

V I T A

Cynthia Kay Stevens

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CURRENT POSITION:

Associate Professor, Human Resource Management and Organizational Behavior, promoted to rank 9/98.

Affiliate appointment, Department of Psychology.

EDUCATION:

Ph.D., 1990, University of Washington, Psychology
Major: Human Resource Management and Organizational Behavior
Minor: Quantitative Methods
Dissertation: Recruiter Influences on Job Applicants' Impressions and Decisions
Chair: Terence R. Mitchell

M.A., 1984, Miami University (Ohio), Psychology
Major: Social Psychology
Thesis: Subordinate Reactance to Supervisory Influence

B.A., Magna cum laude, 1982, Western Washington University.
Major areas: Social and industrial/organizational psychology.

RESEARCH FOCUS:

Cognitive and social factors that influence motivation, decision making, and behavior across a variety of organizational contexts, particularly staffing and recruitment, job search, training, and work-group interactions. My primary interest is in how what people think and feel about themselves and others influences what they do. I also have a strong interest in human development—the factors and specifically self-beliefs that influence growth and learning.

AWARDS AND HONORS:

Summer Research Grant, College of Business & Management, University of Maryland, Summer 1996, 1997, 1998, 1999, 2000, 2006, 2007.

Center for Electronic Markets & E-Commerce, Summer Research Award, May 2003.

Honorable Mention, Strategic Management Society Best Paper Award, October 2000.

Identified as one of top 10 women/top 75 scholars published in *Journal of Applied Psychology* and *Personnel Psychology* during 1990-2000, *The Industrial-Organizational Psychologist*, April 2000.

Phi Kappa Phi Mentor Award, Spring 1997. Nominated by Phi Kappa Phi initiate and Black MBA Association president for campus-wide faculty competition.

Krowe Teaching Award for outstanding teaching at the Maryland Business School, University of Maryland, 1992 & 1996.

Teaching and Learning Quality Award for outstanding syllabus construction, University of Maryland, 1996.

Best Student Paper Award, Human Resources Division, Academy of Management, August 1994, with doctoral student Amy L. Kristof.

Summer General Research Board Award, University of Maryland, Summer 1992.

Top 15% in teaching ratings for the College of Business & Management: Fall 1990, Spring 1991, Fall 1991, Spring 1992, Spring 1997, Spring 1998. (List discontinued from Spring 1992 through Fall 1996.)

Graduate School Dissertation Fellowship, Summer 1989.

Phi Kappa Phi Honor Society, Miami University, April 1984.

RESEARCH:

Refereed Journals

Stevens, C. K., Dragoni, L., & Burnett, M. F. (2010). What job seekers know vs. what they think they know: Effects of familiarity on employer inferences and preferences. Academy of Management Best Papers Proceedings.

Yeniyurt, S., Watson, S., Carter, C. R., & Stevens, C. K. (In press). To bid or not to bid: Drivers of bidding behavior in electronic reverse auctions. Journal of Supply Chain Management.

Turban, D. B., Stevens, C. K., & Lee, F. (2009). Effects of conscientiousness and extraversion on new labor market entrants' job search: The mediating role of meta-cognitive activities and positive emotions. Personnel Psychology, 63, 553-573.

Carter, C. R., & Stevens, C. K. (2007). Electronic reverse auction configuration and its impact on buyer price and supplier perceptions of opportunism: A laboratory experiment. Journal of Operations Management, 25(5), 1035-1054.

- Roberson, Q. M., & Stevens, C. K. (2006). Making sense of diversity in the workplace: Organizational justice and language abstraction in employees' accounts of diversity-related incidents. Journal of Applied Psychology, *91*(2), 379-391.
- Kristof-Brown, A., Barrick, M. R., & Stevens, C. K. (2005). When opposites attract: A multi-sample demonstration of complementary person-team fit on extraversion. Journal of Personality, *73*(4), 935-957.
- Collins, C. J., & Stevens, C. K. (2002). The relationship between early recruitment-related activities and the application decisions of new labor-market entrants: A brand equity approach to recruitment. Journal of Applied Psychology, *87*, 1121-1133.
- Kristof-Brown, A. L., & Stevens, C. K. (2001). Goal congruence in project teams: Does the fit between members' personal mastery and performance goals matter? Journal of Applied Psychology, *86*, 1083-1095.
- Collins, C. J., & Stevens, C. K. (1999). Recruitment and job choice: The effects of early recruitment practices on the decision to apply to an organization. Academy of Management Best Papers Proceedings, HR Division (CD-ROM).
- Gist, M. E., & Stevens, C. K. (1998). Effects of practice conditions and supplemental training method on cognitive learning and interpersonal skill generalization. Organizational Behavior and Human Decision Processes, *75*, 142-169.
- Stevens, C. K. (1998). Antecedents of interview interactions, interviewers' ratings, and applicants' reactions. Personnel Psychology, *51*, 55-85.
- Stevens, C. K., & Gist, M. E. (1997). Effects of self-efficacy and goal-orientation training on effective negotiation skills maintenance: What are the mechanisms? Personnel Psychology, *50*, 955-978.
- Stevens, C. K. (1997). Effects of preinterview beliefs on applicants' reactions to campus interviews. Academy of Management Journal, *40*, 947-966.
- Stevens, C. K., & Kristof, A. L. (1995). Making the right impression: A field study of applicant impression management during job interviews. Journal of Applied Psychology, *80*, 587-606.
- Kristof, A. L., & Stevens, C. K. (1994). Applicant impression management tactics: Effects on interviewer evaluations and interview outcomes. Academy of Management Best Papers Proceedings, 127-131.
- Stevens, C. K., Bavetta, A. G., & Gist, M. E. (1993). Gender differences in the acquisition of salary negotiation skills: The effects of goals, self-efficacy, and perceived control. Journal of Applied Psychology, *78*, 723-735.

- Gist, M. E., Stevens, C. K., & Bavetta, A. G. (1991). Effects of self-efficacy and post-training intervention on the acquisition and maintenance of complex interpersonal skills. Personnel Psychology, 44, 837-861.
- Gist, M. E., Bavetta, A. G., & Stevens, C. K. (1990). Transfer training method: Its influence on skill generalization, effort expenditure, and performance level. Personnel Psychology, 43, 501-523.
- Reprinted with permission in *Psicologia e Lavoro*, 1996.
- Gist, M. E., Bavetta, A. G., & Stevens, C. K. (1990). The effectiveness of self-management versus goal setting training in facilitating training transfer. Academy of Management Best Papers Proceedings, 117-121.
- Gist, M. E., Stevens, C. K., & Bavetta, A. G. (1990). The influence of post-training intervention and self-efficacy on the retention of newly acquired skills. 1990 Southern Management Association Proceedings, 327-329.
- Lewis, C. T., & Stevens, C. K. (1990). An analysis of job evaluation committee and job holder gender effects on job evaluation. Public Personnel Management, 19, 271-278.
- Stevens, C. K., & Mitchell, T. R. (1990). Gaining a competitive edge through the college recruiter. Journal of Managerial Issues, 2, 41-59. [Invited paper]
- Stevens, C. K., Mitchell, T. R., & Tripp, T. M. (1990). Order of presentation and verbal recruitment strategy effectiveness. Journal of Applied Social Psychology, 20, 1076-1092.
- Stevens, C. K. (1989). The effect of different orders of presentation on verbal recruitment strategy effectiveness. Academy of Management Best Papers Proceedings, 285-289.

Work in Progress

- Stevens, C. K., Dragoni, L., & Burnett, M. (2009). What job seekers know versus what they think they know: Effects of familiarity on employer inferences and preferences. Under review at Academy of Management Journal.
- Stevens, C. K., & Turban, D. B. (2009). Influence of job seekers' peer networks on their employment outcomes. Manuscript in preparation for submission to Administrative Science Quarterly.
- Stevens, C. K. & Searcy, D. W. A grounded theory study of the attributes and consequences of difficult coworkers. Manuscript in preparation.
- Stevens, C. K., & Turban, D. B. A qualitative study of job seekers' behavior, reactions, and decisions. Manuscript in preparation.

Book Chapters

- Stevens, C. K. (2003). A strategic HR perspective on top executives. In M. A. West, D. Tjosvold & K. G. Smith (Eds.), International Handbook of Organizational Teamwork and Cooperative Working (pp. 501-512). John Wiley & Sons.
- Stevens, C. K. (2000; completely revised for 2009 2nd edition). Structure interviews to recruit and hire the best people. In E. A. Locke (Ed.), The handbook of organizational behavior (pp. 29-40). Oxford, UK: Blackwell Press.
- Gilmore, D. C., Stevens, C. K., Harrell-Cook, G., & Ferris, G. R. (1999). Impression management in the employment interview process. In R. W. Eder & M. M. Harris (Eds.), The employment interview handbook (pp. 321-336). Newbury Park: Sage.
- Stevens, C. K. (1998). Image theory and career-related decisions: Finding and selecting occupations and jobs. In L. R. Beach (Ed.), Image theory. Hillsdale, NJ: Lawrence Erlbaum.
- Stevens, C. K. (1996). Career decisions. In L. R. Beach (Ed.), Decision making in the workplace (pp. 49-62). Hillsdale, NJ: Lawrence Erlbaum.
- Stevens, C. K., & Beach, L. R. (1996). Job search and job selection. In L. R. Beach (Ed.), Decision making in the workplace (pp. 33-47). Hillsdale, NJ: Lawrence Erlbaum.

Paper Presentations

- Stevens, C. K., Dragoni, L., & Burnett, M. F. (August 2010). What job seekers know vs. what they think they know: Effects of familiarity on employer inferences and preferences. Academy of Management meeting, Montreal, Quebec.
- Stevens, C. K. (June 2008). Making sense of diversity in the workplace. Invited talk, 2nd National Diversity in Business Research Conference, (hosted by University of Washington), Redmond, WA.
- Stevens, C. K. (April 2007). Understanding executives' self-concepts as a basis for effective coaching. Symposium presentation for the Society for Industrial/Organizational Psychology, New York, NY.
- Stevens, C. K. & Turban, D. B. (May 2006). Noninstrumental value of social networks in job search: Do our friends' successes in finding jobs help us find jobs too? Society for Industrial/Organizational Psychology, Dallas, TX.

- Carter, C. R., & Stevens, C. K. (August 2005). Electronic reverse auction configuration: impact on buyer price and perceived buyer opportunism. Academy of Management meeting, Honolulu, HI.
- Stevens, C. K. , Collins, C. J., Dragoni, L., & Burnett. (August 2005). Images of unfamiliar organizations: How does organizational familiarity influence job seekers' evaluations and decisions to apply? Academy of Management meeting, Honolulu, HI.
- Haggard, D., Turban, D. B., & Stevens, C. K. (April 2004). The role of extraversion and self-regulation in the job search. Society for Industrial/Organizational Psychology, Chicago, IL.
- Stevens, C. K., Dragoni, L., & Collins, C. J. (April 2001). Familiarity, organizational images, and perceived fit as antecedents to the application decisions of new graduates. Society for Industrial/Organizational Psychology, San Diego, CA.
- Smith, K. G., Collins, C. J., Clark, K. D., & Stevens, C. K. (October 2000). The organizational advantage: Combining and exchanging resources to create value. Strategic Management Society meeting, Vancouver, Canada.
- Smith, K. G., Collins, C. J., Clark, K. D., & Stevens, C. K. (August 2000). The creation of adaptive efficiency: The interplay of physical, human, social, and intellectual capital. Academy of Management meeting, Toronto, Canada.
- Collins, C. J., & Stevens, C. K. (August 1999). Recruitment and job choice: The effects of early recruitment practices on the decision to apply to an organization. Academy of Management meeting, Chicago, IL.
- Collins, C. J., & Stevens, C. K. (April 1999). Initial organizational images and recruitment: A within-subjects investigation of the factors affecting job choices. Society for Industrial/ Organizational Psychology meeting, Atlanta, GA.
- Roberson, Q. M., Stevens, C. K., & McDonald-Mann, D. (August 1998). The role of organizational justice in employees' perceptions of diversity-related incidents. Academy of Management meeting, San Diego, CA.
- Gilmore, D. C., Stevens, C. K., Harrell-Cook, G., & Ferris, G. R. (August 1997). New directions in influence and impression management in the employment interview. Academy of Management meeting, Boston, MA.
- Stevens, C. K., Tirnauer, D. C., & Turban, D. B. (August 1997). A qualitative study of job seekers' decision processes. Academy of Management meeting, Boston, MA.

- Poon, J. M. L., Stevens, C. K., Thomas, J., & Gannon, M. J. (August 1996). Effects of learning style and training methods on reactions to cross-cultural training. Academy of Management meeting, Cincinnati, OH.
- Session Chair, OB Division, Recalibrating the scales of justice: Integrating procedural justice and diversity theory, research, and practice, Academy of Management meeting, Cincinnati, OH (symposium), August 1996.
- Gist, M. E., & Stevens, C. K. (April 1996). Stress and supplemental training effects on cognitive and behavioral learning. Society for Industrial/Organizational Psychology meeting, San Diego, CA.
- Kristof-Brown, A. L., & Stevens, C. K. (April 1996). Person-group fit: Effects on group members. Society for Industrial/Organizational Psychology meeting, San Diego.
- Session Chair, HR Division, Strategic human resource management, Academy of Management annual meeting, Vancouver, BC, August 1995.
- Stevens, C. K. (May 1995). Antecedents of recruiter behavior during the campus interview. Society for Industrial/Organizational Psychology meeting, Orlando, FL.
- Kristof, A. L., & Stevens, C. K. (August 1994). Applicant impression management tactics: Effects on interviewer evaluations and interview outcomes. Academy of Management meeting, Dallas, TX.
- Stevens, C. K. (August 1992). Toward a new conceptualization of job search. Academy of Management meeting, Las Vegas, NV.
- Stevens, C. K., & Beach, L. R. (August 1992). Application of image theory to job choices: New directions for theory and research. Academy of Management meeting, Las Vegas, NV.
- Bavetta, A. G., Stevens, C. K., & Gist, M. E. (August 1991). Gender differences in the development of salary negotiation skills. Academy of Management meeting, Miami, FL.
- Stevens, C. K. (April 1991). Recruiters' use of verbal impression management during the employment interview. Society for Industrial/Organizational Psychology meeting, St. Louis, MO.
- Gist, M. E., Stevens, C. K., & Bavetta, A. G. (November 1990). The influence of post-training intervention and self-efficacy on the retention of newly acquired skills. Southern Management Association meeting, Orlando, FL.
- Gist, M. E., Bavetta, A. G., & Stevens, C. K. (August 1990). The effectiveness of self-management versus goal setting training in facilitating training transfer. Academy of Management meeting, San Francisco, CA.

- Stevens, C. K. (August 1990). A multi-disciplinary model and test of recruiter influences on applicant impressions and decision making. Academy of Management meeting, San Francisco, CA.
- Discussant, Conflict & Decision Making, "Interdependence and Social Dilemmas," International Association for Conflict Management, Vancouver, BC, June, 1990.
- Stevens, C. K. (August 1989). The effects of order of presentation on verbal recruitment strategy effectiveness. Academy of Management meeting, Washington, DC.
- Paluchowski, T., Shinn, C., & Stevens, C. K. (March 1989). The spiral of theory development: Reconciling "theory as objective" and "theory as tool." Western Academy of Management meeting, San Francisco, CA.
- Stevens, C. K. (August 1988). The integrative role of reactance theory in organizational behavior. Academy of Management meeting, Anaheim, CA.
- Stevens, C. K., & Lewis, C. T. (April 1987). Individual, committee, and job holder gender effects in job evaluation. Western Psychological Association meeting, Long Beach, CA.
- Stevens, C. K., Mitchell, T. R., & Tripp, T. M. (April 1987). Effects of recruiter status and recruiting strategy on target perceptions and decisions. Western Psychological Association meeting, Long Beach, CA.
- Stevens, C. K. (August 1982). The effects of residential mobility on childhood development. American Psychological Association meeting, Washington, DC.
- Stevens, C. K. (May 1982). University budget cuts: The effects of locus of control on the perception of threat. Washington State Psychological Association meeting, Orcas Island, WA.

TEACHING:

Courses

Summary Statistics: across 75 Undergraduate, MBA and Ph.D. courses rated by 2049 students (21 required MBA courses, 44 MBA electives & 8 Ph.D. seminars), overall average course rating of **4.23** on a 1 (lowest) to 5 (highest) scale.

BMGT 661, Human Resource Management, University of Maryland, Autumn 1990, 1991, 1992, 1993; Spring 1992. MBA core overview course on human resource management. Course ratings range 3.81–4.49 (average = 4.24).

BMGT 663, Managing Human Capital, University of Maryland, Autumn 1994, 1995, 1997, 1998, 2000; Spring 1995. Half-semester core MBA overview

course on human resource management. Course ratings range 3.40–4.35 (average = 3.96).

BMGT 760, Performance Management & Organizational Reward Systems, University of Maryland, Spring 1997. MBA course on performance management and compensation. Course rating of 4.28.

BMGT 761, Problems and Applications in Human Resource Management, University of Maryland, Autumn 1990, 1991; Spring 1991, 1993, 1996. MBA course providing in-depth study of topical issues associated with human resource management. Course rating range 3.99–4.71 (average = 4.45).

BUMO 714/BMGT 764, Executive Power and Negotiations, University of Maryland, Autumn 1997, 2001, 2002, 2003, 2008; Spring 1998, 2003, 2005, 2007; Winter 1999, 2000, 2001; Summer 2000, 2001, 2002, 2008; Fall 2009. MBA course designed to improve students' negotiation skills and understanding of power in organizations. Course ratings range 4.03–4.78 (average = 4.35).

BMGT 783, Managerial Staffing, University of Maryland, Spring 1992, 1993, 1994. New MBA course on human resource planning, selection systems, and related legal issues, with special emphasis on skill development. Course ratings range 4.26–4.68 (average = 4.52).

BMGT 798-Q (-F), Self- & Organization Development/Training & Development, University of Maryland, Autumn 1993, 1994; Spring 1996, 1997, 1998, 1999. MBA course on training and development, with special emphasis on skill development. Course ratings range 3.85–4.63 (average = 4.30).

BUMO 712/BMGT 798-W, Leadership Development, University of Maryland, Spring 2002, 2003, 2004, 2005, 2006, 2007. MBA course on developing leadership skills, including self-assessment, simulations & comprehensive leadership project. Course ratings range 3.48 (class with plagiarism incident) to 4.40 (average = 4.13).

BMGT 860, Human Resource Planning and Staffing, University of Maryland, Spring 1991, 1995; Autumn 1992. Ph.D. seminar on human resource planning, recruitment, selection systems, and legal issues. Course rating of 4.36.

BMGT 828/BMGT 808D, Seminar in Decision Making, University of Maryland, Spring 1997, 2000; Fall 2001. Ph.D. seminar on decision making at the individual, group, and strategic levels. Course ratings range 4.05–4.60 (average = 4.36).

EMBA 758N, Power, Influence & Negotiation, University of Maryland, May 2008; November 2009. Executive MBA elective course focused on

understanding power and influence dynamics and improving persuasion & negotiation skills. Course ratings of 3.99-4.58.

EMSA 656, Leadership & Human Capital, University of Maryland, Summer 2008 (co-taught with Subra Tangirala). MBA required course for accounting majors, content focused on leadership, decision making, motivation, teams and human capital concepts. Course ratings of 4.58.

MGMT 383, Human Resource Management, Seattle University, Winter 2008. Undergraduate course focused on human resource management practices & policies, overall course rating of 4.11.

MGMT 491, Negotiation Skills, Seattle University, Spring 2008. Undergraduate course focused on negotiation skills (required for some majors), overall course rating of 4.59.

MGMT 581, Human Resource Management, Seattle University, Winter 2008. MBA course focused on human resource management practices & policies, overall course rating of 4.71.

MGMT 588, Negotiation Skills, Seattle University, Autumn 2007 & Spring 2008. MBA course designed to improve students' negotiation skills (required for some majors). Course ratings range 4.16-4.54.

OE 440, Organization Structure, University of Washington, Spring 1989. Required undergraduate course in organization theory. Overall course rating of 4.48 on 1 (lowest) to 5 (highest) scale.

Teaching-Related Assessment Activities

Earth Treks Climbing Center, Columbia, Maryland, Spring 1999. Supervised 9 students in conducting training needs assessment as part of course project.

Elder Health, Baltimore, Maryland, Spring 1998. Supervised 8 students in conducting training needs assessment and designing executive orientation program as part of course project.

Rental Tools & Equipment, Co., Inc., Bladensburg, Maryland, Spring 1997. Supervised 19 students in conducting training needs assessment as part of course project.

Academy Financial, Lutherville, Maryland, Fall 1996-Spring 1997. Supervised separate two student teams in conducting needs assessment and in developing performance evaluation system and compensation recommendations.

The National Capital Bank, Washington D.C., Spring-Summer 1996. Supervised 30 MBA students in conducting a training needs assessment as part of course project. Supervised 3 students in developing performance evaluation system as supplemental independent-study project.

Instructional Development Staff Consultant, Center for Instructional Development and Research, University of Washington, 1987–1990.

Doctoral Program Advisor/Dissertation Chair

June M. L. Poon, 1992–1996, now Associate Professor at the Faculty of Business Management, Universiti Kebangsaan Malaysia, Malaysia.

Amy L. Kristof-Brown, 1992–1997, now Associate Professor in the Department of Management & Organizations at College of Business Administration, University of Iowa.

Quinetta M. Roberson, 1995–1999, now Associate Professor in the School of Industrial and Labor Relations, Cornell University.

Christopher J. Collins, 1997–2000, now Associate Professor in the School of Industrial and Labor Relations, Cornell University.

Sharyn D. Gardner, 2000–2004, now Assistant Professor at the Sacramento State University.

Lisa Dragoni, 1999–2004, now Assistant Professor in the School of Industrial and Labor Relations, Cornell University.

Hilary Gettman, 2006–2008, Industrial/Organizational Psychology, now at Stonehill College.

Management Assessment, Training, & Development Programs

Executive coach: Smith School of Business EMBA program, January 2003–2007, 2009–present; Anne Arundel Medical Center Leadership Institute, October 2005–2008; Albers School of Business (Seattle University) Executive Leadership Program, September 2007–March 2008; Washingtonpost.com, (private clients) 2001–2005.

Force 3 Fundamentals of Leadership program, developed & delivered program on managing change through collaboration and conflict, spring 2010.

Trainer, Leadership Institute, Anne Arundel Medical Center, October 2005 to July 2007. Developed and delivered half-day programs on negotiating corporate change, managing employee burnout, and conflict management.

EMBA Program, Wuhan University (China), April 2003, August 2003, May 2004, November 2005. Course on negotiations.

Black & Decker TOBE/MMDP program sessions on strategic human resource management, fall 2001, 2002, 2003, 2004, 2005; 2006; additional day-long course on negotiations, fall 2005, 2006, 2008, 2009; session on understanding own & others' styles, fall 2008–2009.

Assessor & executive coach, Senior Leadership Development Program, McCormick Co., April 2004 to December 2005. Team-building program for Marketing unit within Consumer Products Division, December 2005.

Executive Leadership Development Program, Maryland Motor Vehicle Administration, July to December 2004.

Assessor & executive coach, Financial Leadership Development Program, Black & Decker, June-December 2004.

Trainer and feedback provider, Leading with Dignity™ program, Millennium Resources Inc., executive development seminar, May/October 2000, February/May/July 2001, July & November 2002; November 2004.

Northrop Grumman Impact program on international negotiations, May 2002; October 2003.

Lockheed Martin Leadership Development Program, 2-day sessions on leadership development and change management, average ratings 4.5 to 4.9/5.0; March, May, July & August, 2002.

Washington Post Newsweek Interactive, Leadership Development Program, February-April 2001. Developed & delivered workshops on 360° feedback and decision making.

ARINC, Leadership Development Program, March 2000 & April 2001. Developed & delivered workshop on strategic human resource management.

Re-form Systems Remanufacturing, Summer 1997–Spring 1998. Developed & delivered supervisory training programs in performance management following implementation of new performance evaluation and compensation system. Developed employee orientation program on the same performance/compensation system.

Career Management Experiential Learning Module, Faculty Coordinator, Spring–Fall 1997. Week-long MBA workshop delivered to all fulltime students, designed to orient them for internships & job search activities.

Academy Financial, Inc., Executive and Management Training Program on Performance Management, Summer 1997. Developed and delivered executive and management training programs in performance management following implementation of new performance evaluation and compensation system. Developed and delivered employee orientation program on the same performance/compensation system.

Rental Tools & Equipment Co., 1993–1997. Developed and delivered a series of executive and management training programs in performance management, selection & recruitment techniques, employee development, and effective diversity management. Conducted two company-wide

assessments (on performance management and on diversity-related issues) and developed and implemented new evaluation system.

Foss Maritime Management Development program, 1996–1997. Developed and delivered management training programs in interviewing and recruitment skills and employee development techniques.

Seattle Times Circulation Department, 1992. Conducted assessment (800 employees) and delivered feedback on diversity management.

MBA Program Workshops on the following topics:

- *Behavioral Interviewing Skills*, presented with Joyce E. A. Russell to Consulting Club & SHRM members, March 2000.
- *Improving Your Starting Salary Offer through Negotiation & Preparing to Negotiate the Starting Salary Offer*, presented in 1992, 1993, 1995, 2006 and 2007.
- *Working Effectively in Groups*, presented in 1995 MBA student orientation.
- *Finding the Right Organizational Culture*, workshop presented in 1993 & 1994 Careers Experiential Learning Modules for MBA students.
- *Job Search Simulation*, MBA workshop presented in 1994 Careers Experiential Learning Module for MBA students.

Undergraduate Program Workshops on the following topics:

- *Improving Your Starting Salary Offer Through Negotiation*, presented in 1999 & 2000, QUEST program and SHRM chapter.

SERVICE:

Professional Service

Chair, Dissertation Award Committee, Society for Industrial/Organizational Psychology, 2003-2004.

Associate Program Chair, Society for Industrial/Organizational Psychology, 2000-2001.

Member, HR Division Executive Committee, Academy of Management, 1999–2002. Coordinator, Junior Faculty Consortium during 2001-2002.

Member, APA and SIOP Program Planning Committees, 1996–1997.

Journals & Reviews

Editorial Board member, Organizational Behavior and Human Decision Processes, 2010 -.

Editorial Board member, Journal of Management, 1999-2001; 2008 to present.

Editorial Board member, Personnel Psychology, 2004 to 2008.

Ad hoc reviewer for:

- Organization Science, 2008, 2009.
- Administrative Science Quarterly, 2008.
- Academy of Management Review, 1996–2002, 2008.
- Academy of Management Journal, 1991-1993, 1997, 1999–2007, 2009.
- Personnel Psychology, 1996–2003, 2009.
- Organizational Behavior and Human Decision Processes, 2000; 2003, 2005, 2009, 2010.
- Journal of Applied Psychology, 2000, 2005.
- Journal of Occupational and Organizational Psychology, 2000.
- Journal of Experimental Social Psychology, 1999.
- International Journal of Manpower Planning, 1999, 2009.
- Journal of Management Inquiry, 1998.
- Journal of Applied Social Psychology, 1994–1997.
- Journal of Organizational Behavior, 1994.
- Human Relations, 2008-2009

Member, Review Committee for Outstanding Dissertation Award, Society for Industrial/Organizational Psychology, 2008.

Member, Review Committee for Owens Outstanding Paper Award, Society for Industrial/Organizational Psychology, 2000.

Member, Review Committee for Outstanding Paper Award, Human Resource Management Division, Academy of Management, 1994, 1998, 2000.

Member, Review Committee for Outstanding Paper Award, Organizational Behavior Division, Academy of Management, 1994.

Reviewer, Human Resource Management Division, Academy of Management, 1992, 1993, 1994, 1995, 1996, 1997, 2008, 2009, 2010 programs.

Reviewer, Organizational Behavior Division, Academy of Management, 1991, 1992, 1996, 2008, 2009, 2010 programs.

Reviewer, Gender & Diversity in Organizations Division, Academy of Management, 2008, 2009, 2010 programs.

Reviewer, INFORMS College on Organization Science Dissertation Proposal Award, 1996.

Reviewer, HR Division Student Paper Award, 1997.

Reviewer, Hawaii International Conference on System Sciences, Special Topics Minitrack, 1994.

Reviewer, Eastern Academy of Management, 1991 program.

Professional Associations

Academy of Management, Member

Society for Industrial/Organizational Psychology, Member

American Psychological Association, Member

Personnel & Human Resources Research group, member since 1999.

University & College Administrative Service

Interim chair/member, Business School Human Subjects Review Committee, 1997-1999; 2003-2004.

Chair, Teaching Enhancement Committee, 1998-1999; 2001-2004 & member 2004 to present; conducted a large scale study of teaching effectiveness, culminating in comprehensive recommendations to improve teaching quality within the college; developed web site for teaching material dissemination.

Member, College Salary Merit Review Committee, spring 2004.

Coordinator, Guide to Teaching in the College of Business & Management, 2-day seminar designed to train new graduate assistants with teaching responsibilities; College of Business & Management, Autumn 1991-1994, 1996, 1999-2001.

Coordinator, Ph.D. Student Professional Socialization Forum, Management & Organization department, 1991-1993, 1998-1999. Developed and facilitated sessions on finding jobs, getting published, professional values, and managing the dissertation process.

HR Area Coordinator, Ph.D. Program, Business School, 1996-1999, 2002-2004.

Member, AACSB Report Mission Statement Committee, College of Business & Management, 1995.

Member, College Salary Merit Review Policy Committee, College of Business & Management, 1992-1993; 1995.

Advisory Committee Member, Center for Teaching Effectiveness, University of Maryland, January 1992 to 1998.

Faculty search committee chair/member: M&O department (many times, most recently in 2002 & 2005); Logistics, Public Policy & Transportation (1997); Entrepreneurship department (2000); Finance department (2006).

Faculty discussion facilitator, Board of Visitors and Dean's Advisory Committee meetings, spring & fall 2006, 2007.

Online Course Evaluation Advisory Committee, University of Maryland, 2007-present.

updated 7/27/10