

MARLENE E. TURNER

Department of Organization & Management
San Jose State University
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Web page: www.cob.sjsu.edu/turner_m

EDUCATION

- | | |
|-----------|---|
| 1988 | Ph.D. in Industrial Administration, Carnegie-Mellon University, Graduate School of Industrial Administration
Major area: Organizational Behavior and Theory
Minor area: Research Methods and Statistics |
| 1983-1985 | M.S., Carnegie-Mellon University, Graduate School of Industrial Administration |
| 1980-1982 | M.A. in Dance, Ohio State University |
| 1979 | B.A. in Psychology, B.S. in Business Administration, University of Delaware, with high honors (magna cum laude) |

EMPLOYMENT HISTORY

- | | |
|-----------------|---|
| 1994-present | Professor of Organization and Management, San Jose State University |
| 2006 (Jan.-Aug) | Interim Chair, Department of Organization and Management, San Jose State University |
| 1990-1994 | Associate Professor of Organization and Management San Jose State University, with tenure, 1993 |
| 1987-1990 | Assistant Professor of Organization and Management San Jose State University |
| 1985-1986 | Graduate Instructor, Carnegie-Mellon University, Graduate School of Industrial Administration |
| 1984-1985 | Teaching Assistant, Carnegie-Mellon University, Graduate School of Industrial Administration |
| 1980-1982 | Graduate Instructor, Ohio State University |

RESEARCH INTERESTS

Group processes and performance
 Determinants of individual, group, and organizational responses to threats
 Structural relations in groups and organizations
 Organizational and psychological consequences of selection processes

EDITED WORKS/BOOKS

Turner, M. E., and Pratkanis, A. R. (Eds.) (1994). Social psychological perspectives on affirmative action. [Special Issue]. Basic and Applied Social Psychology, 15, (1 & 2).

Kravitz, D., Harrison, D., Turner, M. E., Levine, E., Chavez, E., Russell, C. & Conard, M. (1997). Research on Affirmative Action. Bowling Green, OH: Society for Industrial Organizational Psychology.

Turner, M. E. and Pratkanis, A. R. (Eds.) (1999). Theoretical perspectives on groupthink: A twenty-fifth anniversary appraisal. Organizational Behavior and Human Decision Processes, [Special Issue], 73, (2 & 3).

Turner, M. E. (2001). Groups at Work: Theory and Research. Hillsdale, NJ: Lawrence Erlbaum and Associates.

Osland, J., Kolb, D., Rubin, I. and Turner, M. E. (2007). The Organizational Behavior Reader. 8th Edition. Upper Saddle River, NJ: Prentice-Hall.

Osland, J., Kolb, D., Rubin, I. and Turner, M. E. (2007). The Organizational Behavior Workbook: An Experiential Approach. 8th Edition. Upper Saddle River, NJ: Prentice-Hall.

Osland, J., Turner, M. E., and Balajee, A. Instructor's Manual. Osland, J., Kolb, D., Rubin, I. and Turner, M. E. (2007). The Organizational Behavior Workbook: An Experiential Approach. 8th Edition. Upper Saddle River, NJ: Prentice-Hall.

Turner, M. E. (Ed.) (forthcoming). Social influence and the production of "newness." [Special Issue]. Social Influence.

PUBLICATIONS

Argote, L., Turner, M. E. and Fichman, M. (1989). To centralize or not to centralize: The effects of uncertainty and threat on group structure and performance. Organizational Behavior and Human Decision Processes, 43, 58-74.

Turner, M. E., Pratkanis, A. R., and Hardaway, T. J. (1991). Gender differences in reactions to preferential selection: Towards a model of preferential selection as help. Journal of Social Behavior and Personality 6, 797-814.

Turner, M. E., Pratkanis, A. R., Probasco, P. and Leve, C. (1992). Threat, cohesion and group effectiveness: Testing a social identity maintenance interpretation of groupthink. Journal of Personality and Social Psychology, 63, 781-796.

Reprinted in J. M. Levine & R. L. Moreland (Eds.) (2001). Group Processes. Philadelphia, PA: Psychology Press.

Turner, M. E. (1992). Group effectiveness under threat: The impact of structural centralization and performance set. Journal of Social Behavior and Personality, 7, 511-528.

Turner, M. E. (1993). Review of *Coping with job loss: How individuals, organizations and communities respond to layoffs*. Personnel Psychology, 46, 212-215.

Turner, M. E., and Pratkanis, A. R. (1993). Effects of preferential and meritorious selection on performance: An examination of intuitive and self-handicapping perspectives. Personality and Social Psychology Bulletin, 19, 47-58.

Pratkanis, A. R., and Turner, M. E. (1993). Attitude formation and attitude change. In F. N. Magill (Ed.). Survey of Social Science. Pasadena, CA: Salem Press.

Pratkanis, A. R., and Turner, M. E. (1993). Field theory: Kurt Lewin. In F. N. Magill (Ed.). Survey of Social Science. Pasadena, CA: Salem Press.

Turner, M. E. (1994). Review of *Organizational Justice: The Search for Fairness in the Workplace*. Personnel Psychology.

Turner, M. E., and Pratkanis, A. R. (1994). Affirmative action as help: A review of recipient reactions to preferential selection and affirmative action. Basic and Applied Social Psychology, 15, 43-70.

Turner, M. E., and Pratkanis, A. R. (1994). Affirmative action: Insights from social and organizational psychology. Basic and Applied Social Psychology, 15, 1-12.

Pratkanis, A. R. and Turner, M. E. (1994). The year Cool Papa Bell lost the batting title: I. Mr. Branch Rickey and Mr. Jackie Robinson's plea for affirmative action. Nine: The Journal of Baseball History and Social Policy Perspectives, 2, 260-276.

Pratkanis, A. R. and Turner, M. E. (1994). Nine principles of successful affirmative action: II. Branch Rickey, Jackie Robinson, and the integration of baseball. Nine: The Journal of Baseball History and Social Policy Perspectives, 3, 36-65.

Reprinted as "Branch Rickey, Jackie Robinson, and the Social Psychology of Affirmative Action" in Aronson, E. (1998). Readings about the Social Animal, (8th Ed.). New York: Worth Publishing.

Reprinted in Rutkoff, P. M. (1997). The Cooperstown Symposium on Baseball and American Culture: Jackie Robinson. Jefferson, NC and London: McFarland & Company Publishers.

Pratkanis, A. R. and Turner, M. E. (1994). Of what value is a job attitude? A socio-cognitive analysis. Human Relations, 47, 1545-1576.

Turner, M. E. & Pratkanis, A. R. (1994). Social identity maintenance prescriptions for preventing groupthink: Reducing identity protection and enhancing intellectual conflict. International Journal of Conflict Management, 5, 254-270, [special issue: Optimizing

Performance Through Conflict Stimulation], E. van de Vliert & C. de Dreu (Eds.).

Pratkanis, A. R. and Turner, M. E. (1994). Mr. Rickey has his way. Across the Board, 42-47.

Pratkanis, A. R. & Turner, M. E. (1996). Persuasion and democracy: Strategies for increasing deliberative participation and enacting social change. Journal of Social Issues, 52, 187-205.

Pratkanis, A. R. & Turner, M. E. (1996). The proactive removal of discriminatory barriers: Affirmative action as effective help. Journal of Social Issues, 52, 111-132.

Kravitz, D., Harrison, D., Turner, M. E., Levine, E., Chavez, E., Russell, C. & Conard, M. (1997). Scientific research on affirmative action. The Industrial Organizational Psychologist.

Turner, M. E. & Pratkanis, A. R. (1997). Mitigating groupthink by stimulating constructive conflict. In C. De Dreu & E. Van de Vliert (Eds.). Using conflict in organizations. London & Thousand Oaks, CA: Sage.

Turner, M. E. & Pratkanis, A. R. (1999). Theoretical perspectives on groupthink: A twenty-fifth anniversary appraisal. Guest editorial. Organizational Behavior and Human Decision Processes, 73, 103-104.

Turner, M. E. & Pratkanis, A. R. (1999). Twenty-five years of groupthink research: Lessons in the development of a theory. Organizational Behavior and Human Decision Processes, 73, 105-115.

Turner, M. E. and Pratkanis, A. R. (1999). A social identity maintenance theory of groupthink. Organizational Behavior and Human Decision Processes, 73, 210-235.

Pratkanis, A. R. & Turner, M. E. (1999). Groupthink and preparedness for the Loma Prieta earthquake: A social identity maintenance analysis of causes and preventions. In R. Wageman (Eds.). Research on Groups and Teams: Groups in Context. Greenwich, CT: JAI Press.

Pratkanis, A. R. & Turner, M. E. (2000). The implications of affirmative action for the souls of white folk: Further implications of the helping model. Journal of Social Issues.

Turner, M. E. (2001). Groups at work: Integrating organizational and social psychological perspectives. In M. E. Turner (Ed.), Groups at Work: Theory and Research. Hillsdale, NJ: Lawrence Erlbaum and Associates.

Turner, M. E. (2001). The dilemma of threat: Group effectiveness and ineffectiveness under adversity. In M. E. Turner (Ed.), Groups at Work: Theory and Research. Hillsdale, NJ: Lawrence Erlbaum and Associates.

Pratkanis, A. R., Turner, M. E., and Malos, S. B. (2002). Toward the resolution of an American tension: Implications of the helping model of affirmative action for schooling. In J. Aronson & D. Cordova (Eds.). Improving Academic Achievement: Contributions of Social Psychology. New York: Academic Press.

Turner, M. E., Pratkanis, A. R., and Samuels, T. (2003). Circumventing groupthink by identity metamorphosis: Examining Intel's departure from the DRAM industry. In A. Haslam, D. van

Knippenberg, M. Platow, and N. Ellemers (Eds.). Social Identity at Work: Developing Theory for Organizational Practice. Philadelphia, PA: Psychology Press.

Nellen, A. and Turner, M. E. (2006). Rising Expectations for Business Education. The Tax Adviser, 37, 116-119.

Turner, M. E., Pratkanis, A. R., and Struckman, C. (2007). Groupthink as social identity. In A. Pratkanis (Ed.). The Science of Social Influence: Advances and Future Progress. Philadelphia: Psychology Press, Taylor & Francis.

Pratkanis, A. R. and Turner, M. E. (forthcoming). Groupthink. In R. Baumeister & K. Vohs, Encyclopedia of Social Psychology. Thousand Oaks, CA: Sage.

Turner, M. E. (forthcoming). Group creativity and social influence: Setting the stage for inventiveness. Social Influence.

Turner, M. E. and Virick, M. (forthcoming). Threat and group creativity. Social Influence.

Turner, M. E. and Pratkanis, A. R. (forthcoming). Groupthink. In J. Levine and M. Hogg, Encyclopedia of Group Processes and Intergroup Relations. Thousand Oaks, CA: Sage.

Turner, M. E. (forthcoming). Review of *Exploring Positive Relationships at Work*. Administrative Science Quarterly.

EDITORIAL WORK

Co-editor, Applied Social Research, Lawrence Erlbaum Associates Publishers, current. Titles in series include: Impact Analysis: How Research Can Enter Practice and Make A Difference, Mentoring Dilemmas, Attitudes, Behavior and Social Context, and Intergroup Cognition and Intergroup Behavior.

Associate Editor, Management Science, Department of Organizational Performance and Strategy, 1996-1999.

Member, editorial board, Administrative Science Quarterly, 1987-1998

Consulting Editor, Group Processes and Intergroup Relations, 1997-2003

Member, editorial board, Organization Science, 2004-present

Member, editorial board, Social Influence, 2005-present

External reviewer for Academy of Management (GDO, OB and OMT divisions), American Psychological Society, Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, Basic and Applied Social Psychology, Human Resources and Organizational Behavior Management Association, IEEE Transactions, Journal of Applied Psychology, Journal of Experimental Social Psychology, Journal of Managerial Issues, Management Science, National Science Foundation, Organizational Behavior and Human Decision Processes, Personality and Social Psychology Bulletin, Small Group Research, Society for Industrial and Organizational Psychology, Strategic Management, Transactions in Office Information Systems, Western Academy of Management.

RESEARCH IN PROGRESS

Turner, M. E. Helping student teams achieve: Best practices from master teachers.

Turner, M. E. and Roldan, M. Developing MATES: Designing the Member and Team Evaluation Survey.

Turner, M. E. Affirmative action and employee reactions: Insights from the National Organizations Study.

Turner, M. E. and Pratkanis, A. R. Methods for mitigating groupthink.

Turner, M. E. What is the least we can do? Minimal interventions for enhancing group performance.

Osland, J., Turner, M. E., Matoush, T., Kendall, S., and Bowlby, J. San Jose State University and San Jose Public Library merger study.

MANUSCRIPTS IN PREPARATION

Turner, M. E. and Pratkanis, A. R. Mitigating the negative consequences of groupthink: Further implications of a social identity maintenance model.

CONFERENCE PRESENTATIONS

Turner, M. E. (1988). The emotional consequences of threat. Paper presented at the Academy of Management national meetings, Anaheim, CA, August.

Turner, M. E. (1989). Threat, centralization, and group effectiveness. Paper presented at the Academy of Management national meetings, Washington, D. C., August.

Turner, M. E., Pratkanis, A. R., and Hardaway, T. J. (1989). The unintended consequences of preferential selection. Paper presented at Academy of Management national meetings, Washington, D. C., August.

Pratkanis, A. R. and Turner, M. E. (1989). Enacting change: Social identity vs. results oriented approaches. Paper presented at the University of California Applied Social Psychology Conference, Santa Cruz, CA, April.

Turner, M. E., Pratkanis, A. R., and Probasco, P. (1989). Effects of threat and cohesion on groupthink. Paper presented at the Midwestern Psychological Association meetings, Chicago, IL, May.

Hardaway, T. J., Pratkanis, A. R., and Turner, M. E. (1990). Preferentially selected, differentially evaluated: Observer interpretations of affirmative action. Paper presented at the Western Psychological Association meetings, Los Angeles, April.

Pratkanis, A. R., Turner, M. E., and Leve, C. (1990). Effects of preferential selection on decisions involving risk. Paper presented at the American Psychological Association national meetings, Boston, August.

Turner, M. E., and Pratkanis, A. R. (1990). The psychology of preferential selection. Paper presented at the meetings of the Society for Experimental Social Psychology, October 1990.

Leve, C., Turner, M. E., and Pratkanis, A. R. (1991). Empirical analysis of the antecedents and consequences of group cohesion. Paper presented at the Western Psychological Association Meetings, San Francisco, March.

Turner, M. E., and Pratkanis, A. R. (1991). Recipient reactions to being "preferentially selected." Paper presented at the Western Psychological Association Meetings, San Francisco, March.

Turner, M. E. and Pratkanis, A. R. (1991). Effects of meritorious and preferential selection on task performance: When the going gets effortful, the preferred relax. Paper presented at the Academy of Management national meetings, Miami, August.

Turner, M. E., Pratkanis, A. R., Probasco, P., and Leve, C. (1992). Group effectiveness under threat: Testing a collective dissonance reduction perspective on groupthink. Paper presented at the Academy of Management national meetings, Las Vegas, August.

Turner, M. E. and Pratkanis, A. R. (1992). The social psychology of affirmative action. Paper presented at the Society for Experimental Social Psychology. San Antonio, TX, October.

Pratkanis, A. R., and Turner, M. E. (1993). Branch Rickey, Jackie Robinson, and the psychology of affirmative action. Paper presented at the Annual National Conference on Baseball and American Culture, Cooperstown, NY, June.

Winner, Best Paper Award.

Turner, M. E. and Pratkanis, A. R. (1993). Affirmative action as help. Paper presented at Academy of Management, Theory Development Workshop, Atlanta, GA.

Pratkanis, A. R. and Turner, M. E. (1993). What did Mr. Branch Rickey know about affirmative action? Paper presented at Society of Experimental Social Psychology, Santa Barbara, CA.

Pratkanis, A. R., Wong, H., and Turner, M. E. (1993). Opportunity to reciprocate mitigates negative consequences of preferential selection. Paper presented at the American Psychological Society national meetings, Chicago, June.

Turner, M. E., Pratkanis, A. R., and Hardaway, T. (1994). Interpretations of affirmative action. Paper presented at the Western Psychological Association meetings, Kona, HI, April.

Turner, M. E. and Pratkanis, A. R. (1994). The helping model of affirmative action. Paper presented at the Society for Industrial/Organizational Psychology annual meetings, Nashville, TN, April.

Turner, M. E. and Pratkanis, A. R. (1994). Groupthink as social identity maintenance: "Earthshaking" evidence from the field and the laboratory. Paper presented at American Psychological Association meetings, Washington, D. C., June.

Pratkanis, A. R. and Turner, M. E. (1994). Mr. Rickey's Brooklyn Dodger blueprint for intergroup integration. Society for Experimental Social Psychology, Lake Tahoe, NV, October.

Turner, M. E. Pratkanis, A. R. (1996). Groupthink in perspective. Society for Industrial Organizational Psychology, San Diego, CA, April.

Pratkanis, A. R. & Turner, M. E. (1996). Affirmative action as successful help. Society for Experimental Social Psychology, Sturbridge, MA, October.

Turner, M. E. & Pratkanis, A. R. (1998). Affirmative action and the illusory identification of incompetency. Society for Industrial Organizational Psychology, Dallas, TX, April.

Pratkanis, A. R., & Turner, M. E. (1998). Groupthink and preparedness for the Loma Prieta earthquake. Conference on Research on Managing Groups and Teams, Stanford University, Palo Alto, CA, May.

Turner, M. E. & Pratkanis, A. R. (2000). Preventing groupthink: Further implications of a social identity maintenance model. Society for Industrial Organizational Psychology, New Orleans, LA, April.

Turner, M. E., Pratkanis, A. R., & Samuels, T. (2002, November). Identity metamorphosis and group decision-making under threat. INFORMS: Institute for Operations Research and the Management Sciences, San Jose, CA.

Turner, M. E. & Roldan, M. (2003). Developing MATES: Designing the Member and Team Evaluation Survey. SJSU Teaching and Learning Conference, San Jose, CA, April.

Turner, M. E. (2003). Helping student teams achieve: Best practices from the master teachers. SJSU Teaching and Learning Conference, San Jose, CA, April.

Anagnos, T., Kahn, D., Peter, K., Schulz-Krohn, W., Turner, M., Quintanar, R., and Reed, D. (2004). Student writing: challenges and resources, SJSU Teaching and Learning Conference, April.

Matoush, T, Kendall, S, Bowlby, J., Osland, J., Turner, M. and Struckman, C. (2004). The New Face In Town: Resource-Sharing and Co-management at the Dr. Martin Luther King Jr. Library, CARL, May.

Pratkanis, A. R. & Turner, M. E. (2004). A socio-cognitive model of job attitudes: Managerial and research implications. Invited hot topic session: "It's all in the attitude: Grounding job attitude research in basic attitude theory." American Psychological Society, Chicago, IL, May.

Pratkanis, A. R. & Turner, M. E. (2004). A socio-cognitive model of job attitudes: Managerial and research implications. Invited symposium: "It's all in the attitude: Grounding job attitude research in basic attitude theory." Decision Sciences Institute, Boston, MA, May.

Fimbel, N., Osland, A., Turner, M. E. and Zachary, W. B. (2006). Getting Faculty On Board for Assessment: Using Organizational Change Principles to Enhance Faculty Participation. Tenth Annual Western Region Assessment Conference, Fullerton, CA, March.

Turner, M. E. and Pratkanis, A. R. (2007). Enhancing group effectiveness under threat. Second Annual INGroup Conference, East Lansing, MI, July.

OTHER CONFERENCE PARTICIPATIONS

Turner, M. E. (1990). Invited participant. Academy of Management Organizational Behavior and Organization and Management Theory Divisions joint junior faculty workshop, San Francisco, CA, August.

Turner, M. E. (1990). Stress/industrial/organizational psychology. Session moderator. Midwestern Psychological Association meetings, Chicago, May.

Turner, M. E. (1991). Discussant. Cognitive Frames and Praxis. Western Academy of Management. Santa Barbara, March.

Turner, M. E. (1992). Chair. Institutionalization and Environments. Academy of Management National Meetings, Las Vegas, August.

Turner, M. E. (1992). Chair. A WAM Sampler: Power, Politics, and Goals. Western Academy of Management. Spokane, April.

Turner, M. E. (1994). Chair. Affirmative Action at Work: Toward Reducing Barriers to the Integrated Workplace. Academy of Management National Meetings, Dallas, August.

Turner, M. E. (1994). Discussant. Affirmative Action at Work: Toward Reducing Barriers to the Integrated Workplace. Academy of Management National Meetings, Dallas, August.

Turner, M. E. (1995). Co-chair. Groupthink: Revision, Revitalization, or Retraction? Academy of Management meetings, Vancouver, BC, Canada, August.

Turner, M. E. (1998). Invited participant. Learning in Organizations. Carnegie Mellon-University of Wisconsin Joint Conference, Pittsburgh, PA, July.

Turner, M. E. (2003). Session chair. Ethics in the academy. Western Academy of Management, Palm Springs, CA, April.

Turner, M. E. (2007) Discussant. Interpersonal and Team Dynamics: The Role of Trust and Empowerment. Academy of Management National Meetings, Philadelphia, August.

PROFESSIONAL PRESENTATIONS

Pratkanis, A. R. and Turner, M. E. (1995). The proactive removal of discriminatory barriers: Affirmative action as effective help. Presentation given at United States Congressional Briefing, Washington, D. C., September.

Pratkanis, A. R. and Turner, M. E. (1995). The psychology of affirmative action. Presentation at the California Congressional Black Caucus Juneteenth Celebration, Sacramento, June.

Pratkanis, A. R. & Turner, M. E. (1996). Evaluation of affirmative action. American Association for Affirmative Action, Colorado Springs, CO.

Pratkanis, A. R. & Turner, M. E. (1996). The proactive removal of discriminatory barriers: Affirmative action as effective help. American Association for Affirmative Action,

Colorado Springs, CO.

Pratkanis, A. R. & Turner, M. E. (1996). The proactive removal of discriminatory barriers: A scientific evaluation of what affirmative action has accomplished and what it can achieve. 12th Annual EO/Affirmative Action Conference, Denver, CO.

Pratkanis, A. R. & Turner, M. E. (1997). Nine principles of successful affirmative action: Mr. Branch Rickey, Mr. Jackie Robinson, and the integration of baseball. 23rd Annual Conference of the American Association for Affirmative Action, Houston, TX.

Pratkanis, A. R., & Turner, M. E. (2006, September 25 & 26). Mitigating the negative decision-making consequences of groupthink and other social pressures. Presented on Capitol Hill and at the National Geospatial-Intelligence Agency (NGA). Symposia sponsored by the Office of Analytic Integrity and Standards of the Office of the Director of National Intelligence, Washington, DC.

COLLOQUIA

Carnegie-Mellon University, Graduate School of Industrial Administration (December, 1992)
Stanford University, Graduate School of Business (December, 1994)
Claremont Graduate College, Drucker Graduate Management Center (February, 1998)

THESES

Turner, M. E. (1988). Threat: Assessments and consequences for workgroup performance. Unpublished Ph.D. dissertation, Carnegie-Mellon University: Pittsburgh, PA.

Turner, M. E. (1982). Philosophic principles of dance in higher education in the United States, 1900-1930. Unpublished M. A. thesis, Ohio State University: Columbus, OH.

PROFESSIONAL SERVICE

Society for Industrial and Organizational Psychology, Subcommittee for Affirmative Action Research, Member, 1996-1997
Society for Industrial and Organizational Psychology, Scientific Affairs Committee, Member, 1996-1998

TEACHING EXPERIENCE**Graduate Courses Taught**

Management of the Total Enterprise (MBA: accelerated professional and one-year programs)
 Organizational Behavior Analysis (MBA: accelerated professional and regular degree programs)
 Managing Organizational Behavior (MBA: accelerated professional and regular degree programs)
 Managing Organizational Change (MBA: accelerated professional and regular degree programs)
 Managing Teams (MBA – accelerated professional program)

Courses Taught - Undergraduate

Organizational Behavior (undergraduate)
 Applied Organizational Behavior (undergraduate)
 Fundamentals of Management and Organizational Behavior (undergraduate)
 Managing Organizational Change (undergraduate)
 Independent Study in Management (undergraduate)

HONORS AND AWARDS

Distinguished Service Award, San Jose State University, 2008
 Outstanding Applied Research Award, College of Business, 2008
 Provost's Assessment Award, San Jose State University, 2007
 Dean's Service Award, College of Business, 2006
 San Jose State University Teacher-Scholar, 2003-2004
 Outstanding Academic Research Award, College of Business, 2002
 Outstanding Graduate Instructor Award, College of Business, 2002
 Most influential professor, named by College of Business Alumni Scholar recipient, 2000
 Most influential professor, named by College of Business Dean's and Presidential Scholars, 2000, 2001
 Best Paper Award, 5th Annual Cooperstown National Symposium on Baseball and American Culture, 1994
 Senior Research Fellowship, Department of Defense Equal Opportunity Management Institute, awarded 1994
 Editor invitee, *Basic and Applied Social Psychology*
 Meritorious Performance and Professional Promise Award, San Jose State University, 1990
 Invited participant, Academy of Management OD/OB/OMT doctoral consortium, 1986
 Participant, American Psychological Association Division 14 doctoral consortium, 1986
 William Larimer Mellon Fellowship, Carnegie-Mellon University, Graduate School of Industrial Administration, 1983-1986
 Corning Company Fellowship, Carnegie-Mellon University, Graduate School of Industrial Administration, 1984-1985
 University Fellowship, Ohio State University, 1980-1981
 Phi Beta Kappa, Phi Kappa Phi, Mortar Board, Psi Chi, Dean's Scholar Program, University of Delaware

COMMITTEES AND SERVICE

Department of Organization and Management Committees, San Jose State University

Organizational Behavior Search Committee, Chair, 1998-1999, 2001-2002, 2006-2007, 2007-2008

Interim Department Chair, January 2006-August 2006

Departmental Review and Department Chair Guideline Committee, 2001

Personnel Review, Tenure, and Promotion Committee, Chair, 1995-1996

Personnel Review, Tenure, and Promotion Committee, Member, 1995-1997, 1998-1999, 1999-2000

Research Award Allocation Committee, Chair, 1998-1999, 2000-2001, 2001-2002, 2002-2003, 2003-2005

Research Award Allocation Committee, Member, 1993-present

Management Major Revision Task Force, member

Curriculum Committee, San Jose State University, 1992-1993

Research Committee, San Jose State University, 1987-present

Working Paper Series Coordinator, 1987-1989

Organization and Management Department Chairperson Evaluation Committee, 1988

Faculty advisor (Management Concentration, Independent Study Coordinator), 1998-1999

College of Business Committees, San Jose State University

Coordinator, AACSB Maintenance of Accreditation Process, 2004-2007 (responsible for assessment, faculty development, and strategic planning processes)

Undergraduate Curriculum Committee, 2002-2003, 2007-present

New Faculty Mentor, 2006-present

Graduate Curriculum Committee, 2003-2005

Review, Tenure, and Promotion Guidelines Development Committee, 2001-2002

Research and Development Committee, 1996-2002

Associate Dean, Academic, Search Committee, 1999

Associate Dean, Graduate Programs Search Committee, 2004

Personnel Review, Tenure and Promotion Committee, 1998-1999, 2001-2002, 2002-2003

Personnel Review, Tenure and Promotion Committee, Chair, 2003-2004

Strategic Planning Steering Committee, 1994-1996

Strategic Planning Task Force (Mission Team), 1994-1996

Research Task Force, Liaison, 1994-1996

Undergraduate Curriculum Committee, 2002-2003

Graduate Curriculum Committee, 1992

California State University Research Fellowship Review Committee

Search Committee for College of Business Statistical Consultant

Educational Equity Committee

Graduate Advisory Committee

Diversity Committee

Diversity Liaison and Retreat Coordinator

Committee to Revise Graduate Teaching Evaluations, 1991

College of Business Outstanding Student Selection Committee, 1990

San Jose State University Committees and Service

University Review, Tenure, and Promotion Committee, 2007-present
College of Business Dean Search Committee, 2007-2008
Assessment Facilitator Committee, SJSU Western Association of Schools and Colleges
Accreditation Process, 2005-2007
Handbook for Committee Chairs, author, prepared for Academic Senate, 2003
Adopted by the American College of Surgeons, 2007
Participant, assessment subgroup, University Asilomar Retreat, 2006
Faculty-in-residence for Peer Partners in Teaching, Center for Faculty Development and
Support, 2003-2004
Faculty-in-residence for Collaborative Learning, Center for Faculty Development and
Support, 2003 (Spring).
Committee on Committees, 2001-2003
Program Planning Committee, 2002-present
Diversity Committee, 1994-1995
Graduate Studies and Research Committee, 1990-1991
University Grant Development Review Committee, 1989-1990
University Institutional Review Board Human Subjects Review Board, 1999-2001

MEMBERSHIPS

Academy of Management
American Psychological Association
American Psychological Society
Western Academy of Management
Society for Industrial and Organizational Psychology

REFERENCES

References furnished upon request