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<b>Education</b>	PhD	Organizational Behaviour	University of Toronto	1978
	MBA	Industrial Relations	McMaster University	1971
	BA	Philosophy	University of Rochester	1967

**Employment** Professor Emeritus

**Publications****Refereed**

- Cooper, W. H. (2019). So what: Inviting methodological zealots to think more deeply. *Management Teaching Review*, 4, 157-163.
- Whiteman, G. and Cooper, W. H. (2016). Decoupling rape. *Academy of Management Discoveries*, 2, 115-154.  
 Winner of the 2016 Academy of Management Discoveries Best Paper Award  
 Co-winner of 2020 Responsible Research in Business and Management Award
- Graham, W. J. & Cooper, W. H. (2013). Taking credit. *Journal of Business Ethics*, 115, 403-425.
- Whiteman, G. & Cooper, W. H. (2011). Ecological sensemaking. *Academy of Management Journal*, 54, 889-911.
- Gray, P. H. & Cooper, W. H. (2010). Pursuing failure. *Organizational Research Methods*, 13, 620-643.
- Stone, T. H. & Cooper, W. H. (2009). Emerging credits. *The Leadership Quarterly*, 20, 785-798.
- Cooper, W. H. & Withey, M. J. (2009). The strong situation hypothesis. *Personality and Social Psychology Review*, 13, 62-72.
- Whiteman, G. & Cooper, W. H. (2006). Sixty six ways to get it wrong: A response to Banerjee and Linstead. *Human Relations*, 59, 409-427.

- Whiteman, G. & Cooper, W. H. (2000). Ecological embeddedness. *Academy of Management Journal*, 43, 1265-1282.  
Reprinted in J. Jermier (ed.) (2013). *Corporate environmentalism and the greening of organizations*, vol. 1. London: Sage.
- Cooper, W.H., Gallupe, R.B., Pollard, S.L. & Cadsby, J. (1998). Some liberating effects of anonymous electronic brainstorming. *Small Group Research*, 29, 147-178.
- Gallupe, R.B., Cooper, W.H., Grise, M.L. & Bastianutti, L.M. (1994). Blocking electronic brainstorming. *Journal of Applied Psychology*, 79, 77-86.
- Gallupe, R.B. & Cooper, W.H. (1993). Brainstorming electronically. *Sloan Management Review*, 35, 27-36.
- Gallupe, R.B., Dennis, A.R., Cooper, W.H., Valacich, J.S., Bastianutti, L.M. & Nunamaker, J.F. Jr. (1992). Electronic brainstorming and group size. *Academy of Management Journal*, 35, 350-369.
- Withey, M.J. & Cooper, W.H. (1992). What's loyalty? *Employee Responsibilities and Rights Journal*, 5, 231-240.
- Gallupe, R.B., Bastianutti, L.B. & Cooper, W.H. (1991). Unblocking brainstorming. *Journal of Applied Psychology*, 76, 137-142.
- Withey, M.J. & Cooper, W.H. (1989). Predicting exit, voice, loyalty, and neglect. *Administrative Science Quarterly*, 34, 521-539.
- Cooper, W.H. (1986). Like Sonny. *The Organizational Behavior Teaching Review* [now *Journal of Management Education*], 10, (3), 12-18.
- Cooper, W.H. & Richardson, A.J. (1986). Unfair comparisons. *Journal of Applied Psychology*, 71, 179-184.  
Reprinted in S. Schneider (ed.) (2013). *Experimental design in the behavioral and social sciences*, vol. 3. London: Sage.
- Cooper, W.H. (1985). A courteous response to Sohn. *Journal of Personality and Social Psychology*, 49, 1351.
- Withey, M.J., Daft, R.L. & Cooper, W.H. (1983). Measures of Perrow's work unit technology: An empirical assessment and a new scale. *Academy of Management Journal*, 26, 45-63.
- Cooper, W.H. (1983). Internal homogeneity, descriptiveness and halo: Resurrecting some answers and questions about the structure of job performance rating categories. *Personnel Psychology*, 36, 489-502.

Cooper, W.H. (1983). An achievement motivation nomological network. *Journal of Personality and Social Psychology*, 44, 841-861.

Cooper, W.H. (1981). Conceptual similarity as a source of illusory halo in job performance ratings. *Journal of Applied Psychology*, 66, 302-307.

Cooper, W.H. (1981). Ubiquitous halo. *Psychological Bulletin*, 90, 218-244.

### **Invited Chapters**

Cooper, W.H., Graham, W.J. & Dyke, L.D. (1993). Tournament players. *Research in Personnel and Human Resources Management*, 11, 83-132.

Jawahar, I.M., Stone, T.S. & Cooper, W.H. (1992). Activating resources in organizations. *Research in Organizational Change and Development*, 6, 153-196.

### **Non-refereed**

Cooper, W.H. (1984). Are you free tonight? *The Organizational Behavior Teaching Review*, 9 (2), 103-104.

Cooper, W.H. (1982). Police officers over career stages. *Canadian Police College Journal*, 6, 93-112.

Cooper, W.H. (1980). Play well thy part. *Training and Development Journal*, 34 (8), 64-68.

Neave, E., Cooper, W.H., MacDonald, V. & Petersen, E. (1980). Management issues in Canadian municipal policing. *Canadian Police College Journal*, 4, 32-66.

Cooper, W.H. (1980). Agenda setting in the first class. *The Organizational Behavior Teaching Review*, 5, 57.

### **Cases**

Cooper, W.H. (2001). Katie Lucerne. In T. F. Cawsey, G. Deszca, and A. J. Templer (Eds.), Canadian cases in human resource management. Toronto: Prentice-Hall.

Ektvedt, C. & Cooper, W.H. (1987). Family ties. Unpublished case.

Klein, S. & Cooper, W.H. (1985). A winter tale. Unpublished case.

Healey, R. & Cooper, W.H. (1984). The wild one. Unpublished case.

Roozen, H. & Cooper, W.H. (1984). Sisyphus, by night. Unpublished case.

Poch, N. & Cooper, W.H. (1984). Prince Arthur. Unpublished case.

MacNeil, W.J. & Cooper, W.H. (1974). Dominion Acceptance Company Ltd.

### **Poetry**

Cooper, W. H. (Spring 1974). Winter lament. Antigonish Review.

Cooper, Bill (April 2024). Rhythms of False Creek. Between the bridges.