

# Ian O. Williamson

**Dean of the Paul Merage School of Business at UC Irvine**

Irvine, CA, US

Ian O. Williamson is a globally recognized expert in the area of human resource management.

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## Biography

Ian O. Williamson was appointed dean of The UCI Paul Merage School of Business on January 1, 2021. Prior to joining the Merage School, he served as pro vice-chancellor and dean of commerce at the Wellington School of Business and Government at Victoria University of Wellington, New Zealand. Williamson received his PhD from the University of North Carolina at Chapel Hill and a bachelor's degree in business from Miami University. He has served as a faculty member at Melbourne Business School, Rutgers Business School, the Zurich Institute of Business Education, the Robert H. Smith School of Business at the University of Maryland and Institut Teknologi Bandung. Williamson is a globally recognized expert in the area of human resource management. His research examines the impact of "talent pipelines" on organizational and community outcomes. Williamson has assisted executives in over 20 countries across six continents enhance firm operational and financial outcomes, improve talent recruitment and retention, enhance firm innovation and understand the impact of social issues on firm outcomes. Williamson's research has been published in leading academic journals (e.g. Academy of Management Journal, MIT Sloan Management Review, Organization Science, Journal of Applied Psychology) and has been covered by leading media outlets across the world. He has served on the editorial boards of the Academy of Management Journal, Academy Management Review, Academy of Management Education and Learning, Journal of Management and Cross Cultural Management: An International Journal and Journal of Management. He is a past recipient of the Academy of Management (AOM) Education Division Best Paper Award for his research on high performing teams, the AOM Human Resource Division Best Paper Award for his research on the effect of employee mobility on firm performance and the AOM Ralph Alexander Best Dissertation Award for his research examining the top management team (TMT) selection decisions of Fortune 500 firms. He is a recipient of the AOM Best Practices Mentoring Award for his role as the founding President of the Management Faculty of Color Association (MFCA). He also received the University of North Carolina-Chapel Hill Kenan-Flagler Business School Outstanding PhD Student Award.

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## Areas of Expertise

Social Networks, Organizational Theory, Human Resource Management, Recruitment, Workplace Motivation, Diversity in the Workforce, Talent Pipelines, Future of Work, Talent Management, Workplace Innovation, Employee Retention, Management, Strategic Human Resource Management, People Management

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## Affiliations

Octane : Board Member, Insper (São Paulo, Brazil) International Advisory Board : Member, Leave No Veteran Behind : Advisory Board Member, RAUSP Management Journal : Editorial Board Member

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## **Event Appearances**

**Illustrating DEIB as it relates to Societal Impact**  
AACSB Global Diversity & Inclusion Summit

**Leading in the era of COVID**  
International Conference on Management in Emerging Markets

**Empowering Students by Showing up in New Ways**  
AACSB Global Diversity & Inclusion Summit

**Building a More Diverse and Inclusive Business School**  
AACSB International Conference and Annual Meeting

**Social Sustainability**  
University of Antwerp International Week on Sustainability

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## **Education**

**Miami University**  
B.S. Management

**University of North Carolina at Chapel Hill**  
Ph.D. Organizational Behavior

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## **Accomplishments**

**Melbourne Business School Senior Executive MBA Teaching Award**  
2016

**CPA Australia/ABDC Award for Outstanding Achievement in Business Education Collaboration**  
2016 Business/Higher Education Round Table

**University of Melbourne Award for Excellence and Innovation in Indigenous Higher Education**  
2014

**Management Education Division of the Academy of Management Best Paper Award**  
2013

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