

1987-1990 Assistant Professor of Management, College of
Business Administration, Marquette University,

1981-1987 Assistant Professor of Organizational Behavior, School of
Management and Krannert Graduate School of Management,
Purdue University, West Lafayette, Indiana

1980-1981 Visiting Assistant Professor, Department of Management
Science, School of Business, University of Iowa, Iowa City

1979-1980 Visiting Assistant Professor, Department of
Psychology, Iowa State University, Ames, Iowa

1978-1979 Temporary Instructor, Department of Psychology,
Iowa State University, Ames, Iowa

1974-1978 Teaching Assistant and Research Assistant, Department of
Psychology, University of Iowa, Iowa City, Iowa

Education

1974 B.A., Psychology, University of Wisconsin

1976 M.A., Psychology, University of Iowa

1979 Ph.D., Psychology, University of Iowa
Dissertation Title: Effects of Anonymity in Group Polarization and
Decision-making

Awards and Honors

Winner of the 1999 Research Award by the American Society of Training
and Development. (for Ragins, B.R., & Cotton, J.L. (1999). Mentor
functions and outcomes: A comparison of men and women in formal and
informal mentoring relationships. Journal of Applied Psychology, 84,
529-550)

Winner of the 1998 Best Applied Paper Award, Careers Division of
the Academy of Management

Executive Education Courses:

Managing People in Organizations -- Marquette University Executive
MBA Program

Motivation and Communication -- KCS, Inc., External Mentor Program

Technology and the Organization -- GM/UAW Paid Educational Leave,
Oak Creek.

Japan and International Competition -- GM/UAW Paid Educational Leave, Oak Creek.

Organizational Behavior -- The Krannert Executive Master's Degree Program

Organizational Behavior -- The Krannert Farm Bureau Coop Executive

Journal Articles and Book Chapters

- ., & Griffin, A. (2014).
the Baseline? *Journal of Managerial Psychology*, 29(4), 405-422.
- Stewart, A., & Cotton, J.L. (2013) Making sense of entrepreneurship journals: Journal rankings and policy choices. *International Journal of Entrepreneurial Behaviour and Research*, 19, 303-323.
- Cotton, J.L., & Stewart, A. (2013). Evaluate your business school writings as if your strategy matters. *Business Horizons*, 56(3), May, 323-332.
- (2008
Attitudes and Discrimination Based on First Names. *Journal of Managerial Psychology*. 23(1), 18-39.
- Ragins, B.R., Cotton, J.L., & Miller, J.S. (2000). Marginal mentoring: The effects of type of mentor, quality of relationship, and program design on work and career attitudes. *Academy of Management Journal* 43, 1177-1194
- Ragins, B.R., & Cotton, J.L. (1999). Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *Journal of Applied Psychology*, 84, 529-550.
- Cotton, J.L. (1997). Does Employee Involvement Work? Yes, Sometimes. *Journal of Nursing Care Quality*, 12(2), 33-45.
- Cotton, J.L. (1996). Employee involvement. In C.L Cooper & I.T. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*, Vol. 11. London: John Wiley & Sons, pp. 219-242.
- Ragins, B.R., & Cotton, J.L. (1996). Jumping the hurdles: Barriers to mentoring for women in organizations. *Journal of Leadership and Organizational Development*, 17(3), 38-42.

McFarlin, D.B., Sweeney, P.D., & Cotton, J.L. (1992). Attitudes toward employee participation in decision-making: A comparison of European and American managers in a U.S. multinational. Human Resource Management Journal, 31(4), 363-383.

Ragins, B., & Cotton, J.L. (1991). Easier said than done: Gender differences in perceived barriers to gaining a mentor. Academy of Management Journal, 34, 939-951.

Sweeney, P.D., McFarlin, D.B., & Cotton, J.L. (1991). Locus of control as a moderator of the relationship between perceived influence and procedural justice. Human Relations, 44, 333-342.

Cotton, J. L., and Majchrzak, A. (1990). Psychological Predictors of Geographical Relocation: Case Study of a Plant Shutdown. Business

Cotton, J.L., Vollrath, D.A., Lengnick-Hall, M.L., & Froggatt., K.L. (1990).

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Cotton, J. L., Baron, R. S. and Borkovec, T. D. (1980). Caffeine Ingestion, Misattribution Therapy, and Speech Anxiety. Journal of Research in Personality, 14, 196-206.

International/National Proceedings

Cotton, J.L. (1994). Mentoring and the Transfer of Work Values in Multinational Firms. Proceedings of the Fourth International Conference on Work and Organizational Values. International Society of the Study of Work and Organizational Values, Barcelona, Spain, July, 1994.

Cotton, J.L. (1992). Employee participation in the United States versus Europe. Proceedings of the Third International Conference on Work and Organizational Values. International Society of the Study of Work and Organizational Values, Karlovy Vary, Czechoslovakia, July, 1992.

Sweeney, P.D., McFarlin, D.B. & Cotton, J.L. (1991). Employee participation and mental health: A test of a mediational model. IRRA 43RD Annual Proceedings, (pp. 390-

Cotton, J.L. (1995). Participation's effect on performance and satisfaction:
A reconsideration of Wagner. Academy of Management Review, 20, 276-278.

Ragins, B.R., & Cotton, J.L. (1993). Wanted: Mentors for Women. Personnel
Journal, 72(4), April, 20.

Working Papers

Cotton, J.L., &

Cotton, J.L., Adya, M., & Stewart, A. Information Systems: Cohesive Across it s
Technical and Managerial - S0 1 3&2 Tm(R)-ial Tm(R)-i0B3L3 583.66 TEJETBT1 0 0 1 46w9(

Presented at the Society of Industrial and Organizational Psychology national meetings, San Francisco, April 2008.

national meeting, Los Angeles, May, 2005.

Presented at the Academy of Management national meeting, Toronto, August, 2000.

Ragins, B.R., & Cotton, J.L. The Rise (and Fall?) of Formal mentoring: A Comparison of Work and Career Attitudes Among Formally Mentored, Informally mentored and

Psychology national meeting, April, 2000.

Ragins, B.R., & Cotton, J.L. (1999). Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. Presented at the

managers' views on employee participation. Presented at the national meeting of the Society of Industrial and Organizational Psychology, Montreal, May, 1992.

McFarlin, D.M., Sweeney, P.D., & Cotton, J.L. Attitudes toward employee participation in decision making: An empirical comparison of European and American managers. Eastern Academy of Management's Fourth Annual Conference on Managing in a Global Economy, Nice, France, June, 1991.

Cotton, J.L. Increasing employee involvement through self-directed teams. Presented at the Academy of Management national, Miami, August, 1991.

Ragins, B.R., & Cotton, J.L. Gender differences in willingness to. Presented at the Academy of Management national, Miami, August, 1991.

Cotton, J.L., & Sweeney, P.D. Management perspectives on participation: A cross-national comparison. Presented at the Academy of Management national meeting, San Francisco, August, 1990.

Sweeney, P.D., Cotton, J.L., & McFarlin, D.B. The impact of employee participation on individual mental health. Presented at the Academy of Management national meeting, San Francisco, August, 1990.

Ragins, B.R., & Cotton, J.L. Perceived Barriers to Mentors Among Male and Female Proteges. Presented at the Academy of Management national meeting, Washington, D.C., August, 1989.

Cotton, J.L., & Majchrzak, A. Predicting Relocation After a Plant Shutdown. Presented at the National meeting of the Society for Industrial/Organizational Psychology, Boston, April, 1989.

Cotton, J.L., & McCammon, M. Understanding and Predicting the Decisions of Arbitrators. Presented at the Academy of Management national meeting, Anaheim, CA, August, 1988.

Cotton, J.L., & Majchrzak, A. Model and Test of Socialization Processes Relocation. Presented at the Society for Industrial and Organizational Psychology national meeting, Dallas, Texas, April, 1988.

Cotton, J.L. (Chair) Symposium on "New Statistical Approaches to Turnover Research" Presented at the Society for Industrial and Organizational Psychology national meeting, Dallas, Texas, April, 1988.

Schaubroeck, J., Cotton, J.L., & Jennings, K.R. A Causal Model of the Antecedents and

Consequences of Role Strain. Presented at the Academy of Management National Meeting, August 1987.

Majchrzak, A., & Cotton, J.L. The Longitudinal Study of Adjustment to Technological Change: The Case of Job Transfers from Mass to Computer-Automated Batch Production. Presented at the Academy of Management National Meeting, August 1987.

Cotton, J.L., & Rayman, D.M. The Impact of Prototy

Service

Purdue University

Organizational Behavior Policy Committee, 1981-1986
Organizational Behavior Doctoral Student Admissions Coordinator, 1981-1985
Chairman, Organizational Behavior Preliminary Exam Committee, 1982-1986
Management Policy Committee, 1985-1986
Organizational Behavior/Human Resources Merger Committee, 1983-1984
Krannert Colloquium Committee, 1982-1986
Faculty Director of the Behavioral Science Center, 1981-1986
Organizational Behavior Placement Coordinator, 1984-1986

Marquette University

Marquette University Sabbatical Review Committee 2015-present
Marquette University Committee on Faculty, Chair, 2010-2014
Marquette University Board of Undergraduate Studies, 2007-2010
College of Business Undergraduate Committee, 2007-2010
College of Business Graduate Directors Committee, 2005-present
College of Business Faculty Research Committee 2010-2011, 2014-2016
College of Business Executive Council, 1990-1992, 1999-2006
College of Business Graduate Committee, 1988-1990, 1994-2005
Chair, Executive MBA Committee, 1995-1998.
College of Business Administration, Promotion and Tenure Committee, 1990-1993
Chair, Task Force on Health Care Management Degree, 1992-1995.
University Board of Graduate Studies, January 1993-June 1993.
Brooks Memorial Union Advisory Board, 1988-1993.

Review Activities

Former Member of Editorial Board of:

Journal of Organizational Behavior
Organizational Analysis
Management Communication Quarterly

Referee for:

Journal of Applied Psychology

Academy