

# VITA

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Rutgers University  
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## EDUCATION

- 1979-Ph.D. Industrial Organizational Psychology, Michigan State University,  
East Lansing, Michigan  
Minor Field: Labor and Industrial Relations
- 1975-M.A. Industrial Organizational Psychology, Michigan State University,  
East Lansing, Michigan
- 1973-B.B.A. Industrial Psychology, Bernard M. Baruch College, C.U.N.Y.,  
New York, New York

## HONORS AND AWARDS

The Warren I. Susman Award for Excellence In Teaching (“in recognition of his enthusiasm, humor, and rigor in teaching and his singular ability to connect with all students on a professional and personal level.”), Rutgers University, 2017

Clement A. Price Human Dignity Award (recognizes outstanding individuals or groups that have demonstrated extraordinary achievement and commitment to promoting and practicing diversity and inclusion at Rutgers University), 2016

Rutgers School of Nursing-Camden Champion Award (for advocacy and support of nursing education), 2015

Chancellor's Award for Staff Excellence—Disabilities Awareness Training Team, 2015

The Rutgers School of Business-Camden "Builders" Award (for individuals who have had a substantial impact on the growth of SBC programs, outreach to students and overall goals of the school's mission), 2013

Lindback Distinguished Teaching Award (for lifetime contributions to teaching at Rutgers University-Camden), 2010

Outstanding Faculty Award (for excellence in teaching and commitment to campus)-Rutgers-Camden Alumni Association, 2008

Leaders in Diversity Award (Rutgers University), 2006 (first year of the award)

SBC Dean's Service Award, 2006

Who's Who Among American College Teachers—1998

Beta Gamma Sigma—elected 1995 (chapter president)

Provost's Teaching Excellence Award—1993 (first year of this award)

Who's Who Among Students in American Colleges and Universities—1972

Psi Chi—elected 1972

## **PROFESSIONAL EXPERIENCE (Teaching/Research Appointments)**

7/14-present	Professor of Management and Organizational Behavior- Rutgers University
7/84-6/14	Associate Professor of Management and Organizational Behavior—Rutgers University. Reappointed with tenure Effective 7/90
7/78-6/84	Assistant Professor of Management and Organizational Behavior—New York University
9/76-12/76	Adjunct Instructor, Department of Social Science, Lansing Community College
1/74-6/78	Teaching and Research Assistant, Department of Psychology and Management—Michigan State University

## **ACADEMIC ADMINISTRATIVE EXPERIENCE**

9/15-present	Area Head-HRM/OB and Marketing
12/15-8/16	Interim Area Head-Management
7/11-8/15	Director-Bachelor of Arts in Business Administration Programs
7/11-6/13	Area Head- HRM/OB and Marketing
7/10-6/11	Associate Dean for Faculty Affairs and Off-Campus Programs School of Business, Rutgers University-Camden
7/06-6/10	Associate Dean for Special Projects School of Business, Rutgers University-Camden
7/05-6/06	Assistant Dean for Special Projects School of Business, Rutgers University-Camden
7/00-6/05	Associate Dean School of Business, Rutgers University-Camden
1/90-6/00	Assistant Dean of Academic Administration School of Business, Rutgers University-Camden
7/87-7/88	M.B.A. Director, School of Business, Rutgers University-Camden

### **Courses Taught:**

International Study: South Africa; Leadership & Managing Human Capital; Career Planning & Career Management; Honors Seminar: Identifying & Dealing with Differences; Organizational Behavior; Human Resources Management; Career Dynamics; Behavioral Science Foundations in Management; Career Development: The Organizational Perspective; Human Relations in Business Settings; Applied Psychology; Organizational and Personnel Psychology; Legal and Criminal Psychology.

## **Course & Educational Development Activities:**

Rutgers Connection Network (RCN) Mentoring Program-mentor.  
Developed a graduate class: “Leadership & Managing Human Capital.”  
Developed an undergraduate class: “Career Planning and Career Management.”  
Completed a workshop on ADA applications in Higher Education.  
Designed an undergraduate Honors College Seminar: “Identifying & Dealing with Differences.”  
Designed a graduate course on career development issues and programs.  
Designed an undergraduate Human Resources Management class.  
Completed a 3 module seminar on Effective College Teaching through the Teaching Excellence Center.  
Completed a workshop on Serving and Teaching Students with Disabilities.  
Completed a workshop on Developing Teaching Portfolios.  
Member, Teaching Excellence Center Partners discussion group.  
Co-designed a basic OB course for M.B.A. students.  
Participant in New Brunswick Faculty Council Conferences on Undergraduate Teaching.  
Participant in the AACSB Assessment Seminar.  
Attended AACSB Continuous Improvement Conferences.  
Participant in AACSB Enhancing Faculty Effectiveness and Qualifications Seminar.  
Completed an online professional development series “Teaching All Students, Reaching All Learners: Innovative Ways to Address Disability & Diversity in the Postsecondary Classroom.” (University of Hawaii at Manoa-Center on Disability Studies).  
Participant in “Advancing the Diversity of our Faculty” workshop-Camden campus.  
Participant in “Surviving our System” workshop for SBC faculty members

## **PROFESSIONAL AFFILIATIONS**

Academy of Management (Careers Division, Organizational Behavior Division, Human Resource Management Division)

American Psychological Association (Division 14—Society for Industrial/Organizational Psychology)

Beta Gamma Sigma

## **PROFESSIONAL ACTIVITIES**

*Editorship:* Reviews Editor. Career Development International. (10/05- 10/07)

*Editorial Boards:* Career Development International (ongoing), Journal of Business Research (through 2015), Journal of Management Systems (thru mid-1990’s and 2014-present), Journal of Vocational Behavior (through 6/94)

*Ad Hoc Journal Reviewer:* Psychological Bulletin, Academy of Management Journal,

Journal of Applied Psychology, Personnel Psychology, Personality and Social Psychology Bulletin, Journal of Occupational Behavior, Journal of Organizational Behavior, Journal of Educational Psychology, International Review of Applied Psychology, Human Relations, Group and Organizational Studies, Journal of Applied Social Psychology, Journal of Managerial Issues, Human Resource Management, International Journal of Environmental Research and Public Health, Management Teaching Review, Behavioral Sciences, N.Y.U. Research Challenge Fund, C.U.N.Y. PSC-BHE Research Award Program, Drexel University Sponsored Research Fund.

*External Tenure & Promotion Reviewer:* Rutgers School of Nursing-Camden, Rutgers-Camden College of Arts and Science, Bowling Green State University, Kansas State University, University of Wyoming, New Jersey Institute of Technology, C.U.N.Y.-Staten Island College, Louisiana Tech University, Manhattan Community College, Fordham University, University of Texas-El Paso.

*Proposal/Manuscript Reviewer:* Addison-Wesley, Business Publications, Dryden Press, Harper & Row, Richard D. Irwin, Inc., John A. Wiley & Sons, Little-Brown, McGraw-Hill, Prentice Hall, Scott Foresman & Co., Southwestern, Van Nostrand, Winthrop Publishers, Sage Publications.

I. Academy of Management

A. Careers Division

Program Committee—1981-present  
Division Chairperson—1987-88  
Division Chairperson-elect—1986-87  
Program Chairperson—1986-87  
Editor, Division Newsletter, “The Career Forum” —1983-85  
Member, Best Regional Paper Committee-2005  
Member, Cason-Hall Best Paper Committee—2001  
Member, A. Reichers Best Student Paper Committee—2001, 2006  
Associate Editor—Division Newsletter—1982-83  
Chairperson or Discussant for Competitive Paper Sessions  
(multiple times)

B. Organizational Behavior Division

Program Committee (multiple times). Chairperson for Competitive Sessions (multiple times).

C. Human Resources Division

Program Committee (multiple times)

II. American Psychological Association

A. Division 14 (Society of Industrial/Organizational Psychology).

Program Committee (multiple times)

**Conference Related Activities (Regional):**

I. Eastern Academy of Management

Track Coordinator—Corporate Careers—1985  
Local Arrangements Committee—1986  
Program Committee (multiple times)  
Chairperson or Discussant for Competitive Paper Sessions (multiple times)

II. Midwestern Academy of Management

Program Committee—1982, 1995, 1996  
Chairperson of Competitive Paper Session—1982

III. Northeast Decision Sciences Institute

Track Chairperson—Organizational Behavior—1989  
Program Committee—1983, 1988-95  
Chairperson of Competitive Paper Session—1988

IV. Southern Management Association

Program Committee—Human Resources/Careers Track  
1993-1998

**UNIVERSITY RELATED ACTIVITIES**

**University-Wide:**

University Senate (Senator 1986-89, 1992-present)  
Chairperson (2007-2010)  
Vice Chairperson (1999-2007)  
Co-chairperson, Student Affairs Committee (2007-2018)  
Chairperson, Appeals Panel (2004-2007)  
Executive Committee, Member (1998-2011)  
Ad hoc Senate Committee on Shared Governance (2010-12)  
Faculty Affairs and Personnel Committee (2005-7)  
Task Force on Undergraduate Education (2005-6)  
Student Affairs Committee (2001-5, 2007-present)  
Revitalization Committee (1998-99)  
Academic Standards, Regulations & Admissions Committee (2000-1)  
Chairperson, Academic Calendar & Commencement Committee (1995-7)  
Academic Calendar & Commencement Committee (1992-2000)  
Nominations Committee (1989, 1995, 1996, 1999-2003)  
Rutgers University & the Public Committee (1988-1989)

Academic Policy Committee (1986-88)

Board of Governors (2007-10, 2011-19)

Faculty Representative (2007-10, 2011- 19)

Committee on Academic and Student Affairs (2009-19)

Committee on Finance and Facilities (2009-2019)

Committee on University Relations (2015-17)

Committee on Alumni and University Relations (2009-15)

Committee on Budget and Finance (2008-9)

Committee on Educational Planning and Policy (2007-9)

Committee on University Relations and Honorary Degrees (2007-9)

Committee on Multicultural Concerns and Student Affairs (2007-9)

Board of Trustees (2010-11)

Faculty Representative (2010- 11)

Associate VP for Academic Affairs Search Committee (2020-present)

Rutgers Business School-Nwk/NB Dean Evaluation Committee (2019-present)

Rutgers School of Communication and Information Dean Evaluation Committee  
(2019-present)

Rutgers Connection Network (RCN) Executive Committee (2017-present)

University Commencement Panel (2016-present)

Rutgers School of Social Work Dean Evaluation Committee (2017-18)

Middle States Reaccreditation Working Group VII -Governance, Leadership, and  
Administration (2016-8)

Open and Affordable Textbook (OAT) Project Review Committee (2016-8)

Responsibility Centered Mgmt (RCM) Advisory Committee (2013-6)

Camden Chancellor Search Committee (2013-14)

COHLIT (Center for Online and Hybrid Learning and Instructional Technology)  
Advisory Board (2013-15)

Strategic Planning Committee-Faculty Advisory Group (2012-14)

Lifelong Learning Task Force (2011-13)

Committee to Explore Formation of a Rutgers Interdisciplinary Center on  
Disability Studies (2012-13)

President's Faculty Advisory Council (under President Lawrence)

Advisory Committee to Director of Disability Services (2009-12)

Budget Advisory Committee (2009- 11)

Vice President for Faculty and Staff Resources Search Committee (2008-9)

Middle States Reaccreditation Committee-

Host/convenor for session dealing with University Senate, collegial  
governance and decision making (2008)

Working Group II –Undergraduate Education and Related Educational  
Activities (2006-7)

University Assessment Council (2007-present)

Priorities Committee for Fundraising, Member (2007-11)

I.T. Strategic Planning Committee (2004-6)

I.T. Governance Subcommittee (2004-6)

School of Management and Labor Relations Dean's Search Committee (2005-6)

President's Advisory Committee on Restructuring (2003 -4)

President's Workplace Violence Policy Committee (2000-1)  
Rutgers Leadership Development Advisory Group (2000-4)  
Committee to Advance our Common Purposes, Curriculum Task Force (1999-2001)  
Continuous Education & Outreach Coordinating Advisory Council (1998)  
Rutgers Undergraduate Research Fellows Proposal Review Committee (1997-2000)  
Teaching Evaluation Development Grant Peer Review Committee (1997)  
President's Task Force Advisory Committee for Proposed Rutgers University College of Applied and Professional Studies (CAPS)

### **Campus-Wide:**

Rutgers University- Camden Board of Directors-Faculty Representative (2019-present)  
Camden Faculty Council (2012-present)  
    Chairperson (2012-2015)  
JED Campus Committee (2019-present)  
Rutgers-Camden Commencement/Honorary Degrees Committee (2014-present)  
Office of Disability Services Coordinator Search Committee (2019-20)  
Disability Services Advisory Committee (2010-present)  
    Disability Awareness Training Sub-committee (2012-present)  
    Employment Sub-committee (2012-present)  
Robeson Library Director Search Committee (2016-17)  
Grant Facilitator/Research Coordinator Search Committee (2016)  
Campus Classroom/Block Scheduling Committee (2013-16)  
Committee to Save Rutgers-Camden (2012)  
Admissions and Retention Committee (2011-14)  
Campus Teaching Awards Committee (2011-present)  
Students of Concern Committee (2010-present)  
Chancellor's Administrative Council (2010-14)  
Chancellor's Staff Employee Award Committee (2011-12)  
Moderator, Student Governing Association Candidates Presentation (2012)  
School of Business-Camden Dean Search Committee, Member (2009-10)  
Registrar's Scheduling Task Force, Member (2009)  
Camden Financial Aid Director Search Committee, Member (2007-8)  
Chair, CCAS Dean Evaluation Committee (2006)  
Camden Learning Center Director Search Committee, Member (2005-6)  
Commencement Committee, Member (1991-present)  
Retention Committee, Member (2005-6)  
Academic Advising Council, Member (2005-6)  
Associate Provost Search Committee, Member (2005)  
Rand Institute Faculty Fellowship Committee, Member (2001-2007)  
Honors College Advisory Committee, Member (2000-4)  
Camden Learning Center Advisory Council, Member (1997-2006)  
Committee for Students with Disabilities, Member (1997-2003)  
Academic Support Services Committee, Member (1991-1995)  
FASP Review Committee (1989-1995)



Chairperson, Faculty Awards Committee (1994)  
Provost's Teaching Excellence Award Committee, Member (1994)  
University Hearing Board Panel (1984-86, 1990-91)  
Faculty Senate (1987-88)  
Academic Policy Committee (1987-88)  
Scholastic Standing Committee (1986-88)  
Student-Faculty Relations Committee (1986-87)  
Outcomes Committee—Middle States Association Self Study  
of Camden Campus (1986-88)

### **School of Business:**

Peer Evaluation (merit review) Committee (2016-present)  
Area Head-HRM/OB and Marketing (2015-present)  
Commencement Committee-coordinator/co-coordinator (1991-present)  
Interim Area Head-Management (Spring 2015-Summer 2016)  
Student Experience Center Advisor Search Committee (2015)  
Student Experience Center Advisory Committee (2014-present)  
Director –Bachelor of Arts in Business Administration Programs (2010-2015)  
Area Head- HRM/OB and Marketing (2011-13)  
Beta Gamma Sigma, Faculty Advisor (1996-present)  
Student Management Organization, Faculty Advisor (2004-2017)  
Graduate Committee-Member (2015-present)  
Associate Dean for Faculty Affairs and Off Campus Programs (2010-2011)  
Associate Dean for Special Projects (2006-2010)  
Associate Dean of Academic Affairs (2000-2005)  
Assistant Dean of Academic Administration (1990-2000)  
Undergraduate Committee (2010-present, Chair-Spring 2011)  
Teaching/Instructional Resources & Responsibilities Committee (2010-present,  
co-chair 2010-11)  
Finance Area Coordinator (2008-2010)  
Faculty Compensation Program (FCP) Committee, Member (2009-10)  
Assessment Advisory Committee, Member (2007-2010)  
Undergraduate Task Force, Member (2006-2009)  
Undergraduate Curriculum Committee, Member (2007-2010)  
Undergraduate Scholastic Standing Committee, Member (2006-present)  
MBA Task Force, Member (2006-2009)  
Associate Dean for Finance and Administration Search Committee, Member  
(2006)  
Undergraduate Advising Committee, Member (2006-present)  
FASIP Committee, Member (2006-7)  
Dean's Cabinet (2005-present)  
Assistant Dean for Special Projects (2005-6)

Business Manager Search Committee, Member (2005)  
 Area Coordinator, Management (1995-2000)  
 Chairperson, Summer Session Committee (1990-2004)  
 Commencement Committee (1991-present)  
 Dean's Coordinating Committee, Member (1997-2004)  
 Faculty Composition & Development Committee, Member (2004-6)  
 Good Works Committee, Member (2004-6)  
 Unit Specialist Search Committee, Member (2005)  
 NJ Transit Protégé Program Competition, Co-Faculty Advisor (2007)  
 Chairperson, Instructional Resources & Responsibilities Committee (1992-6)  
 Acting Chair/Member, Cooperation & Collegiality Committee (1998-2000)  
 Dean's Policy Committee, Member (1990-7)  
 Appointments Committee, Member (1997-9)  
 Chairperson, Students Committee (1997-9)  
 Chairperson, Courses of Study Committee (1999-2000)  
 Member, Ad hoc Hospitality Management Program Committee (1999-2000)  
 Scheduling & Teaching Committee, Member (1997-8)  
 Promotion & Tenure Committee---1991-present (report writer 1991-2005)  
 Faculty Travel & Research Fund Committee, Member (1997-2002)  
 Chairperson, Appointments & Promotion Committee (1991-93)  
 Chair, Co-chair, Member, School of Business Merit Review Committee (1990-7)  
 School of Business Liaison to Project Leap (1995-7)  
 Chairperson, Dean's Search Committee (1990-1)  
 Chairperson, Scholastic Standing Committee (1990-1)  
 Undergraduate Admissions & Scholastic Standing Committee, Member (1990-1)  
 Faculty Personnel Grievance Committee Pool (1990-1)  
 Student Services Committee, Member (1989-91)  
 Library Committee, Member (1989-91)  
 Committee on Long Range Planning (1988-9, 1990-1)  
 School of Business Liaison to President's Select Committee for  
     Lesbian and Gay Concerns (1993-7)  
 Committee on Graduate Admissions and Scholastic Standing, Member (1988-9)  
 Chairperson, M.B.A. Committee (1987-8)  
 M.B.A. Director—1987-88  
 FBS Policy Committee 1986-88

## **BUSINESS/CONSULTING ACTIVITIES**

1992-2002	Consultant to the Small Business Development Center Rutgers University-Camden
1986-1995	Consultant to Educational Testing Services, Princeton, N.J., Dantes test design project in organizational behavior

1980-84                      Consultant to U.S. Postal Service Management Institute, Postal Executive Program, Bethesda, Maryland (through Professional Institute, American Management Association)

## **PUBLIC SERVICE ACTIVITIES**

2005, July                      Cappuccino Academy Presentation— “The Plateaued Career”

1999, September              New Jersey Journal, Fox Philadelphia Channel 29—30-minute program on “Job Stress,” Panelist

1993-2018                      Member, Board of Trustees, Monroe Township Jewish Center

2000-2004                      Corresponding Secretary, Monroe Township Jewish Center

1997-2000                      Immediate Past President, Monroe Township Jewish Center

1994-97                         President, Monroe Township Jewish Center

1993-94                         Board of Trustees, Monroe Township Jewish Center, Executive Vice President

1985-96                         Board of Trustees, New Jersey Association for Children with Hearing Impairments (NJACHI), Treasurer, Steering Committee

1992-93                         Monroe Township Jewish Center, Congregational Liaison to President and Rabbi

1988-92                         Board of Trustees, Monroe Township Jewish Center, Vice President of Education

1989-present                      Contributed to newspaper articles appearing in the Courier-Post, (Cherry Hill); The Record (Bergen); Courier-News (Bridgewater); Philadelphia Business Journal; Star Ledger; The Press of Atlantic City; South Jersey Magazine

1992 May                         In-Service Presentation & Personnel Training, “Development of a Mission Statement of Goals,” Jewish Community Center, Cherry Hill, NJ

1989 July                         Member of “Ask the Experts” Panel, Courier-Post (Cherry Hill, NJ), Topic: “Career Problems”—a series of 5 columns Based on this panel discussion appeared in October and November, 1989 in the Courier-Post



## PUBLICATIONS

(research cited in over 2370 Google Scholar/780 Web of Science sources)

Seeing is Believing---But is it Accurate: Eyewitness Lessons from Twelve Angry Men. Management Teaching Review, first published online December 10, 2018, <https://doi.org/10.1177/2379298118817773> (with Melissa Fender)

Disability Awareness, Training, and Empowerment: A New Paradigm for Raising Disability Awareness on a University Campus for Faculty, Staff, and Students. Social Inclusion, 2018, 6(4), 116-124, <http://dx.doi.org/10.17645/si.v6i4.1636> (with Dana Roth, Timothy Pure and Carol Kaufman-Scarborough) Current (1/27/2020) views: 1964, downloads: 1348.

A Collaborative Framework to Minimise Knowledge Loss in New Product Development. International Journal of Production Research, 2013, 51(7), 2049-2059 (with R. Shankar, N. Mittal, A. Baveja, and S. Acharia). Online link to this article, effective July 30, 2012: <http://dx.doi.org.10.1080/00207543.2012.701779>.

Work, Family, and Life Interfaces: A Selective Book Review. Career Development International, 2007, 12, 203-215.

Job Involvement. In J. Greenhaus & T. Callanan (Eds) Encyclopedia of Career Development, Sage Publications, 2006 (1), 425-427.

Predicting Work Performance: A Model Applicable to the New Workforce, Proceedings of the 2000 Institute for Behavioral and Applied Management, November 2000 (with K.L. Pereles)

The MBTI and Entrepreneurial Confidence: Initial Comparisons and Changes after Training in Small Business Management. Proceedings: The Myers-Briggs Type Indicator and Leadership: An International Research Conference, 1994, 123-130. (with G. Porter and P. Peacock)

Work and Family Variables as Mediators of the Relationship between Wives' Employment and Husbands' Well-Being. Academy of Management Journal, 1989, 32, 185-201. (with S. Parasuraman, J.H. Greenhaus, A.G. Bedeian, and K.W. Mossholder)

Sources of Work-Family Conflict among Two-Career Couples. Journal of Vocational Behavior, 1989, 34, 133-153. (with J.H. Greenhaus, S. Parasuraman, C.S. Granrose, and N.J. Beutell)

Managing Employee Involvement in a Plateaued Career. In Manuel London & Edward Mone (Eds.), Career Development & Human Resources Strategies: The Role of the Human Resources Professional in Employee Development. New York: Quorum Press, 1988, 67-80. (with D.T. Hall)

Career Dynamics in Organizational Life. In John R. Schermerhorn, Jr., James G. Hunt, & Richard N. Osborn, Managing Organizational Behavior – AIM: Advanced Instruction

Modules (3<sup>rd</sup> edition). New York: John A. Wiley & Sons, Publishers, 1988, 1-96. (with J.H. Greenhaus)

Facets of Role Conflict, Role-Specific Performance and Organizational Level within the Academic Career. Journal of Vocational Behavior, 1987, 30, 72-83. (with S.A. Stumpf)

Academic Job Involvement and Performance: Another Look. Psychological Reports, 1985, 57, 1007-1012.

Careers and Organizational Behavior, In John R. Schermerhorn, Jr.; James G. Hunt & Richard N. Osborn, Managing Organizational Behavior – AIM: Advanced Instructional Modules. New York: John A. Wiley & Sons, 1985, 1-84.

The Impact of Type A Behavior Pattern on Subjective Work Load and Depression. Journal of Occupational Behavior, 1983, 4, 157-164.

The Impact of Type A Behavior patterns on Subjective Work Load and Depression. Academy of Management Proceedings, 1981, 136-140. (with A.P. Brief and D.E. Rude)

Changing Correlates of Job Involvement in Three Career Stages. Journal of Vocational Behavior, 1981, 18, 138-144. (with D.T. Hall)

Career Stage as a Moderator of Performance Relationships with Facets of Job Satisfaction and Role Perceptions. Journal of Vocational Behavior, 1981, 18, 202-218. (with S.A. Stumpf)

Towards a Developmental Model of Job Involvement. International Review of Applied Psychology, 1981, 30, 31-50.

The Development and Operationalization of Job Involvement: An Exercise in Theory Building. Exchange: The Organizational Behavior Teaching Journal, 1979, 4(a), 26-28.

Effects of Top-Down Organizational and Job Changes upon Perceived Employees Behavior and Attitudes: A Natural Field Experiment. Journal of Applied Psychology, 1978, 63, 62-72. (with D.T. Hall, J.G. Goodale, and M. Morgan)

Caught Up in Work. Wharton Magazine, Fall 1977, 19-25. (with D.T. Hall)

Effects of Anonymity and Retaliatory Potential on Student Evaluations of Faculty Performance. Research in Higher Education, 1977, 6, 312-325. (with E.F. Stone and M.D. Spool)

Effects of Anonymity on Student Evaluation of Faculty Performance. Journal of Educational Psychology, 69, 274-280. (with E.F. Stone and M.D. Spool)

Job Scope and Individual Differences as Predictors of Job Involvement: Independent or Interactive? Academy of Management Journal, 1977, 20, 273-281. (with D.T. Hall and J.G. Goodale)

Organizational Research on Job Involvement. Psychological Bulletin, 1977, 84, 265-288.  
(with D.T. Hall)

## WORKS IN PROGRESS

| Aggression: What's it good for? The Case of Major League Baseball (with Katerina Bezrukova, Chester Spell, and Ernie Wang) Status: Being revised to submit to Organization Science.

## MANUSCRIPTS/UNPUBLISHED WORK

Job Involvement, 1977-82: Beyond the Exploratory Stage. Working paper, New York University, 1984. (with J. Hollenbeck and T.F. Connolly)

A Longitudinal Test of the Effects of Job Characteristics on Job Involvement. Working paper, Northwestern University, 1979. (with J.G. Goodale and D.T. Hall)

Role Perception Relationships with Facets of Job Satisfaction and Performance Indices Moderated by Level, Working paper, New York University, 1974. (with S.A. Stumpf and R. Freedman)

Towards a Development Model of Job Involvement. Unpublished doctoral dissertation, Michigan State University, 1979. Committee members: N. Schmitt (chairperson), D.T. Hall, C. Frost, T.H. Patten, H. Tosi.

An Examination of the Influence of Individual Difference Variables and Perceived Job Stimulation on Job Involvement. Unpublished M.A. thesis, Michigan State University, 1975. Committee members: D.T. Hall (chairperson), N. Schmitt, C. Frost.

## **PRESENTATIONS/LECTURES/SEMINARS/PANELS**

Considerations for Mentors in working with faculty mentees. Presented at Rutgers Connection Network Orientation Meetings, October 2018 and October 2019.

Tenure/Promotion Workshop and Panel Discussion. Presented at Rutgers University-Camden, March, 2017. (Panelist)

Attitudes, Perceptions, and Judgments and Career Development. Session chair and presenter. Presented at the Annual Meeting of the Academy of Management, August 2015, Vancouver, BC, Canada.

Where Are We Now and How We've Arrived: The History of Careers Thinking and Application. Presented at the Annual Meeting of the Academy of Management, August 2014, Philadelphia, PA. (Part of symposium "Teaching Careers: From Publishing to People)

A Review of the Fight to Save Rutgers-Camden. Panel discussion presented at Rutgers-University-Camden, October, 2012. (Panelist)

The Past Meets the Future: Career Issues. Presented at the Annual Meeting of the Academy of Management, August 2003, Seattle, WA.

Teaching Students with Disabilities, presented at the Rutgers University-Camden Teaching Excellence Center Seminar Series with Carol J. Scarborough, March, 2001

Predicting Worker Performance: A Model Applicable to the Workforce, presented at the 2000 Institute for Behavioral and Applied Management, San Diego, CA, November 2000.

Where We Have Come From: History of the Careers Division and Careers Research, presented at the Annual Meeting of the Academy of Management, August 2000, Toronto, Ontario, Canada. (Panelist in Careers Division Workshop session)

The MBTI and Entrepreneurial Confidence: Initial Comparisons and Changes after Training in Small Business Management, presented at the Myers-Briggs Type Indicator and Leadership: An International Research Conference, College Park, MD, January, 1994, (with G. Porter and P. Peacock)

Early Career Issues in Academia, presented at the Fifty-First Annual Meeting of the Academy of Management, Miami Beach, FL, August, 1991.

Career Issues in the 1990's, presented at the Thirteenth Annual Teaching Conference on Industrial Relations, Philadelphia, PA, May, 1990.



Stressors, Social Support, and Strain in Work and Nonwork Domains among Dual Career Couples, presented at the Forty-Ninth Annual Meeting of the Academy of Management, Washington, DC, August, 1989. (with J.H. Greenhaus, S. Parasuraman, C.S. Granrose, N.J. Beutell)

A Two Path Career Model of Job Involvement, presented at the Forty-Eighth Annual Meeting of the Academy of Management, Anaheim, CA, August, 1988.

Wives' Employment and Husbands' Well Being, presented at the Forty-Seventh Annual Meeting of the Academy of Management, New Orleans, LA, August, 1987. (with J.H. Greenhaus and S. Parasuraman)

Job Involvement: Issues and Trends, presented at Graduate Program of Applied Psychology Colloquium Series, Rutgers University (New Brunswick), 1985.

Organizational Research in Job Involvement, presented at Graduate School of Business Colloquium Series, Rutgers University (Newark), Spring 1984.

Teaching Through the Analysis of Problems Students Face in Organizations, presented at the Tenth Annual Organizational Behavior Teaching Conference, Norman, Oklahoma, May, 1983. (with S. Nachman)

Facets of Role Conflict, Role-Specific Performance and Organizational Level, presented at the Twenty-Fifth Annual Conference of the Midwest Academy of Management, 1982. (with S.A. Stumpf)

Academic Job Involvement and Performance: A Further Clarification, presented at annual meeting of the Southern Management Association, Atlanta, GA, November, 1981.

An Analysis of the Influence of Type A Behavior Pattern on Workload and Depression, Presented at the Forty-First Annual Meeting of the Academy of Management, San Diego, CA, August, 1981. (with A.P. Brief and D.E. Rude)

New Concepts in Teaching O.B. to MBA's, presented at the Seventh Annual Organizational Behavior Teaching Conference, Los Angeles, CA, June, 1980. (with S. Ronen)

The Process of Becoming Involved, paper presented at the Nineteenth Annual Meeting of the International Congress of Applied Psychology, Munich, West Germany, August, 1978. (with D.T. Hall)

Organizational Research in Job Involvement: Current Issues, presented at McGill University (Montreal), February, 1978.

Causal-Correlational Analyses of the Student Rating-Student Outcome Relationship, paper presented at Eighty-Fifth Annual Meeting of the American Psychological Association, San Francisco, CA, August, 1977. (with N. Schmitt and E.F. Stone)

Determinants of Student Rating of Faculty Performance, paper presented at Thirty-Seventh Annual Meeting of the Academy of Management, Kissimmee, FL, August, 1977.

Effects of Anonymity and Retaliatory Potential on Student Evaluations of Faculty Performance, paper presented at Forty-Ninth Annual Meeting of Midwestern Psychological Association, Chicago, IL, May, 1977, (with E.F. Stone and M.D. Spool)

## **RESEARCH INTERESTS**

Impact on the workplace and job attitudes related to disabilities and differing abilities(e.g., attention deficit disorder, hearing impairments)

The relationship of job involvement to various personal and situational variables

Career development issues and trends in organizations (e.g., dual career couples; plateauing)

Knowledge management and loss

## **REFERENCES**

Furnished upon request