# Shaun Pichler, Ph.D.
Professor
Director, Graduate Certificate Program in HR
Department of Management
Mihaylo College of Business & Economics
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## EDUCATION

Ph.D.      Michigan State University, 2004-2009
Major:     Human Resources and Industrial Relations
Minors:    Management
           Industrial-Organizational Psychology

M.S.       Loyola University Chicago, 2002-2003 (with Dean's High Honors)
Major:     Human Resource Management

B.A.       Michigan State University, 1998-2002 (with High Honors)
Major:     Psychology (Golden Key, Psi Chi, Phi Kappa Phi)

## ACADEMIC EMPLOYMENT

2019- Present      *Professor*, Department of Management
                   California State University, Fullerton

2019- Present      *Director*, Graduate Certificate in Human Resources
                   California State University, Fullerton

2019-2020          *Interim Chairperson*, Department of Management
                   California State University, Fullerton

2016-present       *Adjunct Professor*, Merage School of Business
                   University of California, Irvine

2016-2017          *Director*, Mihaylo MBA & Graduate Programs
                   California State University, Fullerton

2012-2019          *Associate Professor*, Department of Management (*with tenure*)
                   California State University, Fullerton

2011               *Visiting Scholar*, Department of Work & Organizational Studies
                   University of Sydney

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| 2009-2012 | *Assistant Professor*, Department of Management California State University, Fullerton |
| 2007-2009 | *Instructor*, School of Labor & Industrial Relations Michigan State University |
| 2007 | *Instructor*, Department of Psychology Michigan State University |
| 2004-2009 | *Graduate Research Assistant,* School of Labor & Industrial Relations Michigan State University |
| 2002-2003 | *Graduate Research Assistant,* Graduate School of Business Loyola University Chicago |
| 2001-2002 | *Research Assistant,* U of M – MSU Longitudinal Study University of Michigan (Unpaid research assistant 2000-2001) |

## INTERNATIONAL TEACHING

November, 2015 *Visiting Professor*, EDHEC Business School
Lille, France

## ADMINISTRATIVE POSITIONS

January 2019-Present
*Director*, Graduate Program in Human Resources Management (HRM)
California State University, Fullerton
- Conducted needs analysis for online graduate program in HRM
- Authored original proposal for graduate program
- Wrote proposals for relevant graduate courses to be offered online
- Oversaw curriculum committee processes for new program and courses
- Coordinated with CSUF and Mihaylo marketing and communications
- Helped develop marketing and promotions materials for the program
- Designed key flyer/advertisement including all relevant copy
- Lead on all recruitment efforts (e.g., online, with HR-related organizations)
- Responsible for all discussions with interested candidates and all selection decisions
- Interviewed, selected, and directed instructors for each of the graduate courses in the program
- Instructed the core course in Human Resource Management
- Recruited a successful first cohort (2019), of which almost all students matriculated
- Successfully recruited a second cohort which is currently underway
- Currently working on recruiting a third cohort for 2021

August 2019-August 2020

*Interim Chairperson*, Department of Management

California State University, Fullerton

- Appointed as interim department chairperson by the Dean of the Mihaylo College of Business when incumbent chairperson was promoted to Associate Dean
- Manage a staff of one administrative support coordinator, one administrate support assistant, and two student assistants
- Oversee faculty responsibilities for twenty-seven tenure-line faculty, four full-time lecturers, eighteen entitled part-time lecturers, and a cadre of additional part-time lecturers
- Ex-officio member of the department selection committee; coordinate the search for two tenure-track positions
- Serve on the Dean's and Chair's advisory committee; provide analysis and advice on a variety of college- and university-wide policies and practices
- Serve on University Chair's Committee – provide recommendations regarding how to improve processes related to department chair responsibilities
- Recruit and select new part-time faculty persons for a variety of positions
- Manage all staffing issues for the department; create and maintain schedule of courses for department of management (around 170 sections per semester)
- Evaluate pre-tenure faculty for purposes of retention, promotion, and tenure (RTP)
- Coordinate with the department curriculum committee and all curriculum-related changes
- Did not run for an elected appointment so as to focus on faculty responsibilities (teaching, research) as well as directorship of the Graduate Program in Human Resources Management

July 2016 – August 2017

*Director,* Mihaylo MBA & Graduate Programs

California State University, Fullerton

- Appointed to director of by the Dean of the Mihaylo College of Business; lead the unit when the directorship was transitioning from a full-time management (staff) position to a tenure-line faculty-lead position
- Managed a staff of three assistant directors, one department coordinator, four professional staff persons, and four student assistants; recruited & hired assistant director of recruitment
- Performed performance planning and evaluations, edited position descriptions and handled compensation-related matters for staff
- Directed two MBA programs and, alongside department chairs, specialty master's programs in accounting, information systems and decision sciences, and economics
- Developed a vision, mission and strategic plan for the entire unit focused on three key objectives: enhanced curriculum, increased enrollment, and student success
- Lead the revision of core curriculum for part-time (FLEX) MBA program
  - Benchmarked curriculum and lead curriculum revision process with department chairs, curriculum committees, and CSUF's online curriculum portal, Curriculog
- Developed proposal for new for-credit graduate certificate in human resource management
  - Authored proposal for graduate certificate and managed the curriculum process
  - Revised three graduate-level courses for curricular approval as online courses
  - Also authored proposal for a fully online master's degree in human resources
- Created GRE/GMAT waiver policy for MBA programs
- Oversaw cost-savings of ~19% total budget during unprecedented budget constraints
- Chaired the Mihaylo MBA committee, an ad-hoc specialized advisory committee

- Coordinated all marketing and advertising efforts with Mihaylo marketing department
- Produced new recruitment and marketing materials for all graduate programs
- Supported student success efforts in collaboration with advising and career services
- Declined re-appointment so as to focus on new Graduate Program in Human Resources

## EDITORIAL POSITIONS

Senior Editor, *Journal of Occupational & Organizational Psychology* (2021 - )

Associate Editor, *Human Resource Management* (2022-2025)

Associate Editor, *Journal of Occupational & Organizational Psychology* (2017-2021)

Associate Editor, *Frontiers in Psychology* (2020-2022)

## EDITORIAL BOARDS

*Applied Psychology* (2024-
*Diversity Research Institute Journal* (2016 - )
*Equality, Diversity & Inclusion: An International Journal* (2016 - )
*Frontiers in Psychology* (2019-2020)
*Group & Organization Management* (2019 - )
*Human Resource Management* (2016-2022)
*International Journal of Human Resource Management* (2020 - )
*Journal of Business & Psychology* (2020 - )
*Journal of Occupational and Organizational Psychology* (2016-2017)
*Journal of Management* (2023- )
*Journal of Vocational Behavior* (2016 - )
*Personnel Psychology* (2021 - )
*Research in Human Resource Management* (2022 - )

## EDITORIAL BOARDS – SPECIAL ISSUES

*Academy of Management Review*
        Special Theory Forum on Diversity, 2016
        Special Theory Forum on Work-Life, 2017

## RESEARCH INTERESTS

My research program focuses on understanding fairness and support in organizations. My primary areas of research interest are:

- Gender and diversity
- Work and family
- Performance appraisal

## PUBLICATIONS

Total Citations: 5,900 i-10 index, 56; H-index, 35. (Google Scholar, March, 2024)

81. Babu, N., Fletcher, L., **Pichler, S.,** & Budhwar, P. (in press). What's trust got to do with it? Examining trust in senior leadership, psychological capital, and employee well-being in a cross-national context during the COVID-19 pandemic. *European Management Review*.

80. Beenen, G., **Pichler, S.,** & Zhang, J. (in press). From me to we: A dual emphasis on social identity and task autonomy enhances personal learning in student teams. *Journal of Education for Business*.

79. Fletcher, L., **Pichler, S.,** & Chandrasekaran, L., (in press). Does authentic leadership matter for gay, lesbian, bisexual, and transgender (LGBT) managers? *Journal of Managerial Psychology*.

78. Roberson, Q., Ruggs, E., **Pichler, S.,** & Holmes, O. (in press). Moving from LGBT-supportive practices to climates: An HR system strength perspective. *Journal of Management.*

77. **Pichler, S.**, Casper, W., Fletcher, L., & Babu, N. (2023). Adaptive work and family behaviors link support to mental health during a pandemic. *Journal of Occupational & Organizational Psychology, 96* (4), 725-753.

76. Beenen, G., Fiori, M., **Pichler, S**., & Riggio, R. (2023). Interpersonal skills: Individual, social, and technological implications. *Frontiers in Psychology, 14*.

75. Falik, O., **& Pichler, S.** (2023). Linking perceived organizational politics to workplace cyberbullying perpetration: The role of anger and fear. *Journal of Business Ethics*, 186 (2), 445-463.

74. Beenen, G., Todorova, G., Riggio, R., & **Pichler, S.** (2022). Reconceptualizing multilevel leaders-follower shared outcomes. *Journal of Leadership & Organizational Studies, 9* (3), 289-305.

73. Livingston, B., **Pichler, S.,** Thompson, R., Kossek, E.E., Bodner, T. (2022) Work-family interventions and work-family conflict: The effect of measurement equivalence across organizations and treatment groups. *Occupational Health Science, 6,* 513-543.

72. Yu, A., **Pichler, S.**, Russo, M., & Hammer, L. (2022). Family-supportive supervisor behaviors and work-family conflict: The role of stereotype content and gender role beliefs. *Journal of Occupational & Organizational Psychology, 95* (2), 275-304.

71. Yu, A., Xu, W., & **Pichler, S.** (2022). A social hierarchy perspective on the relationship between leader-member exchange (LMX) and interpersonal citizenship. *Journal of Management & Organization*, 1-18.

70. Beenen, G., **Pichler, S.**, Livingston, B., & Riggio, R. (2021). The good manager: Development and validation of the managerial interpersonal skills scale. *Frontiers in Psychology*, 12, 515.

69. & Burgess, B.A., & **Pichler, S.** (2021) Talent management and performance management: A workforce differentiation perspective. In Tarique, I. (Ed). *Companion to Talent Management*, Routledge (pgs. 522-538).

68. Crehan, P., Daly, F., Fletcher, L., & **Pichler, S.** (2021). A global examination of LGBT workplace equality indices. In E. Ng, C. Stamper, & A. Klarsfeld (Eds.), *Handbook on Diversity and Inclusion Indices: A Research Compendium* (pp. 230-251). Edward Elgar Publishing Ltd.

67. **Pichler, S.**, Kohli, C., & Granitz, N. (2021). DITTO for Gen Z: A framework for leveraging the uniqueness of the new generation. *Business Horizons, 6* (5), 599-610.

66. Srikant, C., **Pichler, S.**, & Shafiq, A. (2021). The virtuous cycle of diversity. *Human Resource Management*, 60 (4), 535-558.

65. Schmidt, G. & **Pichler, S.** (2021). General self-efficacy and body weight: The role of race and gender. *Psychological Reports*, 124 (6), 2476-2500.

64. **Pichler, S.**, Beenen*, G. Wood, S. (2020). Feedback frequency and appraisal reactions: A meta-analytic test of moderators *Contribution of last two authors approximately equal. *International Journal of Human Resource Management.*

63. **Pichler, S.** (2020). The role of managerial interpersonal skills in managing workplace diversity. In Q. Roberson, M. Hebl, & E. King, (Eds.) *Pushing our Understanding of Diversity in Organizations.*

62. **Pichler S.** (2019) Performance Appraisal Reactions: A review and research agenda. In: Steelman L., Williams J. (eds) Feedback at Work. Springer.

61. **Pichler, S.**, Livingston, B., Yu, A., Varma, A., Buhdwar, P., & Sharma, A. (2019). Nationality diversity and leader-member exchange at multiple levels of analysis: Test of a cross- level model. *Equality, Diversity, & Inclusion: An International Journal*, 38 (1), 28-29.

60. **Pichler, S.** & King, C. (2019). Heterosexism and work-family concerns. In the *Sloan Work and Family Research Network, Work-Family Encyclopedia*.

59. **Pichler, S.**, & Ruggs, E. (2018). LGBT Workers. In A. Collela & E. King (Eds). *Oxford Handbook of Workplace Discrimination*

58. **Pichler, S.** (2018). Heterosexism in organizations: The role of transformational and heroic leadership. In Beggan, J. & Allison, S. (Eds). *Leadership & Sexuality: Power, Principles, & Processes.* Edward Elgar (pp. 106-121).

57. **Pichler, S.,** Cook, K., Blazovich, J., Huston, J.M., Strawser, W.R. (2018). Do gay-friendly corporate policies enhance firm performance? *Human Resource Management,* 57 (1), 263-278.

56. Beenen, G., **Pichler, S.,** & Davoudpour, S. (2018). Interpersonal skills in MBA admissions: How are they conceptualized and assessed. *Journal of Management Education*, 42 (1), 34-54.

55. **Pichler, S.** (2017). Review of: "Sexual orientation and transgender issues in organizations" for *Equality, Diversity & Inclusion: An International Journal*, 36 (2), 197-200.

54. **Pichler, S.**, & Holmes, O. (2017) An investigation of fit perceptions and promotability in gay and lesbian candidates. *Equality, Diversity & Inclusion: An International Journal*, 36 (7), 628-646.

53. Beenen, G., & **Pichler, S**., & Levy, P. (2017). Self-determined feedback seeking: The role of perceived supervisor autonomy support. *Human Resource Management*, 56 (4), 555-569.

52. **Pichler, S.** , Beenen, G., & Wood, S. (2017). Feedback frequency and appraisal reactions: A meta-analytic test of moderators. *Academy of Management Best Paper Proceedings*.

51. **Pichler, S.,** & Ruggs, E., & Trau, R. (2017). Worker outcomes of LGBT-supportive policies: A cross-level model. *Equality, Diversity & Inclusion: An International Journal*, 36 (1), 17-32

50. Trau, R., Chuang, Y., & **Pichler, S.**, & Lim, A. (2017). The dynamic recursive process of community influences, LGBT-supportive policies and practices, and perceived discrimination at work. *Stigmas, Work & Organizations*. S. B. Thompson & G. Grandy (Eds). Palgrave: New York, NY.

49. **Pichler, S.** (2016). Families and Work Institute. *Academy of Management Learning & Education.* 15 (2), 388-390.

48. **Pichler, S.,** Livingston, B., Ruggs, E., & Varma, A. (2016). The dark side of high performance work systems: Relationships with workplace incivility, supervisor- and subordinate work-family conflict and abusive supervision. In N. Ashkanasy & Bennett, R. (Eds). The dark side of high performance work systems. *SIOP Frontiers Series* (pp. 231-251).

47. Pisczcek, M., **Pichler, S.\***, Turel, O., & Greenhaus, J. (2016). The information and communication technology user role: Implications for the work role and inter-role spillover. *Frontiers in Psychology*, 7. \*First two authors contributed equally.

46. Varma, A., Aycan, Z., Budhwar, P., **Pichler, S.**, Uygur, U., Paluch, R. (2016). Host country national's support to expatriates: An investigation in Turkey. *European Journal of International Management*, 10 (6).

45. Beenen, G., & **Pichler, S.** (2016). A discussion forum on managerial interpersonal skills. *Journal of Management Development*, 35 (5), 1-13.

44. Kossek., E.E., Lee, M.D., Ollier-Malaterre, A., **Pichler, S.**, & Hall, D.T. (2016). Line managers' rationales regarding reduced-load work of professionals in embracing and restrictive contexts. *Human Resource Management*, 55 (1), 143-171.

43**. Pichler, S.**, Varma, A., Michel, J., Levy, P.E., Budhwar, P., & Sharma, A. (2016). Leader-member exchange, group- and individual-level procedural justice and reactions to performance appraisals. *Human Resource Management*, 55 (5), 871-883.

42. Westring, A. Kossek, E.E., **Pichler, S.**, Ryan, A.M., & Lee, M.D. (2015). Beyond policy adoption: Factors influencing organizational support for reduced-load work arrangements. In G. Baugh & S. Sullivan (Eds). *Striving for Balance: Putting Work and Life in Focus*.

41. Teckchandani, A., & **Pichler, S.** (2015). How to improve performance appraisals through relationship building. *Industrial Management*, 57 (4).

40. Beneen, G., **Pichler, S.** (2014). Do I really want to work here? Testing a model of job pursuit for MBA interns. *Human Resource Management*, 53 (5), 661-682.

39. **Pichler, S.,** Varma, A., Beenen, G., Yu, A., & Davoudpour, S. (2014). High performance work environments and turnover: Organizational culture and gender demography matter. *Employee Relations,* 36 (6), 693-707.

38. Michel, J., **Pichler, S.** & Newness, K. (2014). Integrating work-family and leadership: The influence of conflict, enrichment and dispositional affect on leadership. *Leadership & Organization Development Journal,* 35 (5), 410-428.

37. Hall, D.T., Kossek, E.E., Briscoe, J.P., **Pichler, S**., Lee, M.D. (2013). Nonwork orientations relative to career: A multidimensional measure. *Journal of Vocational Behavior* 83 (3) 539-550.

36. **Pichler, S.** & Beenen, G. (2013). Toward a model and measure of managerial interpersonal skills. In R. Riggio & S. Tan (Eds). *Leader interpersonal and influence skills: The soft skills of leadership*. Routledge.

35. Roehling, M., **Pichler, S.**, & Bruce, T. (2013). Moderators of the effect of weight on job-related outcomes: A meta-analysis of experimental studies. *Journal of Applied Social Psychology*, 42 (2), 237-252.

34. **Pichler, S**. (2012). The social context of performance appraisal and appraisal reactions: A meta-analysis. *Human Resource Management, 51* (5), 709-732.

33. **Pichler, S.** (2012). Sexual orientation harassment: An integrative review with directions for future research. In S. Fox & T. Lituchy (Eds.) *Gender and the Dysfunctional Organization*. Northhampton, MA: Edward Elgar Publishing. PP. 135-148.

32. **Pichler, S**., Varma, A., Budhwar, P. (2012). Antecedents and consequences of the social categorization of expatriates in India. *International Journal of Human Resource Management, 23* (5), 915-927.

31. Varma, A., Grodzicki, **Pichler, S.**, & Kupferer, S. (2012). Expatriate categorization and Evaluation: An empirical investigation in Poland and India. *European Journal of International Management, 6* (1), 63-82.

30. Varma, A., **Pichler, S.**, Budhwar, P., & Kupferer, S. (2012). HCN willingness to help expatriates: The social categorization of expatriates in China. *Journal of Managerial Psychology*.

29. Kossek, E.E., **Pichler, S.**, Bodner, T., & Hammer. L. (2011). Workplace social support and work-family conflict: A meta-analysis clarifying the influence of general and work-family specific supervisor and organizational support. *Personnel Psychology, 64* (2), 289-313.

- Web of Science - one of top 115 most-cited papers (out of 16,034) between 2010-2014 in Applied Psychology category

28. Muse, L., & **Pichler, S.** (2011). A comparison of types of support for lower-skill workers: Evidence for the importance of family-supportive supervisors. *Journal of Vocational Behavior, 79* (3), 653-666.

27. Varma, A., Budhwar, P., & **Pichler, S.** (2011). Chinese country nationals' willingness to help expatriates: The role of social categorization. *Thunderbird International Business Review 53* (3), 353-364.

26. Varma, A., **Pichler, S.**, & Toh, S.M. (2011). A performance theory perspective on expatriate success: The role of self-efficacy and motivation. *International Journal of Human Resource Development & Management,* 11 (1), 38-50.

25. Varma, A., **Pichler, S.**, & Budhwar, P. (2011). The relationship between expatriate job level and host country national categorization: An investigation in the United Kingdom. *International Journal of Human Resource Management*, 22 (1), 103.

24. Michel, J., Mitchelson, J.K., **Pichler, S.**, & Cullen, K.L. (2010). Clarifying relationships among work and family social support, stressors and work-family conflict *Journal of Vocational Behavior*, 76, 91-104.

23. **Pichler, S.**, Varma, A., & Bruce, T. (2010). Heterosexism in employment decisions: The role of job misfit. *Journal of Applied Social Psychology, 40,* (8).

22. Maher, M.J., Landini, K., Emano, D.M., Knight, A.M., Lantz, G.D., Parrie, M., **Pichler, S.**, Sever, L.M. (2009). Hirschfeld to Hooker to high schools: A study of the history and development of GLBT empirical research, institutional policies, and the relationship between the two. *Journal of Homosexuality*. 56 (7), 921-958.

21. Varma, A., **Pichler, S.**, & Biswas, S. (2009). Chinese host country national willingness to help expatriates in China: The role of collectivism and interpersonal relationships. *International Journal of Cross-Cultural Management,* 9 (2), 199-216.

20. Dulebohn, J.H., Molloy, J.C., **Pichler, S.,** & Murray, B. (2008). Employee benefits: Literature review and emerging issues. *Human Resource Management Review*, 19 (2), 86-103.

19. Maher, M. J., Sever, L. M., & **Pichler, S.** (2008). Young Catholics and pro-life thinking: How Catholic college students view the issues of abortion, euthanasia, and capital punishment. *Research in the Social Scientific Study of Religion, 19*, 17-41.

18. Maher, M., Sever, L., & **Pichler, S.** (2008). How Catholic college students think about homosexuality: The connection between authority and homosexuality. *Journal of Homosexuality*, 55 (3), 1-25.

17. Kossek, E.E., **Pichler, S.**, Meece, D, & Barratt, M.E. (2008). Family, friend and neighbor child care providers and maternal well-being in low-income systems: An ecological social perspective. *Journal of Occupational and Organizational Psychology,* 81, 369-391.

16. **Pichler, S.** Simpson, P., & Stroh, L.K. (2008). The glass ceiling in human resources: Exploring the links between women's representation in management and the practices of strategic human resource management and employee involvement. *Human Resource Management,* 47 (3), 463-479.

15. **Pichler, S.**, Varma, A., & Petty, R. (2008). Rater-ratee relationships. In A.Varma, P. Budhwar, & A. DeNisi, (Eds.). *Performance Management Systems Around the Globe*.

14. Maher, M.J., Sever, L., & **Pichler, S.** (2007a). Life on campus after September 11th: Undergraduates' attitudes regarding war and religious discrimination. *Journal of Religion and Education*, 34 (3).

13. Maher, M.J., Sever, L., & **Pichler, S.** (2007b). Beliefs versus lived experience: Gender differences in Catholic college students' attitudes concerning premarital sex and contraception. *American Journal of Sexuality Education*, 2 (4), 67-87.

12. Maher, M.J., Sever, L., & **Pichler, S.** (2007c). Is the Roman Catholic prohibition of female priests sexist? *Journal of Religion & Society, vol. 9*.

11. **Pichler, S.** (2007). Heterosexism in the workplace. In the *Sloan Work and Family Research Network, Work-Family Encyclopedia*.

10. Roehling, M., Roehling, P., & **Pichler, S.** (2007). The relationship between body weight and perceived employment discrimination: The role of sex and race. *Journal of Vocational Behavior,* 71 (2), 300-318.

9. Varma, A., & **Pichler, S.** (2007). Interpersonal affect and performance appraisal. *Journal of Labor Research*, 28 (2), 397-412.

8. Varma, A., **Pichler, S.**, Srinivas, S., & Albarillo, M. (2007). Leader member exchange revisited: An investigation of the moderating and mediating effects of LMX in two samples -- USA and India. *Management & Labor Studies, 32* (2), 203-220.

7. Kossek, E.E., & **Pichler, S.** (2006). EEO and the management of diversity. In P. Boxell, J. Purcell, & P. Wright (Eds). *Handbook of Human Resource Management* (pp. 251-272). Oxford University Press.

6. Maher, M.J., Sever, L., & **Pichler, S.** (2006). The priest sex scandal and its effects on trust and respect: How Catholic college students think about Catholic leadership. *Journal of Religion & Abuse*, 8 (3), 35-62.

5. Varma, A., **Pichler, S.**, & Simpson, P. (2006). HR and the bottom line: The impact of high performance work systems. *Management and Labour Studies, 31* (4), 349-357.

4. Varma, A. Toh, S.M., & **Pichler, S.** (2006). Ingratiation in applications: Impact on selection decisions. *Journal of Managerial Psychology, 21 (3),* 200-210.

3. Varma, A., **Pichler, S.**, & Srivinas, E.S. (2005). The role of interpersonal affect in performance appraisal: Evidence from two samples – U.S. and India. *International Journal of Human Resource Management (16)* 1, 2029-2044

2. Bimler, D., Kirkland, J., & **Pichler, S.** (2004). Escher in color space: Individual-differences multidimensional scaling of color dissimilarities collected with a gestalt-formation task**.** *Behavior Research Methods, Instruments, & Computers*, *36* (1), 69-76.

1. **Pichler, S.** (2004). R.L. Heneman (Ed.) Strategic Reward Management: Design, Implementation, and Evaluation. *Human Resource Management*, 43, (2/3).

## TECHNICAL REPORTS

1. Kossek, E.E., Lee, M.D., **Pichler, S.**, Opland, R., Friede, A., & Ryan, A.M. (2005). Benchmarking survey: A snapshot of organizational implementation of reduced-load work.
2. Kossek, E.E., Lee, M.D., **Pichler, S.**, et. al (2005). Making Flexibility Work: Managerial Insights on Changing Organizations to Implement Reduced-Load Work.

## WORKING PAPERS/UNDER REVIEW

10. Weng, D., & **Pichler, S.** (under review). CEO political ideology and employee benefits. *Human Resource Management*.

9. **Pichler, S**., Muse, L., Yu, A., & Xu, W. (in progress). Project on supervisor support, leader-member exchange social comparison, and unethical behavior. Target: *Journal of Business Ethics*.

8. Malik & **Pichler, S.** (first R&R). Project on workplace cyberbullying and gender.

7. Malik, O. & **Pichler, S.** (under review). Political climate and workplace cyberbullying perpetration: A multilevel moderated mediation model. *Human Resource Management*.

6. Fletcher, L., **Pichler, S.**, & Chandrasekaran, L., (first R&R). Being LGBT and being an authentic leader: Contextualizing the lived experience of authentic leadership. *Applied Psychology*.

5. Wang, C., Okhyusen, G., & **Pichler, S.** (in progress). Developing a theory of research relevance in management and organization. Target: *Academy of Management Review.*

4. Wang, C., **Pichler, S.,** & Okhyusen, G. (under review). The relevance of relevance: A review and framework for relevance of research in management. Target: *International Journal of Management Reviews.*

3. Kossek, E.E.*, **Pichler, S.**, Yu, A., & Xu, J. (in preparation for submission). Age and work-family: An integration of theoretical perspectives and meta-analysis *Contribution of first three authors approximately equal. In preparation for: *Human Resource Management*.

2. **Pichler, S.,** Beenen, G., Yu, A., & Xu, W. (first R&R). A cross-level model of feedback seeking environment and motivation to improve: *Human Resource Management*.

1. Beenen, G., & **Pichler, S.**, & Riggio, R. (in progress). Toward an organizing framework of managerial interpersonal skills. For: *Journal of Management Education*.

## KEY WORKS IN PROGRESS (VARIOUS STAGES)

7. Casper, W.*, Fletcher, L., **Pichler, S.,** & Yu, A.  Project on crossover among same-sex couples. courses (Data collection). *Authors alphabetical

6. Odle-Dousseau, H., **Pichler, S.**, Matthews, R., & Wayne, J., & Beenen, G. (Additional data collection). Managerial interpersonal skills, family-supportive supervisory behavior and work-family spillover.

5. **Pichler, S.*,** Shafiq, A., & Srikant, C. (in progress). Project on diversity management practices and anti-discrimination policies as proactive and reactive forms of response to corporate social issues. *Authors alphabetical

4. **Pichler, S.***, Casper, W. Patel, C., & Yu, A. (in progress). Project on employee reactions to LGBT-supportive policies. *Authors alphabetical after second author.

3. **Pichler, S.***, Roberson, Q., Patel, C., & Yu, A. (in progress). Project on employee reactions to LGBT-supportive policies. *Authors alphabetical after second author.

2. Gottfredson, R., **Pichler, S.,** & Van Wagoner, H.P. (in progress). Project on psychological trauma/PTSD and diversity management practices. *Authors alphabetical

1. Weng, D., Chuang, Y.T., & **Pichler, S.** (in progress). Project on LGBT-supportive policies and firm expansion.

## RESEARCH GRANTS

**Pichler, S.,** Muse, L., Beenen, G. (Co-PIs). Mays, T., & Riggio, R. (Senior Investigators). (2010- 2011). The antecedents and outcomes of managerial interpersonal skills: Development and validation of a measure. Graduate Management Admissions Council. $100,000.00.

Trau, R.N.C., & **Pichler, S**. (Co-Principal Investigators). (2010). Multi-Level Model of the Consequences of Adoption of LGBT-supportive Policies and Practices. University of Sydney. $15,000.000.

*Intramural*

**Pichler, S.** (2022). (Principal Investigator). Age and work-family: A meta-analysis integrating lifespan and life course views. Intramural Research Award, California State University, Fullerton, President's Office.

**Pichler, S.** (2020). (Principal Investigator). The virtuous cycle of diversity. Intramural Research Award, California State University, Fullerton, President's Office.

**Pichler, S.** (2019). (Principal Investigator). An interdisciplinary, multi-university longitudinal study of student success. Intramural Research Award, California State University, Fullerton, RSCA Award.

**Pichler, S.** (Principal Investigator). (2018). Success of CSUF students: A social support perspective. Intramural Research Award, California State University, Fullerton, President's Office.

**Pichler, S.** (Principal Investigator). (2016). Do LGBT-supportive policies improve firm performance? Intramural Research Award, California State University, Fullerton: Dean's Research Award. $3,500.00.

**Pichler, S.** (Principal Investigator). (2015). Evaluation of a work-family intervention. Intramural Research Award, California State University, Fullerton, President's Office.

**Pichler, S.** (Principal Investigator). (2014). Diversity in supervisor-subordinate relationships and supervisor perceptions of organizational support. Intramural Research Award, California State University, Fullerton: Dean's Research Award. $3,500.00.

**Pichler, S.** (Principal Investigator). (2013). Due process performance appraisal and reactions to appraisals. Intramural Research Award, California State University, Fullerton: Dean's Research Award. $3,500.00.

**Pichler, S.** (Principal Investigator). (2012). Employee performance appraisal participation and reactions to appraisals. Intramural Research Award, California State University, Fullerton, President's Office. $5,000.00.

**Pichler, S. (**Principal Investigator). (2012**)**. Development and test of a multi-level model of the consequences of adoption of LGBT-supportive policies and practices. Intramural Research Award, California State University, Fullerton: Dean's Research Award. $5,000.00.

**Pichler, S.** (Principal Investigator). Beenen, G., Muse, L. (Co-Principal Investigators). (2011). The antecedents and outcomes of managerial interpersonal skills: Development and validation of a multidimensional measure. Incentive Intramural Research Award. $10,000.00.

**Pichler, S.** (Principal Investigator). (2011). Adequate notice in performance appraisal. Intramural Research Award, California State University, Fullerton: Dean's Research Award. $5,000.00.

**Pichler, S. (**Principal Investigator). (2010). The antecedents and boundary conditions of abusive supervision in context. Intramural Research Award, California State University, Fullerton, President's Office. $3,000.00.

## TEACHING GRANT

**Pichler, S.** 2016-2017. Mihaylo College of Business & Economics High-Impact Practices grant

**CONFERENCE PRESENTATIONS**

62. Xu, W., Beenan, G., **Pichler, S.,** & Yu, A. (2023). The dynamics between managerial success and employees' motivation to improve: A multilevel model, presented at the 36th Australia New Zealand Academy of Management (ANZAM), Wellington, New Zealand.

61. Wang, C., **Pichler, S.,** & Okhuysen, G. (2023). Tackling the relevance of management research as a scholarly enterprise. Academy of Management.

60. Beenen, G., Pichler, S., Yu, Xu, W., & Yu, A. (2023). No one is an island: Managerial success as a personal resource. Academy of Management.

59. Fletcher, L., **Pichler, S.** & Chandrasekar, L. (2022). Examining the lived experience of authentic leadership and its psychologcal impact for LGBT managers.  In Tamm, G., **Pichler, S.**, & Berkley, R. (Co-Chairs). Building the rainbow bridge: Diverse methodologies to address LGBTQ+ inequalities in organizations. Academy of Management.

58. **Pichler, S.,** Casper, W., Fletcher, L., & Babu, N. (2022). Adaptive work and family behaviors link social support to mental health during a pandemic. Academy of Management.

57. Crehan, P., Fletcher, L., Daly, F., & **Pichler, S.** (2021). A global examination of LGBT workplace equality indices. Gender, Work & Organization conference. University of Kent.

56. Livingston, B., **Pichler, S.,** Beenen, G., & Riggio, R. (2019). Managerial interpersonal skills: Exacerbating or buffering the effects of abusive supervision. In Z. Chen (Organizer). Stressors in the Work-Family Interface: An Exploration through Multiple Levels. Academy of Management meeting.

55. **Pichler, S.**, Russo, M., & Yu, A. (2018). Evaluations of family-supportive supervisor behaviors and gender attitudes: A moderated mediation model. In S. Pichler & Y. Park (Organizers) Improving Work-Family Life through Family-Supportive Supervisor Behaviors. *All-Academy Theme* symposia. Academy of Management meeting.

54. **Pichler, S.**, Beenen, G., & Livingston, B. (2018). Development and validation of a measure of managerial interpersonal skills. Academy of Management meeting.

54. Livingston, B., **Pichler, S.,** Kossek, E., et al. (2018). Measurement equivalence in a work- family intervention. In Morganson, V. & M. DeNoia Measurement Issues in Work-Family Research. Society for Industrial-Organizational Psychology.

53. Wood, S., **Pichler, S.**, & Beenen, G. (2017). Adequate notice in performance appraisal: A meta-analytic test of moderators. CIPD Applied Research Conference.

52. Davoudpour, S., **Pichler, S.,** Ruggs, E., & Trau, R. (2017). What's good for the gander: How LGBT-supportive policies benefit all employees. Society for Industrial-Organizational Psychology.

51. Livingston, B., **Pichler, S.**, Kossek, E., et al. (2017). Measurement equivalence in a work- family intervention. In E. Kossek (Organizer) *Advancing Methods in Work-Life Research: Illustrative Studies, Lessons, and Future Challenges. Showcase Symposium.* Academy of Management meeting.

50. **Pichler, S.**, Beenen, G., & Wood, S. (2017). Feedback frequency and appraisal reactions: A meta-analytic test of moderators. Academy of Management meeting. ***\*\*Best Paper Award.***

49. **Pichler, S.**, & Holmes, O. An investigation into fit perceptions and promotability in sexual minority candidates. In Church, R., Zhang, C., & Chuang, Y.T. (Organizers), *How LGB Employees are Affected by, React to and Attempt to Change Workplace Heterosexism.* Academy of Management meeting.

48. K. Cook et al. (2015). Do LGBT-supportive corporate policies enhance firm performance? AAA Diversity Section Meeting. (Winner of Best Paper Award for the entire conference)

47. Hu, B., Uygur, U., **Pichler, S**., Varma, A. (2015). The Relationship between performance appraisal processes and employee depressive symptoms: An investigation in China. European Academy of Management Conference, Warsaw, Poland.

46. Pichler, S., et al. (2015). Do LGBT-supportive corporate policies enhance firm performance? Academy of Management meeting.

45. Beenen, G., & **Pichler, S.** (2014). Developing a model and measure of managerial interpersonal skills. Academy of Management. In G. Beenen & Pichler, S. (Co-Chairs), More than words: Interpersonal skills and effective leadership. *All-Academy Symposium.*

44. Beenen, G. & **Pichler, S.** (2014). Perceived autonomy supportive supervision and subordinate feedback seeking. Society for Industrial-Organizational Psychology conference.

43. Odle-Dusseau, H., **Pichler, S.**, Matthews, R., & Wayne, J. (2014). FSSB, management interpersonal skills and work-family outcomes. Work-Family Researchers Network Conference.

42. **Pichler, S.**, Turel, O., Greenhaus, J., & Pizczcek, M. (2014). The information and communication user technology role: Implications for theory development and future research. Work-Family Researchers Network Conference.

41. **Pichler, S.**, Turel, O., Greenhaus, J., & Pisczcek, M. (2014). Managing work-technology boundaries: A role and identity theory perspective. Society for Industrial-Organizational Psychology conference.

40. **Pichler, S.,** Turel, O., & Greenhaus, J. (2013). The information and communication technology user role: Implications for boundary management. In S. Furst-Holloway (Chair), Technology's impact on how, where and when we work: Who's in control. Academy of Management meeting.

39. **Pichler, S.**, Varma, A., Michel, J., Budhwar, P., & Levy, P. The role of procedural justice climate in reactions to performance appraisals. Academy of Management meeting.

38. Beenen, G., **Pichler, S.**, Varma, A., & Yu, A. High performance work environments and turnover: Organizational culture and gender demography. Midwest Academy of Management.

37. Matthew, J., Varma, A., Theodorakopolous, N., **Pichler, S.**, & Budhwar, P. (2012). Host Country National Support of Nurses and IT Expatriates in the UK: The mediating role of job type. Paper presented at the 12th International Human Resource Management Conference, New Delhi, India.

36. **Pichler, S.**, Muse, L., & Beenen, G. (2012). Managerial interpersonal skills and work and family outcomes. Sloan Work Family Researchers Network conference.

35. **Pichler, S.**, Piszczek, M, Varma, A., & Trau, R.N.C. (2012). Adequate notice in performance appraisal and appraisal reactions. Society for Industrial-Organizational Psychology.

34. Trau, R.N.C., & **Pichler, S.** (2012). A mixed determinants model of the consequences of LGBT-supportiveness. Society for Industrial-Organizational Psychology.

33. **Pichler, S**. (2011). Changing the way we think about performance appraisal: Relationship quality as an outcome of the process. Academy of Management meeting.

32. **Pichler, S.***, Muse, L.A., Lee, S. Beenen, G. (2011). Developing a model of managerial interpersonal skills. In S. Pichler, L.A. Muse, & G. Beenen (Co-chairs), Managerial interpersonal skills: The state of the science. Academy of Management meeting. *Authors contributed equally.

31. Kossek, E.E., Ollier-Malatere, A., Lee, M.D., Hall, D.T., **Pichler, S.** (2011). Where does the work go and why?: Cross level patterns in manager and organizational support of customized workloads. Community, Work and Family International Conference.

30. Varma, A., **Pichler, S.**, Budhwar, P., & Sharma, A. (2011). Expatriate supervisors and subordinates: An investigation of the antecedents of helping behavior. Indian Academy of Management.

29. Varma, A., Budhwar, P., & **Pichler, S.** (2011). Host country nationals' willingness to help expatriates. Society for Industrial-Organizational Psychology

28. Beenen, G., Muse, L., & **Pichler, S.*** (2010). Toward a multidimensional conceptualization of interpersonal skills. * = alphabetical order. In Beenen, G., Muse, L., & **Pichler, S.** (Co-Chairs). (2010). Exploring managerial effectiveness through interpersonal skills. Academy of Management Meeting.

27. **Pichler, S.** (2010). Employee reactions to performance appraisal: A meta-analysis and test of the due process model. Academy of Management meeting.

26. Kossek, E.E., **Pichler, S.**, Bodner, T., & Hammer, L. (2010). A meta-analytic comparison of general and work-family specific support. In M. Ford, L.Q Yang, & R. Sinclair (Co-Chairs) *Beneficial forms of social support and implications for employee well-being*. Society for Industrial-Organizational Psychology conference.

25. Muse, L., & **Pichler, S.** (2010). The importance of family-supportive supervisors in the workplace. In L. Hammer (Chair) *Antecedents and outcomes of family-supportive supervision*. Society for Industrial-Organizational Psychology.

24. Varma, A., Kupferer, S., **Pichler, S.,** & Grodzicki, J. (2010). Expatriate categorization and evaluation: An empirical investigation in Poland and India. Paper presented at the 11th International Human Resource Management Conference, Birmingham, U.K.

23. **Pichler, S.**, Pisczcek, M., & Varma, A. (2010). The social context of performance appraisal and employee reactions. Society for Industrial-Organizational Psychology conference.

22. Varma, A., **Pichler, S.,** & Buhdwar, P. (2009). Expatriate categorization and evaluation: A three-nation quasi-experimental study. Academy of Management Meeting in Chicago, IL.

21. **Pichler, S.**, Varma, A., & Bruce, T. (2009). Heterosexism in employment decision: The impact of perceived job misfit. Society for Industrial-Organizational Psychology conference.

20. **Pichler, S.**, Varma, A., Buhdwar, P., & Abarillo, M. (2008). Host country national willingness to help expatriates: The social categorization of expatriates in India and China. Paper Presented at the 2008 Asia Academy of Management Meeting in Taipei, Taiwan.

19. Varma, A., Budhwar, P.S., **Pichler, S.**, & Aycan, Z.  (2008). Host Country National Willingness to Help Expatriates: The Role of Social Categorization. Paper presented at the European Institute for Advanced Studies in Management 4th Workshop on Expatriation, Las Palmas, Spain.

18. Kossek, E.E., **Pichler, S.**, Bodner, T., & Hammer, L. (2008). Predicting work-life balance for employees with and without families: The role of perceived organizational and supervisor support. International Work Psychology Conference.

17. Kossek, E.E., **Pichler, S.**, Meece, D.R., & Barratt, P. (2008). Child care providers and maternal well being: The missing link in work-family research. Academy of Management Conference.

16. Roehling, M., **Pichler, S.**, Bruce, T., & Oswald, F. (2008). The effects of weight bias on job-related outcomes: A meta-analysis of experimental studies. Academy of Management Conference.

15. Varma, A., **Pichler, S.,** Aycan, Z., & Budhwar, P. (2008). Expatriates in Turkey – Host country nationals' willingness to help. Academy of Management Conference, Anaheim, CA.

14. Varma, A., **Pichler, S.**, & Budhwar, P. (2008). Chinese HCN's willingness to help expatriates: Impact of job level. Society for Industrial-Organizational Psychology (SIOP) conference, San Francisco, CA.

13. Kossek, E.E., **Pichler, S.**, Hammer, L., & Bodner, T. (2007). Contextualizing workplace supports for family: An integrative meta-analysis of direct and moderating linkages to work-family conflict. In J. Cleveland (Chair) *Social support, leadership, and work-family outcomes*. Society for Industrial-Organizational Psychology (SIOP) Conference, New York, NY.

12. Varma, A., **Pichler, S.**, & Budhwar, P. (2007). *HCN Helping of expatriates: The impact of job level*. Society for Industrial-Organizational Psychology (SIOP) Conference, New York, NY.

11. Varma, A., Biswas, S., & **Pichler, S.** (2006). Host country national willingness to help expatriates: The role of collectivism and interpersonal relationships. Asia Academy of Management Meeting.

10. **Pichler, S.**, Bruce, T.A., & Varma, A. (2006). For what job? An investigation of individual difference and job-related factors in hiring discrimination of LGBTs. In Bruce, T.A. & **Pichler, S.** (Co-Chairs) Sexual orientation in the workplace: Current Issues. Academy of Management.

9. Kossek, EE., **Pichler, S.**, Ryan. A.M., & Lee, M.D. (2006). Exploring linkages between SHRM, worklife strategy, and implementing new ways of working for professionals. In G.N. Powell (Chair) The opt-out revolt: Uncovering the truth about the media hype about women exiting the workforce. Academy of Management Meeting, *All-Academy Symposium*.

8. Kossek, E.E., **Pichler, S.** Ryan, A.M., & Lee, M.D. (2006) Exploring linkages between SHRM, worklife strategy, and implementing new ways of working for professionals. Poster presented at the Sloan 2006 International Conference *Why Workplace Flexibility Matters*.

7. **Pichler, S.**, & Varma, A. (2006). Different perspectives on LMX: An investigation in U.S. and India. The 21st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) Conference, Dallas, TX.

6. Maher, M., Sever, L., & **Pichler, S.** (2005). How college students think about authorities, minorities, war and sex. Paper presented at the *Calling to Justice Conference*, Loyola University Chicago.

5. **Pichler, S.** (2005). Filling in the black box: Using organizational justice to explain the relationship between protective policies and practices and sexual orientation disclosure and discrimination. In King, E., & Hebl, M. (Co-chairs) Overcoming barriers to equality among diverse sexual orientations at work. Academy of Management Meeting, Honolulu, HI.

4. **Pichler, S.**, Kossek, E.E., Meece, D., & Barratt, M.E. (2005). Work-family conflict in low income systems: The critical role of parent-provider relationships. Academy of Management Meeting, 2005. In Sutton, K., & Dunn-Jensen, L. (Co-Chairs). Academy of Management Meeting, Honolulu, HI.

3. **Pichler, S.** & Varma, A. (2004). A field test of interpersonal affect: Does it bias appraisals? Southern Management Association (SMA) Meeting, San Antonio, TX.

2. **Pichler, S.**, Varma, A. & Srivinas, E.S. (2004). A two-nation study of the effects of interpersonal affect on performance appraisal: United States and India. Asia Academy of Management.

1. Varma, A., **Pichler, S.** & Nelson, F. (2004). Predicting expatriate success: a look at some new variables. Society for Industrial and Organizational Psychology (SIOP) Conference.

**CHAIRED CONFERENCE SYMPOSIA**

7. Tamm, G., **Pichler, S**., & Berkley, R. (2022). Building the rainbow bridge: Diverse methodologies to address LGBTQ+ inequalities in organizations. Academy of Management.

6. **Pichler, S.** & Park, Y. (Co-Chairs) Improving Work-Family Life through Family-Supportive Supervisor Behaviors.. Academy of Management meeting. *All-Academy Theme* symposia

5. Beenen, G., & **Pichler, S.** (Co-Chairs). (2014). More than words: Interpersonal skills and effective leadership. Academy of Management. *All-Academy Symposium*.

4. Pisczcek, M. & **Pichler, S.** (Co-Chairs). (2014). Communicative technology at the work-family interface. Work-family Researchers Network Conference.

3. **Pichler, S.**, Muse, L, & Beenen, B. (Co-Chairs) (2011). Managerial interpersonal skills: The state of the science. *Showcase Symposium*.

2. Beenen, G., Muse, L., & **Pichler, S.** (Co-Chairs). (2010). Exploring managerial effectiveness through interpersonal skills. Academy of Management Meeting.

1. Bruce, T.A., & **Pichler, S.** (Co-Chairs). (2006). Sexual orientation in the workplace: Current Issues. Academy of Management Meeting. *Showcase Symposium.*

**TEACHING EXPERIENCE**

California State University, Fullerton
o MGMT 340, Organizational Behavior
o MGMT 343, Human Resource Management
o MGMT 434, Compensation
o MGMT 495, Honors Thesis
o MGMT 499, Independent Study
o MGMT 523, Seminar in OB
o MGMT 543, Seminar in HR

California State University, Fullerton – Professional HR Certificate Program
o SBAE 495, Compensation, Benefits & Reward Systems

California State University, Long Beach (Adjunct Professor)
o HRM 652, MBA Seminar in Human Resource Management

Chapman University (Adjunct Professor)
o MGMT 316, Management and Organizations
o MGMT 360, Human Resource Management
o MGMT 650, MBA Seminar in Human Resource Management

Michigan State University (Graduate Lecturer)
o  PSY 295, Data Analysis in Psychology
o  LIR 832, Data Sources

University of California, Irvine
o  FE 290, Performance Management in the 21$^{st}$ Century  (FEMBA)
o  MGMT 124, Human Resource Management (undergraduate)

## INVITED TALKS/PANELS

Diversity: Fact or Fiction? Foreign Trade University (Vietnam) (2023)

HR Late-Stage Doctoral Consortium. Academy of Management (2023).

Emerging LGBTQ+ Voices in the Academy: Communities and Research. Professional Development Workshop. Academy of Management (2023).

Age and Work-Family: A Meta-Analysis. University of Hawaii (Spring, 2022)

LGBTQ+ In Organizations Mini Conference. (Summer, 2021)

U. of California, San Diego. California Forum Diversity in Graduate Education. (Fall, 2020)

OB Doctoral Consortium. Academy of Management (2020)

LGBT Leaders. Professional Development Workshop. Academy of Management (2020)
Presentation to McNair Scholars on academic conferences at CSUF (2020)

Managing Difficult Conversations. CSUF – Leadership Scholars. (Spring, 2019)

GDO Online Paper Development Workshop. Academy of Management (2018)
Global Community Building Among Researchers of LGBTQ+ Issues: Informing & Uniting Cross-culturally. Professional Development Workshop. Academy of Management (2018)

University of California, Irvine. Managerial Interpersonal Skills (MIPS). (Spring, 2018)
Texas Tech., Rawls College of Business. Gender & LGBT Issues.  (Fall, 2017)
Building Effective Allyship in Organizational and Educational Contexts. Professional Development Workshop. Academy of Management (2017)
Diversity Fact or Fiction. Cal State, Fullerton, Department of Education (Fall, 2016)
Diversity Fact or Fiction. Cal State, Fullerton, Faculty Development Center (Fall, 2016)
Diversity and Social Exchange. Peking University, Beijing (Spring, 2016)
Changing the Conversation about work-life in the academy to transform organizations. Professional Development Workshop. Academy of Management (2015)
Having it all. Professional Development Workshop. Academy of Management (2014)
Brunel University, London. Managerial Interpersonal Skills. (Spring, 2013)
Claremont McKenna College. Managerial Interpersonal Skills. (Spring, 2012)
Gender and the dysfunctional workplace. Sloan Work and Family Researchers Network (2012)
Gender and the dysfunctional workplace. SIOP (2012)
Managing Employee Performance Across Cultures. Cal State, Fullerton (Fall, 2011)
Employee Reactions to Performance Appraisal. University of Sydney (Winter, 2010)
Activating Leadership. Cal State, Fullerton MBA Student Orientation (Fall, 2010-2012)
Performance Appraisal. Cal State, Fullerton Extended Education Conference (Fall, 2009)
Pink Management: An LGBTQ Research Incubator. Professional Development Workshop. Academy of Management (2009).
Diversity and Inclusion in the Workplace. MSU Chapter of SHRM (Spring, 2008)

The Glass Ceiling in HR. MSU School of Labor & Industrial Relations (Spring, 2006)
Perceived Obesity Discrimination. MSU School of Labor & Industrial Relations (Fall, 2005)

## CONSULTING & RELEVANT PROFESSIONAL EXPERIENCE

*Independent Consultant 2008-Present*
Develop a variety of products and services for a range of clients including diversity training
and other seminars and workshops.

*Consultant & Faculty Affiliate*  2011-Present          Cal State, Fullerton Leadership Center
Develop and deliver workshops on a variety of topics such as creating a supportive
workplace, effective communication, coaching and feedback, supervisory skills, etc. to a
variety of organizations.

*Consultant and Research Statistician* 2008-2010   PREP Profile Systems, Inc.
Assist in the implementation and analysis of personality surveys.

*Human Resources Analyst*  2002-2003.               American Hospital Association, Chicago IL
Designed and helped evaluate performance management and appraisal systems.

*Human Resources Intern* 2001-2002               Community Living Centers, Farmington MI
Designed, implemented, and evaluated training programs for clientele.

## PROFESSIONAL SERVICE

<u>Reviewer</u>

*Academy of Management Review; Applied Psychology: An International Review; Community,
Work & Family; Equality, Diversity & Inclusion: An International Journal; Group &
Organization Management; Human Relations Human Resource Management* (U.S.); *Human
Resource Management Journal* (U.K.); *International Journal of Management Reviews;
International Journal of Obesity; Journal of Applied Social Psychology; Journal of Family
Issues; Journal of Occupational Health Psychology*; *Journal of Vocational Behavior; Journal
of World Business*; *Labor Studies Journal; Organizational Behavior and Human Decision
Processes; Organization Management Journal; Personnel Psychology; PLosOne; Sex Roles;
Thunderbird International Business Review*

<u>External Examiner – Tenure & Promotion</u>

External examiner for tenure & promotion for Marquette University
External examiner for tenure & promotion for Monash University
External examiner for tenure & promotion for Oakland University
External examiner for tenure & promotion for the University of Texas Dallas
External examiner for tenure & promotion for the University of Windsor
External examiner for tenure & promotion for Wright State University

External Examiner – Capstone Project

External examiner for James Pribble – Capstone Project – Texas State University

## SERVICE - CONFERENCE & RELATED ACTIVITIES

Reviewer. (2024). Best International Paper Award. Academy of Management.

Reviewer. (2017). Best paper award. Management Education Division (MED). Academy of Management.

Organizer. (2012). Developing a research program that includes sexual minority workplace issues. Professional Development Workshop. Academy of Management conference.

Session Chair. (2012). Management, organizational support and gender. Work-family Researchers Network (WFRN) conference.

Volunteer. (2012). LGBT Friends and Family Receptions. Academy of Management conference.

Facilitator. (2011). Crafting your work-life research stream: Reflection and planning for every career stage. Professional Development Workshop. Academy of Management conference.

Volunteer (2011). LGBT Friends and Family Receptions. Academy of Management

Reviewer (2011). Sage Award Committee. Academy of Management, GDO Division.

Facilitator. (2010). Masculinity, male-dominated workplaces, competition, and the experiences of women and men. Roundtable Discussion. Academy of Management conference.

Committee Member. (2010). Membership committee. Academy of Management, GDO Division.

Participant. (2010). Hard Facts on Soft Skills: What We Know and Want to Know About Managerial Interpersonal Skills. Caucus. Academy of Management conference.

Reviewer. (2009). Best International Paper Award. Academy of Management.

## UNIVERSITY SERVICE

California State University, Fullerton

*University*
Wang Family Award Committee (2023-2024)
Wang Family Award Committee (2022-2023)
Wang Family Award Committee (2021-2022)
Outstanding Faculty Committee (2021-2022)
Chair, Outstanding Faculty Committee (2019-2020)
Outstanding Faculty Committee (2018-2019)
Special Consultant Pay Committee, HRDI Division (2018)
Search Committee, Cal State, Fullerton for Dean of the Mihaylo College (2018)

Search Committee, Cal State, Fullerton for VP of HRDI (2015-2016; 2016-2017)
Steering Committee, Student Success initiative (2015-Present)
Advisory Committee, Cal State, Fullerton EAP program (2014-Present)
Advisory Committee, Cal State Fullerton Department of Human Resources (2013-Present)
Search Committee, Cal State, Fullerton Associate VP of HR and Diversity (2013)
Search Committee, Cal State, Fullerton for VP of HR and Diversity (2012-2013)
Faculty Development Center, Teaching Mini Grant Reviewer (2011)
Search Committee, Cal State, Fullerton for Executive Director of HR (2010-2011)

*College*
Diveristy, Equity & Inclusion Committee (2021)
Mihaylo Award Committee (2020)
Mihaylo Award Committee (2019)
MBA Committee, Chair, Mihaylo College of Business & Economics (2016-2017)
Ad-hoc Research Committee, Mihaylo College of Business &Economics (2015-2017)
Steering Committee, Chair, Mihaylo College of Business & Economics (2014-2015)
Search Committee, Mihaylo College of Business &Economics (2014-2015)
Research Committee, Mihaylo College of Business & Economics (2011-2012; 2012-2013)
Undergraduate Programs Committee, Mihaylo College of Business & Economics (2010-2012)
Strategic Planning Committee, Mihaylo College of Business & Economics (2011)
Chair, People Task Force, Mihaylo College of Business & Economics (2011)
Academic Senate, Mihalyo College of Business & Economics (2010-2012)

*Department*
Executive committee (2022-2023)
Personnel (RTP) Committee (2021-2022)
Chair, Personnel (RTP) Committee (2020-2021)
Executive Committee (2018-2021)
Personnel Committee for Adjunct Professors (2018)
Executive Committee (2017-2018)
Chair, Personnel (RTP) Committee (2017-2018)
Chair, Personnel (RTP) Committee (2016-2017)
Selection committee, Management Department (2016-2017)
Executive Committee (2015-2016)
Personnel (RTP) Committee (2014-2015)
Mihaylo Faculty Fellowship Award Committee (2014)
Personnel (RTP) Committee, (2013-2014)
Selection Committee, Management Department (2013-present)
Chair, Policy Committee (2012-2013)
Research Committee/Seminar Co-Organizer, Management Department (2010-2012)
Management Department Chairperson Selection Committee (2010-2011)
Search Committee - ASA Position (2010)
Human Resource Management Concentration Advisor (2009-present)

### Students Supervised

| Student | Role | Post-Graduation |
|---|---|---|
| Tianyu Piao | Research Assistant | Employment after graduation |
| Stephanie Lee | Research Assistant | Ph.D. Student – Michigan State (OB) |
| Andrew Yu | Research Assistant | Ph.D. Student – Michigan State (OB) |
| Neil Musonic | Research Assistant | Employment after graduation |
| Shahin Davoudpour | Research Assistant | Ph.D. Student – UCI (Sociology) |
| Alec Schaefer | Research Assistant | Employment after graduation |
| Jamalle Ziady | Research Assistant | Employment after graduation |
| Robert Murrary | Master's Thesis | Employment after graduation |
| Lydia Wang | Independent Study | Master's student – UCI |
| Alex Hergt | Independent Study | Return to home university in Germany |
| Jasper Jang | Independent Study | Employment after graduation |
| Brian Burgess | Independent study | Ph.D. Student – Michigan State (OB) |
| Alicia Lam | Honors Thesis | Employment after graduation |
| Meg Rothi | Independent Study | Employment after graduation |
| Sara Armstrong | Independent Study | Employment after graduation |
| Jackeline Benetiz | Titan Scholar | SROP – Michigan State |
| Shana Tables | McNair Scholar | Ph.D. Student – Iowa State (OB) |
| Giavanna Ruscitto | Titan Scholar | Ph.D. Student – Michigan State (HRIR) |
| Isabel Ngyuen | Independent Study | MSHR – Michigan State (Full Funding) |
| Amy Risner | Independent Study | MSHRIR – U. Illinois (Full Funding) |

## AWARDS, HONORS & FELLOWSHIPS

Outstanding Reviewer Award, *Equality, Diversity & Inclusion* (2020)

Ian Beardwell Prize (best paper), CIPD Applied Research conference (UK)
Outstanding Reviewer Award, *Equality, Diversity & Inclusion* (2018)

*Best Paper Award*, Academy of Management meeting (2017)
*Best Paper Award*, AAA Diversity Section Meeting – best paper for the entire meeting
(2015) Dissertation Completion Fellowship, Michigan State University (2009)
Distinguished Alumni Award, Loyola University Chicago Graduate School of Business (2007)
Travel Scholarship, Academy of Management (2005)
Doctoral Consortium, Academy of Management, GDO Division (2005)
Travel Grant, Michigan State University (2004, 2005)
Tuition Scholarship, Northern Illinois Society for Human Resource Management (2002, 2003)
Full Tuition Scholarship – Loyola University, Chicago (2002-2003)
Michigan Competitive Scholarship – while at Michigan State University (starting 1998)

## AWARDS, HONORS & FELLOWSHIPS – CSUF

California State University, Fullerton, **CBE Professor of the Year** (2022)
California State University, Fullerton, Continued Excellence in Research Award (2020)

California State University, Fullerton Mihaylo Faculty Fellowship (2018)
California State University, Fullerton, Continued Excellence in Research Award (2018)
California State University, Fullerton, Outstanding Service Award (2018)
California State University, Fullerton Mihaylo Faculty Fellowship (2017)

California State University, Fullerton, Continued Excellence in Research Award (2017)
California State University, Fullerton, Scholarly & Creative Activity (2016)
California State University, Fullerton, **CBE Professor of the Year** (2015)
California State University, Fullerton, Outstanding Service Award (2015)
California State University, Fullerton, Mihaylo Faculty Fellowship (2013)
California State University, Fullerton, Continued Excellence in Research Award (2013)
California State University, Fullerton, Scholarly and Creative Activity Award (2013)
California State University, Fullerton Mihaylo Faculty Fellowship (2012)
California State University, Fullerton Teacher-Scholar Award (2011)

## PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Industrial-Organizational Psychology