



Patrick M. Wright

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Dr. Wright is the William J. Conaty GE Professor of Strategic Human Resources in the School of Industrial and Labor Relations, Cornell University. Prior to joining Cornell, he held positions as Associate Professor and Coordinator of the Master of Science in Human Resource Management program in the College of Business at Texas A&M University and Assistant Professor of Management in the College of Business at University of Notre Dame. He holds a BA in psychology from Wheaton College and an MBA and a Ph.D. in Organizational Behavior/Human Resource Management from Michigan State University.

Professor Wright teaches, conducts research and consults in the area of Strategic Human Resource Management (SHRM), particularly focusing on how firms use people as a source of competitive advantage. He has published over 40 research articles in journals such as Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Journal of Applied Psychology, Personnel Psychology and Journal of Management as well as over 20 chapters in books and edited volumes such as Research in P/HRM and Handbook of I/O Psychology. He currently serves on the editorial boards of Personnel Psychology, Human Resource Management Journal, Human Resource Management Review, Journal of Management, Human Resource Planning and Journal of Managerial Issues and has previously served on the board of Journal of Applied Psychology.

He has co-authored two textbooks titled Human Resource Management: Gaining Competitive Advantage (now in its third edition) and Management of Organizations. He has co-edited a special issue of Research in Personnel and Human Resources Management titled "Strategic Human Resource Management in the 21st Century," and Guest Edited a special issue of Human Resource Management Review titled "Research in Strategic HRM for the 21st Century."

He has taught in Executive Development programs at Cornell University, University of Southern California and Texas A&M. In addition he has conducted programs and/or consulted for a number of large organizations including Borden Capital, Sequa Corporation, PNC Financial Services, ServiceMaster, Nabisco International, Allstate Insurance, Hewlett-Packard, McGraw-Hill, Continental Airlines, Phillips Petroleum, TRW, Pentair, Whirlpool Corporation, Amoco Oil Company and the Florida State government.

With regard to his service role, Dr. Wright is involved at the national and regional levels in the Academy of Management. He currently serves as a member on the Board of Directors for HRPS, SHRM Foundation and World at Work (formerly American Compensation Association).