boston, MA., August.

Latham, G.P. (1997). The joy and frustration of programmatic research: 25 years of goal setting. Colloquium, Department of Psychology, University of Maryland, October.

Latham, G.P. (1998). Setting goals for programmatic research. Colloquium. Marshall School of Business, University of Southern California, Los Angeles, January.

Latham, G.P. (1998). Insights gained from programmatic research. Department of Psychology, University of Guelph, February.

Latham, G.P. (1998). Situational interviewing: A valid technique for selecting high quality employees. Department of Hong Kong, March.

Latham, G.P. (1998) Five generations of psychologists speak out. Chair. Symposium presented to the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, April.

Latham, G.P. (1998). The art and science of publishing. Conversation hour. The annual meeting of the Canadian Psychological Association. Edmonton, May.

Latham, G.P., & Janz, T. (1998). Developing the power of behavior based interviewing: Integrating insights from past behaviors and future intentions. Workshop presented at the annual meeting of the Canadian Psychological Association, Edmonton, May.

Sue-Chan, C., & Latham, G.P. (1998). The relative effectiveness of facilitator, peer, and self appraisals for improving the performance of MBA students. In R.L. Cardy (Chair), Assessing employee performance: Methodological and conceptual factors. Symposium conducted at the annual meeting of the Academy of Management, San Diego, August.

Latham, G.P. (1999). Discussant. In M. Smith and K. Rogg (Chairs). Communicating effectiveness of human resource practices: Utility and beyond. Symposium presented at the annual meeting of the Society of Industrial-Organizational Psychology. Atlanta, April.

Latham, G.P. (1999). The value of journals for informed practice: Distinguished professional contributions to psychology award address. Annual meeting of the Society for Industrial and Organizational Psychology, April, 1999.

Skarlicki, D., Lucas, C., Prociuk, T., & Latham, G.P. (1999). Attracting and retaining members of the Canadian Psychological Association. In L. Sulksky (chair). Closing the scientist-practitioner gap: Applying research to practical issues. Symposium presented at the annual meeting of the Canadian Psychological Association, May, Halifax.

Brown, T.C., & Latham, G.P. (1999). The effectiveness of behavioral outcome goals, learning goals, and self talk training in developing an individual’s teamplaying behavior. Paper presented at ASAC, St. John, N.B., June.

Seijts, G.H., & Latham, G.P. (1999). The relative effect of learning, outcome, and proximal goals on a complex task. In J. Terborg (Chair), Goal setting, commitment, and performance. Symposium presented at the annual meeting of the Academy of Management, Chicago, August.

Seijts, G.H., & Latham, G.P. (1999). The effectiveness of personal and group goals in social dilemma situations. Paper presented at the annual meeting of the American Psychological Association. Boston, August.

Latham, G.P. (1999). Programmatic research in goal setting. Keynote address. Annual meeting of the Industrial Organizational Psychology Division of the German Psychological Association. Marburg, September.

Latham, G. P., & Latham, S.D. (2000). Overlooking theory and research in performance appraisal at one’s peril. In Building workforce excellence: Can theory provide a map for practice? Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, April.

Latham, G. P. (2000). How to get a job: The experts share their secrets. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, April.

Latham, G. P. (2000). Discussant. Social cognition and I-O: Widening or narrowing the research-practice gap? Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, April.

Latham, G.P. (2000). The importance of the Canadian Psychological Association to Canadian psychologists. Keynote speaker to the annual meeting of the Atlantic Provinces council of the Sciences Psychology Student Conference, Halifax, May.

Latham, G.P. (2000). The reciprocal effects of science on practice: Insights from the science and practice of goal setting. Presidential address at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G. P. (2000). Chair. Honouring our best. Welcoming Ceremony at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G. P. (2000). Chair and participant. Celebrating 25 years of the Canadian Society for Industrial and Organizational Psychology: Past chairs reflect. Annual meeting of the Canadian Psychological Association, Ottawa, June.

MacKenzie, D.L., & Latham, G.P. (2000). The effects of training in functional self-talk in decreasing the female modesty bias. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G. P. (2000). The Importance of understanding and changing employee outcome expectancies. Paper presented at the XXVII International Congress of Psychology, Stockholm, Sweden, July.

Brown, T. C., & Latham, G. P. (2000). The effects of training in verbal self-guidance and goal setting on team playing behavior: Paper presented at the annual meeting of the Academy of Management, Toronto, August.

Latham, G.P. (2001). Bridging the gap between science and practice. North Carolina Industrial and Organizational Psychology. Raleigh, March.

Latham, G.P. (2001). Science driving practice that drives science. Center for Creative Leadership. Greensboro, NC, April.

Latham, G. P. (2001). The use of self-regulation strategies in organizational settings. In M. Hakel (Chair), Global needs and local realizations. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, April.

Heslin, P. A., & Latham, G. P. (2001). The effect of upward feedback on managerial

behavior. Poster session at the annual meeting of the Society for Industrial and

Organizational Psychology, San Diego, April.

Latham, G.P. (2001). The science and practice of I-O psychology: Two sides of the same coin. Invited address to the annual meeting of the American Psychological Society, Toronto, June.

Latham, G.P. (2001). The use of self-regulation strategies in organizational settings. In R. Bjork (Chair), Presidential symposium: Successes and surprises in the application of psychological science. American Psychological Society, Toronto, June.

Heslin, P. & Latham, G.P. (2001). Lessons from clinical psychology for I-O psychology. In G.P. Latham (Chair), Bringing down the walls: Creating a boundaryless psychology. Symposium presented at the annual meeting of the Canadian Psychological Association, Quebec City, June.

Church, R., Fassina, N.E., Mackenzie, D., & Latham, G.P. (2001). An investigation of homophobic bias in the selection interview: A comparison of the situational, patterned behavior description, and the conventional structured interview. Paper presented at the annual meeting of the Canadian Psychological Association, Quebec City, June.

Latham, G.P. (2001). Increasing the value of the masters degree in I-O psychology in the marketplace. Chair, Symposium presented at the annual meeting of the Canadian Psychological Association, Quebec City, June.

Latham, G.P. (2001). Becoming a prolific researcher. Invited speaker. Black-Hispanic graduate student consortium. Academy of Management. Washington, D.C. August.

Latham, G.P. (2001). Discussant. J. Phillips (Chair), Training. Symposium presented at the annual meeting of the Academy of Management. Washington, D.C. August.

Latham, G.P. (2001). The value of field and laboratory experiments in programmatic research . Invited colloquium. University of British Columbia and Simon Fraser University Business Schools, October.

Latham, G.P. (2002). Chair. The Canadian All-Stars. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, April.

Latham, G.P. & Locke, E.A. (2002). Long term scientific collaboration: What makes it work? Presentation to the Society for Industrial and Organizational Psychology, Toronto, April.

Latham, G.P. & Locke, E.A. (2002). Using goals for task redefinition. In D. Fay (Chair), Redefinition of task and roles: What do we think we should do? Symposium presented at the annual meeting of the International Congress of Applied Psychology, Singapore, July.

Latham, G.P. (2002). Toward a boundaryless psychology: Applications from clinical and social psychology to I-O psychology. Invited address to the annual meeting of the International Congress of Applied Psychology, Singapore, July.

Seijts, G.H., Latham, G.P., Tasa, K., & Latham, B.W. ( 2002) Goal setting and goal orientation: An integration of two different yet related literatures. Academy of Management, Denver, August.

Latham, G.P. (2002). The reciprocal effect of science and practice on the development of goal setting theory. Keynote speaker to the bi-annual meeting of the Turkish Psychological Association, Ankara, September.

Latham, G.P. (2003). The reciprocal effects of science and practice in psychology. Distinguished Scientific Contributions Address. Society for Industrial and Organizational Psychology, Orlando, April.

Klehe-U.C. & Latham, G.P. (2003). Understanding the underlying constructs of the SI and PBDI. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, April.

Latham, G.P. (2003). No research without action, no action without research. Invited address, Western Psychological Association, May.

Budworth, M., Latham, G.P. & Schepmyer, H. (2003). Diversity ignorance in I-O psychology. In G.P. Latham (Chair), Diversity in industrial/organizational psychology: A study of historical and current trends. Symposium presented at the 11th European Congress on Work and Organizational Psychology, Lisbon, May.

Schepmyer, H., Latham, G.P. & Budworth, M. (2003). Training Aboriginal Canadians in career exploration skills. In G.P. Latham (Chair), Diversity in industrial-organizational psychology: A study of historical and current trends. Symposium conducted at the 11th European Congress on Work and Organizational Psychology, Lisbon, May.

Latham, G.P. (2003). (Chair): Diversity in industrial-organizational psychology: A study of historical and current trends. Symposium conducted at the 11th European Congress on Work and Organizational Psychology, Lisbon, May.

Ernst, C. & Latham, G.P. (2003). Leadership across differences: Reconciling ethnicity, religion, gender and culture. Global Leadership Forum, Istanbul, June.

Duffy, J. & Latham, G.P. (2003). Industry-university collaboration: The bright and the dark sides. Conversation session at the annual meeting of the Canadian Psychological Association, Hamilton, June.

Latham, G.P. (2003). (Chair). The science and practice of performance appraisal. Annual meeting of the Canadian Psychological Association, Hamilton, June.

Latham, G. P. & Brown, T.C. (2003). The effect of learning, distal, and proximal goals on MBA self-efficacy and satisfaction. In A. Hwang (Chair), Views of management and learning for the 21st century. Presented at the annual meeting of the Academy of Management, Seattle, August.

Latham, G.P. (2003). Goal setting – how theory builds practice, how practice builds theory. Invited address to the annual meeting of the American Psychological Association (Division 13), Toronto, August.

Latham, G.P. (2003). Blurring the distinction between science and practice in I-O psychology. Invited colloquium. Bowling Green State University, Bowling Green, Ohio, October.

Latham, G.P. (2003). Goal setting: A five step approach to behavioral change. Business School, University of South Africa, Johannesburg, November

Latham, G.P. (2004). The excitement of programmatic research: 30 years of goal setting. University of Akron, Department of Psychology, Akron, Ohio, March.

Latham, G.P. (2004). Using social cognitive theory to predict, explain, and influence multidisciplinary research. Invited colloquium, School of Interdisciplinary Studies, Dalhousie University, Halifax, April

Latham, G.P. (2004). Leadership: What can Europeans and Americans learn from each other? Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, April.

Latham, G.P. . & Seijts, G. (2004). Resolving differences in findings between goal setting and goal orientation theories. In M. Erez (Chair). Goal setting, goal orientation and self-regulatory focus – an integration. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, April.

Heslin, P.A. & Latham, G.P. (2004). The effect of training in self persuasion on instrumental implicit beliefs. Paper presented at the annual meeting of The Society for Industrial and Organizational Psychology, Chicago, April

Heslin, P.A., Latham, G.P., & VandeWalle, D. (2004). Implicit person theory effects on employee coaching. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, April.

Sue-Chan, C. & Latham, G.P. (2004). IQ and emotional intelligence: Mediating the validity of situational interviews. Symposium: Using structured employment interviews to predict multiple dimensions of performance. Society for Industrial and Organizational Psychology, Chicago, April.

Latham, G.P. (2004). The reciprocal effects of science on practice: Insights from the practice and science of goal setting. Invited address, American Psychological Society, Chicago, May.

Latham, G.P. (2004). Chair. The applicability of the CPA ethics code to industrial-organizational psychology. Symposium presented at the annual meeting of the Canadian Psychological Association, St. Johns, Newfoundland, June.

Church, R., Fassina, N., Latham, G.P., & Mackenzie, D. (2004). Unstructured selection interviews. Do feminine gay males have an edge? Paper presented to the Canadian Psychological Association, St. John’s, Newfoundland, June.

Seijts, G.H., & Latham, G.P. (2004). What is your learning goal? Why we ought to rethink the focus on specific challenging performance goals. Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Quebec City, June.

Latham, G.P. (2004). Conducting research that matters. Invited address to the Human Resources Division of the Academy of Management, New Orleans, August.

Latham, G.P. (2004). Facilitator: Third annual HR town hall meeting: Identifying pressing research issues in human resource management. Annual meeting of the Academy of Management, New Orleans, August.

Latham, G.P. (2004). Unveiling the selection process: How are candidates really chosen? The PhD. Project Management Doctoral Students Association Annual Conference. New Orleans, August.

Latham, G.P. (2004). The importance of outcome expectancies for changing behavior. Invited colloquium. Institute for Work and Health, Toronto, November. (event accredited group learning activity as defined by the Maintenance of Certification Program of the Royal College of Physicians and Surgeons of Canada).

Latham, G.P. (2004). The art of publishing in scholarly journals. Keynote address to the Issacc Walton Killam Hospital, Halifax, November.

Latham, G.P. (2005). Conducting programmatic research. Invited colloquium, Department of Management, University of Central Florida, March, 2005.

Latham, G.P. & Budworth, M. (2005). The anchoring effect in performance appraisals. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, April.

Latham, G.P. & Gauthier, J. (2005). Cognitive behavioral psychology applied to organizational settings. Invited workshop presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, April.

Latham, G.P. (2005). Workplace motivation: Top ten advances in the past 20 years. In G. Greenberg (chair) Organizational Psychology, 1986-2005: What a difference a generation makes. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, April.

Latham, G.P. (2005). Chair and Discussant. The effects of subconscious trait and state motivation on performance. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, April.

Latham, G.P. (2005). Work motivation theory and research at the dawn of the 21st century. Keynote address to the bi-annual meeting of the European Congress of Work and Organizational Psychology, Istanbul, Turkey, May.

Latham, G.P. (2005). Turning consulting into research. In M. Budworth (Chair), Overcoming obstacles to conducting field research in I-O psychology. Symposium presented at the annual meeting of the Canadian Psychological Association, Montreal, June.

Latham, G.P. (2005) Work motivation theory and research at the dawn of the twenty-first century. Conversation hour at the annual meeting of the Canadian Psychological Association, Montreal, June.

Latham, G.P. (2005). Is the field of HRM advancing as a science? In D. Stone (Chair), Fourth HR Town Meeting. Symposium presented at the Academy of Management, Honolulu, August.

Latham, G.P. (2005). The psychology of success: Goal setting and motivation. Invited colloquium in celebration of the tri-centennial of Benjamin Franklin’s birth. University of Pennsylvania, Philadelphia, October.

Latham, G.P. (2005). Work motivation. Invited colloquium. Harvard Business School, Boston, October.

Latham, G.P. (2006). The art and science of publishing in top tier journals. Invited colloquium. University of Central Flordia, Orlando, February.

Latham, G.P. (2006). Goal setting: 33 years of programmatic research. University of Florida, Gainesville, April.

Latham, G.P. (2006). Structured interviews: Current practices and investigations of

scoring issues.Symposium presented at the annual meeting of the Society

for Industrial-Organizational Psychology, Dallas, May.

Latham, G.P. (2006). Stealing ideas from marketing: Applications of neuroscience to

motivation. In G. Latham (Chair), New applications for I-O psychology. Symposium presented at the annual meeting of the Canadian Psychological Association, Calgary, June.

Latham, G.P. (2006). The art and science of goal setting in the workplace. University of Rome, La Sapienza, July.

Latham, G.P. (2006). Collaborating internationally in work and organizational psychology. In M. Hakel (Chair), Perspectives on human capital and international collaborations. Symposium presented at the annual meeting of the International Congress of Applied Psychology, Athens, Greece, July.

Latham, G.P. (2006). Self regulation and job performance. Discussant. Symposium presented at the Academy of Management, Atlanta, August.

Budworth, M., & Latham, G.P. (2006). The effect of training in verbal self guidance on

self-efficacy and performance of Native North Americans in the selection interview. In P. Heslin, (Chair), The application of verbal self guidance to increase self-efficacy for training in organizational contexts. Symposium presented at the annual meeting of the Academy of Management, Atlanta, August.

Latham, G.P. (2006). The art of publishing in journals. Presenter at the Organizational Behavior Division Doctoral Student Consortium, Organizational Behavior, Annual meeting of the Academy of Management, Atlanta, August.

Latham, G.P., Seijts, H., & Crim, D. (2006). The effects of learning goal difficulty level and cognitive ability on strategies and performance. Paper presented at the annual meeting of the Academy of Management, Atlanta, August.

Latham, G.P. (2006). Mentoring doctoral students. Invited Colloquium. Interdisciplinary Studies. Dalhousie University. Halifax, N.S., October.

Latham, G.P. (2006). Why programmatic research is important. Invited Colloquium. School of Business & Economics, Wilfrid Laurier University, Waterloo, ON, November.

Latham, G. P. (2007). Herbert Meyer Memorial Address. Department of Psychology, University of South Florida, Tampa, March.

Latham, G. P. (2007). Chair. How to develop organizational effectiveness: Connecting the dots of experience, research and theory. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, April.

Latham, G. P. (2007). Panelist. In D. Beal and D. Rupp (Co-Chairs), Checking in with the scientist-practitioner model: How are we doing? Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, April.

Latham, G. P. (2007). Discussant. In R. Johnson and C.H. Chang (Co-Chairs), Self-based individual differences in organizations: Implications for employee behaviors. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, April.

Pritchard, R. D. & Latham, G. P. (2007). Using measurement and feedback to improve organizational performance. Workshop presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, April.

Latham, G.P. & Stuart, H. C. (2007). Practicing what we preach: The practical significance of theories underlying HRM interventions for an MBA school. In D. Stone (Chair), Critical issues in industrial- organizational psychology research. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, April.

Budworth, M., Duffy, J., Latham, G.P., & Rowe, P. (2007). Mentoring PhD students: Preparing graduate students for careers in the academy. Conversation session at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Budworth, M. & Latham, G.P. (2007). The effect of training in verbal self-guidance on the self-efficacy and performance of Native North Americans in the selection interview. In G. Latham (Chair) Applying clinical psychology interventions to I-O psychology. Symposium presented at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Mann, S., Latham, G.P., & Chowan, J. (2007). Selection practices in Canadian firms: An empirical investigation. Poster presented at the annual meeting of the Canadian Psychological Association, Ottawa, June.

Latham, G.P. (2007). Invited Address: Blurring the lines between OB and HRM, and respecting the value of laboratory and field experiments. Invited address at the annual meeting of the Academy of Management. Philadelphia, August.

Latham, G.P. (2007). Discussant. In A. Stajkovic (Chair), Conscious and subconscious goal effects on self-efficacy and performance in single and dual tasks. Symposium presented at the annual meeting of the Academy of Management. Philadelphia, August.

Latham, G.P., & Dello Russo, S. (2007). Prescriptions for minimizing organizational politics in performance appraisals. In J. Greenberg & G. Latham (Chairs) Symposium presented at the annual meeting of the Academy of Management. Philadelphia, August.

Greenberg, J., & Latham, G.P. (2007). (Chairs). Political influences on human resource management practices. Symposium presented at the annual meeting of the Academy of Management. Philadelphia, August.

Latham, G.P. (2007). Encourage and celebrate errors. Invited Colloquium to the School of Nursing, University of Texas, San Antonio, August.

Latham, G.P. (2007). Tips on mentoring doctoral students. Invited Colloquium to the School of Nursing, University of Texas, San Antonio, August.

Latham, G. P. (2007). New directions in goal setting theory and research. Invited colloquium: Business school, Tulane University, New Orleans, November.

Latham, G.P., & Rousseau, D.M. (2008). (Chairs). How I-O psychology can contribute to evidence-based management. Panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, April.

Saari, L.M., & Latham, G.P. (2008). The gap between research and practice. In D. Stone & D. Deadrick (Chairs), Emerging issues in I- O psychology. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, April.

Shantz, A., & Latham, G.P. (2008). The effect of subconscious and conscious goals on employee performance. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, April.

Borgogni,L., Petitta,L. Dello Russo,S., & Latham, G.P. (2008) The differential relationship of the immediate supervisor and top management on collective efficacy. In K Leung (Chair), Symposium presented at the XXIX International Congress of Psychology. Berlin, July.

Latham, G.P. (2008). Young scientist program: Meet your favorite scholar. XXIX International Congress of Psychology. Berlin, July.

Yanar, B., Budworth, M., & Latham, G.P. (2008). The effect of verbal self-guidance for overcoming employment barriers. Paper presented at the XXIX International Congress of Psychology. Berlin, July.

Banki, S., & Latham, G.P. (2008). Evaluating the situational interview and situational judgment Test: An Iranian case. Poster presented at the annual meeting of the Academy of Management. Anaheim, August.

Latham, G.P. (2008). Do we have an obligation to contribute to the goal of evidence based practice? Society for Organizational Behavior, Richmond, VA, October.

Latham, G.P. (2008). New developments in goal setting research. HEC, Montreal, October.

Latham, G.P. (2009). Goal setting works. Presidential address. Society for Industrial and

Organizational Psychology. New Orleans, April.

Latham, G.P., (2009). Panelist. Fostering effective international practice and research.

Society for Industrial and Organizational Psychology, New Orleans, April.

Latham, G.P. (2009). Discussant. Managers’ peer evaluations are powerful predictors:

But are they used? Symposium. Society for Industrial and Organizational Psychology. New Orleans, April.

Latham, G.P. (2009). Panel Discussant. The SHRM HR education survey and

implications for I-O psychology. Society for Industrial and Organizational Psychology.

New Orleans, April.

Latham, G.P., & Piccolo, R.F. (2009). The effect of a specific versus a nonspecific

subconscious goal. In A. Stajkovic (chair). Subconscious goals, self efficacy, and need for achievement: The latest priming research. Symposium. Society for Industrial and Organizational Psychology. New Orleans, April.

Piccolo, R.F., & Latham, G.P. (2009). An experimental examination of subconsciously

primed goals. In A. Stajkovic (chair). Subconscious goals, self efficacy, and need for achievement: The latest priming research. Symposium. Society for Industrial and Organizational Psychology. New Orleans, April.

Shantz, A., & Latham, G.P. (2009). Goal priming induces need for achievement. In A.

Stajkovic (chair). Subconscious goals, self efficacy, need for achievement: The latest priming research. Symposium. Society for Industrial and Organizational Psychology. New Orleans, April.

Latham, G.P. (2009) The evidence based manager. Annual meeting of the Society for Human Resource Management. New Orleans, June.

Latham, G.P. (2009). Why I-O psychology embraces the scientist-practitioner model. In J.Tan (chair). Symposium, The Canadian Psychological Association. Montreal, June

Latham, G.P. (2009). A retrospective look at my successes and failures: Keynote address at doctoral student consortium. HR Division, Academy of Management, Chicago, August. (highest rated session).

Latham, G.P. (2009). Ten keys for me becoming an OB lifetime award winner. In T.

Mitchell (Chair). OB life time winners speak out. Symposium presented at the annual meeting of the Academy of Management, Chicago, August.

Latham, G.P. (2009). Field experiments: Strategies for gaining access, avoiding pitfalls and getting published. In S. Kochanowski (Chair) Field Experiments. Symposium presented at the annual meeting of the Academy of Management. Chicago, August.

Latham, G.P. (2009). The excitement of pursuing programmatic research. LeBow College of Business, Drexel Univeristy, Philadelphia, October.

Latham, G.P. (2009). The conference continues … putting the Southern Management Association into action for your career through goal setting. In E.M. Hunter and S.J. Perry (chairs) Innovative Symposium. Southern Management Association. Ashville, NC.

Latham, G.P. (2009). Discussant. Doing research that is useful for theory and practice. Center for Organizational Effectiveness, University of Southern California. Los Angeles, December.

Latham, G.P. (2010). Webinar on “Becoming an Evidence Based Manager.” MBA Career Service Council, February.

Latham, G.P. (2010). Improving the lives of employees through goal setting. Invited colloquium, Department of Psychology, University of Waterloo, March.

Latham, G.P. (2010). Discussant. The SHRM education survey. Society for Industrial and Organizational Psychology. Atlanta, April.

Seijts, G., & Latham, G.P. (2010). Interaction between learning goal difficulty and commitment to performance. Symposium. Society for Industrial and Organizational Psychology. Atlanta, April.

Porter, R., & Latham, G.P. (2010). Employee trust moderates the relationship between goals and departmental performance. Symposium. Society for Industrial and Organizational Psychology. Atlanta, April.

Hrabluik, C., & Latham, G.P. (2010). The dark side of goal setting: Perfectionism and maximum performance. Symposium. Society for Industrial and Organizational Psychology. Atlanta, April.

Bardes, M., Folger, R.F., & Latham, G.P. (2010). Exceedingly difficult goals and abusive supervision. Symposium. Society for Industrial and Organizational Psychology. Atlanta, April.

Latham, G.P. (2010). Successful field experiments. Panel Discussant. Society for Industrial and Organizational Psychology. Atlanta, April.

Latham, G.P. (2010). Mentoring practitioners. Mentoring Roundtable. Society for Industrial and Organizational Psychology. Atlanta, April.

Latham, G.P. (2010).The relevance and viability of subconscious goals in the workplace. Invited division 1 address. International Congress of Applied Psychology. Melbourne, July.

Latham, G.P. (2010). The positive effects of self-talk on self-efficacy and employment. In H.K. Sinangil (chair). New directions for work and organizational psychology. Symposium presented at the International Congress of Applied Psychology. Melbourne, July.

Latham, G,P. (2010). Panel Discussant. Return on investment in human social and psychological capital: The search for Yeti. Panel presentation at the Academy of Management, Montreal, August.

Latham, G.P. (2010). Panel Presenter. Keeping the passion alive: Maintaining passion over your academic career. Panel presentation at the Academy of Management, Montreal, August.

Latham, G.P. (2010). Facilitator. New member networking and research forum. Academy of Management. Montreal, August.

Latham, G.P. (2010). Chair. Developing and enhancing high-performance teams. Leading Edge Conference, Society for Industrial and Organizational Psychology, Tampa, October.

Latham, G.P. (2011). Pathways for doing useful research. In E. Lawler (chair). Doing research that influences theory and practice. Symposium presented at the Society for Industrial and Organizational Psychology. Chicago, April.

Latham, G.P. (2011). Panelist. The alliance for organizational psychology and you: A question and answer session. Society for Industrial and Organizational Psychology. Chicago, April

Latham, G.P. & Locke, E.A. (2011). The relevance and reliability of subconscious goals to the workplace. Invited half day seminar. Society for Industrial and Organizational Psychology. Chicago, April.

Ganegoda, D.B., Latham, G.P., & Folger, R. (2011). The effect of subconscious goal setting on organizational justice. Paper presented at the Society for Industrial and Organizational Psychology. Chicago, April.

Piccolo, R. & Latham, G.P. (2011). A content analysis approach to measuring subconscious motives. In N. Barling (chair). Implicit processes. A symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, April.

Latham, G. P. (2011). Discussant/Participant. Champions of psychological science. Association for Psychological Science, Washington DC., May.

Latham, G. P. (2011). Improving the lives of employees through goal setting. Invited Raymond Cattell Fellow’s address. Association for Psychological Science, Washington, DC., May.

Latham, G. P. (2011). The relevance and viability of priming subconscious goals in the workplace. Keynote address. Society for Industrial and Organizational Psychology of South Africa. Johannesburg, July.

Latham, G. P., & Chen, X. (2011). The effect of subconscious performance vs. learning goals on performance. In A. D. Masuda (chair) Learning and performance goals: New directions in goal setting research. Symposium paper presented at the annual meeting of the Academy of Management, San Antonio, August.

Latham, G. P. (2011) Five ways to bridge the science-practice gap. In P. E. Tesluk & P. Green. Bridging the divide: Doing research that impacts practice and building effective partnerships. Paper presented at the Research-Practice Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management, San Antonio, August.

Latham, G. P. (2011) Then and now in goal setting research. In R. C. Ford & R. T. Mowday (chairs). Then and now in management history. Paper presented at the showcase symposium conducted at the annual meeting of the Academy of Management, San Antonio, August.

Latham, G. P. (2011) Goal setting in the workplace. Invited address to the World Congress on positive psychology. Philadelphia, July.

Latham, G. P. (2012) Subconscious goals in the workplace. Keynote address. British Psychological Society. Manchester, January.

Latham, G. P.. (2012) Creating a high performing executive board. Keynote address to

APA Division President-Elects. American Psychological Association. Washington, D. C., January.

Latham, G. P. (2012) My failures and successes. Invited address. Industrial-Organizational Psychology and Organizational Behavior Doctoral Conference, Orlando, March

Latham, G. P. (2012) Future directions in human resource management research. Department of Human Resource Management. York University, March.

Latham, G.P. (2012) SIOP and the United Nations: Setting the agenda. Chair. Special Events. Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, April.

Latham, G. P. (2012) Implicit processes in organizational behavior: Research and practice next steps. Symposium. Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, April.

Latham, G. P. (2012) Building international linkages: Practice and science in the Society for I-O Psychology in South Africa and SIOP. Panelist. Conversation Hour. Annual meeting of the Society for Industrial and Organizational Psychology, San Diego, April.

Latham, G. P. (2012) The positive benefits of subconscious goals on organizational behaviour. Keynote address. Canadian Conference on Positive Psychology. Toronto, July.

Latham, G. P. (2012) Facilitator. New doctoral student consortium. Annual meeting of the Academy of Management. Boston, August.

Latham, G. P. (2012) Managing your academic career. Panelist. Annual meeting of the Academy of Management. Boston, August.

Latham, G. P. (2012) The inductive development of goal setting theory. . In E.A. Locke (chair) How to build successful theories: The overlooked role of induction. Symposium. Annual meeting of the Academy of Management. Boston, August.

Latham, G. P. (2012) Evidence based management. Panelist. Annual meeting of the Academy of Management. Boston, August.

Latham, G. P. (2012) The importance of goal setting to subsequent behavior. Invited colloquium, Department of Psychology, Dalhousie University, Halifax, October.

Latham, G. P. . & Ford, R. C. (2012). Creating client-centric HR: HR at your service. Presentation to Society for Human Resource Management’s Strategic Conference, Palm Springs, October.

Ganegoda, D.B., Latham, G.P., & Folger, R. (2012). Motivating people to act fairly: Insights from goal setting and automaticity theories.Paper presented at the Design and Crime Conference, Sydney, NSW, Australia, December.

Latham, G. P. (2013). Discussant. In M. Campion & J. Levashina, Chairs. How to probe successfully to reduce faking in employment interviews. Symposium. Society for Industrial and Organizational Psychology. Houston, April.

Shantz, A., Alfes, K., & Latham, G. P. (2013). Supporting employees with low levels of

engagement: Performance implications. Paper presented at the European Association for Work and Organizational Psychology, Munster, Germany, June.

Latham, G. P. (2013). Panelist: Solutions to increasing access to real-world data for I-O

research: A conversation with past CSIOP chairs. Conversation session at the

Annual meeting of the Canadian Psychological Association, Quebec City, June.

Latham, G. P. (2013). The usefulness of primed goals for increasing employee

performance. Invited opening address at the inaugrual Eastern Africa Regional Conference of Psychology. Kampala, Uganda, November

Latham, G. P. (2013). Designing situational interviews. Invited workshop presented at

the inaugural Eastern Africa Regional Conference of Psychology. Kampala, Uganda, November.

Latham, G. P. (2014). From skeptic to believer in subconscious goals, Department

of Psychology. Guelph University. Guelph, Ontario, February.

Latham, G. P. (2014). Subconscious goals: A new phenomenon. Department of

Psychology. University of South Florida. Tampa, April.

Latham, G.P. (2014). Panelist: Mentoring graduate students: Scientific findings and practical tips. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, May. Refereed.

Latham, G.P. (2014). Panelist: How to develop valid interview questions and anchored rating scales. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, May. Refereed.

Latham, G.P. (2014). Panelist: Developments in goal setting research: Where are we now? Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, May. Refereed.

Latham, G. P. (2014). Goal setting: Theory, research and practice. Keynote address to the Canadian Psychological Association. Vancouver, British Columbia, June.

Latham, G. P. (2014). Impact of subconscious goal setting in the workplace. Keynote

address. International Association of Applied Psychology: Paris, France, July.

Ganegoda, B. G., Latham, G. P. & Folger, R. (2014). New insights into the antecedents,

boundary conditions, and processes underlying fair behavior. Academy of Management. Philadelphia, August. Refereed.

Latham, G. P. (2014). Evidence based management caucus. Presenter. Academy of

Management. Philadelphia, August.

Latham, G. P. (2014). National culture and leadership: Implications from the GLOBE

CEO leadership study. Panelist. Academy of Management. Philadelphia, August. Refereed.

Latham, G. P. (2015). The applicability of subconscious goals in organizational settings. Keynote address: Spear School of Business, Oklahoma State University April.

Latham, G. P. (2015). Co-chair: Listening: Why should you and why should you not? Symposium presented at the Society for Industrial and Organizational Psychology, Philadelphia, April.

Latham, G. P. (2015). Discussant: It’s okay to do rating formats again. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology*,* Philadelphia, April.

Brcic, J.,& Latham, G. P. (2015). The effect of priming affect on customer service satisfaction. Poster presentation at the annual meeting of the Canadian Psychological Association. Ottawa, June. Refereed.

Latham, G. P. (2015). The influence of primed goals on organizational behavior. Opening keynote address. European Congress of Psychology. Milan, Italy, July.

Latham, G. P. (2015). The effect of primed goals on organizational behavior. Invited Address at the annual meeting of American Psychological Association, Toronto, August

Latham, G. P. (2015). Discussant: New developments in self-control theory and its applications in organizational research. Symposium presented at the annual meeting of the Academy of Management, Vancouver, B.C., August.

Latham, G. P. (2015). Panelist: Is organizational behavior research relevant? Symposium presented at the annual meeting of the Academy of Management, Vancouver, B.C., August.

Latham, G. P. (2015). Are goals that are primed in the subconscious effective for increasing job performance? Invited colloquium, Department of Psychology, University of Akron, Ohio, September.

Latham, G. P. (2015). Is priming goals relevant to organizational behavior. Invited colloquium, Department of Psychology and School of Business, University of Silesia, Katowice, Poland, October.

Latham, G. P. (2015). The additive effect of consciously set and primed goals on organizationally relevant tasks. Business School, Memorial University, St. Johns, Newfoundland, October.

Hu, J, & Latham, G.P. (2016). The effect of a subconscious goal on reconciling the conflict between a personal goal and a group goal. Paper presented at the International Association for Chinese Management Research Conference, Hangzhou, China, June.

Locke, E. A., & Latham, G. P. (2016) SIOP living history series: An interview with Locke and Latham. Anaheim, April.

Technical Reports:

Ronan, W.W., & Latham, G.P. (1969). The job performance of pulpwood producers. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P. (1969). The development of job performance criteria for pulpwood producers in the Southeastern United States. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P. (1970). An analysis of critical behaviors of pulpwood producers reported by foresters and dealers. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P., & Ronan, W.W. (1970). The effects of goal setting and supervision on the motivation of pulpwood workers. Atlanta: American Pulpwood Association - Harvesting Research Project.

Ronan, W.W., & Latham, G.P. (1970). Effective producer performance. New York: American Pulpwood Association, Technical Release 70-R-1.

Ronan, W.W., Latham, G.P., Tatro, C.R., & Aral, S. (1970). Community variables affecting the pulpwood harvesting labor force. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P. (1971). Indicators of productivity, turnover, absenteeism, and injuries of independent pulpwood producers. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P. (1971). The APA-HRP producer behavior inventory. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P., & Kinne, S.B. (1971). Goal setting as a means of increasing the performance of the pulpwood harvester. Atlanta: American Pulpwood Association - Harvesting Research Project.

Latham, G.P., Rand, T.M., & Yukl, G.A. (1971). Theories of industrial motivation and job satisfaction: Their relevance for the sawmill industry. Princeton, West Virginia: United State Forest Service.

Latham, G.P., & Wexley, K.N. (1974). Industrial psychological principles for training

programs in Weyerhaeuser Company. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., & Wexley, K.N. (1974). Psychological principles and EEOC guidelines for executive and worker selection: Questions and answers for Weyerhaeuser Company. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., Baldes, J.J., & Yukl, G.A. (1974). Assigned versus participative goal setting with independent producer contractors: A contingency approach to worker motivation. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., Yukl, G.A., & Scott, R.R. (1974). Motivating tree planters through schedules of reinforcement. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., Pursell, E.D., & Wexley, K.N. (1974). Predicting logging performance through behavioral accounting: The North Carolina producer inventory. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., Pursell, E.D., & Wexley, K.N. (1974). Minimizing response errors in the selection and performance appraisal interview. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., Pursell, E.D., & Wexley, K.N. (1975). The North Carolina producer inventory handbook. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

Latham, G.P., & Mitchell, T.R. (1975). Critical behaviors for the effective performance of engineers/scientists. Tacoma, Washington: Human Resource Planning and Development, Weyerhaeuser Company.

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Australian Postal Service

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Barclay’s Global Investors

Baycrest Centre for Geriatric Care

Beazley Bowling Lanes

Bell Canada

Bendix Corporation

BZW

Cable and Wireless

Canada Life

Carlson Companies

Clairvest

Crown Zellerbach, Canada

Darigold

Digital

Domtar

Eli Lilly Company, Canada

Empire Blue Cross Blue Shield

Everett Fire Department

Foss Launch & Tug

Georgia Kraft Company

General Research Corporation (U.S. Department of Labor)

Glaxo

The Herald (Everett)

Honeywell

Hong Kong Shanghai Bank

IRMA (Industrial Relations Management Association), British Columbia

Lawson Mardon

Manulife

Market Foods

Mercedes Benz

Metro (Seattle)

Metropolitan Management LTD, British Columbia

National Rubber Company

Nova Scotia Government

North Pacific Paper Corporation (NORPAC)

Novo Nordisk

Olympic Stain

Ontario Government

Ontario Hydro/Ontario Power Generation

Public Service Commission, Ottawa

Pacific Coast Banking School

PricewaterhouseCoopers

Providence Hospital

Quebecor

Royal Bank of Canada

Royal Canadian Mounted Police

St. Lawrence Cement

Sea First Bank

Seattle City's Senior Management Institute

Seattle City Light

Seattle Public Library

Scott Paper Company

Securities Industry Automation Corporation (SIAC)

Siemens

Stentor

Swan Brewery

Swan-Wooster (British Columbia)

Telematic

Toronto Star

Torquest

Tradewell

United States Department of Energy (Bonneville Power)

United States Forest Service

University of Washington Purchasing Department

The Urban Institute

Vale

Verity

Virginia Mason Hospital

Weyerhaeuser Company

\*Updated May 5, 2016

1. Goal setting theory rated 2nd of 15 theories of employee motivation by 127 scholars based on 11 criteria. Rated 2nd in validity and lst in practicality (see C. Lee & P. Earley, 1992, Organization Development Journal, 10, 37-42. [↑](#footnote-ref-1)