

## **Shaun Pichler, Ph.D.**

Assistant Professor  
Department of Management  
Mihaylo College of Business and Economics  
California State University, Fullerton  
Fullerton, CA 92831  
Phone: (657) 278-4255 (office)  
Email: spichler@fullerton.edu

### **EDUCATION**

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- Ph.D. Michigan State University, 2009  
Major: Human Resource Management  
Minors: Industrial-Organizational Psychology, Management
- M.S. Loyola University Chicago, 2003 (*with Dean's High Honors*)  
Major: Human Resource Management
- B.A. Michigan State University, 2002 (*with High Honors*)  
Major: Psychology (Golden Key, Psi Chi, Phi Kappa Phi)

### **ACADEMIC EMPLOYMENT**

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- 2009- *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

### **VISITING POSITION**

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

## RESEARCH INTERESTS

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My research program focuses on understanding fairness and support in organizations. My primary areas of substantive research interest are performance management and appraisal and gender and diversity (diversity management, discrimination, work-family issues). I also have interests in managerial interpersonal skills and international HRM.

## REFEREED PUBLICATIONS

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In Press/2012

30. **Pichler, S.** (in press). The social context of performance appraisal and appraisal reactions: A meta-analysis. *Human Resource Management*.
29. **Pichler, S.**, Varma, A., Budhwar, P. (2012). Antecedents and consequences of the social categorization of expatriates in India. *International Journal of Human Resource Management*.
28. Roehling, M., **Pichler, S.**, & Bruce, T. (in press). Moderators of the effect of weight on job-related outcomes: A meta-analysis of experimental studies. *Journal of Applied Social Psychology*.
27. Varma, A., Grodzicki, **Pichler, S.**, & Kupferer, S. (in press). Expatriate categorization and Evaluation: An empirical investigation in Poland and India. *European Journal of International Management*.
26. Varma, A., **Pichler, S.**, Budhwar, P., & Kupferer, S. (in press). HCN willingness to help expatriates: The social categorization of expatriates in China. *Journal of Managerial Psychology*.

2011

25. 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.
24. 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.
23. 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.
22. 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.

21. 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.

## 2010

20. 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.

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

## 2009

18. 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.

17. 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.

## 2008

16. 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.  
\*A Science Direct Top 25 Article in Business, Management & Accounting (April-June, 2009).

15. 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.

14. 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.

13. **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.

## 2007

12. Maher, M.J., Sever, L., & **Pichler, S.** (2007a). Life on campus after September 11<sup>th</sup>: Undergraduates' attitudes regarding war and religious discrimination. *Journal of Religion and Education*, 34 (3).
11. 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.
10. Maher, M.J., Sever, L., & **Pichler, S.** (2007c). Is the Roman Catholic prohibition of female priests sexist? *Journal of Religion & Society*, vol. 9.
9. 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.
8. Varma, A., & **Pichler, S.** (2007). Interpersonal affect and performance appraisal. *Journal of Labor Research*, 28 (2), 397-412.
7. 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.
6. **Pichler, S.** (2007). Heterosexism in the workplace. In the *Sloan Work and Family Research Network, Work-Family Encyclopedia*. ([http://www.bc.edu/bc\\_org/avp/wfnetwork/](http://www.bc.edu/bc_org/avp/wfnetwork/))

## 2006

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. 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.

## 2005

2. Varma, A., **Pichler, S.**, & Srinivas, 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

2004

1. 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.

## RESEARCH GRANTS

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

**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.

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.

## BOOK CHAPTERS

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3. **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*.

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

1. 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.

## **REVISE & RESUBMIT**

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1. Michel, J., **Pichler, S.** & Newness, K. Integrating work-family and leadership: The influence of conflict, enrichment and dispositional affect on leadership. *Journal of Managerial Psychology*.

## **MANUSCRIPTS UNDER REVIEW**

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### *Journal Articles*

7. Beneen, G., **Pichler, S.** Do I really want to work here? Testing a model of job pursuit for MBA interns. *Human Resource Management*.

6. Budhwar, P., Varma, A., **Pichler, S.**, & Biswas, S. An empirical investigation of host country national categorization, social support and adjustment of expatriates in the UK. *British Journal of Management*.

5. Kossek., E.E., Lee, M.D., Ollier-Malaterre, A., Hall, D. T, **Pichler, S.**, Where does the work go and why? *Human Resource Management*.

4. **Pichler, S.**, Varma, A., Michel, J. & Budhwar, P. Employee reactions to performance appraisals: Test of a cross-level model. Data analysis. *Personnel Psychology*.

2. Varma, A., Aycan, Z., **Pichler, S.**, & Budhwar, P. Host country national's support to expatriates and the role of social categorization: An investigation in Turkey. *Cross-Cultural Management: An International Review*.

1. Varma, A., & **Pichler, S.**, Moore, M., & Budhwar, P. High performance work systems at NIIT. *Academy of Management Perspectives*.

### *Book Chapter*

1. Kossek, E.E., **Pichler, S.**, Ryan, A.M., & Lee, M.D. Strategic HRM and work-life strategy. *Edited volume of Research in Careers on Balance* (S.G. Baugh & S.E. Sullivan).

## **MANUSCRIPTS IN PREPARATION FOR SUBMISSION**

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2. Budhwar, P., Varma, A., **Pichler, S.**, & Michel, J.. Host country national helping behavior towards expatriates: Evidence from the lab and a field study. for: *Personnel Psychology*.

1. **Pichler, S.** & Trau, R.N.C. A mixed determinants model of the consequences of LGBT-supportiveness. *Human Resource Management*.

## MANUSCRIPTS IN DEVELOPMENT

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6. Beenen, G., & **Pichler, S.** Feedback seeking as self-determination. for: *Personnel Psychology*.
5. **Pichler, S.** Due process performance appraisal: A review and update. for: *Personnel Psychology*.
4. **Pichler, S.** Employee performance appraisal participation and reactions to appraisals. for: *Journal of Applied Psychology*.
3. **Pichler, S.,** & Beenen, G. Adequate notice in performance appraisal: The interactive relationship between knowledge of standards and frequent feedback. for: *Human Resource Management*.
2. **Pichler, S.,** Turel, O., & Greenhaus, J. The role of technology in work role pressures and work-family conflict. for: *Academy of Management Review*.
1. Varma, A., **Pichler, S.,** Budhwar, P., & Michel, J. A cross-level model of expatriate performance. for: *Personnel Psychology*.

## BOOK REVIEW

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

## CONFERENCE PRESENTATIONS

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34. **Pichler, S.,** Piszczek, M, Varma, A., & Trau, R.N.C. (2012). Adequate notice in performance appraisal and appraisal reactions. Society for Industrial-Organizational Psychology.
33. Trau, R.N.C., & **Pichler, S.** (2012). A mixed determinants model of the consequences of LGBT-supportiveness. Society for Industrial-Organizational Psychology.
32. **Pichler, S.** (2011). Changing the way we think about performance appraisal: Relationship quality as an outcome of the process. Academy of Management meeting.
31. **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.
30. Kossek, E.E., Ollier-Malaterre, 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.

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.**, Piszczek, 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 4<sup>th</sup> 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, Atlanta, GA. *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 Foundation 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 21<sup>st</sup> 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.

### CONFERENCE PROCEEDINGS

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2. Maher, M., Sever, L., & **Pichler, S.** (2005). How college students think about authorities, minorities, war and sex. Included in the Proceedings of the 2005 Calling to Justice Conference, Loyola University Chicago.
1. **Pichler, S.** & Varma, A. (November 2004). A field test of interpersonal affect: Does it bias appraisals? Included in the Proceedings of the Southern Management Association (SMA).

### CHAired CONFERENCE SYMPOSIA

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

## CONFERENCE ACTIVITIES

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Panelist (2012). Gender and the dysfunctional workplace. Panel Discussion Sloan Work and Family Researchers Network.

Panelist. (2012). Gender and the dysfunctional workplace. Panel Discussion. Society for Industrial-Organizational Psychology.

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

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

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

Panelist. (2009). Pink Management: An LGBTQ Research Incubator. Professional Development Workshop. Academy of Management conference.

## TECHNICAL REPORTS

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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.

Kossek, E.E., Lee, M.D., **Pichler, S.**, et. al (2005). Making Flexibility Work: Managerial Insights on Changing Organizations to Implement Reduced-Load Work.

## RESEARCH IN PROGRESS

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### *Project Design*

**Pichler, S.**, & Roehling, M. Legal decisions in performance appraisal court cases.

**Pichler, S.** & Trau, R.N.C. Development and test of a mixed-determinants model of the consequences of LGBT-supportive policies and practices. [for data collection]

### *Data Collection*

**Pichler, S.**, Varma, A., Michel, J. & Roehling, M. Project on abusive supervision, performance appraisal and procedural justice climate. Data collection.

**Pichler, S.**, Muse, L., Beenen, G., Mays, T., & Riggio, R. Project on managerial interpersonal skills. Contribution of first three authors is equal. [Funded by GMAC]. Papers at various stages from data collection to manuscript development.

*Data Analysis*

**Pichler, S., Michel, J., Varma, A., & Budhwar, P.** The role of subordinate counterproductive work behavior and personality in manager's work-family conflict.

**Pichler, S., & Opland, R.** The adoption of LGBT-supportive policies and practices among the Fortune 500.

**Pichler, S., Varma, A.** High performance work systems: The link to between organizational practices and performance.

**TEACHING EXPERIENCE**

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California State University, Fullerton (Assistant Professor, Tenure-track)

*(0 to 4 scale, 4 = Very Good)*

- Mgt 543, Seminar in HRM
  - To be determined
- Mgt 434, Compensation
  - Fall 2011, Number of Students – 25, Overall Instructor Rating – 3.51
  - Fall 2011, Number of Students – 14, Overall Instructor Rating – 3.36
  - Spring 2011, Number of Students – 35, Overall Instructor Rating – 3.32
  - Spring 2011, Number of Students – 21, Overall Instructor Rating – 3.50
  - Fall 2010, Number of Students – 34, Overall Instructor Rating – 3.54
  - Fall 2010, Number of Students – 27, Overall Instructor Rating – 3.38
  - Spring 2010, Number of Students – 29, Overall Instructor Rating – 3.66
  - Spring 2010, Number of Students – 33, Overall Instructor Rating – 3.74
  - Fall 2009, Number of Students – 27, Overall Instructor Rating – 3.52
  - Fall 2009, Number of Students – 27, Overall Instructor Rating – 3.25
- Mgt 430, Organizational Behavior
  - Summer, 2011 – not yet available
  - Summer 2010, Overall Instructor Rating – 3.85
  - Summer 2010, Overall Instructor Rating – 3.64
  - Summer 2009, Number of Students – 22, Overall Instructor Rating – 3.60

California State University, Long Beach (Adjunct Professor)

*(1 to 5 scale, 5 = Very Good)*

- HRM 652, MBA Seminar in Human Resource Management
  - Spring, 2010, Overall Instructor Rating – 4.77

Michigan State University (Graduate Lecturer)

*(1 to 5 scale, 1 = Superior)*

- LIR 832, Data Sources
  - Spring 2008, Number of Students – 33, Overall Instructor Rating – 1.94
  - Fall, 2007, Number of Students – 34, Overall Instructor Rating – 1.80
- PSY 295, Data Analysis in Psychology
  - Spring, 2007, Number of Students – 142, Overall Rating – 1.27

## **INVITED COURSE LECTURES**

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Tulane University - PMBA (Fall, 2008). Performance Management & Appraisal.  
 Tulane University - EMBA (Fall, 2008). Performance Management & Appraisal.  
 MSU - LIR 863 (Fall, 2006). Globalization and Diversity. Topic: Heterosexism in the workplace.  
 MSU - PSY 290 (Fall, 2005). Career Decision Making. Topic: Applying to graduate school.  
 MSU - LIR 890 (Fall, 2005). Labor Markets. Topic: Sexual orientation discrimination.  
 MSU - LIR 823 (Fall, 2004). Organizational Behavior. Topic: Participative management.

## **INVITED TALKS**

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Managing Employee Performance Across Cultures. Cal State, Fullerton (Nov, 2011)  
 Employee Reactions to Performance Appraisal. University of Sydney. (Jan, 2010)  
 Activating Leadership. Cal State, Fullerton MBA Student Orientation (Fall, 2010, 2011)  
 Performance Appraisal. Cal State, Fullerton Extended Education Conference (Fall, 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)

## **RELEVANT PROFESSIONAL AND CONSULTING EXPERIENCE**

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*Consultant* 2011- Cal State, Fullerton Leadership Center  
 Develop and deliver workshop on creating a supportive workplace.  
*Consultant and Research Statistician* 2008-2010 PREP Profile Systems, Inc.  
 Assist in the implementation and analysis of personality surveys.

*Human Resources Intern* 2002-2003 American Hospital Association, Chicago IL  
 Designed and helped evaluate the organization's performance management and appraisal system.

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

## **PROFESSIONAL SERVICE**

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### Ad hoc Reviewer

*Applied Psychology: An International Review; Community, Work & Family; Group & Organization Management; Human Resource Management; Human Resource Management Journal; International Journal of Management Reviews; Journal of Applied Social Psychology Journal of Occupational Health Psychology; Journal of Occupational and Organizational Psychology; Journal of Vocational Behavior; Journal of World Business; Labor Studies Journal Organization Management Journal; Personnel Psychology; Sex Roles; Thunderbird International Business Review*

### Reviewer, Conferences & Meetings

International Human Resource Management Conference (IHRM) (2010-Present)  
 Asia Academy of Management (2008-Present)

International Association of Conflict Management Conference (2008-Present)  
 Society for Industrial-Organizational Psychology Conference (2008-Present)  
 Academy of Management Meeting (2006-Present: GDO, HR, OB, Divisions)

#### Committee Service

Academy of Management, GDO Division, Sage Award Committee (2011)  
 Academy of Management, GDO Division, Membership Committee – Volunteer (2010)  
 Academy of Management, Best International Paper Award Committee (2009)

### **UNIVERSITY SERVICE**

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#### California State University, Fullerton

##### University

Faculty Development Center, Teaching Mini Grant Reviewer (2011)  
 Search Committee, Cal State, Fullerton for Executive Director of HR (2010)

##### College

Research Committee, Mihaylo College of Business & Economics (2011-2012)  
 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, Mihaylo College of Business & Economics (2010-2012)

##### Department

Research Committee/Seminar Co-Organizer, Management Department (2010-present)  
 Management Department Chairperson Selection Committee (2010-2011)  
 Search Committee, Management Department (ASA Position) (2010)  
 HR Advisor, Department of Management (2009-present)

### **AWARDS, HONORS & FELLOWSHIPS**

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California State University, Fullerton Teacher-Scholar Award (2011)  
 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 (2003, 2004)  
 Michigan Competitive Scholarship – while at Michigan State University (starting 1998)

### **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
 American Psychological Association  
 Society for Industrial-Organizational Psychology

**ACADEMIC REFERENCES**

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