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## **CURRENT POSITION**

2000 to present: *Robert H. Smith Professor of Management and Organization*, Robert H. Smith School of Business, University of Maryland, College Park.

Since 2009: *Co-Director*, Center for Leadership, Innovation and Change

## **RESEARCH INTERESTS**

- Leadership
- Knowledge sharing and creativity
- Networking, influence, and social exchange
- Virtual teams and virtual work relationships
- Information technology and organizations
- Rewards and retention

## **EDUCATION**

- Ph.D. Michigan State University**  
Major: Organizational Behavior  
Minor: Human Resource Management
- M.A. University of Michigan, Ann Arbor**  
Major: Communications
- B.A. Marygrove College**  
Major: Journalism and Social Sciences

## **PRIOR ACADEMIC AND ADMINISTRATIVE POSITIONS**

1980 to 2000: Professor of Organizational Behavior and Human Resources Management, Robert H. Smith School of Business, University of Maryland, College Park.

1981 to 1984: Chairperson, Organizational Behavior and Industrial Relations Faculty, College of Business and Management, University of Maryland, College Park.

1977 to 1980: Associate Professor of Organizational Behavior and Human Resource Management, College of Business and Management, University of Maryland, College Park.

1974 to 1977: Associate Professor of Organizational Behavior and Theory, School of Management, Syracuse University, Syracuse, New York.

1972 to 1974: Assistant Professor of Management and Organizational Behavior, School of Business Administration, University of Massachusetts, Amherst.

## **HONORS AND AWARDS**

- Robert H. Smith Endowed Professorship, 2000-present.
- Fellow, International Academy of Management, 2008.
- Academy of Management Distinguished Service Award, 2006.
- Dean, Academy of Management Fellows, 2002-2005.
- President and Chair of Board of Governors, Academy of Management, 1984-85.
- Fellow, Academy of Management, 1981.
- Fellow, American Psychological Society, 1989.
- Fellow, Society for Industrial/Organizational Psychology, 1983.
- Fellow, American Psychological Association, 1983.
- Sage Scholarship Award, Academy of Management, 1993.
- University of Maryland Distinguished Scholar-Teacher Award, 1989-90.
- Included on list of Management Laureates in Ford, E. W., Duncan, W. J., Bedeian, A. G., & Gitner, P. M. (2006). People, places, and life transitions: Consequential experiences in the lives of management laureates, *Academy of Management Learning & Education Journal*, 408-421.
- Academy of Management Fellows Membership Committee, 1999-2002.
- Chair, Selection Committee for the Academy of Management Distinguished Scholar Award, 1999.
- Blue Ribbon Panel on Net-Centricity funded by the Defense Advanced Research Projects Agency (DARPA), 1998-99.
- Committee on Exceptional Candidates for the Academy of Management Fellows, 1989-1991; 1996-97.

- Featured in Management Laureate Series, JAI Press, 1996.
- Outstanding Paper Award, Management and Education Development Division, 1986.
- Past President, Academy of Management, 1985-1986.
- President-elect, Academy of Management, 1983-1984.
- Distinguished Service Award, Regents College Degrees, University of the State of New York, 1983.
- Vice President and Program Chair, Academy of Management, 1982-1983.
- Board of Governors, Academy of Management, 1980-1986.
- Board of Directors, Organizational Behavior Teaching Society, 1980-1983.
- Allen Krowe Award for Teaching Innovation, Robert H. Smith School of Business, 1998.
- Allen Krowe Award for Excellence in Teaching, Maryland Business School, 1997.
- Honorary Member, Golden Key National Honor Society, 1995 (nominated by students)
- Allen Krowe Award for Excellence in Teaching, College of Business and Management, 1992.
- Honorary Member, Delta Sigma Pi, 1991 (nominated by students).
- Allen Krowe Award for Excellence in Teaching, College of Business and Management, 1988.
- Outstanding Faculty Award, College of Business and Management Alumnae Association, University of Maryland, 1985.
- Certified Compensation Professional (CCP), American Compensation Association, 1985 to present.
- Delphi Panel of Opinion Experts for study of business-government relations conducted by the Center for Futures Research, University of Southern California. (Panel listed and results reported in J. O'Toole, *What's ahead for business-government relationship*, *Harvard Business Review*, March-April, 1979, 57, 94-105.
- Beta Gamma Sigma National Seminar Faculty Member, 1978.
- *Outstanding Young Women in America*.
- Beta Gamma Sigma.
- Phi Kappa Phi.

## EDITORSHIPS

Associate Editor, *Academy of Management Executive*, 1989-1992.

## EDITORIAL REVIEW BOARDS

*Journal of Applied Psychology*, 1982 -1989, 2008-

*Organizational Science*, 2004-

*Human Resource Management Review*, 1990-

*Journal of Leadership and Organizational Studies*, 1997-

*Journal of Applied Management and Entrepreneurship*, 2000-

*Organizational Dynamics*, 1987-1989

*Academy of Management Executive*, 1986 -1989

*Academy of Management Review*, 1975 -1982

*Journal of Vocational Behavior*, 1976 -1982

*Exchange: The Organizational Behavior Teaching Journal*, 1980 -1983

Ad Hoc Reviewer for *Academy of Management Journal*, *Administrative Science Quarterly*, *Communications of the ACM*, *Journal of Management*, *Management Science*, *Journal of Organizational Behavior*

## GRANTS

Understanding female and minority retention and success in the IT workplace: Total rewards and social networks perspectives. Principal Investigator. (with V. Venkatesh and I. Williamson, co-Principal Investigators). Funded by the National Science Foundation, 2001-2003. \$673,959 over 3 years. Additional supplemental grant of \$87,885 in 2002.

The HR virtual service engine: Harnessing it to influence perceptions of hr service and employee service orientation. Funded by the Society for Human Resources Management, 2002-2006, \$65,200.

Virtual HR: Influence of information technology on HR activity design, delivery, and impact. (with D. Lepak). Funded by the Society for Human Resources Management, 1999-2000. \$28,400. Continuation grant, \$32,000.

Numerous summer research grants awarded by Robert H. Smith School of Business, University of Maryland

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**PUBLICATIONS**
**Books Published**

Bartol, Kathryn M. and Martin, David C. *Management*. New York, McGraw-Hill, 1991. Second Edition, 1994. Third Edition, 1998.

Bartol, Kathryn M., Martin, David C., Tein, Margaret and Matthews, Graham. *Management: A Pacific Rim focus*. New York, McGraw-Hill, 1995; Fifth Edition, 2008.

Bartol, Kathryn M. (1973). *Male and female leaders of small groups*. East Lansing, Division of Research, Michigan State University.

**Articles Published or In Press**

Farh, Crystal I., Bartol, Kathryn M., Shapiro, Debra L., and Shin, Jiseon. Expatriate social network ties: With whom and to what ends? *Academy of Management Review*. (Conditionally accepted).

Zhang, Xiaomeng and Bartol, Kathryn M. (in press). Linking empowering leadership and employee creativity: The influence of psychological empowerment, creative process engagement, and intrinsic motivation. *Academy of Management Journal*.

Hill, N. Sharon, Bartol, Kathryn M., Tesluk, Paul E., and Langa, Gosia A. (2009). When time is not enough: The development of trust and cooperation in computer-mediated teams. *Organizational Behavior and Human Decision Processes*, 108, 187-201.

Bartol, Kathryn M., Liu, Wei, Zeng, Xiangquan, and Wu, Kelu. (2009). Social exchange and knowledge sharing among knowledge workers: The moderating role of perceived job security. *Management and Organizational Research*, 5, 223-240.

Durham, Cathy C., and Bartol, Kathryn M. (2009). Pay for performance. In E. A. Locke, *Blackwell handbook of principles of organizational behavior* (2<sup>nd</sup> ed.). New York: Blackwell-Wiley. [This is a major revision of a paper that appeared in the first edition of this volume.]

Williamson, Ian O., Burnett, Meredith F., and Bartol, Kathryn M. (in press). The interactive effect of collectivism and organizational rewards on affective organizational commitment. *Cross Cultural Management*.

Burnett, Meredith F., Williamson, Ian O., and Bartol, Kathryn M. (in press). The moderating effect of personality on employee's reactions to procedural fairness and outcome favorability. *Journal of Business and Psychology*.

Zhang, Xiaomeng, Bartol, Kathryn M., Smith, Ken G., Pfarrer, Michael, and Khanin, Dmitry. (2008). CEOs on the edge: Earnings manipulation and stock-based incentive misalignment. *Academy of Management Journal*. 54, 241-258.

Pfarrer, Michael D., Smith, Ken G., Bartol, Kathryn M., Khanin, Dmitry M., and Zhang, Xiaomeng. (2008). Coming forward: The effects of social and regulatory forces on the voluntary restatement of earnings subsequent to wrongdoing. *Organization Science*, 19, 386-403.

- Powell, Gary N., Butterfield, D. Anthony., and Bartol, Kathryn M. (2008). Leader evaluations: A new female advantage? *Gender in Management: An International Journal*, 23, 156-174.
- Bartol, Kathryn M. and Zhang, Xiaomeng. (2007). Networks and leadership development: Building linkages for capacity acquisition and capital accrual. *Human Resource Management Review*, 17, 388-401.
- Quigley, Narda, Tesluk, Paul E., Locke, Edwin A., and Bartol, Kathryn M. (2007). The effects of incentives and individual differences on knowledge sharing and performance effectiveness. *Organization Science*, 18, 71-88.
- Srivastava, Abhishek, Bartol, Kathryn M., and Locke, Edwin A. (2006). Empowering leadership in management teams: Effects on knowledge sharing, efficacy, and performance. *Academy of Management Journal*. 49, 1239-1251.
- Bartol, Kathryn M. and Aspray, William. (2006). The transition of women from the academic world to the IT workplace: A review of relevant research. In J. McGrath Cohoon and William Aspray (Eds.), *Women and Information Technology: Research on Under-Representation* (pp. 377-419). MIT Press.
- Bartol, Kathryn M., Williamson, Ian O., and Langa, Gosia A. (2006). Gender and professional commitment among IT professionals: The special case of female newcomers to organizations. In J. McGrath Cohoon and W. Aspray, *Women and Information Technology: Research on Under-Representation* (pp. 421-438). MIT Press.
- Tekleab, Amanuel G., Bartol, Kathryn M., and Liu, Wei . (2005). Is it pay levels or pay raises that matter to fairness and turnover?" *Journal of Organizational Behavior*, 26, 899-921.
- Lepak, David P., Bartol, Kathryn M., and Erhardt, Niclas L. (2005). A contingency framework for the delivery of HR practices. *Human Resource Management Review*, 15, 119-138.
- Lepak, David P., Bartol, Kathryn M., and Gardner, Sharyn D. (2004, May-June). Understanding the strategic motivations for outsourcing HR activities. *IHRIM Journal*, 29-38.
- Also in Lepak, David P., Bartol, Kathryn M., and Gardner, Sharyn D.. (2004). Understanding the strategic motivations for outsourcing HR activities. In K. V. Beaman (Ed.), *Out of Site: An inside look at HR outsourcing*. Austin, TX: International Association for Human Resource Information Management Press (95-109).
- Gardner, Sharyn D., Lepak, David P., and Bartol, Kathryn M. (2003). Virtual HR: The impact of information technology on the human resource professional. *Journal of Vocational Behavior*, 63, 159-179.
- Bartol, Kathryn M., Martin, David C., and Kromkowski, Julie A. (2003). Leadership and the glass ceiling: Gender and ethnic group influences on leader behaviors at middle and executive managerial levels. *Journal of Leadership and Organizational Studies*

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(Special Issue on Diversity), 9(3), 8-19.

- Martin, David C. and Bartol, Kathryn M. (2003). Factors influencing expatriate performance appraisal system success: an organizational perspective. *Journal of International Management*, 9, 115-132.
- Bartol, Kathryn M. and Liu, Wei. (2002). Information technology and human resources management: Harnessing the power and potential of netcentricity. *Research in Personnel and Human Resources Management*, 21. 215-242.
- Bartol, Kathryn M. and Srivastava, Abhishek. (2002). Encouraging knowledge sharing: The role of organizational reward systems. *Journal of Leadership and Organization Studies*, 9. 64-76.
- Bartol, Kathryn M., Durham, Cathy C., and Poon, June M. L. (2001). Influences of performance evaluation rating segmentation on motivation and fairness perceptions. *Journal of Applied Psychology*, 86, 1106-1119.
- Srivastava, Abhishek, Locke, Edwin A., and Bartol, Kathryn M. (2001). Money and subjective well-being: It's not the money, it's the motives. *Journal of Personality and Social Psychology*, 80, 959-971.
- Durham, Cathy C. and Bartol, Kathryn M. (2000). Pay for performance. In E. A. Locke (Ed.), *A handbook of principles in organizational behavior* (pp. 150-165). Oxford: Blackwell Publishers.
- Bartol, Kathryn M. and Durham, Cathy C.. (2000). Incentives: Theory and practice. In C. L. Cooper and E. A. Locke (Eds.), *Theory and practice in industrial-organizational psychology and organizational behavior* (pp.1-33). Oxford: Blackwell Publishers.
- Bartol, Kathryn M. and Locke, Edwin A. (2000). Incentives and motivation. In S. Rynes and B. Gerhart (Eds.), *Compensation in organizations: Progress and prospects* (pp.104-147). San Francisco, CA: New Lexington Press.
- Bartol, Kathryn M. (1999). Reframing salesforce compensation systems: An agency theory-based performance management perspective. *Journal of Personal Selling & Sales Management* 19(3), 1-16.
- Bartol, Kathryn M. (1999). Gender influences on performance evaluations. In G. N. Powell (Ed.), *Handbook of gender in organizations* (165-178). Thousand Oaks, CA: Sage.
- Bartol, Kathryn M. and Martin, David C. (1998). Applicant referent information at hiring interview and subsequent turnover among part-time workers. *Journal of Vocational Behavior*, 53, 334-352.
- Martin, David C. and Bartol, Kathryn M.. (1998). Performance appraisal: Maintaining system effectiveness. *Public Personnel Management*, 27, 223-230.
- Bartol, Kathryn M.. (1996). Challenged on the cutting edge. In Arthur G. Bedeian (Ed.), *Management laureates: A collection of autobiographical essays, Vol. 4*. Greenwich, Connecticut: JAI Press, Inc.

- Bartol, Kathryn M. and Haggmann, Laura L. (November-December, 1992). Designing team-based pay plans: A key to effective teamwork. *Compensation & Benefits Review*, 24-29.
- Bartol, Kathryn M. (1992). Pay systems as strategic mechanisms for promoting continuity and innovation. In S. Srivastva (Ed.), *Executive and Organizational Continuity*. San Francisco: Jossey-Bass.
- Martin, David C. and Bartol, Kathryn M. (1991). The legal ramifications of performance appraisal: An update. *Employee Relations Law Journal*, 17, 257-286.
- Bartol, Kathryn M. and Martin, David C. (1990). When politics pays: Factors influencing managerial compensations. *Personnel Psychology*, 43, 599-614.
- Bartol, Kathryn M. and Martin, David C. (1989). Effects of dependence, dependency threats, and pay secrecy on managerial pay allocations. *Journal of Applied Psychology*, 74, 105-113.
- Bartol, Kathryn M. and Martin, David C. (1988). Influences on managerial pay allocations: A dependency perspective. *Personnel Psychology*, 41, 361-378.
- Martin, David C. and Bartol, Kathryn M. (1987). Potential libel and slander issues involving discharged employees. *Employee Relations Law Journal*, 13, 43-60.
- Bartol, Kathryn M. and Martin, David C. (1987). Managerial motivation among MBA students: A longitudinal assessment. *Journal of Occupational Psychology*, 60, 1-12.
- Bartol, Kathryn M., Dorothy Koehl, and Martin, David C. (1987). Quantitative versus qualitative information utilization among college business students. *Educational and Psychological Research*, 7, 61-73.
- Bartol, Kathryn M. (1986). Making Compensation Pay. *Computers in Personnel*, 1(2), 35-40.
- Martin, David C., Bartol, Kathryn M., and Marvin J. Levine. (1986-1987). The legal ramifications of performance appraisal. *Employee Relations Law Journal*, 12, 370-396.
- Reprinted in Fred Foulks and Robert Livernash, (1989). *Human Resource Management: Readings*, Englewood Cliffs, N.J., Prentice-Hall.
- Martin, David C. and Bartol, Kathryn M. (1986). Holland's VPI and the Myers-Briggs Type Indicator as predictors of vocational choice among MBAs. *Journal of Vocational Behavior*, 29, 51-65.
- Martin, David C. and Bartol, Kathryn M. (1986). Training the raters: A key to effective performance appraisal. *Public Personnel Management*, 15, 101-110.
- Abridged in *Bulletin to Management*, August 25, 1988, Bureau of National Affairs.
- Abridged in *The Government Manager*, September 12, 1988, Bureau of National Affairs.

Martin, David C. and Bartol, Kathryn M. (1986). Expectancy theory as a predictor of turnover among the economically disadvantaged. *Journal of Social and Behavioral Sciences*, 32, 13-25.

Bartol, Kathryn M., Martin, David C., and Ann Lyons. (1986). Human resource management: A growing necessity for DP managers. *Journal of Systems Management*, 37, 32-36.

Bartol, Kathryn M. and Martin, David C. (1986). Women and men in task groups. In R. D. Ashmore and F. K. Del Boca (Eds.), *The social psychology of female-male relations* (pp. 259-310). New York: Academic Press.

Bartol, Kathryn M. (1985). The best kept secret. *Academy of Management Newsletter*, 15(4), 7-19.

Martin, David C. and Bartol, Kathryn M. (November, 1985). Managing turnover strategically for positive results. *Personnel Administrator*, 30, 63-73.

Reprinted in *Personnel Administrator Series, Absenteeism/ Turnover*

Martin, David C. and Bartol, Kathryn M. (1985). Predictors of job status among trained economically disadvantaged persons. *Psychological Reports*, 57, 719-734.

Bartol, Kathryn M., Craig Eric Schneier, and Carl R. Anderson. (1985). Internal and external validity issues with motivation to manage research. *Journal of Vocational Behavior*, 26, 299-305.

Bartol, Kathryn M. (1983). Turnover among DP personnel: A causal analysis. *Communications of the ACM*, 26, 807-811.

Bartol, Kathryn M. and Martin, David C. (1983). Managing the consequences of DP turnover: A human resources planning perspective. *Proceedings of the Twentieth Annual Computer Personnel Research Conference*, 79-86.

Reprinted in Richard H. Thayer (Ed.), *Software Engineering Project Management*, Computer Society Press of the IEEE, 1988, pp. 338-345.

Bartol, Kathryn M. and Martin, David C. (1983). Vignettes of information systems teaching techniques: Human resource management. *Proceedings of the 1983 Information Systems Education Conference*, 71-77.

Bartol, Kathryn M. and Martin, David C. (1982, Special Issue). Managing information systems personnel: A review of the literature and managerial implications. *MIS Quarterly*, 49-70.

Bartol, Kathryn M. (1982). Manuscript characteristics as viewed by editorial review board members: Lethal and non-lethal errors. In D. Loeffler (Ed.), *Understanding the manuscript review process: Increasing the participation of women*. Washington: American Psychological Association.

Reprinted in 2nd and 3rd editions, 1985 and 1988.

Bartol, Kathryn M. (1981). Vocational behavior and career development, 1980: A review.

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*Journal of Vocational Behavior*, 19, 123-162.

- Bartol, Kathryn M., Carl Anderson, and Craig Eric Schneier. (1981). Sex and ethnic effects on motivation to manage among college business students. *Journal of Applied Psychology*, 66, 40-44.
- Bartol, Kathryn M. (1980). An addendum to the sex structuring of organizations: The special case of traditional female professions. *Journal of Library Administration*, 1, 89-94.
- Bartol, Kathryn M., Carl Anderson, and Craig Eric Schneier. (1980). Motivation to manage among college business students: A reassessment. *Journal of Vocational Behavior*, 17, 22-32.
- Craig Eric Schneier and Bartol, Kathryn M. (1980). Sex effects in emergent leadership. *Journal of Applied Psychology*, 65, 341-345.
- Bartol, Kathryn M. (1980). Female managers and quality of working life: The impact of sex-role stereotypes. *Journal of Occupational Behaviour*, 1, 205-221.
- Bartol, Kathryn M., Craig Eric Schneier, and Carl Anderson. (1979). Motivation to manage among college students: A reassessment. *Proceedings of the Eastern Academy of Management*, 73-38.
- Bartol, Kathryn M. (1979). Professionalism as a predictor of organizational commitment, role stress, and turnover: A multidimensional approach. *Academy of Management Journal*, 22, 815-821.
- Bartol, Kathryn M. and Philip J. Manhardt. (1979). Sex differences in job outcome preferences: Trends among newly-hired college graduates. *Journal of Applied Psychology*, 64, 477-482.
- Bartol, Kathryn M. (1979). Individual versus organizational predictors of job satisfaction and turnover among professionals. *Journal of Vocational Behavior*, 15, 55-67.
- Bartol, Kathryn M. and Max S. Wortman, Jr. (1979). Sex of leader and subordinate role stress: A field study. *Sex Roles*, 5, 513-518.
- Bartol, Kathryn M. (1978). The sex structure of organizations: A search for possible causes. *Academy of Management Review*, 3, 805-81.
- Reprinted in *Journal of Library Administration*, 1980, 1, 75-87.
- Ramon J. Aldag and Bartol, Kathryn M.. (1978). An appraisal of recent empirical studies in corporate social performance and policy. In L. E. Preston (Ed.), *Research in Corporate Social Performance and Policy*, Vol. 1. Greenwich, Conn.: JAI Press.
- Bartol, Kathryn M., Charles J. Evans, and Melvin T. Stith. (1978). Black versus white leaders: A comparative review of the literature. *Academy of Management Review*, 3, 293-304.
- D. Anthony Butterfield and Bartol, Kathryn M. (1978). Evaluators of leader behavior: A missing element in leadership theory. In J. G. Hunt and L. L. Larson (Ed.),

*Leadership: The cutting edge.* Carbondale, IL: Southern Illinois University Press.

Bartol, Kathryn M. (1977). Factors related to EDP personnel commitment to the organization. *Proceedings of the 1977 Annual Conference of the Association for Computing Machinery*, 216-219.

Bartol, Kathryn M. Building synergistic EDP teams. (1977). *Proceedings of the Fifteenth Annual Computer Research Conference*, 18-30.

Bartol, Kathryn M. Factors related to EDP personnel commitment to the organization. (1977). *Computer Personnel*, 7, 2-5.

Chesser, R. J. and Bartol, Kathryn M. (1976). Ordering organizational phenomena: An investigation of interrelationships among perceptions in cross-sectional research. *Proceedings of the Academy of Management*, 223-227.

Bartol, Kathryn M. Relationship of sex and training area to job orientation. (1976). *Journal of Applied Psychology*, 61, 368-370.

Bartol, Kathryn M. and D. Anthony Butterfield. (1976). Sex effects in evaluating leaders. *Journal of Applied Psychology*, 61, 446-454.

Bartol, Kathryn M. (1976). Expectancy theory as a predictor of female occupational choice and attitude toward business. *Academy of Management Journal*, 19, 669-675.

Bartol, Kathryn M. and Max S. Wortman, Jr. (1976). Sex effects in leader behavior self-descriptions and job satisfaction. *Journal of Psychology*, 94, 177-183.

R. J. Chesser and Bartol, Kathryn M. (1975). Leader behavior and organizational climate: An investigation of perceptual consensus in two organizations. *Proceedings of the Academy of Management*, 206-208.

Bartol, Kathryn M. and R. J. Chesser. (1975). The relationship between organizational level and perception of organizational climate in the United States Army: A comparison of Army officers and civilian managers. *Proceedings of the American Institute for Decision Sciences*, 13-16.

R. J. Chesser and Bartol, Kathryn M. (1975). Leader behavior and organizational climate: An investigation of perceptual relationships. *Proceedings of the Eastern Academy of Management*, 1-10.

Bartol, Kathryn M. and Max S. Wortman, Jr. (1975). Male versus female leaders: Effects on perceived leader behavior and satisfaction in a hospital. *Personnel Psychology*, 28, 533-547.

Bartol, Kathryn M. and Robert A. Bartol. (1975). Women in managerial and professional positions: The United States and the Soviet Union. *Industrial and Labor Relations Review*, 28, 524-534.

Bartol, Kathryn M. (1975). The effects of male versus female leaders on follower satisfaction and performance. *Journal of Business Research*, 3, 33-42.

- Bartol, Kathryn M. (1974). Organization structure and process: Some important issues. *Proceedings of the Eastern Academy of Management*, 1-5.
- Bartol, Kathryn M. (1974). Male versus female leaders: The effect of leader need for dominance on follower satisfaction. *Academy of Management Journal*, 17, 225-233.
- Bartol, Kathryn M. (1973). Female leaders, need for dominance, and subordinate satisfaction: Analysis of a stereotype. In Thad B. Green and Dennis F. Ray (Eds.), *Management in an Age of Rapid Technological and Social Change* (pp. 107-115). Mississippi State, Miss.: Southern Management Association.
- Bartol, Kathryn M. (1973). Female leaders in business: A look at research and theory. *Proceedings of the American Institute for Decision Sciences*, 40-43.
- Wortman, Max S., Jr. and Bartol, Kathryn M. (1973). Forecast for the future: Mobility, promotion, and tenure. *Proceedings of the Academy of Management*, 22-28.
- Wortman, Max S., Jr. and Bartol, Kathryn M. (1973). Manpower markets for decision scientists in the 70's. In Thad B. Green and S. Roland Jones (Eds.), *Applications, Issues, Developments, and Strategies in the Decision Sciences*, (pp. 2-3). Mississippi State, Miss.: Southeast Chapter of the American Institute for Decision Sciences.
- Bartol, Kathryn M. and Bartol, Robert A. (June, 1973). Soviet information-handling problems: The possibilities in computer usage. *Computers and Automation*, 16-18.
- Bartol, Kathryn M. (1972). Whither Soviet computer centers: Network or tangle? *Soviet Studies*, 23, 608-618.

#### **MANUSCRIPTS UNDER REVISION/REVIEW**

- Venkatesh, Viswanath, Bartol, Kathryn M. Williamson, Ian O., and Newell, Jaime. A study of entry-level information technology workers: Employee expectations and job perceptions. Revise and resubmit. Under third round review at *MIS Quarterly*.
- Zhang, Xiaomeng, and Bartol, Kathryn M. The Influence of Creative Process Engagement on Job Performance: A Curvilinear Assessment. Revise and resubmit. Under first round revision for *Journal of Applied Psychology*.
- Hill, N. Sharon, and Bartol, Kathryn M. Effective collaboration in virtual teams: The influence of individual characteristics and empowering team leadership. Under first round review at *Academy of Management Journal*.

#### **PROFESSIONAL PRESENTATIONS**

- Zhang, Xiaomeng, and Bartol, Kathryn M. (accepted for presentation in 2009) The influence of creative process engagement on creativity and performance. Paper to be presented at Academy of Management Annual Meeting, Chicago.
- Paik, Yonjeong, Tangirala, Subra, and Bartol, Kathryn M. (accepted for presentation in 2009). Valuation of new information under uncertainty and time pressure: The role

of comparison orientation. Paper to be presented at the Academy of Management Annual Meeting, Chicago.

Bartol, Kathryn M., Lepak, David, Gardner, Sharyn, and Wong, Daniel. (2009). Linking HR information technology utilization to effectiveness: A multilevel investigation. Paper presented at the Society for Industrial/Organizational Psychology Annual Meeting, New Orleans.

Dong, Yuntao, and Bartol, Kathryn M. (2009). Reconceptualizing transformational leadership as multilevel: An investigation of mediating mechanisms. Paper presented at the Society for Industrial/Organizational Psychology Annual Meeting, New Orleans.

Bartol, Kathryn M. (2009). Are CEOs Overpaid? Panel member at the Society for Industrial/Organizational Psychology Annual Meeting, New Orleans.

Hill, N. Sharon, and Bartol, Kathryn M. (2008). Virtual team member performance and satisfaction: The influence of individual characteristics and empowering leadership. Paper presented at the Academy of Management Annual Meeting, Anaheim.

Farh, Crystal I Chien, Bartol, Kathryn M., Shapiro, Debra, and Shin, Jiseon. (2008). Networking abroad, with whom and to what ends? Implications for expatriate adjustment. Paper presented at the Academy of Management Annual Meeting, Anaheim.

Shin, Jiseon, and Bartol, Kathryn M. (2008). Workgroup cooperation climate and conflict in virtual teams. Paper presented at the Academy of Management Annual Meeting, Anaheim.

Bartol, Kathryn M. (2008). New Issue in Motivation. Session Discussant at the Academy of Management Annual Meeting, Anaheim.

Singh, Sheetal, and Bartol, Kathryn M. (2008). Explaining persistence: Role of affect, feedback, and learning opportunity. Paper presented at the Eastern Academy of Management Meeting, Washington, D. C., May.

Stewart, K. J., Qiu, Y., and Bartol, K. M. (2008). Women's participation and roles in the KDE Women's Group: Exploring a potential conduit to work on the KDE Project. Paper presented at the Perspectives on Gender and Technology Conference, University of Texas at Austin, April.

Hill, N. Sharon and Bartol, Kathryn M. (2007). Understanding the "I" in virtual teams: Individual characteristics and virtual team member outcomes. Paper presented at the Academy of Management Annual Meeting, Philadelphia.

Zhang, Xiaomeng and Bartol, Kathryn M. (2007). Empowerment and creativity: A mediation exploration. Paper presented at the Academy of Management Annual Meeting, Philadelphia.

Stewart, Katherine J., Qiu, Yixin, and Bartol, Kathryn M. (2007). Women's groups in open source software: Four exploratory case studies. Paper presented at the Academy of Management Annual Meeting, Philadelphia.

- Powell, G. N., Butterfield, D. A., and Bartol, K. M. (2007). Sex effects in evaluating leaders revisited: Still an advantage for female transformational leaders. Paper presented at the Academy of Management Annual Meeting, Philadelphia.
- Pfarrer, Michael D., Smith, Ken G., Bartol, Kathryn M., Khanin, Dmitry M., and Zhang, Xiaomeng. (2007). Coming forward: The effects of social and regulatory forces on the voluntary restatement of earnings subsequent to wrongdoing. Paper presented at the Organization Science Special Issue Conference, Northwestern University, Chicago, June.
- Zhang, Xiaomeng, and Bartol, Kathryn M. (2007). Empowerment and employee creativity: A multidimensional approach. Paper presented at the Society for Industrial/Organizational Psychology Annual Meeting, New York, June.
- Bartol, Kathryn M. (2007). Technology and methods advances as enablers of cultural integration and innovation. Session Chair and paper presented at Eastern Academy of Management International and Vrije Universiteit Amsterdam Conference, Amsterdam, Netherlands.
- Butterfield, D. Anthony and Bartol, Kathryn M. (2006). Revisiting sex effects in evaluations of transformational leaders: An advantage for female leaders. Paper presented at the Academy of Management Annual Meeting, Atlanta.
- Pfarrer, Michael D., Smith, Ken G., Bartol, Kathryn M., Khanin, Dmitry M., and Zhang, Xiaomeng. (2006). Coming forward: Institutional influences on voluntary disclosure. Presented at the University of Alberta Conference on the Future of Institutional Theory, Edmonston, Alberta. April.
- Pfarrer, Michael D., Smith, Ken G., Bartol, Kathryn M., Khanin, Dmitry M., & Zhang, Xiaomeng. (2006). Coming forward: Institutional influences on voluntary disclosure. Presented at the Conference on Institutional Mechanisms for Industry Self-Regulation, Dartmouth College, February.
- Bartol, Kathryn M. (2006). Spotting gender bias in performance appraisal systems. Presented at National Center for Women in Technology (NCWIT) conference, Atlanta.
- Bartol, Kathryn M., Williamson, Ian O., and Gosia Langa (2005). Social capital at work: Gender, social exchange and job embeddedness. Paper presented at the Academy of Management Annual Meeting, Honolulu, Hawaii.
- Abhishek Srivastava, Bartol, Kathryn M., and Locke, Edwin A.. (2005). Empowering leadership and performance: The linking roles of team efficacy and knowledge sharing. Paper presented at the Academy of Management Annual Meeting, Honolulu, Hawaii.
- Hill, N. Sharon and Bartol, Kathryn M. (2005). Making the herd drink: The role of organizational efficacy for change in innovation implementation. Paper presented at the Academy of Management Annual Meeting, Honolulu, Hawaii.
- Hill, N. Sharon Hill, Bartol, Kathryn M., Tesluk, Paul, and Langa, Gosia. (2005). The influence of face-to-face interaction and organizational culture on knowledge sharing in computer-mediated groups. Paper presented at the Society for

Industrial/Organizational Psychology Annual Meeting, Los Angeles. (Also chaired session with Sharon Hill.)

Zhang, Xiaomeng and Bartol, Kathryn M. (2004). CEOs on the edge: The motivational factors behind restatement risk-taking. Paper presented at the Academy of Management Annual Meeting, New Orleans, Louisiana.

Powell, Gary N., Butterfield, D. Anthony, Alves, Jose C., and Bartol, Kathryn M.. (2004). Sex effects in evaluations of transformational and transactional leaders. Paper presented at the Academy of Management Annual Meeting, New Orleans, Louisiana.

Liu, Wei, Bartol, Kathryn M., Williamson, Ian O. (2003). Job embeddedness: Unique contribution beyond social exchange relationships in predicting outcomes. Paper presented at the Academy of Management Annual Meeting, Seattle, Washington.

Williamson, Ian O., Burnett, Meredith Flowers, and Bartol, Kathryn M.. (2003). Individual differences as predictors in job preferences and job search behavior. Paper presented at the Academy of Management Annual Meeting, Seattle, Washington. (I also co-chaired session with Barbara A. Gutek).

Bartol, Kathryn M. (2003). Origins of women in management research and scholarship. Panel presentation at the Academy of Management Annual Meeting, Seattle Washington.

Williamson, Ian O., Liu, Wei, Bartol, Kathryn M., and Langa, Gosia. (2003) Linkages among person-organization fit, turnover intention, and turnover: Examination of potential moderators. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Orlando.

Moye, Neta, and Bartol, Kathryn M. (2003). Motivating employees to generate ideas: The role of the psychological contract. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Orlando.

Masterson, Suzanne, S., Moye, Neta, and Bartol, Kathryn M. (2003). Social exchange and justice: Further examining source of justice. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Orlando.

Bartol, Kathryn M., Williamson, Ian O., Venkatesh, Viswanath, and Liu, Wei. (2002). A study of entry-level information technology workers: Employee expectations and job perceptions. Paper presented at the International Conference on Information Systems, Barcelona.

Bartol, Kathryn M., Liu, Wei., Williamson, Ian O., Venkatesh, Viswaneth. (2002). Antecedents and outcomes of perceived organizational support: Examination of a mediating model. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Toronto.

Lepak, David. P., Bartol, Kathryn M., and Gardner, Sharyn. (2002). Understanding the strategic motivations for outsourcing HR activities. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, Toronto.

- Liu, Wei, Bartol, Kathryn M., Zeng, Xiangquan, and Wu, Kelu. (2001). Examining the antecedents and consequences of perceived organizational support. Paper presented at the Academy of Management Annual Meeting, Washington, D.C.
- Narda Quigley, Paul E. Tesluk, Locke, Edwin A., and Bartol, Kathryn M. (2001). The effects of incentives on individual differences on knowledge sharing and performance effectiveness. Paper presented at the Academy of Management Annual Meeting, Washington, D.C.
- Bartol, Kathryn M., David P. Lepak, and Sharyn Gardner. (2001). Virtual HR: Information technology upgrades and HR effectiveness. Paper presented at the Academy of Management Annual Meeting, Washington, D.C.
- Tekleab, Amanuel G., Lepak, David, and Bartol, Kathryn M. (2001). Psychological contract: A mediator of HRM practices—employee attitude relationship. Paper presented at the Society for Industrial Organizational Psychology Annual Meeting, San Diego.
- Moye, Neta A., and Bartol, Kathryn M. (2001). Re-framing the psychological contract: social exchange-based dimensions and their relationship to identification and performance. Paper presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Diego.
- Liu, Wei, Tekleab, Amanuel G., and Bartol, Kathryn M. (2001). Modeling pay, equity, procedural justice, pay satisfaction, and turnover. Paper presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Diego.
- Gardner, Sharyn, Lepak, David, and Bartol, Kathryn M. (2001). Virtual HR: The impact of information technology on the human resource professional. Paper presented at the Society for Industrial/Organizational Psychology Annual Meeting, San Diego.
- Tekleab, Amanuel G. and Bartol, Kathryn M. (2000). The role of justice and psychological contracts on compensation satisfaction. Paper presented at the Academy of Management Annual Meeting, Toronto.
- Srivastava, Abhishek, Locke, Edwin A., and Bartol, Kathryn M. (2000). Money and mental health: It's not the money, it's the motives. Paper presented at the Academy of Management Annual Meeting, Toronto.
- Bartol, Kathryn M. and Srivastava, Abhishek. (2000). Compensation and knowledge sharing: Knowledge management for the new economy. Paper presented at the Academy of Management Annual Meeting, Toronto.
- Bartol, Kathryn M. and Durham, Cathy C. (2000). Compensation system design: How theory advises practice. Paper presented at the Society for Industrial/ Organizational Psychology Annual Meeting, New Orleans.
- Masterson, Suzanne S., Bartol, Kathryn M., and Moye, Neta A. (2000). Interactional and procedural justice: Type versus source of fairness. Paper presented at the Society for Industrial/ Organizational Psychology Annual Meeting, New Orleans.
- Bartol, Kathryn M. (1999). Gender influences on performance evaluations. Paper presented at the Academy of Management Annual Meeting, Chicago.

- Bartol, Kathryn M. (1999). Self-development strategies for full professors. Senior Faculty Consortium: The Boundaryless Career. Academy of Management Annual Meeting, Chicago.
- Moye, Neta A., Joseph, Jennifer E., and Bartol, Kathryn M. (1999). Feedback cue and sign: Effects on performance, cognition, and affect. Paper presented at the Society for Industrial/ Organizational Psychology Annual Meeting, Atlanta.
- Bartol, Kathryn M. and Locke, Edwin A. (1999). Incentives and motivation: Principles and issues for future research. Paper presented at the Society for Industrial/ Organizational Psychology Annual Meeting, Atlanta.
- Bartol, Kathryn M.. (1998). Strategies for effective research. Invited presentation at the PhD Project Management Doctoral Students Association Conference, San Diego.
- Bartol, Kathryn M. (1998). What mattered most at the Academy of Management: The 1980s. Paper presented at the Academy of Management Annual Meeting, San Diego.
- Bartol, Kathryn M. and Moye, Neta A. (1998). Gaining performance but losing affect: Effects of feedback orientation, standards, and tone. Paper presented at the Academy of Management Annual Meeting, San Diego.
- Bartol, Kathryn M., Durham, Cathy, and Poon, June. (1998). Effects of performance evaluation categories on motivation and fairness perceptions: Three buckets or five? Paper presented at the Society for Industrial/ Organizational Psychology Annual Meeting, Dallas.
- Kromkowski, Julie A. and Bartol, Kathryn M. (1997). Deming's management system applied to performance feedback and rewards: A field study of organizational values, practices, and behavioral outcomes. Paper presented at the Academy of Management Annual Meeting, Boston.
- Moye, Neta A., Masterson, Suzanne S., and Bartol, Kathryn M. (1997). Differentiating antecedents and consequences of procedural and interactional justice: Empirical evidence in support of separate constructs. Paper presented at the Academy of Management Annual Meeting, Boston.
- Renard, Monika K. and Bartol, Kathryn M.. (1995). Retaining part-time human resources: Longitudinal predictors of organizational commitment, intention to leave, and turnover. Paper presented at the Academy of Management Annual Meeting, Vancouver, B.C.
- Bartol, Kathryn M. and Martin, David C. (April, 1995). Managing in the twenty-first century. Presentation to faculty and students of Management Department, Wharton School, University of Pennsylvania.
- Kromkowski, Julie A. and Bartol, Kathryn M. (1994). "Pay at risk" as a framing effect: An empirical investigation. Paper presented at the Eastern Academy of Management Annual Meeting, Albany.
- Bartol, Kathryn M. and Martin, David C. (1992). Potential uses of referent job search

information to predict turnover among part-time workers. Paper presented at the Academy of Management Annual Meeting, Las Vegas.

Bartol, Kathryn M. (1992). Publishing in the Academy of Management Executive. Panel presentation at the Eastern Academy of Management, Baltimore.

Bartol, Kathryn M. (1991). The women in management division past, present and future: Defining our agenda for the next century. Panel presentation at the Academy of Management Annual Meeting, Miami Beach.

Bartol, Kathryn M. (1991). Ethical dilemmas in teaching, research, and administration. Panel presentation at the Academy of Management Annual Meeting, Miami Beach.

Bartol, Kathryn M.. (1991). How to get ahead in academe. Panel presentation at the Academy of Management Annual Meeting, Miami Beach.

Bartol, Kathryn M. and Martin, David C. (1989). When politics pays: Factors influencing managerial compensation decisions. Paper presented at the Academy of Management Annual Meeting, Washington, D.C.

Bartol, Kathryn M. and Martin, David C. (1988). Recruitment source as a resource: The value of pay-related information to part-time job applicants. Paper presented at the Academy of Management Annual Meeting, Anaheim.

Martin, David C. and Bartol, Kathryn M. (1987). Libel and slander issues in discharge cases: The new wave of litigation reaching employers. Paper presented at the Academy of Management Annual Meeting, New Orleans.

\*Selected as a Personnel/Human Resources Division Best Paper

Bartol, Kathryn M. (1986). Academic publishing: Changing perspectives. Symposium presentation at the Academy of Management Annual Meeting, Chicago.

Bartol, Kathryn M. and Martin, David C. (1986). Deciding pay raises: The impact of performance, specialized expertise, and influence attempts. Paper presented at the Academy of Management Annual Meeting, Chicago.

Bartol, Kathryn M. and Martin, David C. (1986). Effects of business school training on motivation to manage: A longitudinal study. Paper presented at the Academy of Management Annual Meeting, Chicago.

\*Won Outstanding Paper Award in Management Education and Development Division.

Bartol, Kathryn M. and Martin, David C. (1986). A test of two theories of career choice among MBAs: Holland's Theory and the Myers Briggs. Paper presented at the Academy of Management Annual Meeting, Chicago.

Bartol, Kathryn M. (1985). The best kept secret. Presidential Address, Academy of Management Annual Meeting, San Diego.

Bartol, Kathryn M., Koehl, Dorothy, and Martin, David C. (1985). Influences of quantitative vs. qualitative information on investment decisions. Paper presented at

the Annual Meeting of Western American Institute of Decision Sciences, Monterey, California.

Wood, Robert E., Bartol, Kathryn M., and Kraft, Kenneth. (1982). Leadership attributions: The manager as leader and causal agent. Paper presented at the Annual Meeting of the American Institute for Decision Sciences, San Francisco.

Bartol, Kathryn M. (1982). Understanding the manuscript review process: Increasing the participation of women. Paper presented at the Annual Meeting of the American Psychological Association, Washington.

Bartol, Kathryn M. (1981). Survey results from editorial board members: Lethal and non-lethal errors. Panel presentation at the Annual Meeting of the American Psychological Association, Los Angeles.

Bartol, Kathryn M. (1981). Team building for effective EDP software development. Paper presented at the forty-fourth Annual Meeting of the American Society for Information Science, Washington.

Bartol, Kathryn M.. (1979). Predictors of turnover among computer specialists. Paper presented at the Annual Conference of the Association for Computing Machinery, Detroit.

Schneier, Craig Eric and Bartol, Kathryn M. (1977). Male versus female emergent leaders: An exploratory investigation. Paper presented at the Annual Meeting of the American Psychological Association, San Francisco.

Bartol, Kathryn M. (1977). Bias in evaluating black versus white leadership potential and performance? Paper presented at the Academy of Management Annual Meeting, Orlando, Florida.

Bartol, Kathryn M. (1976). New directions and focused priorities in research on minorities in organizations. Paper presented at the Academy of Management Annual Meeting, Kansas City.

Bartol, Kathryn M. (1976). Research approaches to social issues in management, Paper presented at the Academy of Management Annual Meeting, Kansas City, Missouri.

Bartol, Kathryn M. (1974). Which comes first, behavior or attitudes? A look at the controversy in the context of affirmative action. Paper presented at the Annual Meeting of the American Institute for Decision Sciences, Atlanta, Georgia.

Bartol, Kathryn M. and Butterfield, D. Anthony. (1974). Sex effects in evaluating leaders. Paper presented at the Academy of Management Annual Meeting, Seattle, Washington.

Bartol, Kathryn M. (1974). Sex differences in job orientation. Paper presented at the Academy of Management Annual Meeting, Seattle, Washington.

Bartol, Kathryn M. (October, 1973). Utilization of women in management and the professions: A comparison of U.S. and U.S.S.R. Paper presented at the conference on the role of women in business and management, Mundt Foundation Center, Madison, South Dakota.

Wortman, Max S., Jr. and Bartol, Kathryn M. (1973). Past, present, and future supply and demand for management professors. Paper presented at the Academy of Management Annual Meeting, Boston.

## BOOK REVIEWS

Bartol, Kathryn M. and Martin, David C. (1983). Review of *People in organizations: An introduction to organizational behavior* by Terrence R. Mitchell, *Contemporary Psychology*.

Bartol, Kathryn M. (1981). Review of *Motivating and managing computer personnel* by J. D. Cougar and R. A. Zawacki, *Information and Management*.

Bartol, Kathryn M. (Winter, 1978). Review of *The management process: Theory, research, and practice* by J. G. Miner, *Personnel Psychology*.

Bartol, Kathryn M.. (Summer, 1977). Review of *Management: Contingencies, structure, and process* by Henry L. Tosi and Stephen J. Carroll, *Personnel Psychology*.

Bartol, Kathryn M. (Spring, 1976). Review of *A handbook of structured experiences for human relations training*, Volume V, ed. by J. William Pfeiffer and John E. Jones, *Personnel Psychology*.

Bartol, Kathryn M. (Summer, 1974). Review of *Corporate wives – corporate casualties?* by Robert Seidenberg, *Personnel Psychology*.

Bartol, Kathryn M. (Winter, 1973). Review of *Corporate lib, women's challenge to management*, ed. by Eli Ginzberg and Alice Yohalem, *Personnel Psychology*.

## PROFESSIONAL SERVICE ACTIVITIES (SELECTED)

Academy of Management Career Achievement Award Selection Committee, 2009.

Dean, Academy of Management Fellows, 2002-2005.

Academy of Management Fellows Membership Committee, 1999-2002.

Chair, Selection Committee for the Academy of Management Distinguished Scholar Award, 1999.

Blue Ribbon Panel on Net-Centricity funded by the Defense Advanced Research Projects Agency (DARPA), 1998-99.

Committee on Exceptional Candidates for the Academy of Management Fellows, 1989-1991; 1996-97.

Academy of Management Incorporation Committee (Board Level Committee), 1996-97.

Invited Speaker, Invitational Conference on Business Doctoral Education sponsored by

GMAC and AACSB, February, 1992.

Past President, Academy of Management, 1985-1986.

President and Chair of Board of Governors, Academy of Management, 1984-85.

President-elect, Academy of Management, 1983-1984.

Vice President and Program Chair, Academy of Management, 1982-1983.

Board of Governors, Academy of Management, 1980-1986.

Board of Directors, Organizational Behavior Teaching Society, 1980-1983.

Constitution/By-Laws Revision Committee, Academy of Management, 1980-1982.

Senior Scholar Committee, Academy of Management, 1979-1980.

Program Committee, Division 14, American Psychological Association, 1979-1980; 1980-1981.

Vice President-at-Large, Eastern Academy of Management, 1979-1980.

Professional Divisions Policy Committee, Academy of Management, 1978-1979.

Chairperson, Social Issues in Management Division, Academy of Management, 1978-1979; Chairperson-Elect, 1977-1978.

Program Chairperson, Social Issues in Management Division, Academy of Management, 1976-1977.

National Task Force on Women in Educational Leadership, 1975-1976, Washington, D.C.

Chairperson, Research Committee, Social Issues in Management Division, Academy of Management, 1975-1976.

Board of Directors, Social Issues in Management Division, Academy of Management, 1975-1980.

Board of Directors, Eastern Academy of Management, 1974-1977.

Nominating Committee, Organizational Behavior Division, Academy of Management, 1975.

Nominating Committee, Personnel/Human Resources Division, Academy of Management, 1975.

Representative-at-Large, Organization and Management Theory Division, Academy of Management, 1974-1975.

Sounding Board, Personnel/Human Resources Division, Academy of Management, 1975-1976.

Executive Committee, Personnel/Human Resources Division, Academy of Management, 1973-1975.

Nominating Committee, Organization and Management Theory Division, Academy of Management, 1973.

Chairperson, Academy of Management Committee on the Status of Women in the Management Profession, 1973-1974.

Member:

- Academy of Management
- American Compensation Association
- American Psychological Association
- American Psychological Society
- Association for Computing Machinery
- Association for Information Systems
- Society for Industrial/Organizational Psychology

## **UNIVERSITY SERVICE (SELECTED)**

### **University of Maryland**

Member, University Woman of the Year Award Committee, 2008-2009.

Member, University Strategic Planning Steering Committee, Campus Level, 2007-2008.

Member, Smith School Dean's Search Committee, 2007-2008.

Chair, Smith School Salary Review Committee, 2008.

Member, CRC Committee for Professor Alex Triantis, 2007.

Member, Ph.D. Curriculum Committee, 2001-

Ph.D. Coordinator, Organizational Behavior and Human Resources Areas, 2002-2007;  
2008-

Member, University of Maryland President's Commission on Women's Interests, 2001-

Member, Search Committee for OB Junior Faculty Member, 2002-2006

Chair, Salary Review Committee, Smith School, 2003

Member, Search Committee for OB Senior Faculty Member, 2002-2003

Member, Selection Committee, Outstanding Woman of the Year, Campus Level, 2002  
and 2003

Chair, Search Committee for Organization Theory Faculty Member, 2001-2002

Member, Search Committee for OB Chaired Professor, 2000-2001

Chair, Search Committee for Organization Behavior Faculty Member, 2000-2001

Member, CRC Committee for CIT Chaired Professor (Henry Lucas) and Marketing Chaired Professor (Roland Rust), 2000

Member, Search Committee for DIT Chaired Professor, 1999-2000

Member, Search Committee for Organizational Behavior Faculty Member, 1998-99

Member, Search Committee for PEPSICO Chaired Professor, 1998

Member, Search Committee for Management and Organization Teaching Professor, 1997-98

Chair, Search Committee for Human Resource Management Faculty Member, 1997-98

Member and Coordinator, University of Maryland Graduate Program Review Committee, 1996-97

Member, Teaching Enhancement Committee, 1995-1996

Member, College Graduate Committee, 1993-94

Chair, Staff Awards Committee, 1994

Member, Search Committee for Associate Undergraduate Advisor Consultant, 1994

Member, Search Committee for MBA Communications Specialist, 1994

Chair, Internal Committee, Management and Organization Department, 1993

Member, Ph.D. Applicant Screening Committee, Management and Organization Department, 1992-93

Doctoral Coordinator, Human Resource Management Doctoral Program, 1991-95

Member, College Human Subjects Committee, 1991-95

Member, University Honors and Prizes Committee, 1988-90

Member, College of Business and Management Compensation Committee, 1988-89

Chairperson, Search Committee for Management Faculty, 1988-1989

Member, Shady Grove MBA Committee, 1988-89

Member, College of Business and Management Teaching Committee, 1988

Chairperson, Search Committee for Human Resources Faculty, 1986-1987

Member, Salary Equity Committee, 1985, 1986, 1987, 1988 (Chair)

Member, College of Business and Management Executive Committee, 1981-1984

Chairperson, Organizational Behavior and Industrial Relations Faculty, 1981-1984

Carnegie Study on New Directions for the University: Finance, Management, and Economics Study Group, 1979-1980

Search Committee, Dean of School of Public Affairs, 1979-1980

Chancellor/Senate Task Force on Accountability and Institutional Morale, 1978-1979

Division Committee for Equity and Affirmative Action, 1977-1978

Division Executive Committee, 1979-1983

Division Academic Council, 1978-1982

Division Representative to Search Committee for Chair of 1977-1978

Steering Committee, Productivity and Quality of Work Life Center, 1977-1978

Chairperson, Associate Dean Search Committee, 1978-1979

College of Business and Management Equity Officer, 1977-1978

### **Syracuse University**

School of Management Honors Committee, 1974-1977

School of Management Research Committee, 1975-1977

School of Management Disciplinary Committee, 1976-1977

School of Management-School of Education Joint Master's Degree Committee, 1975-1977

### **University of Massachusetts, Amherst**

Faculty Senate, 1973-1974

University Academic Matters Committee, 1973-74

Ad Hoc Dean's Policy Committee, 1972-1974

Department Curriculum Committee, 1973-1974

### **RESEARCH AND CONSULTANTSHIPS (SELECTED)**

Administrative Management Society

American Association of Banking Women

American Chemical Society  
Association for Computing Machinery  
Association for Purchasing Executives  
AT&T  
Business and Professional Women's Clubs  
Business Publications, Inc.  
Carrier Corporation  
Cooper Industries  
Corning  
Department of Defense  
Department of Energy  
Inter-American Development Bank  
Local Government Development Institute  
Maryland Banking School  
Maryland Municipal League  
New York State Department of Education  
Office of Personnel Management  
Veterans Administration  
U.S. Agency for International Development  
Washington Hospital Center  
Westat  
Wiley & Sons

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