

Samuel Rabinowitz

Board of Governors Distinguished Service Professor
Rutgers, The State University of New Jersey
School of Business-Camden
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ACADEMIC POSITIONS & AFFILIATIONS

Rutgers University,

School of Business-Camden

Board of Governors Distinguished Service Professor

July 2021-Present

Professor of Management and Organizational Behavior

July 2014-Present

Associate Professor of Management and Organizational Behavior

July 1984 – June 2014 (reappointed with tenure July 1990)

New York University,

School of Business

Assistant Professor of Management and Organizational Behavior

July 1978 – June 1984

Lansing Community College

Adjunct Instructor, Department of Social Science

September 1976 – December 1976

Michigan State University

Teaching and Research Assistant, Dept. of Psychology and Management

January 1974 – June 1978

EDUCATION

PH.D Michigan State University East Lansing, MI 1979

Industrial-Organizational Psychology Minor: Labor and Industrial Relations

M.A Michigan State University East Lansing, MI 1975

Industrial Organizational Psychology

B.B.A Bernard M. Baruch College, C.U.N.Y. New York, NY 1973

Industrial Psychology

ADMINISTRATIVE SERVICE TO THE SCHOOL OF BUSINESS-CAMDEN

Area Head - HR/Org Behavior/Marketing

School of Business, Rutgers University-Camden

September 2015 -present

in lieu of department chairs, the School of Business-Camden has area heads. This service is directly involved with hiring faculty, mentoring faculty, developing courses and majors as well as managing student concerns. For over five years I have overseen the hiring of

Area Head (interim)-Management/Strategy/MIS

School of Business, Rutgers University-Camden
(see above)

Dec. 2015 – August 2016

Director-Bachelor of Arts in Business Administration Programs

School of Business, Rutgers University-Camden

July 2011 – August 2015

This undergraduate program was developed to expand the reach of the university by serving the constituents at our partner community colleges. Working closely with the Rutgers Division of Continuing Studies and the Dean of the School of Business-Camden, a degree was developed to allow for completion of a baccalaureate degree through the offering of standard business core and a variety of electives.

Area Head- HRM/OB and Marketing

School of Business, Rutgers University-Camden
(see above)

July 2011 – June 2013

Associate Dean for Faculty Affairs and Off-Campus Programs

School of Business, Rutgers University-Camden

July 2010 – June 2011

In this position, I addressed for the Dean, faculty affairs, tenure/promotion write-ups, special projects such as commencement and served as liaison to the leadership of the Rutgers-Camden campus and the university.

Associate Dean for Special Projects

School of Business, Rutgers University-Camden

July 2006 – June 2010

In this position, I addressed faculty affairs, commencement, off-campus program planning, working with other Rutgers-Camden campus offices on student recruitment/enrollment, interactions with the university on unit-related matters, re-accreditation and initially assisting the dean with onboarding.

Assistant Dean for Special Projects

School of Business, Rutgers University-Camden

July 2005 – June 2006

In this position, I worked with the Interim Dean on faculty affairs and academic matters necessary to keep our unit moving forward in a time of leadership search and change.

Associate Dean

School of Business, Rutgers University-Camden

July 2000 – June 2005

In this position and the one below, I worked with the Dean in addressing faculty affairs, tenure/promotion write ups, commencement, accreditation and reaccreditation, serving as Area Coordinator for Finance (when needed), Area Coordinator for Accounting (when needed), course scheduling, and Rutgers-Camden campus and university interactions including representing the Dean at the Promotion Review Committee and grievance proceedings (when needed).

Assistant Dean of Academic Administration

School of Business, Rutgers University-Camden
(see above)

January 1990 – June 2000

M.B.A. Director

School of Business, Rutgers University-Camden

July 1987-July 1988

ACADEMIC/ADMINISTRATIVE SERVICE TO THE UNIVERSITY, THE RUTGERS-CAMDEN CAMPUS AND THE SCHOOL OF BUSINESS

University-Wide:

University Senate (Senator 1986-89, 1992-present) Activity within Senate:

Chairperson (2007-2010)

Vice Chairperson (1999-2007)

Co-chair, Senate Nominations Panel (2022-present)

Ad hoc Bylaws Committee (2022-2023)

Ad hoc Mentoring Committee (2022-2023)

Big Ten Academic Association Conference Coordinating Committee (2022)

Co-chair, Senate Ad hoc Committee on Culture and Leadership (2021-2022)

Co-chair, 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, 1999-2019)
Rutgers University & the Public Committee (1988-1989)
Academic Policy Committee (1986-88)

Board of Governors (2007-10, 2011-19, 2021-2023)
Faculty Representative (2007-10, 2011- 19, 2021-2023)
Committee on Academic and Student Affairs (2009-19, 2021-2023)
Committee on Finance and Facilities (2009-2019, 2021-2023)
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)

Other services to the University:

President's Employee Excellence Committee (2023-present)
Senior Faculty Success Partner/Mentor- Advance, Engage, and Mentor Program
for Early Career and Racial Equity (AEM eCARE)—(2022-present)
Working Group on Rutgers Consensual Relationship Policy (2022)
Associate VP for Academic Affairs Search Committee (2020)
Rutgers Business School-Nwk/NB Dean Evaluation Committee (2019)
Rutgers School of Communication and Information Dean Evaluation Committee
(2019-2020)
Rutgers Connection Network (RCN) Mentoring 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 Faculty and Staff Resources Search Committee (2008-9)
 Middle States Reaccreditation Committee-
 Host/convener 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)

Rutgers Camden campus-wide:

Chief of Police Search Committee (2022)
 Wellness Center Director Search Committee (2022)
 DEI Council (2022-2023)
 Rutgers University- Camden Board of Directors-Faculty Representative (2019-
 present)
 Camden Faculty Council (2012-present)
 Chairperson (2012-2015)
 JED Campus Committee (2019-present)
 Chair-Rutgers-Camden Commencement/Honorary Degrees Committee (2014-present)
 Academic/Instruction Sub-Committee-RU-Camden Recovery Plan (2020)
 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)
 Facilities Sub-committee (2020-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:

Undergraduate Committee (2022-present)
Teaching Committee-co-chair (2021-2022)
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 (2014-2021)

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 Resp & 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

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

COURSES TAUGHT

Foundations of Leadership and Teamwork; 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 AND EDUCATIONAL DEVELOPMENT ACTIVITIES

Faculty Diversity Collaborative-AEM eCARE- Senior Faculty Success Partner (mentor)

Rutgers Connection Network (RCN) Mentoring Program-mentor, Executive Committee

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, Diversity, Equity, Inclusion Division, Organizational Behavior Division, Human Resource Management Division)

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

Beta Gamma Sigma

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, Sustainability, Journal of Regulatory Economics, 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.

PROFESSIONAL AFFILIATIONS (continued)

Academy of Management

Careers Division

Division Chairperson—1987-88

Division Chairperson-elect—1986-87

Program Chairperson—1986-87

Editor, Division Newsletter, "The Career Forum" —1983-85
Program Committee—multiple years
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)

Organizational Behavior Division
Program Committee (multiple years). Chairperson for Competitive
Sessions (multiple times).
Human Resources Division
Program Committee (multiple years)

American Psychological Association
Division 14 (Society of Industrial/Organizational Psychology).
Program Committee (multiple times)

Conference Related Activities (Regional):

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)

Midwestern Academy of Management

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

Northeast Decision Sciences Institute

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

Southern Management Association

Program Committee—Human Resources/Careers Track 1993-1998

PUBLICATIONS

(research cited in over 3260 Google Scholar 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 (8/31/2020) views: 3092, downloads: 2027.

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 Instructional Modules (3rd 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

Splits That Matter: Group Faultlines and Performance in Highly Competitive Environments (with Katerina Bezrukova, Chester Spell) Status: in preparation

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

Virtual Discussion with FSPs (Faculty Success Partners), January 2024
(Panelist—AEM eCARE program event)

Making Mentoring Count: Discussion with MEC, Presented Virtually, November 2023
(Panelist/Breakout Group Leader).

2023-2024 Rutgers Connection Network (RCN) Faculty Mentoring Program Orientation, October 2023 (Mentor Breakout Discussion Co-Leader)

Splits That Matter: Group Faultlines and Performance in Highly Competitive Environments (with Chester Spell and Katerina Bezrukova) part of a seminar entitled “Group Faultlines in Upper Echelons: Triggers, Challenges, and Outcomes;” presented at the Academy of Management Meeting in Boston August 2023.

Making Mentoring Count: Informal Panel Discussion with MEC. Presented virtually, February 2023. (Panelist).

Making Mentoring Count: Informal Panel Discussion with MEC. Presented virtually, February 2022 (Panelist)

Psychological Impact of Covid-19. Presented virtually at Congregation Etz Chaim, Monroe Township, NJ, August 2020.

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)

BUSINESS/CONSULTING ACTIVITIES

- | | |
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| 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) |

EXAMPLES OF PUBLIC SERVICE ACTIVITIES

2022	Rabbinical Search Committee-Monroe Township Jewish Center/ Congregation Etz Chaim
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