

# Edward E. Lawler III

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**Edward E. Lawler III** joined the faculty of Yale University after receiving his Ph.D. from the University of California at Berkeley in 1964. Three years later he was promoted to Associate Professor.

He moved to the University of Michigan in 1972 as Professor of Psychology and also became Program Director in the Survey Research Center at the Institute for Social Research. He held a Fulbright Fellowship at the London Graduate School of Business. In 1978, he became a Professor in the Marshall School of Business at the University of Southern California. That same year, he founded and became Director of the University's Center for Effective Organizations. He was named Professor of Research at the University of Southern California in 1982 and Distinguished Professor of Business in 1999.

Lawler has been honored as a major contributor to theory, research, and practice in the fields of human resources management, compensation, organizational development, corporate governance, and organizational effectiveness. He is the author and co-author of 51 books and more than 400 articles, which have appeared in the *Harvard Business Review*, *MIT-Sloan Management Review*, *California Management Review*, *USA Today*, *Strategy and Business*, *the Financial Times*, and more than thirty other magazines, journals, and newspapers. He has also been a consultant to many corporations.

His books include *Rewarding Excellence* (Jossey-Bass, 2000), *Corporate Boards: New Strategies for Adding Value at the Top* (Jossey-Bass, 2001), *Organizing for High Performance* (Jossey-Bass, 2001), *Treat People Right* (Jossey-Bass, 2003), *Human Resources Business Process Outsourcing* (Jossey-Bass, 2004), *Achieving Strategic Excellence: An Assessment of Human Resource Organizations* (Stanford Press, 2006), *Built to Change* (Jossey-Bass, 2006), *The New American Workplace* (Palgrave-Macmillan, 2006), *America at Work* (Palgrave-Macmillan, 2006), *Talent: Making People Your Competitive Advantage* (Jossey-Bass, 2008), *Useful Research: Advancing Theory and Practice* (Berrett-Koehler, 2011), *Management Reset: Organizing for Sustainable Effectiveness* (Jossey-Bass, 2011), and *Effective Human Resource Management: A Global Analysis* (Stanford University Press, 2012), *The Agility Factor* (2014), *Global Trends in Human Resource Management: A Twenty-Year Analysis* (Stanford University Press, 2015), *Corporate Stewardship: Achieving Sustainable Effectiveness* (Greenleaf Publishing, 2015), and *Reinventing Talent Management: Principles and Practices for the New World of Work* (Berrett-Koehler, 2017)

*Business Week* has proclaimed Lawler one of the top six gurus in the field of management, and *Human Resource Executive* called him one of HR's most influential people. *Workforce* magazine identified him as one of the twenty-five visionaries who have shaped today's workplace over the past century. Most recently, Professor Lawler was the recipient of SHRM's Michael R. Losey Award, for which he was the first recipient.

For more information, visit <http://www.edwardlawler.com> and <http://ceo.usc.edu>.