

Chester S. Spell

Rutgers University
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Web page: business.camden.rutgers.edu/FacultyStaff/Directory/spell.htm

EDUCATION

Ph.D. Georgia Institute of Technology, Management (Organizational Behavior), 1996

B.I.E. Georgia Institute of Technology, Industrial Engineering (highest honor), 1987

ACADEMIC APPOINTMENTS

Associate Professor Rutgers University, School of Business-Camden (2006- present)

Assistant Professor Rutgers University, School of Business-Camden (2002-2006)

Assistant Professor Washington State University, Department of Management and Decision Sciences (1999-2002)

Senior Lecturer University of Waikato, Department of Strategic Management & Leadership (1998- 1999)

Lecturer University of Waikato, Department of Strategic Management & Leadership (1997-1998)

REFEREED PUBLICATIONS

1. Bezrukova, Thatcher, S.H.M., K. Jehn, K., & Spell, C. (2011). The effects of alignments: Examining group faultlines, organizational cultures, and performance. *Journal of Applied Psychology, 97*, 77-92. DOI: 10.1037/a0023684
2. Spell, C., Bezrukova, K., Haar, J. & Spell, C.J. (2011). Faultlines, Fairness, and Fighting: A Justice Perspective on Conflict in Diverse Groups. *Small Group Research, 42*, 309-340.
3. Bezrukova, K, Spell, C. & Perry, J. (2010). Violent splits or healthy divides? Coping with injustice through faultlines. *Personnel Psychology, 63*, 719-751.

4. Spell, C. & Bezrukova, K. (2010). A Question of balance? Women, men and high performance organizations. *Travail, Genre et Société*, 23, 193-201.
5. Haar, J. & Spell, C. (2009). How does distributive justice affect work attitudes? The moderating effects of autonomy. *The International Journal of Human Resource Management*, 20, 1827-1842.
6. Haar, J., Spell, C., O'Driscoll, M. (2009). Managing work-family conflict: Exploring individual and organizational options. *New Zealand Journal of Human Resource Management*, 9, 200-215.
7. Haar, J. & Spell, C. (2008). Predicting Total Quality Management in New Zealand: The Moderating Effect of Organizational Size. *Journal of Enterprise Information Management*, 21, 162-178.
8. Spell, C. & Arnold, T. (2007). A multi-level analysis of organizational justice climate, structure and employee mental health. *Journal of Management*, 33, 724-751.
9. Spell, C., & Arnold, T. (2007). An appraisal perspective of justice, structure, and job control as antecedents of psychological distress. *Journal of Organizational Behavior*, 28, 729-751.
10. Haar, J., & Spell, C. (2007). Factors affecting employer adoption of drug testing in New Zealand. *Asia Pacific Journal of Human Resources*, 45, 200-217.
11. Arnold, T. & Spell, C. (2006). The relationship between justice and benefits satisfaction. *Journal of Business and Psychology*. 20, 599-620.
12. Haar, J., & Spell, C. (2006). Coping with the dark side. *Monash Business Review*, 2(3), 6-6.
13. Spell, C. & Blum, T. (2005). The adoption of workplace substance abuse programs: Strategic Choice and institutional perspectives. *Academy of Management Journal*, 48, 1125-1142.
14. Haar, J., Spell, C., & O'Driscoll, M. (2005). Exploring work-family backlash in a public organization. *International Journal of Public Sector Management*, 18, 604-614.
15. Haar, J., Spell, C., & O'Driscoll, M. (2005). Organizational Justice and Work-Family Policies: Predicting the Fairness of Policies and Users. *South Pacific Journal of Psychology*, 16(1), 30-39.
16. Haar J.M., Spell C., O'Driscoll M. (2004) The Backlash Against Work/Family Benefits: Evidence from New Zealand. *Compensation & Benefits Review*, 36(1), 26-34.
17. Haar, J. & Spell, C. (2004). Program Knowledge and Value of Work-Family Practices and Organizational Commitment. *International Journal of Human Resource Management*, 15, 1044-1055.

18. Haar, J. & Spell, C. (2003). The Influence of Media Attention Towards Family-Friendly Practices: Was New Zealand's Paid Parental Leave a Family-Friendly Fashion Whose Time Had Come? *The New Zealand Journal of Human Resources Management*, 3, 1-23.
19. Haar, J. M., Spell, C., O'Driscoll, M., & Dyer, S. (2003). Examining the Relationship Between Work-Related Factors and Work-Family-Related Factors on Work-Family Conflict. *The Journal of Applied Management and Entrepreneurship*. 8(3), 98-114.
20. Haar, J. & Spell, C. (2003). Where is the justice? Examining work-family backlash in New Zealand: The potential for employee resentment. *The New Zealand Journal Of Industrial Relations*, 28(1), 59-73.
21. Chaudhuri, A. Chakrabarty, G. & Spell, C. (2002). Information structure and contractual choice in franchising. *Journal of Institutional and Theoretical Economics* 158, 638-663.
22. Guthrie, J., Spell, C., & Nyamori, O. (2002). Correlates and consequences of high involvement work practices: the role of competitive strategy. *International Journal of Human Resource Management*. 13, 183-197.
23. Spell, C. Management Fashions: Where do they come from, and are they old wine in new bottles? (2001). *Journal of Management Inquiry*, 10,358-37.
24. Chaudhuri, A., Ghosh, P., & Spell, C. (2001). A location based theory of franchising. *Journal of Business and Economic Studies*, 7, 54-67.
25. Spell, C. & Blum, T. (2001). Organizational adoption of pre-employment drug testing. *Journal of Occupational Health Psychology*, 6. 114-126.
26. Spell, C. (2001). Organizational technologies and human resource management. *Human Relations*, 54, 235-255.
27. Haar, J. & Spell, C. S. (2001). Examining Work-Family Conflict Within a New Zealand Local Government Organization. *The New Zealand Journal Of Human Resources Management*, 1(1), 1-21.
28. Spell, C., & Blum, T. (2000) Getting ahead: Organizational practices that set boundaries around mobility patterns. *Journal of Organizational Behavior*, 21: 299-314.
29. Spell, C. (1999). Where do management fashions they come from, and how long do they stay? *Journal of Management History*, 5,334-348.
30. Shane, S., & Spell, C. (1998). Factors for new franchise success. *Sloan Management Review*,

39, 43-50.

31. Spell, C. (1997). The evolution of rights disputes and grievance procedures: A comparison of New Zealand and the U.S. *California Western International Law Journal*: 28,199-208.
32. Blum, T., Milne, S., & Spell, C. (1996). Workplace characteristics and health care cost containment practices. *Journal of Management*, 22, 675-702.
33. Blum, T., Fields D., Milne, S., & Spell, C. (1992). Drug testing in the workplace: A review of research and a survey of worksites. *Journal of Employee Assistance Research*, 1, p. 315-349.

BOOK CHAPTERS

1. Spell, C. & Bezrukova, K. (Forthcoming). Perceptions of Justice in Employee Benefits. In *Handbook of Quality-of-Life Programs: Enhancing Ethics and Improving Quality of Life at Work* (J. Sirgy, N. Reilly, & A. Gorman, Eds.). Springer.
2. Spell, C. (2010). The mental health implications of working in a lunar settlement. In *Lunar Settlements* (H. Benaroya, ed). pp. 241-246. Boca Raton, FL: Francis Taylor.
3. Haar, J. & Spell, C. (2003). Contemporary Issues In HRM: Work-Family Policies. In *Human Resource Management: Challenges and Future Directions*. (R. Wiesner and B. Millett, eds.) pp.44-56. Sydney: Jacaranda Wiley.
4. Blum, T., Fields, D., Milne, S., & Spell, C. (1994). The interrelationships of drug testing with other human resource management practices and organizational characteristics. In *Drug Testing in the Workplace* (S. Macdonald and P. Roman, eds.) pp. 279-302. New York: Plenum Press.

RESEARCH IN PROGRESS

1. Bezrukova, K. Jehn, K., & Spell, C. Diversity training programs. Conditionally accepted at *Academy of Management Learning and Education*.
2. Spell, C. (PI) & Bezrukova, K. Collaborative Research: Explaining the Organization's Role in Employee Health. Grant proposal to National Science Foundation. Resubmitted September 6, 2011 Amount: \$267, 652.
3. Spell, C. (PI) & Bezrukova, K. The organization's role in employee health. Grant proposal to the National Institutes of Health. Submitted October 2011. Amount: 155,000.
4. Spell, C. & Bezrukova, K. Employer involvement in employee health: An alignment perspective. Under review at *Organization Science*.

5. Bezrukova, K., Roseman, I., & Spell, C. Faultlines, faults, and feelings: The effects of subgroup formation and appraisals on emotions in groups. Preparing for submission to *Organizational Behavior and Human Decision Processes*.
6. Spell, C. & Bezrukova, K. Sidekick to a Star: The role of faultiness in performance and behavioral health of major league baseball teams. Data collection underway. Target: *Administrative Science Quarterly*.
7. Haar, J., Spell, C. & Mtunda, P. Distributive and procedural justice, collectivism and job satisfaction: A study from Tanzania.
8. Bezrukova, K., Spell, C., & Haar, J. Social availability and alcohol use by employees. Currently developing survey instruments. Seeking funding for collection in U.S.

RESEARCH GRANTS

2005-2006	Rutgers School of Business Research Grant: Adoption of flexible benefit plans. \$1000.00
2004-2005	Research Council Grant, Rutgers University: Management and Employee Mental Health. \$980.00
2002-2003	Rand Fellowship Grant from The Walter Rand Institute for Public Affairs: The Role of Employers in the Mental Health of Employees. \$4000.00
2001-2002	Seed grant from Washington State Office of Research: Work-family employee benefits and employee attitudes and behaviors. \$5200.00
1998-1999	Received grant from Waikato Management School to study HRM practices in New Zealand. Directed project and training research assistants in household survey and organizational level survey. \$4500.00
1990-1996	In addition to grants received as principal investigator, also served as Graduate Research Assistant, Georgia Institute of Technology working under Terry Blum, on a longitudinal survey of human resource directors supported by a National Institute on Health grant. Development of instrument items, field work including on site interviews. Direction of student assistants in data collection.

HONORS AND AWARDS

Best Poster Award, "Out of reach: Examining group faultlines in virtual teams" 2011 INGroup conference, Minneapolis, MN.

Superior Achievement Award for Teaching, Rutgers School of Business-Camden, 2007.

Superior Achievement Award for Research, Rutgers School of Business-Camden, 2006.

Rand Faculty Fellowship, The Walter Rand Institute for Public Affairs, 2002-2003.

Best Doctoral Paper, Human Resource Management/Careers/Conflict Management track, 2002 (November) Southern Management Association Meetings. Haar, J., Spell, C., & Dyer, S. Work-Family Benefits and Work Commitment

Best Paper Award, Organization Management Division, for Knowledge Management and Non-financial Performance. 2000 Association of Management Meetings.

Citation for excellence in teaching by graduating seniors at Georgia Tech, 1996.

Tower Award, Georgia Institute of Technology, 1996.

President's Fellowship, School of Management, Georgia Institute of Technology, 1991-1994.

Gamma Beta Pi, Honor and Service Society

Tau Beta Pi, National Honor Society for Engineers.

Alpha Pi Mu, National Honor Society for Industrial Engineers.

REFEREED CONFERENCE PRESENTATIONS AND PROCEEDINGS

1. Spell, C., & Bezrukova, K. (2012). Understanding the Organization's Role in Employee Health Behaviors. Western Academy of Management meetings, LaJolla, CA.
2. Bezrukova, K., Spell, C., & Jehn, K. (2011). "Faultlines and Climate Change" Academy of Management Meetings, San Antonio, TX.
3. Bezrukova, K. Spell, C., Arakeri, S., Sharma, S., and Schreier, M. (2011). "Out of reach: Examining group faultlines in virtual teams" INGroup Conference, Minneapolis, MN.
Notable Information: Best Poster Award.
4. Graves, S., Bezrukova, K., Spell, C., and Dhillon, S. (2011). *Evolution of Conflict*. Human Rights and Technology Conference, UC Berkeley, CA.

Notable Information: Winner of the 'Dream Meets Reality Challenge' competition of the Human Rights and Technology Conference. Link to our video:
www.youtube.com/watch?v=5re7Q0GXBDM".

5. Spell, C. Spell, C.J., & Bezrukova, K. (2011). Faultlines in Baseball: Implications of group diversity for performance. American Psychological Association Meeting, Washington, DC.
6. Bezrukova, K., Spell, C. , & Campion, M. (2011). Baseball Players, System Shocks, an Unfolding Faultline Model and Turnover. SIOP conference, Chicago, IL. **Notable Information:** The session was approved for the PHR, SPHR, and GPHR recertification credits.
7. Bezrukova, K., Perry, J., & Spell, C. Dare to care? (2010). A theory of healthy behavior in organizations. Academy of Management Meeting, Montreal, Canada.
8. Spell, C. Bezrukova, K., Haar, J., & Spell, C.J. (2010). Faultlines, Fairness, and Fighting: A Justice Perspective on Conflict in Diverse Groups. 2010 INGRoup conference. Washington DC.
9. Bezrukova, K. & Spell, C. (2009). Fighting Conflict: Violent Splits or Healthy Divides? 22nd Annual Meeting of the International Association for Conflict Management. Kyoto, Japan.
10. Bezrukova, K. & Spell, C., & Spell, C.J. (2009). Sidekick to a Star: The effects of faultlines on behavioral health and performance in baseball teams. INGRoup conference. Colorado Springs, CO.
11. Haar, J., & Spell, C. (2009). Distributive and Procedural Justice, Collectivism and Job Satisfaction: A Study from Tanzania. Academy of Management Meeting, Chicago, IL.
12. Spell, C. & Perry, J. (2008). Getting involved: Employer monitoring of employee health. Academy of Management Meeting, Anaheim, CA.
13. Spell, C. & Perry, J. (2008). Fairness, evaluation, and psychological well-being. Academy of Management Meeting, Anaheim, CA.
14. Haar, J. & Spell, C. (2007). How does distributive justice affect work attitudes? The moderating effects of autonomy. Academy of Management Meeting, Philadelphia, PA.
15. Spell, C. (2007). The mental health implications of working in a lunar settlement. Rutgers Symposium on Lunar Settlements, New Brunswick, NJ.
16. Haar, J. & Spell, C. (2006). Work-Family Satisfaction and Job Attitudes: the Macromotive Effect. Academy of Management Meeting, Atlanta, GA.
17. Bezrukova, K. & Spell, C. (2006). Faultlines in Diverse Workgroups: Reconsidering the Justice-Psychological Distress Relationship. Academy of Management Meeting, Atlanta,

GA.

18. Haar, J.M. & Spell, C.S. (2006, July). What brings about organizational change? Predicting drug testing adoption In New Zealand and the moderating effect of organizational size. European And Mediterranean Conference On Information Systems, Alicante, Spain.
19. Haar, J.M. & Spell, C.S. (2006, July). Drug testing adoption in New Zealand and the moderating effect of organizational size. European and Mediterranean Conference on Information Systems, Alicante, Spain.
20. Haar, J. M. & Spell, C. S. (2005, July). Predicting strategic intent of New Zealand firms: Structures and processes of prospector, defender and analyzer enterprises. Enterprise and Innovation Research Conference, Hamilton, New Zealand.
21. Haar, J. M. & Spell, C. S. (2004, December). New Zealand employer responses to institutional pressures towards employee drug testing. Australia and New Zealand Academy of Management, Dunedin, New Zealand.
22. Arnold, T. and Spell, C. (2004, August). Closed Organizational Culture and the Relationship Between Justice and Benefits Satisfaction. Academy of Management Meetings, New Orleans, LA.
23. Haar, J.M. & Spell, C. (2004, August). Work family conflict and challenge and hindrance stressors using support organizations part of a Symposium on Work-family practices: A pragmatic perspective. Academy of Management Meetings, New Orleans, LA.
24. Haar, J.M. & Spell, C. (2004, August). Moderating Employee Attitudes about Work Family Practices. Academy of Management Meetings, New Orleans, LA.
25. Spell, C. (2003, August). The Relationship Between Discourse in Print Media and Adoption of Workplace Substance Abuse Programs. Academy of Management Meetings, Seattle, WA.
26. Haar, J. M., Spell, C., O'Driscoll, M., & Dyer, S. (2003, August). Managing Work-Family Conflict: Examining Individual Responses and Use of Organizational Practices. Academy of Management Meetings, Seattle, WA.
27. Haar, J. & Spell, C, & Dyer, S. (2002, November). Work-Family Benefits and Work Commitment. Proceedings of the Southern Management Association, (pp. 69-73), Atlanta.
28. Haar, J. & Spell, C., & Dyer, S. (2002, November). Examining the relationship between work-family conflict and work-family practice use. Proceedings of the Southern Management Association, (pp. 64-68), Atlanta.

29. Haar, J. & Spell, C. (2002, August). Examining the relationship of work factors, satisfaction and work-family practice use with work-family conflict. Academy of Management Meetings, Denver, CO.
30. Haar, J. & Spell, C. (2002, February). Using the norm of reciprocity to test the benefits associated with work-family policy use and employee attitudes. Association of Industrial Relations Academics of Australia and New Zealand, Queenstown, New Zealand.
31. Haar, J. & Spell, C. (2002, February). Examining work-family backlash among local government employees in New Zealand. Association of Industrial Relations Academics of Australia and New Zealand, Queenstown, New Zealand.
32. Haar, J. & Spell, C. (2001, December). Attitudes towards male and female users of work-family policies. Australian and New Zealand Academy of Management Meeting, Auckland, New Zealand.
33. Haar, J. & Spell, C. (2001, December). Examining the relationship between work-family conflict and employee attitudes within a local government organization. Australian and New Zealand Academy of Management Meeting, Auckland, New Zealand.
34. Haar, J., Spell, C., & Dyer, S. (2001, November). Using work-family practices and attitudes towards the organization: a study of New Zealand public sector employees. Southern Management Association Meeting, New Orleans, LA.
35. Spell, C. (2001, August). The relationship between discourse in print media, government goals, and adoption of workplace substance abuse programs. Academy of Management Meetings, Washington D.C.
36. Spell, C., Joyce, T., & Stivers, B. (2000, August) Knowledge management and non-financial performance. Proceedings of the Association of Management/International Association of Management Meetings, San Antonio.
37. Haar, J., & Spell, C. (1999, December) Where did New Zealand's paid parental leave come from: a family-friendly fashion whose time has come? 1999 ANZAM Conference, Hobart, Australia
38. Spell, C. (1998, August). Where do management fads come from, and how long do they stay? Academy of Management Meetings, San Diego.
39. Donald, D., & Spell, C. (1998, February) Let's keep it out of court: Informal dispute resolution in New Zealand Industrial relations. Presented at the 1998 AIRAANZ Conference, Wellington, New Zealand.
40. Spell, C. (1997, November) Core Technologies and human resource practices. In the Proceedings of the Southern Management Association (pp.116-118), Atlanta.

41. Spell, C. (1997, July). A configurational approach to understanding relationships between human resource management and technology. In the Proceedings of the International Employee Relations Association Conference, Coogee Bay, Sydney, Australia.
42. Shane, S., & Spell, C. (1997, March) Agency Costs, Search Costs, Transactions Costs, Managerial Limits to Firm Growth and New Franchisor Survival 1984-1994. In the Proceedings of the 1997 Society of Franchising Conference, Orlando.
43. Spell, C. & Blum, T. (1996, August) Pre-employment drug testing: Weapon in the War on Drugs or response to the institutional environment? Presented at the Academy of Management Meetings, Cincinnati.
44. Spell, C. (1995, August). Configurations of core technologies, skills and human resource practices. In the Proceedings of the Information Technology Management Group, Association of Management Conference, (pp 161- 169) Vancouver.
45. Spell, C. & Blum, T. (1995, August). Internal promotion and barriers to management: Relationships with organizational factors. In the Proceedings of the Human Resource Management Group, Association of Management Conference, (pp 142- 151) Vancouver.
46. Blum, T., Milne, S., & Spell, C. (1994, August). Organizational characteristics as predictors of health care cost containment practices. Presented at the Academy of Management Meetings, Dallas.
47. Spell, C. & Blum, T. (1993, November). Mobility within the organization: Effects of technology and other organizational factors. In the Proceedings of the Southern Academy of Management Meetings, Atlanta.
48. Spell, C. (1993, April) Technology and the workforce: Effects on personnel staffing practices, In Design for Competitiveness: Proceedings of the International Conference on Technology Management, (pp 745-776) Denver.
49. Blum, T., Milne, S., Spell, C., Goodman, J., Bennett, N., & Roman, P. (1992, November). Describing the presence of health related human resource management practices: Organizational and environmental factors. In the Proceedings of the Southern Academy of Management Meetings, (pp. 222-225) New Orleans.

CONSULTING AND OTHER EMPLOYMENT

- | | |
|------|---|
| 2010 | Applied Materials, Inc. Ongoing project on enhancing functioning of virtual teams in workforce of 1300 (IT department). |
| 2006 | Diversified Foam Products, Pennsauken, New Jersey. Provided direction on how to conduct valid interviews of job applicants. Guidance on psychological testing and |

other selection procedures.

- 1997 Fletcher Challenge Forests, Auckland, New Zealand. Consultation project on drug and alcohol policy for 1400 employee company.
- 1996 Cole School of Business, Kennesaw College. Consulted on data analysis and methodology for comparative research project on U.S. and Canadian firm strategies.
- 1987-88 Test Engineer, Norfolk Naval Shipyard, Portsmouth, VA. On site direction of testing procedures in naval nuclear power plant. Supervised plant operations.

COURSES TAUGHT

Human Resource Management (Undergraduate and MBA, Executive Education)

Organizational Behavior (Undergraduate and MBA, Executive Education)

Research methods (Undergraduate and MBA)

Compensation (developed new course for Undergraduate and MBA)

Employee Health and Well-being (developed new course as part of Business Leader Development Program)

Principles of Management (Undergraduate)

Organizational Theory (Undergraduate)

Statistics (Undergraduate)

SUPERVISING RESEARCH

Doctoral Dissertations: (chair) Jarrod Haar, University of Waikato (2002).

Recent Master's Thesis Committees:

Amy Mears, Department of Psychology, Rutgers University (2011).

Brooke Lewis (2010).

Pauline Mtunda, University of Waikato (2007),

George Smith, Department of Psychology, Rutgers University
 Jamie Perry, Department of Psychology, Rutgers University
 External examiner for numerous MBA students at University of Waikato.

Recent Independent Studies Students:

Justin Lang: "The Mitchell Report and performance enhancing drugs in baseball teams"
 Brandon Weinberg: "Selection practices for the sales force in an insurance firm"
 Rachael Olorunnisola: "Research on self-management"
 Elaine Goldstein: "Special project evaluating HRM systems at DUE Charter School"
 Francis Lee: "Analysis of how organizational justice has been measured and researched"
 Susan Cristiano: "Fairness and Mental Health"
 Michelle Campion: "Here Today, Gone Tomorrow: Baseball Players, Shocks to the System, and the Unfolding Model of Employee Turnover"

Advised numerous graduate theses for management majors at Washington State University.

RECENT INVITED TALKS

1. Diversity and the workplace: Cases and precedent. Santa Clara University. November 7, 2011.
2. Work and Psychological Well-being. Santa Clara University. Department of Psychology. November 12, 2011.
3. The Pursuit of Happiness: The Business Case. Santa Clara University. Department of Psychology, November 9, 2010.
4. Dare to Care? A Theory of Healthy Behavior in Organizations. Leavey School of Business, Santa Clara University, February 10, 2010.
5. The Case for Business: Employee Mental Health and Psychological Well-being. Santa Clara University. Department of Psychology, May 12, 2009.
6. Feeling well, being well and the company you keep: Group splits and psychological well-being. Claremont Graduate University, March 6, 2009.
7. Diversity and faultlines among professional sports teams. Santa Clara University, Department of Psychology. January 22, 2009.
8. Justice, Behavioral Health and Psychological Well-being. California State University, San Bernardino, November 24, 2008.
9. Behavioral Health and Organizational Justice. California State University, Fullerton. November 17, 2008.
10. Employee Mental Health and Psychological Well-being. Santa Clara University. November 4, 2008.

APPEARANCES IN PRINT AND BROADCAST MEDIA

1. Coping with a Bullying Boss. *Rutgers Today*, December 5, 2011.
2. Study: Gloomy Days Reduce Productivity. *Courier Post*. May 25, 2011. Available online at www.courierpostonline.com/article/20110525/NEWS01/10525037...days-reduce-productivity?odyssey=tab%7Ctopnews%7Ctext%7CFRONTPAGE
3. Workplace Faultlines Can Ease Psychological Distress Among Employees. *Newswise*. January 13, 2011. Available online at www.newswise.com/articles/workplace-faultlines-can-ease-psychological-distress-among-employees
4. Workplace faultlines can ease psychological distress among employees. *Reliable Plant*. January 13, 2011. Available online at www.reliableplant.com/Read/28016/Workplace-faultlines-psychological-stress
5. Frustrated Employees Perceive Injustices at Work. *Business News Daily*, December 28, 2010. Available online at <http://www.businessnewsdaily.com/frustrated-employees-perceive-injustices-at-work-cost-billions-0856/>
6. Workplace Faultlines Can Ease Psychological Distress Among Employees. *Medical New Today*. December 26, 2010. Available online at www.medicalnewstoday.com/printerfriendlynews.php?newsid=212453.
7. CEO SALARIES: Do executives deserve big bucks? *Asbury Park Press*, August 8, 2010. Available online at <http://www.app.com/article/20100808/NEWS/100808018/1001&source=rss>.
8. Commentary on the SEPTA strike. Interviewed on WDEL, Wilmington DE, Nov 4, 2009.
9. "Business lessons from ball-team studies" *Philadelphia Inquirer*, Nov. 1, 2009. http://www.philly.com/inquirer/business/homepage/20091031_Business_lessons_from_ball-team_studies.html
10. "Baseball team dynamics and diversity" Interviewed on the Joe Bartlett Show, WOR radio, Oct 10, 2009.
11. "How much is a CEO Really worth?" *Asbury Park Press*, April 1, 2009. www.app.com/apps/pbcs.dll/article?AID=/20090401/BUSINESS/90401020&s=d&page=2
12. "Implications of Wall Street financial crisis for employee mental health" Interview on KNIX and Gloucester County Times, October 2008.
13. "Spaced out. Professor considers employees' desolate working environments" *Philadelphia Inquirer*, October 7, 2007, p. G1.

14. "Considering employee morale—on the moon". Focus on Faculty, BizEd, September/October 2007, p. 54.
15. Working on the Moon. Astrobiology Magazine, June 27, 2007.
<http://www.astrobio.net/news/index.php?name=News&file=article&sid=2377>
16. Interview on Mental health implications of working on the moon, KYW1060 Philadelphia, June 22, 2007.
17. "Moon jobs will tax mental health of workers: Science Daily, June 22, 2007.
<http://www.sciencedaily.com/releases/2007/06/070622115215.htm>
also published on Phys.org June 22, 2007, Medical Science News June 27, 2007.
18. Interview about New Jersey's Proposed Paid Family leave legislation, KYW1060 Philadelphia, May 30, 2007.
19. "Control issues: Sense of injustice at work can stress you out" Rutgers Magazine, Spring 2007, p. 31.
20. "Bush's healthcare proposal...what does this mean to us?" Commentary on KNX Los Angeles The Business Hour with Frank Mottek, January 24, 2007.
21. "Some question benefits of health care proposal" Gloucester County Times, January 24, 2007.
22. "Show us the holiday bonus" NJ Biz, December 11, 2006, p. 3.
23. "Business rumors die slowly after spreading on the Web" Press of Atlantic City, March 13, 2006.
24. "Analysts skeptical of Bush message" Daily Targum, February 2, 2006.
25. "Don't downsize the compassion" Philadelphia Inquirer, October 24, 2004, p. E1.
26. Commentary on Downshifting and Work Family balance on "The 10'o'clock News" WPHL TV, September 3, 2004.
27. "Let's make a deal! Business is in full swing on South Jersey golf courses" South Jersey Business and High Living, May 2004, p. 29-33.
28. "Workers use of amphetamines increasing" The Courier Post, May 5, 2003.

1. Coordinator, HRM/OB area, 2005-2010, Rutgers –Camden School of Business
2. Research and Intellectual Contributions Committee, Rutgers School of Business-Camden, 2008-2011 (Chair, 2010-2011)
3. Co-chair, Teaching Awards Committee, Rutgers School of Business-Camden, 2008
4. MBA Task Force, Rutgers School of Business, Camden, 2008-2011.
5. Search Committee, Health Care Management Senior Scholar, 2008
6. Presentation at MBA Open House, Spring 2008
7. Coordinated Search for new HRM/OB faculty, 2007-2008.
8. “Working on the Moon and other tough jobs” Sample Class, Rutgers Open House, November 10, 2007.
9. Rutgers Open House, Sample Class on Organizational Behavior, Fall 2006.
10. Good Works Committee, Rutgers-Camden School of Business.
11. Chair, Panel discussion on “A Woman’s work is...” Part of Women’s History Month, Rutgers University, March 2004.

SERVICE TO THE PROFESSION

Editorial Board, *Journal of Management History*, 2010-

1. Reviewer for Following Journals:
 - Academy of Management Journal*
 - Academy of Management Review*
 - Human Relations*
 - Journal of Management Studies*
 - Journal of Occupational Health Psychology*
 - Human Resource Management*
 - Applied Psychology: An International Review*
 - International Journal of Manpower*
 - Asia-Pacific Journal of Human Resources*
2. Other Reviewing:
 - International Conference on Conflict Management, Kyoto, Japan, 2009
 - Organization and Management Theory Division, Academy of Management Meetings, 1995, 1996, 1999-2003

Health Care Management Division, Academy of Management Meetings, 2005-2007
 Management History Division, Academy of Management Meetings, 1998, 2000-2008.
 International Management Division, Southern Management Association Meetings, 1998.
 Southwest Academy of Management Meetings, 1992
 Northcraft, G.B. and Neale, M.A. 1994. Organizational Behavior: A Management
 Challenge (2nd Edition). Fort Worth: Dryden.

3. Division Chair, 2011-2012, Management History Division, Academy of Management.
4. Program Chair, 2009-2010, Management History Division, Academy of Management
5. PDW Chair, 2008-2009, Management History Division, Academy of Management
6. Co-Organizer for Multi-disciplinary (School of Business, Psychology, Public Affairs)
 Research Seminar, Rutgers-Camden, 2005-2009.
7. Session Chair, Management History Division, Academy of Management Meetings, 2000.
8. Discussant, Management History Division, Academy of Management Meetings, 1998, 2003,
 2005.
9. Representative-at-large, International Employment Relations Association (Australia), 1997-98.
10. Session Chair, 1997 IERA Conference, Sydney, Australia.
11. Judge for the Strategic Management Case Competition, University of Waikato, 1997-1999.
12. Published Teaching Note: Spell, C. 1994. Managing Diversity. In Northcraft, G., and Neale,
 M. Teaching Tools for Organizational Behavior: A Management Challenge (2nd Edition),
 pp. 59-60. Fort Worth: Dryden.

Other Activities:

1. Rutgers New Faculty Traveling Seminar, 2005.
2. Participant in the Doctoral Consortium, Technology and Innovation Management Division,
 1993 Academy of Management Meetings, Atlanta, GA
3. Participant in workshop on structural equation modeling techniques directed by P. Horan,
 University of Georgia, spring 1993.
4. Participant in the Doctoral Consortium, Human Resource Management Division, 1994
 Academy of Management Meetings, Dallas, TX

PROFESSIONAL ASSOCIATIONS

Academy of Management
American Psychological Association
Society of Human Resource Management
Society of Industrial and Organizational Psychology
Sloan Industry Foundation Affiliate