

***Caren Goldberg, Ph.D.***

9949 Corsica Street  
Vienna, VA 22181  
571-426-8325  
caren@carengoldberg.com

EDUCATION

**Doctor of Philosophy** - W.T. Beebe Institute of Personnel & Employment Relations, Georgia State University. 1997.

**Master of Business Administration** - School of Management, State University of New York at Binghamton. 1990.

**Bachelor of Arts** - Psychology, State University of New York at Stony Brook. 1987.

**Study Abroad** - Instituto Internacional de Madrid. Fall, 1985

WORK EXPERIENCE

**Visiting Faculty Member** - Department of Psychology, George Mason University, Fairfax, VA. August, 2014 – present.

**International Visiting Scholar** – Universidad Peruana de Ciencias Aplicadas, Lima, Peru. November, 2014 – present.

**Faculty Member** - Department of Management, American University, Washington, DC. January, 2006 – May, 2014.

**Faculty Member** - Department of Management Science, George Washington University, Washington, DC. Fall, 1996 – Fall, 2005.

Promoted and Tenured - Fall, 2003.

Program Director, HR – 2002 – 2005.

Faculty Exchange – École des Sciences Politiques, Paris, France, 2003; 2004.

**Human Resources Specialist – Compensation** -United Health Services, Binghamton, NY. May, 1988 - March, 1989.

## Public Testimony in Employment Law Cases

- ❖ *Seguin v. Northrop Grumman Corp.* (Plaintiff). 2012-SOX-00037. Hearing – July, 2014; Deposition – July, 2013.
- ❖ *Marini v. Costco Wholesale Corp.* (Plaintiff). United States District Court, District of Connecticut. No. 3:11-CV-00331-MRK. Deposition – March, 2013; May, 2013.
- ❖ *Paul v. Hovensa* (Plaintiff). District Court of the Virgin Islands. Civil No. 1:07-CV-00051-RLF-GWC. Deposition – February, 2012.
- ❖ *Gautier-James v. Hovensa* (Plaintiff). District Court of the Virgin Islands. Civil No. 2006/106 F/C. Deposition – February, 2012.
- ❖ *EEOC v. Xerxes Corporation* (Defendant). United States District Court for the District of Maryland Northern Division. Civil Action No: CCB-008-1882. Deposition - September, 2011.
- ❖ *Bennett v. CSX Transportation, Inc.* (Plaintiff). United States District Circuit for the Eastern District of North Carolina Western Division. Civil Action No: 5:10-CV-00493-BO. Deposition - August, 2011.
- ❖ *Prentice and Francis v. OfficeMax North America, Inc. and OfficeMax, Inc.* (Plaintiff) District Court of the Virgin Islands. Civil No. 2009/5. Deposition - March, 2011; Daubert hearing - October, 2011.
- ❖ *Desir v. Hovensa, LLC.* (Plaintiff) District Court of the Virgin Islands. Civil Action No. 2007/97. Deposition - March, 2011; Daubert hearing October, 2011.
- ❖ *Apsley, et al. v. The Boeing Company, The Onex Corp., and Spirit Aerosystems.* (Plaintiff) United States District Court, District of Kansas. Case No. 05-1368-MLB-KMH. Deposition - March, 2009.
- ❖ *Sullivan v. Brodsky, Kayne, and Morgan Stanley.* (Plaintiff) United States District Court, Southern District of New York. Index No. 07-CV-00003 (BSJ) (KNF). Deposition - February, 2008.

## TRAINING AND SPEAKING ENGAGEMENTS

- ❖ Presenter – “It’s Not Just Who You Know, But Who You Are: Newcomer Race-Ethnicity on Leader-Member Exchange Development.” Industrial/Organizational Psychology Brown Bag Series, George Mason University. 2011.
- ❖ Presenter – “Black and White and Read All Over: Race Differences in Reactions to Recruitment Websites.” Industrial/Organizational Psychology Brown Bag Speaker Series, George Mason University. 2009.
- ❖ Session Organizer and Presenter – Diversity and Inclusiveness in the Classroom. Ann Ferren Teaching Conference, American University. Spring, 2009.
- ❖ Session Organizer and Presenter – Conference on Teaching and Training Workplace Diversity: Addressing the Research-Practice Gap. George Mason University. 2008.
- ❖ Center for Excellence in Public Leadership – Designed and delivered a senior executive development workshop for upper-level public managers in DC government. 2005.
- ❖ Council of Governments – Designed and delivered training workshop for mid- to upper-level government managers in VA, MD, and DC. 2005.
- ❖ Center for Excellence in Public Leadership – Designed and delivered training workshop for mid- to upper-level public managers in DC government. 2005.
- ❖ JOBS (Junior Options for Business Success). Designed and delivered workshop for job-seeking undergraduates. George Washington University. Spring, 2001.
- ❖ “The Use of Personality Tests in Employment” luncheon speaker. Society of Consumer Affairs Professionals. Spring, 2000.
- ❖ Group Dynamics and Teambuilding. Designed and delivered workshop for incoming MBA students. George Washington University. Fall, 1999, Spring, 2000, Fall, 2000, Spring, 2001, Fall, 2002.
- ❖ “Dancing in the Minefields: Managing Employee Performance and Compensation.” Designed and delivered training for MBA residency. George Washington University. Spring, 1999.
- ❖ Center for Excellence in Municipal Management. Designed and delivered HRM training module for mid- to upper-level DC government managers. Spring, 1998.
- ❖ Tri-Way Enterprise. Designed and delivered Human Resources and Employee Motivation Workshop to Chinese delegation of accounting and finance professionals. Fall, 1998.

- ❖ “Generation X Views on Business and Work Issues” panel discussion. Washington Human Resource Forum. Fall, 1998.

## PUBLICATIONS - COMPLETED

### **Refereed Publications**

Zhang, L., & Goldberg, C. B. (2014). Sensitivity-to-diversity: A moderator of diversity - affective outcomes relationships. *Equality, Diversity, and Inclusion*, 33, 494-509.

Goldberg, C., Perry, E. L., Finkelstein, L. M., & Shull, A. (2013). Antecedents and outcomes of targeting older applicants in recruitment. *European Journal of Work and Organizational Psychology*, 22, 1-14.

Goldberg, C. B., Clark, M. A., & Henley, A. (2011). Speaking up: A conceptual model of voice responses following the unfair treatment of others in non-union settings. *Human Resource Management*, 50, 75-94.

Konrad, A.M., Cannings, K., & Goldberg, C.B. (2010). Asymmetrical demography effects on psychological climate for gender diversity: Differential effects of leader gender and work unit gender composition among Swedish doctors. *Human Relations*, 63, 1661-1685.

Goldberg, C. B., Riordan, C., & Schaffer, B. (2010). Does social identity theory underlie relational demography? A test of the moderating effects of self-continuity and status-enhancement on similarity effects. *Human Relations*, 63, 903-926.

Goldberg, C. B., & Allen, D. (2008). Black and White and read all over: Race differences in reactions to recruitment Web sites. *Human Resource Management*, 47, 217-236 **\*(Nominated for the 2009 Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity)**.

Goldberg, C., Riordan, C., & Zhang, L. (2008). Relational demography and leadership perceptions: Is similar always better? *Group and Organization Management*, 33, 330-355.

Taylor, M. A., Goldberg, C., Shore, L., & Lipka, P. (2008). The dynamic effects of retirement expectations and social support on post-retirement adjustment: A longitudinal analysis. *Journal of Managerial Psychology*, 24, 1-8. **\*(Winner of the Emerald Literati Award for Excellence)**.

Goldberg, C. (2007). The impact of training and conflict avoidance on responses to sexual harassment. *Psychology of Women Quarterly*, 31, 62-72.

Goldberg, C. B. (2007). Cross-cultural perceptions of coworker- and supervisor-initiated social-sexual behaviors. *Business Journal of Hispanic Research, 1*, 1-10.

Goldberg, C. (2005). Relational demography and similarity-attraction in interview assessments and subsequent offer decisions: Are we missing something? *Group and Organization Management, 30*, 597-624.

Konrad, A.M., Yang, Y., Goldberg, C., & Sullivan, S. (2005). Preferences for job attributes associated with work and family: A longitudinal study of career outcomes. *Sex Roles, 53*, 303-316.

Goldberg, C., Finkelstein, L., Perry, E., & Konrad, A. (2004) Job and industry fit: The effects of age and gender matches on career progress outcomes. *Journal of Organizational Behavior, 25*, 807-829.

Goldberg, C., & Zhang, L. (2004). Simple and joint effects of gender and self-esteem on responses to same-sex sexual harassment. *Sex Roles, 50*, 823-833.

Goldberg, C., & Cohen, D. (2004). Walking the walk and talking the talk: Gender differences in the impact of interviewing skills on applicant assessments. *Group and Organization Management, 29*, 369-384.

Goldberg, C., Riordan, C., & Schaffer, B. (2003). Missing pieces in social identity theory: Continuity and status as moderators of similarity. *Academy of Management Best Paper Proceedings*.

Shore, L. M., Cleveland, J. N., & Goldberg, C. (2003). Work attitudes and decisions as a function of manager age and employee age. *Journal of Applied Psychology, 88*, 529-537.

Goldberg, C. (2003). Applicant reactions to the employment interview: A look at demographic similarity and social identity theory. *Journal of Business Research, 56*, 561-571.

Goldberg, C., & Shore, L. M. (2003). The impact of age of applicants and of referent others on recruiters' assessments: a study of young and middle-aged job seekers. *Representative Research in Social Psychology, 27*, 11-22.

Goldberg, C. (2003). Who responds to surveys? Assessing the effects of non-response in cross-sectional dyadic research. *Assessment, 10*, 41-48.

Goldberg, C. (2001). The impact of the proportion of women in one's workgroup, profession, and friendship circle on males' and females' responses to sexual harassment. *Sex Roles, 45*, 359-374.

Goldberg, C., & Waldman, D. A. (2000). Modeling employee absenteeism: Testing alternative measures and mediated effects based on job satisfaction. *Journal of Organizational Behavior*, 21, 665-676.

Houghton, S. M., Simon, M., Aquino, K., & Goldberg, C. (2000). No safety in numbers: Persistence of biases and their effects on team risk perception and team decision making. *Group and Organization Management*, 25, 325-353.

Perry, A., & Goldberg, C. (1998). Who gets hired: Interviewing skills are a prehire variable. *Journal of Career Planning and Employment*, 58 (2), 47-50.

### **Invited Publications**

Goldberg, C., & McKay, P. (2015). Diversity and LMX development. Invited chapter in T. Bauer and B. Erdogan (Eds.). *The Oxford Handbook of Leader-Member Exchange*. Oxford University Press.

Goldberg, C., Perry, E. L., Finkelstein, L. M., & Shull, A. (2014). Antecedents and outcomes of targeting older applicants in recruitment. In D. Truxillo and F. Fraccaroli (Eds.). *Age in the Workplace: Challenges and Opportunities*. Routledge/Taylor and Francis.

Goldberg, C. (2010). What do we really know about sexual harassment training effectiveness? Invited chapter in M. Paludi (Ed.). *Praeger Handbook on Understanding and Preventing Workplace Discrimination. Volume 2: Best Practices for Preventing and Dealing with Workplace Discrimination*. Westport, CT: Praeger.

Goldberg, C. (2007). Social identity theory. Invited chapter in S. Clegg & J. Bailey (Eds.), *International Encyclopedia of Organization Studies*, Sage Publications.

Goldberg, C. (2007). Diversity issues for an aging workforce. Invited chapter in Kenneth A. Schultz and Gary S. Adams (Eds.), *Aging and Work in the 21<sup>st</sup> Century*, Lawrence Erlbaum.

Goldberg, C. (2007). Make the most of interviewing. *Independent Agent*. April, 2007, p. 42.

Goldberg, C. (2006). Look to your Web site to increase the quality and diversity of your applicant pool. *HR Watch*. Appeared December 6, 2006.

Shore, L. M., & Goldberg, C. B. (2004). Age discrimination in organizations. In R. L. Dipboye and A. Colella (Eds.). *Psychological and Organizational Bases of Discrimination at Work*. Lawrence Erlbaum – SIOP Frontiers Series.

Swiercz, P., McHugh, P., & Goldberg, C. (1997). *Human Resource Systems for Competitive Advantage*. Needham Heights, MA: Simon & Schuster.

Goldberg Sharak, C. (1995). Managing diversity at Cox Communications. *H.R. Atlanta*.

#### PUBLICATIONS – IN PROGRESS

Roth, P., Goldberg, C., & Thatcher, J. The role of political affiliation on employment decisions: A model and research agenda. Under review at *Academy of Management Review*.

Goldberg, C. B., McKay, P., & Zhang, L. New hire race-ethnicity and leader-member exchange development over time: Mediating effects of self-efficacy and role clarity. Invited to revise and resubmit to *Organization Science*.

Holtom, B., Goldberg, C., Allen, D., Clark, M., & Gavin, M. Exploring the antecedents and consequences of shocks: A prospective perspective. Submitted to *Journal of Business and Psychology*.

Zhang, L., & Goldberg, C. Antecedents and consequences of leader-member exchange (LMX) agreement. Submitted to *Journal of Applied Psychology*.

Goldberg, C. B., Konrad, A. M., Lindsey, A., & Yang, Y. The relationship between gender context and men's and women's evaluative and affective outcomes: A meta-analytic review. Submitted to *Leadership Quarterly*.

Goldberg, C., Perry, E., & Rawski, S. Training managers to handle sexual harassment complaints: A longitudinal examination. Preparing for submission to *Human Resource Management*.

Goldberg, C., Sabat, I., & King, E. Leaks in the pipeline: How leaders' perceptions of new hires influence turnover of women and minorities. Target journal: *Personnel Psychology*.

#### REFEREED CONFERENCE PRESENTATIONS

De Janasz, S., & Goldberg, C. (2015). More Experiential HR: A Potluck for reviving and expanding your repertoire. Accepted for presentation at the Academy of Management Conference, Vancouver, BC.

Bowes-Sperry, L., Goldberg, C., Blockson, L., and Kermond, C. (2015). Facilitating Faculty Responses to Diversity Dilemmas: Toward Creating Classroom Inclusiveness. Accepted for presentation at the Academy of Management Conference, Vancouver, BC.

De Janasz, S., Goldberg, C., Bowes-Sperry, L., Kaplan, D., Forret, M., Van Emerick, H., Peiperl, M., Marx, R., Schneer, J. (2015) Teaching OB Experientially: Reviving and Expanding your Repertoire. Accepted for presentation at the Eastern Academy of Management International Conference, Lima, Peru.

Burton, L., Gilson, L., Goldberg, C., & Lowe, K. (2015). The impact of biased perceptions of leadership potential on job prospects for male and female athletes. Accepted for presentation at the Eastern Academy of Management International Conference, Lima, Peru.

Zhang, L., & Goldberg, C. (2014). The Antecedents and Consequences of Leader-Member Exchange (LMX) Agreement. Presented at the Academy of Management Conference, Philadelphia, PA.

Barclay, L., Markel, K., Caldwell, K., Dwerman, D., Goldberg, C., Honig, B., Martin, B., Simon, M., Harris, S., Renko, M. (2014). Persons with disabilities and entrepreneurship: Barriers and opportunities. Presented at the Academy of Management Conference, Philadelphia, PA.

DeJanasz, S., & Goldberg, C. (2014). Experiential HR: A Potluck for reviving and expanding your repertoire. Presented at the Academy of Management Conference, Philadelphia, PA.

Gourmanis, G., Ramsey, T., Milad, M., Goldberg, C., Crowder, D., Winberg, Y., Behnke, S., Crowder, D., El-Ghoroury, N., Lowman, R., & Tippins, N. (2014) Competing coaches and coachees: Mock licensing board hearing. Presented at the Society for Industrial/Organizational Psychologists Conference, Honolulu, HI

Lowe, K., Gilson, L., Burton, L., & Goldberg, C. (2013). Pilot testing in organizational behavior research: A methodological overview and example from a study on the effects of gender and sport participation on perceptions of leadership. Presented at the Eastern Academy of Management International Conference, Seville, Spain. **Winner - Best Paper Award, Research Methods Division.**

Gilson, L., Burton, L., Goldberg, C., & Lowe, K. (2012). Gender, sports, and leadership. Presented at the Southern Management Association Conference, Fort Lauderdale, FL.

Holtom, B., Weller, I., Goldberg, C., Allen, D., & Clark, M. (2011). Predicting the consequences of shocks: A prospective perspective. Presented at the Southern Management Association Conference, Savannah, GA.

Payton, F., Stafford, T., Goldberg, C., Nelson, T., Suarez-Brown, T. (2010). Expanding minority representation in management education. Presented at the Academy of Management Conference, Montreal, Canada.



Goldberg, C. B., & Zhang, L. (2009). A second chance to make a first impression? A longitudinal examination of changes in Black and White newcomers' leader-member exchange and career future. Presented at the Academy of Management Conference, Chicago, IL.

Goldberg, C., & Perry, E. (2009). The impact of situational and individual factors on sexual harassment investigation training. Presented at the Society of Industrial/ Organizational Psychologists Conference, New Orleans, LA.

Goldberg, C. B., Clark, M., & Henley, A. (2008). You, me, and we: Identity and unfair treatment in groups. Presented at the Society of Industrial/ Organizational Psychologists Conference, San Francisco, CA.

Goldberg, C. B. (2007). Work and organizational issues in the retention of older employees. Symposium at the Society of Industrial/ Organizational Psychologists Conference, New York, NY.

Goldberg, C. B., & Zhang, L. (2006). The positive and negative effects of racism and sexism on perceptions of group cohesiveness and performance. Presented at the Southern Management Association Conference, Clearwater, FL.

Goldberg, C. B. (2006). The impact of organizational practices on recruiting a diverse workforce. Coordinator of symposium presented at the Academy of Management Conference, Atlanta, GA.

Goldberg, C., Perry, E. L., & Finkelstein, L. M. (2006). Targeting older applicants in recruitment: An organizational perspective. Presented the Academy of Management Conference, Atlanta, GA.

Goldberg, C. B., & O'Leary, B. (2006). Theoretical bases for diversity and fairness effects: Linking the two together. Presented at the Academy of Management Conference, Atlanta, GA.

Goldberg, C. & Allen, D. (2005). Web-based recruiting: When women and minorities need not apply. Presented at the Academy of Management Conference, Honolulu, HI.

Goldberg, C., Kaplan, D.M., Marchese, M.M., & Mumford, T.V. (2005). Using popular film and television as pedagogical tools in HR/IR. Presented at the Innovative Teaching in HR/IR Conference. Park City, UT

Goldberg, C., Riordan, C., & Zhang, L. (2004). Relational demography and leadership perceptions: Is similar always better? Presented at the Academy of Management Conference, New Orleans, LA.

Zhang, L., & Goldberg, C. (2004). The effects of sensitivity to surface-level and deep-level diversity on work group performance and attitudes. Presented at the Academy of Management Conference, New Orleans, LA.

Konrad, A.M., Goldberg, C., Sullivan, S., & Yang, Y. (2004). Preferences for job attributes associated with work and family: A longitudinal study. Presented at the Academy of Management Conference, New Orleans, LA **\*(Nominated for Best Symposium – Careers Division)**.

Goldberg, C., Riordan, C., & Schaffer, B. (2003). Missing pieces in social identity theory: Continuity and status as moderators of similarity. Presented at the Academy of Management Conference. Seattle, WA.

Zhang, L., & Goldberg, C. (2003). The effects of sensitivity to surface-level and deep-level diversity on work group performance and cohesion. Presented at the Eastern Academy of Management International Conference, Porto, Portugal.

Konrad, A., & Goldberg, C. (2002). An examination of the impact of gender context on individuals and organizations. Coordinator of symposium presented at the Academy of Management Conference, Denver, CO.

Goldberg, C., & Konrad, A. (2002). The effects of gender context: A meta-analysis. Presented at the Academy of Management Conference. Denver, CO.

Goldberg, C., & Stone, D. (2001). Older workers and disabled workers: A look at two underutilized groups. Coordinator of symposium presented at the Academy of Management Conference, Washington, DC.

Goldberg, C., Finkelstein, L., Perry, E., & Konrad, A. (2001). Age and career progress: Tests of simple and moderated effects. Presented at the Academy of Management Conference, Washington, DC.

Goldberg, C. (2001). Gender, gender context, and same-sex harassment: re-evaluating our theoretical understanding of social-sexual behavior. Presented at the Society of Industrial/Organizational Psychologists conference, San Diego, CA.

Goldberg, C. (2000). The impact of different gender contexts on responses to sexual harassment. Southern Management Association conference. Orlando, FL.

Goldberg, C., & Cohen, D. (2000). Walking the walk and talking the talk: Gender differences in the impact of interviewing skills on applicant assessments. Eastern Academy of Management Conference. Danvers, MA.

- Case, J., Goldberg, C., McHugh, P., & Moreno-Tello, V. (2000). Cross-cultural perceptions of coworker- and supervisor-initiated social-sexual behaviors. Presented at the Society of Industrial/Organizational Psychologists conference, New Orleans, LA.
- Cleveland, J. N., Shore, L. M., & Goldberg, C. (2000). Work attitudes and performance as a function of manager age, employee age, and their interaction. Presented at the Society of Industrial/Organizational Psychologists conference, New Orleans, LA.
- Goldberg, C. (1999). Multiple perspectives of sexual harassment. Coordinator of symposium presented at the Academy of Management conference, Chicago, IL.
- Goldberg, C., & McHugh, P. (1999). The impact of training on perceptions of and reactions to sexual harassment. Presented at the Academy of Management conference, Chicago, IL.
- Taylor, M., Goldberg, C., & Shore, L. (1999). Retirement expectations and retirement satisfaction. Presented at the Society for Industrial/Organizational Psychologists conference, Atlanta, GA.
- Goldberg, C. & McHugh, P. (1999). Cultural differences in perceptions of sexual harassment. Presented at the George Washington University Scholars Showcase, Washington, DC.
- Goldberg, C. & McHugh, P. (1998). Is it sexual harassment? An East-West comparison. Presented at the Management of Human Resources Conference, Honolulu, HI.
- Goldberg, C. (1998). Who responds to surveys? An application of Goodman and Blum's procedure to cross-sectional dyadic research. Presented at the Southern Management Association Conference, New Orleans, LA.
- Goldberg, C. & Shore, L.M. (1998). The impact of applicant age and the ages of referents on recruiters' decisions. Presented at the Society for Industrial/Organizational Psychologists Conference, Dallas, TX.
- Goldberg, C. (1997). Relational demography: A tale of two theories. Presented at the Academy of Management Conference, Boston, MA.
- Goldberg, C. (1997). The impact of job qualifications and interviewing skills on selection decisions. Presented at the George Washington University Scholars Showcase, Washington, DC.
- Goldberg, C., & Perry, A. (1996). The relative importance of background and interviewing skills in campus interviews. Presented at the Southern Association of Colleges and Employers Conference, Atlanta, GA.

Goldberg Sharak, C., & Shore, L. M. (1995). Age stereotypes and new hire performance ratings. Presented at the Southern Management Association Conference, Orlando, FL.

Goldberg Sharak, C. (1995). The proposed Employment Nondiscrimination Act: Implications for organizations. Presented at the Academy of Management Conference, Vancouver, BC.

Goldberg Sharak, C., & Shore, L. M. (1994). Measuring age context: A comparison of two approaches. Presented at the Academy of Management Conference, Dallas, TX.

Goldberg Sharak, C., & Waldman, D. A. (1994). Modeling the determinants of employee absenteeism. Presented at the Society for Industrial/Organizational Psychology Conference, Nashville, TN.

#### REFEREED CONFERENCE PRESENTATIONS – IN PROGRESS

Goldberg, C. B., Konrad, A. M., Lindsey, A., & Yang, Y. How gender context affects male and female employees: A meta-analysis. Submitted to the 2015 Society for Industrial/Organizational Psychology Conference.

Goldberg, C. B., Zhang, L., Scandura, T., & McKay, P. Predictors of initial and subsequent LMX agreement. Submitted to the 2015 Society for Industrial/Organizational Psychology Conference.

Voyles, E., Imrose, R., Goldberg, C., & Finkelstein, L. Attempting to temper age discrimination for older job-seekers Submitted to the 2015 Society for Industrial/Organizational Psychology Conference.

#### GRANTS, SCHOLARSHIPS, AWARDS, AND HONORS

**Best Paper Award** (\$500). Pilot testing in organizational behavior research: A methodological overview and example from a study on the effects of gender and sport participation on perceptions of leadership. Eastern Academy of Management International Conference, Research Methods Division. 2013.

**Academy of Management, Gender and Diversity in Organizations Division** – Elected to Executive Committee, 2012-2015 term.

**Society for Human Resource Management/American National Standards Institute** – Appointed to taskforce, charged with creating national standards in the area of Diversity and Inclusion. 2010 - present.

**Society for Human Resource Management** – Honored as one of 100 thought leaders at the Leadership Summit on Diversity and Inclusion. April 7-8, 2008.

**Cambridge Who's Who** – Named for 2008/2009 publication.

**Kogod Research Grant** (\$6,935). A Multi-source, Multi-wave Investigation of New Hire Fit. Kogod School of Business, American University. 2007.

**Crain Summer Research Fellowship** - \$12,500. Relational demography and leadership perceptions: Is similar always better? George Washington University. 2005.

**Who's Who in America** – Named for 2002, 2003, and 2004 publications.

**Academy of Management Award for Outstanding Service** – Award from Human Resources Division for service as Secretary of the Executive Committee. 2001.

**Southern Management Association Award for Outstanding Service** – Plaque awarded for service as track chair for the Southern Management Association meeting. 2000.

**George Washington University Release Time for Research Award** - \$2,000. Employee perceptions of and reactions to sexual harassment: A field study (with Patrick McHugh) George Washington University. 1999.

**Junior Faculty Consortium Invitee** - Academy of Management Conference Human Resources Division, Boston, MA. 1997.

**Award for Outstanding Teaching Performance** - Department of Management, Georgia State University. Winter, 1996.

**Award for Outstanding Teaching Performance** - Department of Management, Georgia State University. Fall, 1995.

**Doctoral Consortium Invitee** - Academy of Management Conference Human Resources Division, Vancouver, BC. 1995.

**Georgia State University Dissertation Proposal Grant** - \$1,000. Georgia State University. 1995.

**Exemplar Research Award** - \$2,000. College of Business Administration, Georgia State University. 1995.

**William T. Rutherford Award** - \$500. W. T. Beebe Institute of Personnel and Employment Relations, Georgia State University. 1993.

**New York State Regents Scholarship** - \$500/year. New York State Board of Regents. 1984, 1985, 1986, 1987.

## TEACHING EXPERIENCE

### **Undergraduate Teaching Experience**

- ❖ Psychology of Working Groups and Teams
- ❖ Leading High Performance Teams
- ❖ Principles of Organizational Theory, Behavior, and Management
- ❖ GWU Paris Program – Introduction to Human Resource Management
- ❖ Introduction to Human Resource Management
- ❖ Introduction to Organizational Behavior
- ❖ Principles of Management
- ❖ Advanced Topics: Cases and Exercises in Human Resource Management

### **Graduate Teaching Experience**

- ❖ Seminar in Personnel Selection and Testing
- ❖ Seminar in Industrial Psychology
- ❖ Seminar in Small Group Behavior
- ❖ High Performing Teams
- ❖ MBA – Organizational Behavior and Human Resource Management
- ❖ Doctoral Seminar – Research Design
- ❖ Performance Management and Development
- ❖ Accelerated AMBA – Human Dynamics in Organizations

- ❖ Doctoral Seminar – Current Research in Human Resource Management
- ❖ Executive MBA – Human Resource Management
- ❖ Pre-MBA Group Dynamics 1-Day Workshop
- ❖ Accelerated MBA (Off-Campus Mini-Residency) – Dancing in the Minefields: Managing Employee Performance and Compensation
- ❖ MBA Organizations, Management, and Leadership
- ❖ MBA Organizations, Management, and Leadership I
- ❖ MBA Organizations, Management, and Leadership II
- ❖ Accelerated MBA (Off-Campus Residency) Organizations, Management, and Leadership II

### **Doctoral Dissertation Committee Service**

Elaine Brenner (Psychology- George Washington University), 2006. Telework and retention.

Beverly Nyberg (Human Resource Development – George Washington University), 2004. A study of Jaques' requisite organization theory as it relates to the impact of person to role and person to supervisor degree of fit on employee satisfaction in a non-profit service agency.

Haven Battles (Psychology – George Washington University), 2000. Professional self-efficacy and burnout in pediatric HIV nurses.

M. Martha Neal (Logistics and Operations Management – George Washington University), 1999. Leadership in a change environment: A case study in the United States Navy Logistics.

### **Student Evaluations**

- ❖ On two occasions, I received a perfect 5.0 for overall teaching effectiveness.
- ❖ Throughout my nine years at GWU, averages for all of my overall and item scores for every semester except one, ranged from 4.0 to 5.0 on a five-point scale.
- ❖ I have also had students in my workshops evaluate my performance. The scores have consistently been in the 4.5 range.

- ❖ I received two departmental awards for my teaching performance.

## PROFESSIONAL LEADERSHIP ACTIVITIES

### **Editor – Special Issue**

- ❖ Group and Organization Management. 2015-2016

### **Chair – Academy of Management Doctoral Consortium**

- ❖ Gender and Diversity in Organizations Division. 2013-2015

### **Executive Committee**

- ❖ Academy of Management
  - Gender and Diversity in Organizations Division. 2012-2015

### **Mentor – Academy of Management**

- ❖ Gender and Diversity in Organizations Division. 2012 Conference.

### **Master Collaboration Committee**

- ❖ Society for Industrial and Organizational Psychology. 2012

### **Associate Editor**

- ❖ *Group and Organization Management*. 2004 – 2007.

### **Editorial Board Member**

- ❖ *Group and Organization Management*. 2003 – 2004; 2007-present.
- ❖ *Human Resource Management*. 2003 – present.
- ❖ *Journal of Management*. 2003 – 2009.

### **Mentor – Paper Development Workshop**

- ❖ Southern Management Association
  - Human Resources Division. 2011.



### **Doctoral Consortium Committee**

- ❖ Academy of Management
  - Human Resources Division. 2004-2005.

### **Roundtable Discussion Leader**

- ❖ Academy of Management Doctoral Consortium
  - Human Resources Division. 2004, 2007.

### **Teaching Panel Presenter**

- ❖ Academy of Management Doctoral Consortium
  - Human Resources Division. 2005, 2006.

### **Editors Roundtable Presenter**

- ❖ Academy of Management Doctoral Consortium
  - Gender and Diversity in Organizations Division. 2005.

### **Coordinator – Teaching Workshop**

- ❖ Academy of Management
  - Human Resources Division. 2001.

### **Track Chair**

- ❖ Southern Management Association
  - Human Resources Division. 2000.

### ***Ad-Hoc Journal Reviewer***

- ❖ *Academy of Management Journal*
- ❖ *American Economic Review*
- ❖ *Assessment*
- ❖ *European Journal of Work and Organizational Psychology*
- ❖ *Group and Organization Management*
- ❖ *Human Performance*

- ❖ *Human Resource Management Journal*
- ❖ *Human Resource Management Review*
- ❖ *Journal of Applied Social Psychology*
- ❖ *Journal of Business Research*
- ❖ *Journal of Human Resource Planning*
- ❖ *Journal of Management*
- ❖ *Journal of Organizational Behavior*
- ❖ *Organizational Behavior and Human Decision Processes*
- ❖ *Personnel Psychology*
- ❖ *Sex Roles*

#### **Text Book Reviewer**

- ❖ Dessler, G. *Fundamentals of Human Resource Management, 4<sup>th</sup> Ed.* Prentice Hall. 2006.
- ❖ Dessler, G. *Fundamentals of Human Resource Management, 3<sup>rd</sup> Ed.* Prentice Hall. 2005.
- ❖ Dessler, G. *Fundamentals of Human Resource Management, 2<sup>nd</sup> Ed.* Prentice Hall. 2003.

#### **Conference Reviewer**

- ❖ Innovative Teaching in HR/IR Conference. 2005.
- ❖ Society for Industrial/Organizational Psychologists. 1999, 2000.
- ❖ Academy of Management Conference
  - Human Resources Division. 1994, 1999-2007, 2009.
  - Gender and Diversity in Organizations Division. 2000-2001, 2006, 2009.
  - Careers Division. 1996.
- ❖ Southern Management Association Conference
  - Human Resources/Careers Division. 1994-1999, 2002-2005.
  - Organizational Behavior Division. 1996.
  - Women in Management Division. 1992-1994.
  - Research Methods Division. 1998.

### **Conference Session Chair**

- ❖ Academy of Management
  - Human Resources Division. 2000, 2008.
  - Gender and Diversity in Organizations Division. 2010.
  - Organizational Behavior & Technology and Innovation Division. 2005.
- ❖ Southern Management Association
  - Human Resources Division. 2002.

### **Conference Discussant/Facilitator**

- ❖ Southern Management Association
  - Human Resources Division. 1997, 1999, 2001, 2002, 2009.
  - Organizational Behavior Division. 1996.
  - Careers Division. 1996.
  - Women in Management Division. 1993, 1994.
- ❖ Academy of Management
  - Human Resources Division. 2001.

### **Professional Committee Service**

- ❖ Executive Committee Member – Academy of Management, Gender and Diversity Division.
- ❖ Master Collaboration Session Committee - 2013 Society of Industrial and Organizational Psychologists Conference
- ❖ Dorothy Harlow Award Committee - Academy of Management Gender and Diversity Division. 2010.
- ❖ Best Paper Committee – Academy of Management Gender and Diversity Division. 2004.
- ❖ Executive Committee Secretary – Academy of Management Human Resources Division. 2000 – 2002.
- ❖ Best Student Paper Committee - Southern Management Association Conference. 1997.
- ❖ Member Relations Committee- Academy of Management Human Resources Division. 1993.

## UNIVERSITY SERVICE ACTIVITIES

### **Ongoing Activities**

- ❖ AU Faculty Retreat Planning Committee. Fall 2011 – present.
- ❖ Faculty Advisor – Student SHRM Chapter. Sp 2008 – present.
- ❖ Academic Integrity Code Review Committee. Fa 2006 – present.
- ❖ University Policy Committee for Maternity & Family Obligations. Fa 2006 – present.
- ❖ Management Department Faculty Search Committee. Sp 2006 – Fa 2007.
- ❖ Mgmt 353 Consistent Experiences across Sections (Teams Packet). Sp 2006 – present.
- ❖ Faculty Advisory Board, Women's and Gender Studies. 2006 – present.
- ❖ Doctoral Program Curriculum Committee. 2004 – 2005.
- ❖ Undergraduate Program Committee. 2004 – 2005.
- ❖ Liaison, Council on Education in Management. 2003 - 2005.
- ❖ Conflicts of Interest and Commitment Committee. 2003 – 2005.
- ❖ Study Abroad Committee. 2003 – 2005.
- ❖ University Women's Committee. 2003 – 2005.
- ❖ Program Director – HRM. 2003 – 2005.
- ❖ Faculty Advisor – Student SHRM Chapter. 2000 – 2002.
- ❖ University Women's Committee (alternate). 2000 – 2003.
- ❖ Faculty Senate Committee on Research. 1998-2005.
- ❖ Full-time MBA Curriculum Committee. 1999 – 2000.
- ❖ Cohort MBA Curriculum Redesign Committee. 1997-1999.
- ❖ Department of Management Science Annual Retreat Planning Committee. 1998.
- ❖ MBA Core Faculty Meetings. 1997-2000.
- ❖ Faculty Advisor - School of Business and Public Management Leadership Retreat. 1997-1998.
- ❖ BBA Core Faculty Meetings. 1996-2005.

### **One-Time or Periodic Activities**

- ❖ Presenter – Greenberg Seminar Series, “An Overview of Sexual Harassment,” Fall, 2012.
- ❖ Moderator – KSB Alumni Event, “Redefining Having It All,” Summer, 2012.
- ❖ Session Organizer and Presenter – Diversity and Inclusiveness in the Classroom. Ann Ferren Teaching Conference, American University. Sp, 2009.
- ❖ Faculty Presenter – MBA Orientation. Fa, 2006.
- ❖ Faculty Presenter – GMU, GWU, UMD I/O-HR Brown Bag Series. Sp, 2004.
- ❖ Faculty Presenter – First Year Development Program. Sp, 2001, 2002, 2003.
- ❖ Presenter – Management Science Department-wide Doctoral Seminar. Fa, 2003.
- ❖ Faculty Facilitator/Assessor – Graduate Teaching Assistantship Practicum. Fa, 2003.
- ❖ Faculty Advocate – SBPM Distinguished Scholar Award (Jessica Toplin, nominee). 2003.
- ❖ Search Committee for Center for Excellence in Municipal Management Director. 2002.
- ❖ Faculty Judge – Undergraduate capstone assessment. Sp, 2002.
- ❖ PMBA – “Customize Your MBA” program – Representative for HR group. Fa, 1998, Fa, 2001, Sp, 2002.
- ❖ Designed and presented JOBS (Junior Options for Business Success) Workshop. Sp, 2001.
- ❖ Undergraduate Programs Field Day – Presented information about HR field. Sp, 2001, 2002.
- ❖ Search Committee for Graduate Career Center Assistant Director. Sum, 2000.
- ❖ MBA Specialization Discussion and Reception – Representative for HR group. Sp, 1999.
- ❖ KPMG National Case Competition – Faculty Host. Sp, 1999.
- ❖ Cohort Team Assessments - Coaching and counseling session. Fa, 1998.
- ❖ Speaker at Washington Human Resource Forum - Generation X Views on Business and Work Issues. Fa, 1998.
- ❖ Moderator/Facilitator, EDS Consulting Week - Performance Management. Sp, 1998.
- ❖ Faculty representative for Open House for newly-admitted MBA students. Sp, 1997.
- ❖ Faculty representative for Family weekend for prospective undergraduate students. Fa, 1996.

## Media Coverage

- ❖ *Fast Company* – Interviewed for an article, “The Other Wage Gap: Why Men In Female-Dominated Industries Still Earn More.” Published April, 2015.
- ❖ *Voice of America* – Interviewed for a televised segment on sexual harassment. Aired on numerous worldwide affiliates, April, 2014.
- ❖ *Monster.com* – Interviewed for an article, “5 Items You Should Never Put in Your Cubicle.” Published, December 3, 2013.
- ❖ *Entrepreneur Magazine* – Interviewed for an article, “4 steps to creating a successful job-swapping program.” Published November 20, 2013.
- ❖ *Kiplinger* – Interviewed for an article, “Eight jobs that pay women more than men.” Published 4/11/13.
- ❖ *Yahoo! Finance* – Interviewed for an article, “Male nurses becoming more commonplace – and higher paid.” Published 2/26/13
- ❖ *Forbes* – Interviewed for an article, “The 20 Best-Paying Jobs for Women in 2012.” Published 7/18/12.
- ❖ *US News & World Report* – Interviewed for an article, “Experts mixed on whether quotas boost women in business.” Published 6/26/12.
- ❖ *NPR, Kojo Show* – Hour-long, live call-in radio show on “The Nontraditional Workplace.” Aired 6/5/12.
- ❖ *Forbes* – Interviewed for an article, “A new obstacle for women: The glass escalator.” Published 5/21/12.
- ❖ *AOL* – Interviewed for an article, “Jobs where women make more than men.” Published 3/1/12.
- ❖ *Washington Post* – Interviewed for an article, “African American women see their own challenges mirrored in Michelle Obama’s.” Published 1/23/12.
- ❖ *Forbes* – Interviewed for an article, “Five Ways to Spot a Bad Boss in an Interview.” Published 12/11/11.
- ❖ *InsuranceQuotes.Com* – Interviewed for an article on sexual harassment. Published 11/12/11.

- ❖ *Wisconsin Public Radio* – Hour-long, live call-in radio show on sexual harassment. Aired 11/17/11.
- ❖ *WOR Radio* – Radio interview on Herman Cain’s sexual harassment controversy. Aired 11/11/11.
- ❖ *USA Today/Detroit Free Press* - Interviewed for an article on Herman Cain’s sexual harassment controversy. Published 11/9/11.
- ❖ *Fox 5 News* – Televised interview for a story on Herman Cain’s sexual harassment controversy. Aired 11/3/11.
- ❖ *CNN* – Interviewed for an article on Herman Cain’s sexual harassment controversy. Published 11/1/11.
- ❖ *The Daily* – Interviewed for an article on Herman Cain’s sexual harassment controversy. Published 11/1/11.
- ❖ *Voice of Russia* – Radio interview for, “The Walmart Case.” Aired 6/29/11.
- ❖ *Forbes* – Interviewed for an article entitled, “The 15 jobs where women earn more than men.” Published 3/14/11.
- ❖ *Forbes* – Interviewed for an article entitled, “20 surprising jobs women are taking over.” Published 3/7/11.
- ❖ *Detroit Free Press* – Interviewed for an article on sexual harassment entitled, “Waterford settles sexual harassment lawsuit for \$95,000.” Published 12/12/10.
- ❖ *Crain’s New York Business* – Interviewed for an article on discrimination entitled, “J.Crew Fashion Week event to get dressed down.” Published 9/10/10.
- ❖ *Times-Standard* – Interviewed for an article on sexual harassment entitled, “Muddied waters: Eureka officials’ testimony conveys role of personal relationships in EPD investigation.” Published 9/3/10.
- ❖ *HRMagazine* – Interviewed for an article on building an HR consulting practice online. Published 6/09.
- ❖ *US News & World Report* – Interviewed for an article entitled, “Recruiting 2.0.” Published 2/09.

- ❖ *HRMagazine* – Interviewed for an article regarding my 2008 study on race and recruitment. Published 7/08
- ❖ *Firstline* – Interviewed for an article on sexual harassment in the workplace. Published 5/08.
- ❖ *California Executive* – Interviewed for an article on obesity in the workplace. Appeared 9/07.
- ❖ *American Banker* – Interviewed for an article on diversity of bank Boards of Directors.
- ❖ *The Washington Examiner* – Interviewed for an article on absenteeism. Appeared 8/4/06.
- ❖ *Entrepreneur Magazine* – Interviewed for an article on hiring former dot-com employees. Appeared 9/01.
- ❖ *The Wall Street Journal* – Interviewed for an article on underemployment. 10/00.
- ❖ *Dateline, NBC* – Interviewed for a network television news piece on age discrimination. Aired 7/99 and 9/99.
- ❖ *KONA-TV* - Interviewed for local affiliate television news piece on sexual harassment. 8/98.
- ❖ *The Federal Times* - Interviewed for an article on employee absenteeism. 10/97.