

Curriculum Vitae  
**STEVEN G. ROGELBERG**

## Biography

Dr. Steven G. Rogelberg holds the title of Chancellor's Professor at UNC Charlotte for distinguished national, international and interdisciplinary contributions. He is a Professor of Organizational Science, Management, and Psychology at well as the Director of Organizational Science. He has over 100 publications and over 50 invited speeches/colloquiums addressing issues such as team effectiveness, leadership, engagement, health and employee well-being, meetings at work, and organizational research methods. Other awards and honors include receiving the SIOP Distinguished Service Award, Bowling Green State University (BGSU) Psi Chi Professor of the Year Award, Fellow of the Society of Industrial and Organizational Psychology, Fellow of the Association for Psychological Science, serving as the 2000 BGSU graduation commencement speaker, and receiving the BGSU Master Teacher Award. He is the Editor of the *Journal of Business and Psychology*, the *Talent Management Essentials* book series, and serves(ed) as a Special Feature Guest Editor for *Organizational Research Methods* and *Small Group Research*. He served as Editor-in-Chief of the two-volume *Encyclopedia of Industrial and Organizational Psychology* (2006) and the *Handbook of Research Methods in Industrial and Organizational Psychology* (2002, 2004). Key professional leadership roles have included Program Chair for the Society of Industrial and Organizational Psychology (SIOP), elected Science and Research Officer (SIOP), serving as Chair of the SIOP Education and Training committee, and serving as Chair of SIOP's Katrina Relief and Assistance effort. Dr. Rogelberg has received over \$2,000,000 of external grant funding including from the National Science Foundation. He has founded and currently directs two large outreach initiatives focusing on nonprofit organization health and effectiveness. Nearly 200 nonprofits have been served. He has been a visiting scholar and guest speaker at universities around the world including: BI Norwegian Business School (Norway), Peking University (China), University of Edinburgh (Scotland), Reykjavik University (Iceland), Hong Kong Baptist University, Hong Kong City University, The University of Sheffield (England), The University of Zurich (Switzerland), The University of Tel Aviv (Israel), Technion University (Israel), Concordia University (Canada) the University of Mannheim (Germany) and Catholic University of Louvain (Belgium). Dr. Rogelberg currently provides ad hoc reviews for a number of journals, as well as the U.S. National Science Foundation, Swiss, National Science Foundation, and serves(ed) on the editorial board for *Journal of Applied Psychology*, *Journal of Management*, *the Review of Work and Organizational Psychology* (*Revista de Psicología del Trabajo y las Organizaciones*), *Group Dynamics: Theory, Research, and Practice*, the *SIOP Professional Practice Book Series* and *The Industrial Psychologist*. His research has been profiled on Public Television, Radio (e.g., NPR, CBC, CBS), Newspapers (e.g., *Chicago Tribune*; *LA Times*, *Wall Street Journal*, *Washington Post* *London Guardian*) and Magazines (e.g., National Geographic, Scientific American Mind). Companies for whom he has provided consulting services include: IBM, Family Dollar, Grace Cocoa, Vulcan Materials, VF Corporation, National Society for Black Engineers, Proctor & Gamble, Brush Wellman, Marathon Ashland Petroleum, Center for Self-Directed Work Teams, Toledo Area Regional Transit Authority, Mid-American Information Services, and Marshall-Qualtec. Before completing his Ph.D. in Industrial/Organizational Psychology at the University of Connecticut in 1994, he received his undergraduate B.Sc. degree from Tufts University in 1989.

## Annotated Biography

Dr. Steven G. Rogelberg holds the title of Chancellor's Professor at UNC Charlotte for distinguished national, international and interdisciplinary contributions. He is a Professor of Organizational Science, Management, and Psychology at well as the Director of Organizational Science. He has over 100 publications addressing issues such as team effectiveness, leadership, engagement, health and employee well-being, meetings at work, and organizational research methods. Other awards and honors include receiving the Distinguished Service Award, Psi Chi Professor of the Year Award, Fellow of the Society of Industrial and Organizational Psychology, and the BGSU Master Teacher Award. He is the Editor of the *Journal of Business and Psychology* and the *Talent Management Essentials* book series. Key professional leadership roles have included Program Chair for the Society of Industrial and Organizational Psychology (SIOP), elected Science and Research Officer (SIOP), and serving as Chair of the SIOP Education and Training committee. He has founded and currently directs two large outreach initiatives focusing on nonprofit organization health and effectiveness. Nearly 200 nonprofits have been served. He has been a visiting scholar and guest speaker at universities around the world including: BI Norwegian Business School (Norway), Reykjavik University (Iceland), Hong Kong Baptist University, Peking University (China), Hong Kong City University, The University of Sheffield (England), The University of Zurich (Switzerland), The University of Tel Aviv (Israel), Technion University (Israel), Concordia University (Canada) the University of Mannheim (Germany) and Catholic University of Louvain (Belgium). His research was profiled on Public Television, Radio (e.g., NPR, CBC, CBS), Newspapers (e.g., *Chicago Tribune*; *LA Times*, *Wall Street Journal*, *Washington Post*, *London Guardian*) and Magazines (e.g., National Geographic, Scientific American Mind).

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Organizational Science, University of North Carolina Charlotte  
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## 1. Education

- Ph.D. Industrial/Organizational Psychology, University of Connecticut, 1994
- M.A. Industrial/Organizational Psychology, University of Connecticut, 1991
- B.S. Psychology, Tufts University, 1989

## 2. Academic Experience

### University of North Carolina - Charlotte, North Carolina

#### *Chancellor's Professor (2013 – present)*

- Designated by the Board of Trustees as the inaugural “Chancellor’s Professor” at UNC Charlotte. The appointment is described in the University bylaws as follows: “The title of Chancellor’s Professor is a campus-wide recognition of outstanding contributions primarily in a specific discipline, but exhibiting an interdisciplinary character enabling contributions in more than one department or college. The purpose is to bestow on an individual an academic rank which transcends disciplinary lines and to allow each designated individual the greatest latitude in teaching, scholarship, and community engagement. The title is given to a full professor who is not only a scholar of international and national distinction but also who has a demonstrated record of significant achievement within the university community. There should be no more than one Chancellor’s Professor distinction awarded per year, but each Chancellor’s Professor should hold the title for life.”

#### *Director, Organizational Science (2005 – present)*

- Responsible for the administration and leadership of this free-standing interdisciplinary unit supported by the Belk College of Business and the College of Liberal Arts & Sciences. The unit is composed of faculty from Management, Psychology, Communication Studies, and Sociology. It is dedicated to the integration of faculty studying the world of work and the training of future inter-disciplinary doctoral scholars and practitioners in the organizational sciences. Responsibilities include, but are not limited to, issues pertaining to the curriculum, promoting and supporting diversity, physical space, planning, assessment, faculty development, promoting scholarship, fund-raising, course scheduling, assistantships/student funding, enrollment management, representing the program to internal and external constituencies, handling student issues, space and facilities, program development, assessment activities, annual reporting, strategic planning, I/T management, student recruitment, coordinating faculty (16 core faculty and 10 affiliated faculty), tenure assessment, and serving on Dean’s council. This also includes special initiatives such as the creation of the Organizational Science Summer Diversity Institute designed to increase the representation of minorities in graduate education and our establishment of a series of internationalization efforts. As Director, I report directly into the Deans of the two colleges. I am responsible for managing budgets totaling over \$600,000.

#### *Professor of Organizational Science, Professor of Management*

#### *Professor of Psychology, Communication Studies Faculty Affiliate, Adjunct Professor of Sociology (2003 – present)*

- Research interests include team effectiveness, health and employee well-being, meetings at work, organizational research methods, and leadership (detail below).
- Taught and chaired undergraduate, masters, and doctoral students (detail below).
- Served on departmental, college, and university committees (detail below).
- Teach in MA, MBA, PhD, EMBA (Hong Kong), and undergraduate programs

*Provost Faculty Fellow (2012 – present)*

- Part-time member of the staff of the Office of the Provost and Vice Chancellor for Academic Affairs. This is an internal program akin to Fellow of the American Council on Education.
- Report into the Provost and work directly with the Provost on special projects around student success. Spearheading initiatives focused on transfer student performance and derailment as well as focusing on undergraduate job-school intersections/conflict and gaming-school intersections/conflict. The work is intervention focused.

*Founder and Director, Organizational Science Center (2005 – present)*

- Designed, implemented and direct this active management and human resources consulting unit (OSC). The OSC provides organizations with consulting services associated with promoting employee and organizational health, well-being and effectiveness. OSC helps secure student training opportunities and internships. It provides research and funding opportunities for faculty. Client organizations include large, small, non-profit and government organizations. OSC has brought in over \$500,000.

*Faculty Associate, Center for Professional and Applied Ethics (2006 – present)*

- Engage in center activities
- Provide advice and counsel to Director as requested

*Director, Industrial and Organizational Psychology (2003 – 2008)*

- Responsible for the leadership and administration of the IO MA program. This included curriculum issues, course scheduling, student and faculty affairs, communication, admissions, graduate assistantship funding, and representing the program to internal and external constituencies.

**Bowling Green State University - Bowling Green, OH**

*Associate Professor of Psychology (2000 – 2003); Assistant Professor of Psychology (1994 – 2000)*

*Director, The Institute for Psychological Research and Application, (1998 – 2003)*

- Responsible for leading this consulting and outreach institute bringing in close to 1 million dollars of revenue.
- Provided vision and direction in setting goals and policies, establishing and maintaining external clients and partnerships, overseeing internal operations, budgeting, supervision, and marketing.

**Eastern Connecticut State University - Willimantic, CT**

*Instructor, Organizational Relations Program and Department of Psychology (1993-1994)*

**3. Guest Professor/Visiting Scholar**

Chilean Ministry of Economy, Catholic University of Chile (2015)

University of Vienna, Austria (2015)

University of Edinburgh Business School, Scotland (2014)

Renmin University/Peking University, China (2013)

Dept. of Leadership and Organisational Behaviour, BI Norwegian Business School, Norway (2013)

School of Business, Reykjavik University, Iceland (2013)

National Research Centre for the Working Environment, Copenhagen, Denmark (2013)

George Mason University (VA). Psychology (2012)

Suffolk University (Boston). Management (2011).

University of Zurich, Switzerland. Psychology (2010)

University of Trento, Italy. Psychology (2010)

L'Université du Québec à Montréal, Canada. Management (2010)

Concordia University, Canada. School of Business (2008)  
Tel Aviv University, Israel. College of Business (2005)  
Technion University, Israel. Industrial Engineering and Management (2005)  
University of Sheffield, England. Institute of Work Psychology/Management Dept (2001/2002)  
University of Mannheim, Germany. ZUMA (2001/2002)  
Catholic University of Louvain, Belgium. Department of Psychology (2002)

#### 4. Key National Professional Leadership Roles

Editor, Journal of Business and Psychology (2009 - ).

- 400 submissions on OB, HR or I/O Psychology evaluated each year. The editorial team consists of nearly 200 scholars. Submissions and downloads are currently at record levels and up 3-fold since 2008. Acceptance rate is 11%. Impact factor of the journal of the journal has risen from a .44 to 1.74. Four special features have occurred or in progress. They are: The State of Practice; 50<sup>th</sup> Anniversary of the Civil Rights Act in the United States; Inductive Research; and Nothing, Zilch, Nil: Advancing Organizational Science One Null Result at a Time.
- Founder and leader, 10 Journal Hybrid Registered Reports Initiative

Executive Board Member, Society of Industrial and Organizational Psychology (2011 - 2014).

- Voting member of senior leadership team.

Elected Research and Science Officer, Society of Industrial and Organizational Psychology (2011 - 2014).

- The Research and Science Officer oversees the Scientific Affairs and Institutional Research committees and provides services and support to members involved in the conduct of basic and applied research including science advocacy. More with senior staff of multiple US Senators around the importance of the science of work and organizations.

Co-founder. Editorethics.com. (2012 - ).

- Along with Debra Rupp, started an initiative focusing on improving the integrity of our science mostly focusing on editor ethics. We created a voluntary code of conduct and an online community focusing on ethics in publishing. Created and implemented an affirmation process targeting all journal editors in IO/OB/HR. Advertised the website widely so as to create an accountability around the integrity issues advocated.

Program Chair, Society of Industrial and Organizational Psychology (2007 - 2008).

- Responsible for the intellectual content of the largest I/O psychology conference in the world spanning 3-days of content. Coordinated and managed the efforts of over 1000 committee members/reviewers including oversight of theme tracks, invited speakers, seminars, review of 1300 submissions, continuing education credits, and other conference activities.

Founding Chair Katrina Relief and Assistance Effort, Society of Industrial and Organizational Psychology. (2005-2006).

- Mobilized resources and coordinated a large number of external constituencies to help affected members (e.g., rebuild libraries, find placements) and affected businesses in New Orleans. The humanitarian work conducted received commendation by the state of Louisiana through Senate Resolution No. 118. Also led to recognition from the American Society of Association Executives and the Center for Association Leadership naming SIOP to its 2007 Associations Advance America Honor Roll.

Chair Education and Training, Society of Industrial and Organizational Psychology (2004-2006).

- Led 10 subcommittees and approximately 50 committee members dealing with the current state and desired state of I/O education. Established a wide range of initiatives to promote educational quality and inclusion. Some accomplishments include the creation of a masters level student consortium; a consumer guide to navigating rankings of I/O programs; a review of APA doctoral and post-doctoral guidelines; the creation of an ambassadors program designed to provide I/O speakers and mentors to colleges and universities without an I/O presence; the

development of a teaching of I/O psychology dynamic WIKI website, outreach initiatives focused on high school teachers, and a benchmarking study of undergraduate concentrations in I/O.

## 5. Editorial and Reviewing Work

Editor (see above), *Journal of Business and Psychology* (2009-)

Regional Editor, *Global Business Perspectives*, (2012- 2014)

Special Feature Guest Editor, *Journal of Business and Psychology*, Nothing, Zilch, Nil: Advancing Organizational Science One Null Result at a Time. (2011 - 2014). Co-Editors: Ron Landis, Larry James, Chuck Lance, Charles Pierce

Special Feature Guest Editor, *Journal of Business and Psychology*, Inductive Research in Organizations. (2012 - 2014). Co-Editors: Ann Marie Ryan, Neal Schmitt, Paul Spector, Robert Vandenberg, and Sheldon Zedeck.

Special Feature Guest Editor, *Small Group Research*, Meeting at Work: Advancing Theory and Practice (2009-2011). Co-Editors: Cliff Scott and Linda Shanock.

Special Feature Guest Editor, *Organizational Research Methods*, Nonresponse to Organizational Surveys (2005 - 2007). Co-Editor: Jeff Stanton.

Consulting Editor, *Journal of Applied Psychology* (2008 - ); *Review of Work and Organizational Psychology (Revista de Psicología del Trabajo y las Organizaciones)* (2009-)

Editorial Board: *Journal of Management*. (2006 – 2008, 2011 -); *Group Dynamics: Theory, Research, and Practice* (1999 - 2002). *The Industrial-Organizational Psychologist* (1998 - 2001) Society of Industrial and Organizational Psychology *Professional Practice Book Series* (2003 -2011), *Fundamentals in Human Resource Management* (2007)

Editorial Advisory Board: *American Journal of Business* (2011-)

U.S. National Science Foundation, Panel Member IGERT Grant Review (2007); Swiss National Science Foundation

Editor-in-Chief, *Talent Management Essentials* Book Series produced by Blackwell-Wiley. (2006 - 2008)

Ad hoc reviewer, *Academy of Management Journal*, *Journal of Occupational and Organizational Psychology*, *Scandinavian Journal of Management*, *Organizational Research Methods*, *Small Group Research*; *Journal of Applied Psychology*; *Personnel Psychology*; *Group Dynamics, Theory, Research and Practice*; *Current Directions in Psychological Science*; *Journal of Applied Social Psychology*, *International Journal of Selection and Assessment*, *Journal of American Veterinary Medical Association*, *Academy of Management Conference*, *SIOP Conference*, *Midwestern Association Graduate Schools Distinguished Thesis Award*

External evaluator: Center for Organization and Innovation at the University of Sheffield in the United Kingdom.

## 6. Awards and Honors

One of four finalists for the Provost Faculty Award for Community Engagement.

Society of Industrial and Organizational Psychology Distinguished Service Contributions Award.

Fellow, Society of Industrial and Organizational Psychology

Fellow, Association for Psychological Science (APS).

Bowling Green State University Master Teacher Award.

Bowling Green State University UPA/Psi Chi Professor of the Year.

University Professor (see above), University of North Carolina Charlotte

Provost Faculty Fellow (see above), University of North Carolina Charlotte

Elected Science and Research Officer (see above), Society of Industrial and Organizational Psychology

Selected for and participated in the year long Arts and Science Council Cultural Leadership Program.

Fellow, Center for the Advancement of Research Methods and Analysis (CARMA)

Educators' Honour Roll, University of Ottawa

BGSU Authors and Artist Award given by the Friends of University Libraries.

Bowling Green State University Commencement Speaker.

Bowling Green State University Alumni Research Fellowship

University of Connecticut Research Foundation Doctoral Dissertation Fellow, Pre-Doctoral Fellow, Summer Fellow, and Special Graduate Student Fellow

## 7. External Funding

\$2,000,000: National Science Foundation (funded 2015-2020). The Connected Learner: Design Patterns for Transforming Computing and Informatics Education. Co-PI

\$22,000: Maddies Fund (Funded 2015-2016). Exploring Foster Program Challenges. PI

\$3,000,000: National Science Foundation (not funded). Project Title: Data-Enabled Design Thinking: An Innovative Approach to Enhancing STEM through Integrating Data Science/Analytics with Design Thinking in Graduate Education. Co-PI

\$995,000: National Science Foundation (not funded). Project Title: Innovation Analytics to Improve Student Learning and Retention through Student Centric Affinity Groups: A Focus on Science Education. Co-PI

\$40,000: The Humane Society of the United States (2014). Topic: Non-profit and volunteer management, Shelter Health Project

\$20,000: The Humane Society of the United States (2013). Topic: Non-profit and volunteer management

\$20,000: The Humane Society of the United States (2012). Topic: Volunteer program assessments

\$40,000: The Humane Society of the United States (2010-2011). Topic: Non-profit and volunteer management

\$25,000: The Humane Society of the United States (2008). Topic: Dirty work.

\$20,500: National Science Foundation (2007-2009). Topic: Ethics education. Co-PI

\$20,000: The Humane Society of the United States (2008). Topic: Employee well-being and volunteer interactions.

\$9,500: The Humane Society of the United States (2007). Topic: Animal shelter health and well-being, a long-term improvement effort.

\$20,000: The Humane Society of the United States (2007-2008). Topic: The management and mismanagement of a volunteer workforce -- turnover, work attitudes and organizational commitment.

\$8,750: Carolina Tractor (2006-2007). Topic: Establishment of a strategic human resources management platform

\$20,000: The Humane Society of the United States (2006-2007). Topic: Improving Animal Shelter Well-being and Effectiveness: Establishment of national norms and the advancement of the Shelter Diagnostic System. Other PI: Reeve, C.

\$10,000. Strataforce (2006). Topic. Immigrant diversity at work: Challenges and obstacles to successful integration. Other PI: Jennifer Welbourne

\$75,000: The Humane Society of the United States (2004-2006). Topic: "Dirty Workers", stress and well-being. Other PI: Reeve, C.

\$5,715: Proctor and Gamble (2003). Topic: Internet test equivalency. Other PI: Zickar, M.

\$10,000: The Humane Society of the United States (2001-2003). Topic: Euthanasia related stress.

\$5,000: Patricia and Olin Smith Faculty Grant (2001). Topic: Meetings burnout.

\$21,450: National Society of Black Engineers (2001). Topic: Recruitment and retention of minorities.

\$5,960: The Humane Society of the United States (2001). Topic: Euthanasia related stress.

\$2,828: Brush Wellman (2000). Topic: Interview effectiveness.

\$44,760: National Society of Black Engineers (2000). Topic: Recruitment and retention of minorities. Other PI: Stanton, J.

\$9,336: Spartan Stores Inc. (2000). Topic: Survey research methods.

\$5,660: The Andersons, Inc. (1999-2000). Topic: Sexual harassment in the workplace.

\$22,570: National Society of Black Engineers (1999). Topic: Recruitment and retention of minorities. Other PI: Stanton.

\$38,254: Brush Wellman (1998-1999). Topic: Employee health and safety. Other PIs: O'Brien, W., & Smith, C.

\$21,500: National Society of Black Engineers (1998-1999). Topic: Recruitment and retention of minorities. Other PI: Stanton, J.

## 8. Publications

My research, at face, is quite eclectic in content. However, it generally falls into 5 principal themes: 1) organizational research methods; 2) teams/meetings; 3) dirty work/stress; 4) service/helping and most recently 5) leadership.



## Books

- Allen, J. A., Lehmann-Willenbrock, N., & Rogelberg, S. G. (Eds.). (2015). *The Cambridge Handbook of Meeting Science*. New York, NY: Cambridge University Press
- Rogelberg, S. G. (2<sup>nd</sup> Ed.) (in process). *The Encyclopaedia of Industrial and Organizational Psychology*, Volume 1. Thousand Oaks, California: Sage Publishing.
- Rogelberg, S. G. (2<sup>nd</sup> Ed.) (in process). *The Encyclopaedia of Industrial and Organizational Psychology*, Volume 2. Thousand Oaks, California: Sage Publishing.
- Rogelberg, S. G. (2<sup>nd</sup> Ed.) (in process). *The Encyclopaedia of Industrial and Organizational Psychology*, Volume 3. Thousand Oaks, California: Sage Publishing.
- Rogelberg, S. G. (2<sup>nd</sup> Ed.) (in process). *The Encyclopaedia of Industrial and Organizational Psychology*, Volume 4. Thousand Oaks, California: Sage Publishing.
- Rogelberg, S. G. (Ed.) (2006). *The Encyclopaedia of Industrial and Organizational Psychology*, Volume 1. Thousand Oaks, California: Sage Publishing.
- Rogelberg, S. G. (Ed.) (2006). *The Encyclopaedia of Industrial and Organizational Psychology*, Volume 2. Thousand Oaks, California: Sage Publishing.
- Rogelberg, S. G. (Ed.). (2002, 2004). *Handbook of Research Methods in Industrial and Organizational Psychology*. London: Blackwell.
- Rogelberg, S.L. & Rogelberg, S.G. (2001). Instructor's Manual. To accompany Salkind N.J., *Statistics For People Who Think They Hate Statistics*. Thousand Oaks, California: Sage Publications.

## Journal Articles

Student authors are **bolded**

- Baran, B. E., Rogelberg, S. G., & Clausen, T. In press. Routinized killing of animals: Going beyond dirty work and prestige to understand the well-being of slaughterhouse workers. *Organization*.
- King, E. B., Rogelberg, S. G., Hebl, M. R., Braddy, P. W., Shanock, L. R., Doerer, S. C., & McDowell-Larsen, S. (2016). Waistlines and Ratings of Executives: Does Executive Status Overcome Obesity Stigma?. *Human Resource Management*, 55(2), 283-300.
- Heggstad, E. D., Rogelberg, S., **Goh**, A., & Oswald, F. L. (2015). Considering the effects of nonresponse on correlations between surveyed variables: A simulation study to provide context to evaluate survey results. *Journal of Personnel Psychology*, 14(2), 91-103.
- Geimer, J. L., Leach, D. J., **DeSimone**, J. A., Rogelberg, S. G., & Warr, P. B. (2015). Meetings at work: Perceived effectiveness and recommended improvements. *Journal of Business Research*, 68(9), 2015-2026.
- Thornton**, M. A., **Stewart**, O. J., Rupp, D. E., & Rogelberg, S. G. (2014). Catalyzing Ethical Behavior Among Journal Editors in the Organizational Sciences and Beyond. *Journal of Information Ethics*, 23(2), 9-21.

- Rupp, D. E., **Thornton**, M. A., Rogelberg, S. G., **Olien**, J. L., & **Berka**, G. (2014). The Characteristics of Quality Scholarly Submissions: Considerations of Author Team Composition and Decision Making. *Journal of Management*, 40(6), 1501–1510. doi:10.1177/0149206314547387
- Berka**, G., **Olien**, J., Rogelberg, S. G., Rupp, D. E., & **Thornton**, M. A. (2014). An Inductive Exploration of Manuscript Quality and Publication Success in Small Research Teams. *Journal of Business and Psychology*, 29(4), 725-731.
- McAbee**, S. T., King, E. B., Allen, T. A., Converse, P. C., Eby, L. T., Leslie, L. M., Meyer, R. D., Oswald, F. L., Rogelberg, S. G., Stark, S., & Yang, L. (2014). Including science advocacy in the IO curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(1), 61-65
- Allen**, J. A., Beck, T., Scott, C., & Rogelberg, S. G. (2014). Understanding workplace meetings: A qualitative taxonomy of meeting purposes. *Management Research Review*, 37(9), 791-814.
- Lopina**, E. C., **Dunn**, A. M., **Olien**, J. L., Rogelberg, S. G. (2014). The volunteer program assessment: Promoting nonprofit organizational effectiveness. *E-Volunteering*, 14(2). Retrieved from <http://www.e-volunteering.com/>
- Landis, R. & Rogelberg, S.G.; equal authorship (2013). Our Scholarly Practices are Derailing our Progress: The Importance of “Nothing” in the Organizational Sciences. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(3), 299-302.
- Allen**, J. A. & Rogelberg, S. G. (2013). Manager-led Group Meetings: A context for promoting employee engagement. *Group and Organization Management*, 38(5), 543-569.
- Paustian-Underdahl**, S., Shanock, L., Rogelberg, S.G., Scott C., **Justice**, L., & Altman, D.G (2013). Antecedents to Supportive Supervision: An Examination of Biographical Data. *Journal of Occupational and Organizational Psychology*, 86, 288–309.
- Paustian-Underdahl**, S. C., Shanock, L. R., Rogelberg, S. G., Scott, C. W., **Justice**, L., & Altman, D. G. (2013b). Building a business case for developing supportive supervisors. *Journal of Occupational and Organizational Psychology*, 86, 324–330.
- Rogelberg, S.G., Scott, C., **Agypt**, B. **Williams**, J., Kello, J., **McCausland**, T., & **Olien**, J. (2013). Lateness to Meetings: Examination of an Unexplored Temporal Phenomenon. *European Journal of Work and Organizational Psychology*.
- Loignon**, A.C., **Myers**, H., & Rogelberg, S.G. (2013). Looking back and glimpsing forward: Publication topics in Industrial-Organizational Psychology and Organizational Behavior. *Global Business Perspectives*, 1 (3), 181-197.
- Rogelberg, S. G., **Justice**, L., Braddy, P. W., **Paustian-Underdahl**, S. C., Heggstad, E., Shanock, L., **Baran**, B. E., Beck, T., Long, S., **Andrew**, A., Altman, D.G., Fleenor, J.W. (2013). The Executive Mind: Leader Self-Talk, Effectiveness, and Strain. *Journal of Managerial Psychology*, 28(2), 5-5.
- Baran**, B.E., Rogelberg, S.G., **Lopina**, E.C., **Allen**, J.A., Spitzmuller, C., & Bergman, M. (2012). Shouldering a silent burden: The toll of dirty tasks. *Human Relations*, 65(5), 597-626. Doi: 10.1177/0018726712438063
- Lopina**, E.C., Rogelberg, S.G., & **Howell**, B. (2012). Turnover in dirty work occupations: A focus on pre-entry individual characteristics. *Journal of Occupational and Organizational Psychology*, 85(2), 396-406. Doi: 10.1111/j.2044-8325.2011.02037.x
- Rogelberg, S. G., Shanock, L. R., & Scott, C. W. (2012). Wasted time and money in meetings: Increasing return on investment. *Small Group Research*, 43(2), 236-245. Doi: 10.1177/1046496411429170

- Scott, C. W., Shanock, L., & Rogelberg, S. G. (2012). Meetings at work: Advancing theory and practice of meetings. *Small Group Research*, 43(2), 127-129. Doi: 10.1177/1046496411429023
- Baran**, B. E., Shanock, L. R., Rogelberg, S. G., & Scott, C. W. (2012). Leading group meetings: Supervisors' actions, employee behaviors, and upward perceptions. *Small Group Research*, 43(3), 330-355. Doi: 10.1177/1046496411418252
- Allen**, J. A., **Sands**, S., **Coufal**, S., **Frear**, K., **Mudd**, M., & Rogelberg, S. G. (2012). Employees' feelings about more meetings: An overt analysis and recommendations for improving meetings. *Management Research Review*, 35(5), 405-418. Doi: 10.1108/01409171211222331
- Cohen**, M. A., Rogelberg, S. G., **Allen**, J. A., & Luong, A. (2011). Meeting design characteristics and attendee perceptions of staff/team meeting quality. *Group Dynamics: Theory, Research, and Practice*. Vol. 15, 90-104
- Deal, J. J., Altman, D. G., & Rogelberg, S. G. (2010). Millennials at work: What we know and what we need to do (if anything). *Journal of Business and Psychology*, 25(2), 191-199.
- Rogelberg, S.G., **Allen**, J.A., Conway, J., **Goh**, A., **Currie**, L. & McFarland, B. (2010). Employee Experiences with Volunteers: Assessment, Description, Antecedents, and Outcomes. *Nonprofit Management and Leadership*, 20, 423-444
- Shanock, L., Rogelberg, S. G., & Heggstad, E. D. (2010). A view into the future of organizational psychology: Our experiences with an interdisciplinary approach to graduate education. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 272-276
- Rogelberg, S. G., **Allen**, J. A., Shanock, L., Scott, C. W., **Shuffler**, M. (2010). Employee satisfaction with their meetings: A unique predictor of job satisfaction. *Human Resource Management*, 49(2), 149-172.
- Allen**, J. A., **Goh**, A., Rogelberg, S. G., & **Currie**, A. (2010). Volunteer Web Site Effectiveness: Attracting Volunteers via the Web. *International Journal of Volunteer Administration*, 27, 1-11
- Unsworth, K., Rogelberg, S.G., & **Bonilla**, D. (2010). Emotional expressive writing to alleviate euthanasia-related stress. *Canadian Veterinary Journal*, 51, 775-777.
- Conway, J., Rogelberg, S.G., **Pitts**, V. (2009). Workplace Helping: Interactive Effects of Personality and Momentary Positive Affect. *Human Performance*, 22, 321-339.
- Leach, D.J., Rogelberg, S.G., Warr, P.B., & **Burnfield**, J.L. (2009). Perceived meeting effectiveness: The role of design characteristics. *Journal of Business and Psychology*, 24, 65-76.
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### **Editorials - Journal of Business and Psychology**

Spector, P. E., Rogelberg, S. G., Ryan, A. M., Schmitt, N., & Zedeck, S. (2014). Moving the pendulum back to the middle: Reflections on and introduction to the inductive research special issue of Journal of Business and Psychology. *Journal of Business and Psychology*, 1-4.

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### **Editor Reviewed Publications**

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- Rogelberg, S.G. (2006). Katrina Aid and Relief Effort (KARE). *The Industrial-Organizational Psychologist*, 43, 117-118.
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- Conway, J. M., Piotrowski, M. J., & Rogelberg, S. G. (1999). Selection systems in practice: What are we doing? *The Industrial-Organizational Psychologist*, 37, 82-89.
- Sederburg, M. E., & Rogelberg, S. G. (1998). 360 degree feedback: Advice from multiple sources. *The Industrial-Organizational Psychologist*, 36(2) 67-76.
- Luong, A., & Rogelberg, S. G. (1998). How to increase your survey response rate. *The Industrial-Organizational Psychologist*, 36(1), 61-65.
- Rogelberg, S. G. (1997). Book Review, How to Conduct Organizational Surveys by Edwards, Thomas, Rosenfeld, & Booth-Kewley. *Personnel Psychology*, 50, 752-754.
- Rogelberg, S. G. (1996). Statistical Software Review, StatMost 3.0. *Personnel Psychology*, 49, 1048-1050.
- Editor- in-Chief Talent Management Essentials Book Series**
- Stamoulis, D. (2009). *Senior Executive Assessment*. Oxford: Blackwell-Wiley Publishing
- Ryan, A., & Tippins, N. (2009). *Designing and Implementing Global Selection Systems*. Oxford: Blackwell-Wiley Publishing
- Pulakos, E. D. (2009). *Performance Management: A New Approach for Driving Business Results*. Oxford: Blackwell-Wiley Publishing
- Allen, T. D., Poteet, M.L., & Finkelstein, L. (2009). *Designing Effective Mentoring Programs* (title tentative). Oxford: Blackwell-Wiley Publishing
- Macey, W., Schneider, B., Barbera, K., & Young, S. (2009) *Employee Engagement*. Oxford: Blackwell-Wiley Publishing
- Dorsey, D.W., Carter, G.W., & Cook, K.W. (2009) *Career Paths: Charting Courses to Success for Individuals, Organizations, and Industries*. Oxford: Blackwell-Wiley Publishing
- Olson-Buchanan, J.B. & Boswell, W. (2009) *Mistreatment in the Workplace: Resolution and Prevention*. Oxford: Blackwell-Wiley Publishing
- Reynolds, D. & Weiner, J. (2009). *Automated Staffing: Using on-line technologies to recruit and select employees*: Oxford: Blackwell-Wiley Publishing



Yost, P.R. & Plunkett, M.M. (2009) *Real-Time Leadership Development*. Oxford: Blackwell-Wiley Publishing

Valerio, A.M. (2009) *Developing Women Leaders: A Guide for Managers and Organizations*. Oxford: Blackwell-Wiley Publishing

## 9. Invited Addresses/Colloquia/Seminars

(this is a representative, but not exhaustive list)

Publishing with success: To do and what not to do. (2013). Renmin University, China

Detecting and Dealing with Nonresponse Bias in Organizational Surveys. (2013). Renmin University, China

The Power of One's Thoughts: Leader Self-Talk as an Avenue for Research and Practice (2013). Renmin University, China

The Science of Meetings: Opportunities for Consultants to Promote Organizational Success (2012). DIOP. Hong Kong, China

The Science of Meetings at Work: Learnings, Implications, and Future Directions (2012). City University of Hong Kong. Hong Kong, China

The Science of Meetings at Work: Learnings, Implications, and Future Directions (2012). Hong Kong Baptist University. Hong Kong, China

Secrets of Successful Interdisciplinary Programs (2012). Center for Graduate Life, UNC Charlotte, Charlotte, NC.

A Better Way of Working: Unconventional Methods for Unlocking Team Effectiveness and Creativity (2012). The Arts and Sciences Council, Emerging Leaders, Charlotte, NC.

The Science of Meetings: Opportunities for Consultants to Promote Organizational Success (2011). METRO. NY, NY

Insights and Learnings from over 3000 Employees: What Are the Common Shelter Problem Areas and how can they be Fixed? (2011). Humane Society of the United States, Orlando Florida.

The Science of Meetings at Work (Yes! There is a Science!). (2011). The Arts and Sciences Council, Emerging Leaders, Charlotte, NC.

Surveys: Shouldering a Silent Burden: The Toll of Dirty Work. (2010). L'Université du Québec à Montréal, Canada.

Organizational Surveys: What does Nonresponse Really Mean and How to Deal with it (2010). L'Université du Québec à Montréal, Canada.

Creating and Maintaining an Impactful Volunteer Program: Insights from Three National Studies (2010). Humane Society of the United States. Austin, Texas.

The People Make the Place (2010). Humane Society of the United States.

The Meeting Epidemic: A Look at Understanding and Improving Meetings Systemically (2008). The Mayflower Group, Austin, Texas. Austin, Texas.

When Begging is not enough; Detecting and Dealing with Nonresponse Bias in Organizational Surveys (2010). The Society of Industrial and Organizational Psychology. Atlanta, Georgia.

Understanding and Dealing with Organizational Survey Nonresponse (2008). The Mayflower Group, Austin, Texas.

Doing Society's "Dirty Work" Takes a Toll (2008). The Humane Society of the United States, Washington, DC.

Employee Experiences with Volunteers (2008). The Humane Society of the United States, Washington, DC.

Spinning out of control with meetings: A systemic human resources response to prevent the crash and burn (2008). North Carolina SHRM. Concord, NC (with David Coole).

Meetings at work (2008). Concordia University. Montreal, Canada.

Enjoying the Job You Love to Hate (2008). 8th Annual Niner Research Across the Disciplines. Charlotte, NC. (with Linda Shanock).

The Meeting Epidemic: A Look at Understanding and Improving Meetings Systemically (2008). Charlotte Industrial Organizational Networking group. Charlotte, NC.

Achieving Success in both Teaching and Research (2007). The Academy of Management Junior Faculty Consortium, Philadelphia, PA.

Impact of euthanasia rates, euthanasia practices, and human resource practices on employee turnover in animal shelters (2007). Koret Shelter Medicine Program UC Davis School of Veterinary Medicine. Virtual meeting.

Understanding and Dealing with Organizational Survey Nonresponse (2006). Center for the Advancement of Research Methods and Analysis, Richmond, VA and Webcast to 110 Universities.

Achieving Success in both Teaching and Research (2006). The Academy of Management Junior Faculty Consortium, Atlanta, GA.

Shelter Diagnostic System. A Tool for Promoting Organizational Health and Well-Being (2006). Humane Society of the United States, Washington DC. (with Charlie Reeve).

Preparing for a Career and Succeeding in Academia (May, 2006). The Society for Industrial and Organizational Psychology Doctoral Consortium, San Diego, California. (With Charles Scherbaum).

Industrial and Organizational Psychology: Facts and Myths (2006). Carolinas Medical Center. Charlotte, North Carolina.

Work Meetings, Employee Well-Being, and Meeting Effectiveness (2006). Employment Management Association, Charlotte, North Carolina.

Not another meeting! Research on the impact of work meetings on employee well-being and methods to promote meeting effectiveness (2006). Tel Aviv University, Israel.

Not another meeting! Research on the impact of work meetings on employee well-being and methods to promote meeting effectiveness (2005). The Technion University, Israel.

"Not Another Meeting!" Are Meeting Demands Related to Employee Well-Being? (2004). Davidson College, North Carolina.

Psychology of Work: Facts and Myths (2004). Sister Mary Thomas Alive Group, Charlotte, North Carolina.

What Do Organizational Science, Meetings, I/O Psychology, Nonresponse, Graduate Education, Teams, and Euthanasia Have in Common? (2004). Carolinas Organization Development Network, Charlotte, North Carolina.

Meetings and More Meetings: Are Meeting Time Demands Related to Employee Well-Being. (2004). The University of Sheffield, England.

Not another meeting! Research on meeting burnout, effectiveness, and satisfaction. (2004). North Carolina Industrial and Organizational Psychology Association. Greensboro, North Carolina.

Promoting Organizational Health And Well-Being: Research-Based Solutions. (2004). Animal Care Expo, Dallas, Texas. (With Charlie Reeve).

Euthanasia-related stress and employee well-being: Results from a national benchmarking study. (2003). Presentation given to The Humane Society of the United States. Gaithersburg, Maryland.

The unintended pain of euthanasia: Research examining the health and well-being of animal shelter employees (2003). Ohio Veterinary Medical Association annual conference, Columbus, Ohio.

Research on euthanasia-related stress: Preliminary findings and implications. (2002). Workshop presented at the 2002 Animal Care Expo, Miami Beach, Florida. (With Charlie Reeve and Christiane Spitzmüller).

Using the stepladder technique to facilitate the performance of audioconferencing groups (2002). Catholic University of Louvain, Belgium.

Active and passive nonrespondents to an organizational survey: Qui êtes-vous? (2002). Catholic University of Louvain, Belgium.

Unconventional methods for improving team decisions (2002). Catholic University of Louvain, Belgium.

Designing effective organizational surveys and survey processes. (2002). The University of Sheffield, England.

Using the stepladder technique to facilitate the performance of audioconferencing groups. (2002). University of Northumbria at Newcastle, England.

Profiles of active and passive nonrespondents to an organizational survey. (2001). The University of Sheffield, England.

Profiling active and passive nonrespondents to an organizational survey. (2001). The University of Mannheim, Germany.

Good teaching does not mean bad research: Achieving teaching and research success. (2001). The Society for Industrial and Organizational Psychology Doctoral Consortium, San Diego, California.

No money, no problem: I/O Psychology outreach initiatives, pitfalls, and solutions. (2001) The Society for Industrial and Organizational Psychology Doctoral Consortium, San Diego, California.

Innovations in the teaching of statistics. (1999). Ferris State University, Michigan.

Unconventional methods for improving team decisions: Breaking out of the box. (1999). Strategies and Skills for Effective Teaming Conference, Texas.

Extending the Stepladder Technique: An examination of self-paced stepladder groups. (1998). BGSU Alumni Research Fellowship Colloquium, Bowling Green State University, Ohio.

Survey Design and Methodology: How to gain more meaningful responses. (1997). Michigan Association for Industrial and Organizational Psychology, Michigan.

Designing Surveys. (1997). Best Practices in Organizational Development and Change Conference, Ohio.

Quality and quantity of response to organizational surveys: An examination of respondents' attitudes towards surveys. (1997). Michigan State University, Michigan.

Industrial-Organizational Psychology. (1995). BGSU Psi Chi organization, Bowling Green State University, Ohio

Service Oriented Behavior, Customer Satisfaction and Organizational Profitability. (1994). Connecticut Applied Psychology Association, Connecticut.

How teams make decisions. (1993). Fifth Annual Connecticut Junior Science and Humanities Symposium, Connecticut.

## **10. Professional Conference Activities**

Conference presentations, panels, poster presentations, and symposia information available upon request.

## **11. Teaching Experiences and Pedagogical Scholarship**

### Undergraduate Courses

Organizational Behavior, Teams Effectiveness, Organizational Psychology, Critical Issues in Management, Quantitative Methods I, Quantitative Methods II, Survey of I/O Psychology, Quality of Work Life, Independent study

### MA or PhD Courses

Ethical/Professional Issues, Human Resources Management, Statistical Theory II, Team Process/Performance Seminar, Practicum, Motivation and Morale, Special Topics in I/O, Team Effectiveness and Survey Measurement Seminar, I/O Psychology. Organizational Science lab

### MBA/EMBA Courses or Workshops

Organizational behavior, Human Behavior in Organizations, Unconventional methods in team decision-making, Leadership development via 360 degree feedback programs, Team effectiveness, Organizational survey research, Teleworking: Management challenges, Facilitating and doing the "vision thing", Expatriate management, Conflict management

### Organizational Workshops

Leadership effectiveness, Selection process consultation and interviewer training, Leadership development, Team building, Team effectiveness, 360 degree feedback programs, Turnover and retention, Unconventional methods in team decision making, Conflict resolution, Achieving teaching excellence, Meeting effectiveness, Curriculum design

### Student Supervision

I have supervised over 150 students on research and outreach activities. These students have been undergraduates, masters-level, and doctoral-level individuals. Although most are at my home institution, I also work with students and serve on dissertation committees at other institutions including University of Pennsylvania, University of Zurich, George Mason University, and Colorado State University. At any one point in time, I am typically working with at least 10 graduate students on projects. As for student I chair(ed), they include: Alexandra Luong, Gwen Fisher, Matt O'Connor, Matt Sederburg, Melissa Cohen, Tanya Andrews, Karen Ury, Glen O'Connor, Anita McClough, Jason Williams, Virginia Pitts, Joe Allen, Adrian Goh, Erika Lopina, Logan Justice and Robert Bickmeier.

### Pedagogical Presentations and Papers Presented to Educators

- A Quick Briefing about Fast Feedback in the Classroom (with Kim Buch).
- How to Plan and Execute a Successful International Sabbatical Experience. .
- Teaching the Practitioner Side of the Scientist-Practitioner Mode (with Alan Walker)
- STIOP Conferences and Community Outreach Grant (with Julie Fuller)
- Student Perspectives on Innovations in Extending Training Beyond the Classroom (with Alan Walker and Julie Fuller)
- Active learning and student ownership in the classroom.
- College students, Dilbert and cynicism (with Alexandra Luong and Peter Bachiochi)
- Achieving Success in both Teaching and Research
- Preparing for a Career and Succeeding in Academia
- Good teaching does not mean bad research: Achieving teaching and research success.
- Innovations in the teaching of statistics.

## 12. Service

### **Professional Service: Society Activities**

- International Advisory Board, The Institute of Work Psychology (IWP), University of Sheffield, UK. (2015-2016)
- Academy of Management, Junior Faculty Consortium speaker for HR, OB, and GDO (multiple years)
- Society of Industrial and Organizational Psychology Science and Research Officer (2011 - )
- SIOP, Executive Board Member (2011 - )
- SIOP Program Chair (2007-2008)
- SIOP, Past Program Chair (2008-2009).
- SIOP, Program Chair in-training (2006-2007).
- SIOP Program Steering Committee (2006 - 2007), Member
- SIOP Program Advance Taskforce (2006 -2007), Chair
- SIOP Sunday Seminars (2006 - 2007), Chair
- SIOP Katrina Relief and Assistance Effort (2005 - 2006), Chair
- SIOP Education and Training (2004-2006), Chair
- SIOP Teaching Institute Committee (outreach to minority populations) (2004- ), Member
- SIOP Doctoral Consortium, (1996-1998), Co-Chair.
- SIOP Education and Training Committee (1996-1998), Member
- Nominated for President of the Michigan Association of Industrial and Organizational Psychology (1997).
- AOM Reviewer (various years since 1994)
- SMA Reviewer (various years since 1994)

### **Board/Advisory Council Service**

- Registered Reports Committee, Center for Open Science (2014- )
- Heroik labs, Senior Advisory Board Member (2014-)
- Board Member, The Innovation Collaborative Research Network, England (2013-)
- VF Corp, Organization Development Advisory Council (2011 - )
- Possibility Project, Board of Directors (2011 - 2013 )
- CENTAC, Advisory Board Member, (2010 -)
- Volunteer for a host of organizations

### **University of North Carolina Charlotte**

- Internal review committee, Public Policy (2016-)
- Organizational Science Undergraduate Club mapping and event (2016)
- BCOB, Women in Business (for undergraduate students), Advisory member (2015-)
- CLAS Dean Council (2009- )
- Project Mosaic Advisory Board Member (2015-)
- Department of Management Search Committee (2014-)
- Department of Management Chair Review Committee (2014)
- University Professor Selection Committee, Chair (2014-)
- Liberal Arts and Sciences Employment Readiness Task Force, Chair (2014-)
- University Student Success Working Group (2013 - 2014).
- Innovation Salon member (2013- 2014)
- University Committee Conflict of Interests and Commitments, Chair (2011-)
- EDDBA, Establishment Committee, (2012-)
- Department Review Committee, Management Department, College of Business (2013-)
- Diversity and Inclusion Resource Council, College of Business (2011-)
- Department Review Committee Psychology – Full Professors, Chair (2011 - )
- Psychology Department Graduate Program Coordinating Committee (2011 - )
- Search committee, Management Chair, College of Business (2011)
- Department of Communication Studies Comprehensive Chair Evaluation Committee (2012)
- Internal Reviewer Evaluation of Sociology Department (2011-2012 )
- Organizational Science Summer Institute Admissions Committee (2012, 2013)
- Summer Doctoral Teaching Associate program committee (2009, 2010, 2011)
- Leadership UNC Charlotte, workshop presenter on Meetings/Teams (2011)
- EMBA/Executive education design ad hoc committee, College of Business (2010)
- Task force to redesign undergraduate curriculum, College of Business (2010-2012)
- Search Committee member OB/HRM faculty position, College of Business (2010)
- Assistant Professor Search Committee, Psychology Department (2010)
- Member, Summer Doctoral Teaching Associates committee, Academic Affairs (2010, 2011)
- Search Committee member Associate Dean Faculty and Research, College of Business (2010)
- Search Committee member Associate Dean Finance and Operations, College of Business (2010)
- Search Committee member Associate Dean Graduate Programs, College of Business (2010)
- Member, Research Awards Administration Improvement Committee (2008-2010)
- Task Force Chair, UNC Tomorrow (2008)
- Search Committee member, College of Business Dean (2007 - 2008).
- Member, Promotion and Tenure Criteria Committee, Psychology Department (2007 - 2008).
- Graduate Committee, Psychology Department (2003 - )
- Member, Department Reappointment, Promotion, and Tenure Committee, Psychology Department (2006 - 2007).
- Chair, Organizational Science Doctoral Planning and Establishment Committee (2003 - 2005).
- Chair, I/O Search Committee, Psychology Department (2003, 2004, 2006)
- Advisory Board Member, UNC Charlotte OD Certificate Program (2004 - 2005)
- Article contributor, Psychology Department Alumni Newsletter (2004)

### **Bowling Green State University Service**

- Created and implemented the Carla Smith Summer Fellowship Award (2003)
- Conducted peer assessment of untenured faculty teaching performance (2000 - 2003).
- Chaired the Graduate Student Election Committee (1995 - 1997, 2000 - 2001, 2002 - 2003).
- Qualitative review of colleague teaching evaluations for Salary Promotion and Tenure Committee (1995 - 2003).

- Faculty affiliation with quantitative psychology program (1997 - 2003).
- Freeburne Teaching Award Committee member. (2000 - 2001, 2003).
- Served on the Associate Dean of Arts & Sciences Selection committee (2001)
- Selection committee for Assistant Professor in Social Psychology position (1999 - 2000).
- Member of Schipper Award Selection Committee (1995 - 2001).
- Created and coordinated a bi-weekly brown bag lunch seminar series (1994 - 2001).
- Invited and served as the Bowling Green State University Commencement Speaker (2000).
- Served as the morning speaker at the BGSU Food Operations Management retreat (2000).
- Conducted a “focus workshop” for new faculty at BGSU. The workshop discussed teaching challenges and teaching effectiveness (2000).
- The Graduate Student Enhancement Program invited me to serve on the Graduate Teaching Awards selection committee (1999 - 2000).
- Collaborative nonresponse research with Institutional Research (1998-2001).
- Chair, I/O colloquium committee (1998 – 1999).
- The Provost Search Committee assembled a small group of university-wide “distinguished teachers” to be part of the Provost candidate review process. I accepted the invitation and served in this group (1999).
- Selection committee for internal training coordinator position (1999).
- Member of Strategy for Excellence Committee which acted as an advisory group to the department chair on administrative issues (e.g., personnel requests) (1997-1998).
- Created and conducted a lab demonstration for the President’s Day open house recruitment weekend and the departmental preview days (1997, 1998).
- Participated in a program to recruit honors students to BGSU (1998).
- Participated in a community and corporate alliance strategy session (1998).
- Member of the PimLAB Advisory Committee. Helped with implementation of undergraduate statistics lab (1996-1997).
- Member of a Faculty Search Committee for I/O Psychology (1995-1997).
- Participated in the Family and Faculty Discussion Program designed to orient students to BGSU (1995, 1996).
- Conducted supply and demand analyses for the introductory psychology subject pool (1995).
- Created and implemented undergraduate scholar award in Industrial and Organizational Psychology. Responsible for advertising and public relations associated with the award. (1995).

### 13. Outreach Programs

Charlotte Mecklenburg School (2015-). Leader and designer. Growth mindset intervention for students and teachers. Working with Huntington Farms a Title One School. Leading a team of 6. Intervention designed for 6 fourth grade classes.

Shelter Employee Engagement and Development System. (2005 - ). Co-Founder of the Shelter Employee Engagement and Development System (SEEDS). SEEDS is a comprehensive tool designed specifically to help private and public animal shelters run better by collecting, synthesizing and analyzing employee attitudes, perceptions and opinions on key organizational issues. The issues include, but are not limited to, communication effectiveness, supervisory style, teamwork, peer-support, euthanasia practices, morale, trust, and the work itself. After facilitating the administration of the program and collecting all the data, we generate a report defining both what the agency or organization is doing well and where improvements can be made. This report prioritizes action steps identified by the SEEDS system as the most in need of attention. We provide SEEDS services to animal welfare organizations across the world. So as to increase access and impact, client organizations only pay for expenses. The SEEDS is the first organizational development tool of its kind to be provided to an industry in desperate need of support, animal welfare organizations. Have helped over 90 shelters.

Volunteer Program Assessment. (2009 - ) Led the creation a huge outreach initiative designed to aid nonprofit organizations by providing advice and counsel about the quality of their volunteer program. We do this by surveying their volunteers. We have created a fully automated system. We have corporate sponsors to offset all costs. We have worked with over 100 non-profits. Clients receive the service for free. Helped establish the outreach effort in 4 different universities to date. Expanded to Rescue Programs.

Outreach Grant Program. (1999 – 2003). Created and implemented, with a group of doctoral students, a competitive outreach grant program. The program is called, “Helping those who help others.” The outreach grant was designed to benefit nonprofit service agencies. We work with the applicants to develop the grant proposals. Students and faculty review and choose the recipient of the outreach grant. The agency receiving the grant receives consultation services. At the same time, students gain project experience, grant writing, and grant reviewing experience. Designed and implemented with a team of graduate students the People Practices Self-Check for animal shelters outreach program. This is an online interactive program to allowing shelters to diagnose and work to improve their talent practices.

## **14. Industry Experience**

### **Consulting Clients and Projects**

- Some companies that I provided consulting services for include: Vulcan Materials; Family Dollar, TIAA CREF, VF Corp; Proctor and Gamble; Carolina Tractor/Caterpillar; Balfour Beatty; Jones International University; Firelands Hospital; Brush Wellman Inc; Spartan Stores, Inc; Marathon Ashland Petroleum; The Andersons, Inc; Toledo Area Regional Transit Authority; Eastman and Smith LTD; IBM/Employment Solutions Corporation; Studio B; Paramount Healthcare; LONZA inc; Ferris State University; Educational Service Center; Mid American Information Services; Wood County Women’s Care; Grace Cocoa; Stanford Jewish Community Center; Marshall-Qualtec, Applied Psychology Techniques; Cobham
- Supervisor assessment center development and implementation. Leadership development. Individual assessment. Quality improvement/process reengineering. Competency modeling. Job descriptions. Strategic HR. Designer of internet training materials. Organizational communication. Selection process consultation and interviewer training. Health survey strategy and consultation. Employee attitude survey data management and analysis. Team development. Organization climate and job satisfaction system development, implementation, and analysis. Organizational change. Retention and turnover analyses and intervention. Customer satisfaction system development and assessment. Recruitment and corporate image. 360 degree feedback. Team building and training. Strategic planning. Meeting facilitation. Individual development. Needs assessment. Executive training. Selection & testing. Management workshops.

### **Corporate Employment**

- International Business Machines - Armonk, NY 1991 - 1992
- Javitch Associates - Newton, MA 1990 - 1991
- Harvard University Program on Negotiation- Cambridge, MA 1988

## **15. Media Interviews Discussing Research Conducted**

### **Newspaper**

- Financial Times (2015). Improve job satisfaction and abolish meetings
- Wall Street Journal (2015). The Boss Is In: Quick, Look Happy.
- Wall Street Journal (2012). Want to Be CEO? What's Your BMI? New Research Suggests Extra Pounds, Large Waists Undermine Perceptions of Leadership Ability



- Wall Street Journal (2012). Sue Shellenbarger Reader Question Column.
- Inside Higher Education (2012). Editors with Ethics.
- Charlotte Observer (2012) Generational stereotypes entering the workplace.
- Wall Street Journal (2008). Another Meeting? Good. Another Chance to Hear Myself Talk.
- Canada National Post (2008). The pitfalls of collective brainpower
- Hartford Courant (2007). For the love of meetings.
- Raleigh News and Observer (2007). That's not my job: As workplace whining becomes more brazen, bosses and co-workers try to cope. Reprinted. Pueblo Chieftain, Miami Herald; Harford Courant
- LA Times (2006). Believe it or not, some people like meetings
- Wall Street Journal (2006). Corporate meetings go through a makeover
- Atlanta Journal Constitution (2006). How to make meetings better.
- Ottawa Citizen (2006). Like meetings? Chances are you've got nothing better to do
- Philadelphia Inquirer (2006). Meeting Production
- The Albuquerque Tribune (2006). Researchers target meetings at work.
- Anderson Independent Mail (2006). Are meeting making you crazy?
- London Guardian (2006). “Bored meetings. First on the agenda: Are meetings too long”
- Edmonton Sun (2006). “Like meetings? You’re not alone”
- Gaston Living (2005). “UNCC study shows euthanasia-related strain among animal shelter workers”
- South Bend Tribune (2005). “Working and coping with 'the good death' Local animal shelter employees discuss the pressures of euthanasia.”
- Lincoln Tribune (2005). “UNCC study shows euthanasia-related strain among animal shelter workers”
- Charlotte Observer (2003). “Work, family & precious little else”
- The Tallahassee Democrat (2002). “Animals destined for death”
- Sentinel Tribune – Wood County (2002). “Animal ‘caring-killing’ role takes toll”
- Detroit Free Press (2002). “At area animal shelters, care often entails killing: Euthanasia taking toll on workers too”
- The Associated Press (2002). “Workers, volunteers suffer fallout from animal euthanasia” Printed in the Cleveland Plain Dealer. Printed in the Holland Michigan Sentinel.
- Houston Chronicle (1997). “Take heart: Quit complaining/Research links cynicism to cardiovascular disease”
- St. Louis Post – Dispatch (1997). “Cynicism kills: ‘Dilbert’ like attitudes found to increase illness”
- The Chicago Tribune. (1997). “Cynicism. Memo to all Dillberts: Cut the complaints and give your heart a break.”
- The Atlanta Journal/The Atlanta Constitution. (1997). “Counting the costs of cynicism.”
- The Hartford Current. (1997). “Parental cynicism, pessimism not well placed at home.”

### **Magazine (online and print)**

- Cracked Magazine (2013). 5 Things Everyone Hates (Science Says You Secretly Enjoy)
- Mens Health (2013). Your Worst Work Habit
- R&D Magazine (2012). Editors with Ethics.
- Animal Sheltering (2012). The People’s Power: What do your staff really think? Knowing is half the battle.
- Animal Sheltering (2008). Support Your Local Euthanasia Technician: Study Gather Stress-Reduction Ideas from Those in the Most Difficult Jobs.
- Best Life (2007). Meetings.
- Europe Journal of Psychology (2007). Organizational Science: The New Frontier
- Scientific American Mind (2006). Meetings are great
- APA Monitor (2006). Meetings frustrate task-oriented employees, study finds
- Health Magazine (2006). Meeting with a mission
- Sciencedaily (2006). Scientific Study Finds Meetings At Work Decrease Employee Well-being, But Not For Everyone
- Discussed in National Geographic, Cooking light, Reliable Plant Magazine, Associations Now magazine,
- Fitness magazine, Sales and Marketing Management Magazine, and Popular Science Magazine.

- UNC Charlotte: The Magazine of the University of North Carolina at Charlotte for Alumni and Friends (2005). The Care-Killing Paradox.
- Animal Sheltering (2005). "Slowing the revolving door: Strategies for improving staff retention, part 2"
- Animal Sheltering (2004). "Slowing the revolving door: Strategies for improving staff retention, part 1"
- The Veterinarian (2004). "Euthanasia-related stress"
- DVM The news magazine of veterinary medicine (2003). "Euthanasia strains shelter staff, study says"
- Animal Sheltering (2003). "What Helps People Cope? Study investigates the ups and downs of euthanasia work"
- BGSU Magazine (2003). "Caring-killing paradox studied in animal shelter employees"
- Psychology Today. (1998). "Cynicism in the workplace."
- APA Monitor. (1997). "Dilbert hits close to home for some I/O Psychologists."
- The Industrial-Organizational Psychologist. (1996). "The Power of Teamwork--Fact or Fiction?"

### **Radio/Television**

- NPR Marketplace interview
- NPR Morning Edition interview
- Interviewed in a leadership development podcast series produced by Institute for Leadership Excellence & Development Inc. 20 minute interview titled: Lead Better Meetings. <http://bit.ly/LeadBetterMeetings>
- Interviewed and served as an advisor to a public radio show focusing on "meetings". It was broadcast on NPR Seattle, NPR Chicago, and the Canadian Broadcasting Corporation Radio
- KCBS (San Francisco), WTOP (Washington DC), KMOX (St. Louis), SHML (Toronto), the CBS Radio Network (2006). Interviewed about meetings
- Canadian Broadcast Corporation (2006). Interviewed about my research on meetings. Occurred in the program, "As it Happens". Also covered on the NPR network.
- Charlotte Public Television (2005). Spotlight on Research. Featured speaker. "Too many meetings?"
- WFAE – NPR Network, Charlotte Talks (2005). Featured guest. "Euthanasia and shelter work stress"
- WBGU PBS TV President Ribeau & Company. (1996). "Leadership and Teams."