

VITA

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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

PROFESSIONAL EXPERIENCE (Teaching/Research Appointments)

- 7/84-present 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

- 7/06-present 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:

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:

Developed an undergraduate Career Planning and Career Management course. Previously, 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 by Peter Seldin. 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. Participated in the AACSB Assessment Seminar. Attended AACSB Continuous Improvement Conferences. Participant in AACSB Enhancing Faculty Effectiveness and Qualifications Seminar

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 (current), Journal of Business Research (current), Journal of Management Systems (thru mid-1990's), 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. N.Y.U. Research Challenge Fund, C.U.N.Y. PSC-BHE Research Award Program, Drexel University Sponsored Research Fund.

External Tenure & Promotion Reviewer: 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.

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-present)
 - Vice Chairperson (1999-2007)
 - Co-chairperson, Students Committee (2007-present)
 - Chairperson, Appeals Panel (2004-2007)
 - Executive Committee, Member (1998-present)
 - Faculty Affairs and Personnel Committee, Member (2005-2007)
 - Task Force on Undergraduate Education (2005-6)
 - Students Committee, Member (2001-5, 2007-present)
 - Revitalization Committee, Member (1998-99)
 - Academic Standards, Regulations & Admissions Committee (2000-1)
 - Chairperson, Academic Calendar & Commencement Committee (1995-7)
 - Academic Calendar & Commencement Committee, Member (1992-2000)
 - Nominations Committee, Member (1989, 1995, 1996, 1999-2003)
 - Rutgers University & the Public Committee, Member (1988-1989)
 - Academic Policy Committee, Member (1986-88)
- Board of Governors (2007-present)
 - Faculty Representative (2007-present)
 - Committee on Academic and Student Affairs (2009-present)
 - Committee on Finance and Facilities (2009-present)
 - Committee on Alumni and University Relations (2009-present)
 - Committee on Budget and Finance, Member (2008-9)
 - Committee on Educational Planning and Policy, Member (2007-9)
 - Committee on University Relations and Honorary Degrees, Member (2007-9)

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

President's Faculty Advisory Council (under President Lawrence)

Budget Advisory Committee (2009)

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, Member (2007-present)

Priorities Committee for Fundraising, Member (2007-present)

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

I.T. Governance Subcommittee, Member (2004-6)

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

President's Advisory Committee on Restructuring (2003 – 2004)

President's Workplace Violence Policy Committee,
Member (2000-1)

Rutgers Leadership Development Advisory Group (2000-2004)

Committee to Advance our Common Purposes, Curriculum Task Force—
Member (1999-2001)

Continuous Education & Outreach Coordinating Advisory Council—
Member (1998)

Rutgers Undergraduate Research Fellows Proposal Review Committee—
Member (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:

School of Business-Camden Dean's Search Committee, Member (2009-10)

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:

Associate Dean for Special Projects (2006-present)
Finance Area Coordinator (2008-present)
Assessment Advisory Committee, Member (2007-present)
Undergraduate Task Force, Member (2006-present)
Undergraduate Curriculum Committee, Member (2007-present)
Undergraduate Scholastic Standing Committee, Member (2006-present)
MBA Task Force, Member (2006-present)
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)
Associate Dean of Academic Affairs (2000-2005)
Assistant Dean of Academic Administration (1990-2000)
Area Coordinator, Management (1995-2000)
Chairperson, Summer Session Committee (1990-2004)
Chairperson, 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)
Beta Gamma Sigma, Faculty Advisor (1996-present)
Student Management Organization, Faculty Advisor (2004-present)
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-present	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
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 500 sources)

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

Managing Knowledge Loss in New Product Development Processes, 2009-submitted to California Review (with S. Acharia, R.Shankar, N. Mittal, and A. Baveja)

Development of a Measure of Organizational Pay Secrecy, 2008 (with J. Finkleman and L. Noy)

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.

CONFERENCE PRESENTATIONS/LECTURES/SEMINARS

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

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, Toronto, Ontario, Canada, August 2000 (Panelist in Careers Division Workshop session)

Where Are We Going? The Future of the Careers Division and Careers Research, Presented at the Annual Meeting of the Academy of Management, Toronto, Ontario, Canada, August 2000 (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

HONORS AND AWARDS

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

Rutgers University- Leaders in Diversity Award, 2006

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

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

Psi Chi—elected 1972

REFERENCES

Furnished upon request