



Professor Ray W Cooksey
School of Business, Economics and Public Policy, University of New England



Ray W Cooksey is Professor of Organisational Behaviour and Decision Making in the School of Business, Economics and Public Policy at the University of New England. He recently served a period as Acting Pro Vice-Chancellor (Research) at UNE. He earned his PhD in Psychology from Colorado State University in 1981. Since his appointment to UNE in 1982, he has taught and conducted research in three different disciplines: education, psychology and business/management.

This background has provided him with a multi-disciplinary perspective on human behaviour as well as on research methods and approaches to data analysis. Ray has an established international reputation in the areas of judgment analysis and decision making and complexity perspectives in organisational behaviour and HRM. He is also an acknowledged expert in research methodology including mixed methods, complexity 'theory', survey design and analysis of quantitative and qualitative data in the behavioural and social sciences. His most recent research has focused in the areas of meta-criteria for assessing and planning for research quality; complexity and systems theory perspectives on leadership, managerial decision making and organisational behaviour; applications of cause mapping methods and multivariate statistics. However, Ray has also worked on more diverse research projects such as multivariate analyses of criminal psychological profiling data and analysing teacher judgments when making assessments of students' writing.

He has consulted with several Australian and US-based industries and government departments in areas such as ergonomics, performance measurement, survey design and analysis, and change management. Most recently, he was Editor of the *Journal of Management & Organization*, the official journal of ANZAM. He is on the editorial boards of *Emergence: Complexity & Organization* and the *Journal of Behavioral Decision Making* and was previously on the editorial board for *Organizational Behavior and Human Decision Processes*. Ray is also a past President of ANZAM. He is the author of *Judgment Analysis: Theory, Methods and Applications* (Academic Press, 1996), *Illustrating Statistical Procedures: For Business, Behavioural and Social Science Research* (Tilde University Press, 2007) and co-author, with Professor Gael McDonald, of *Surviving and Thriving in Postgraduate Research* (Tilde University Press, forthcoming).

He has supervised a number of PhDs, masters and honours students over the years in areas such as: integrative leadership models, the leadership role of Australian Vice-Chancellors, data mining methods for national health care data, community attitudes toward police in the ACT, organisational citizenship, commitment and culture, complexity perspectives on public policy implementation, consumer-based brand equity models, organisational strategy and decision

making, managerial intuition, consumer choice processes for organic foods, vocational interests, computerised adaptive testing, adoption of agricultural and technological innovations, hazard perceptions on farms, chaos models of work performance, e-commerce strategies in small business, and equity perceptions of senior management women.