

## PHYLLIS A. SIEGEL

Rutgers Business School – Newark and New Brunswick  
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### EMPLOYMENT

**RUTGERS BUSINESS SCHOOL-NEWARK & NEW BRUNSWICK, 1997-present**

**Associate Professor, Department of Management and Global Business, July 2005 -Present**

**Senior Associate Dean, Graduate Programs and RBS Accreditation, January 2015-January 2018**

Key Responsibilities and Select Achievements/Highlights:

- Oversight of RBS-Newark and New Brunswick Graduate Programs. Included: Full-Time MBA, Part-Time MBA- Newark and New Brunswick, Executive MBA, Professional Accounting MBA, and 11 Specialty Masters programs.
  - Identified and oversaw implementation of specific initiatives designed to enhance marketing and recruitment, curriculum and program structure, student life and culture, career services, and job placement, and the alumni experience.
  - Supervisory responsibility for 16 employees: four staff and twelve faculty program directors.
  - Student enrollment across all graduate programs: approximately 2,300 students (Fall 2017)
- Increasing Revenues through Increased Graduate Student Enrollments. From 2015-2017:
  - *Increased Specialty Masters student enrollments by 75%.*
  - *Increased student enrollments across all RBS Graduate Programs by 20%*
- Introduction of New Masters Programs, Concentrations, and Certificates:
  - Secured approval for 3 new specialty masters programs (Masters of Business of Fashion, Masters of Healthcare Services Management, Masters of Supply Chain Analytics)
  - Secured approval for Joint Programs with other Schools within Rutgers University:
    - DMD-MBA dual degree program (RBS-School of Dentistry)
    - Real Estate joint certificate program (RBS-Bloustein)
  - Secured approval for extension of the Masters of Supply Chain Management program in Singapore (Hybrid)
- Enhancing Stature of RBS-Newark & New Brunswick:
  - Developed and oversaw implementation of rankings strategy for full-time MBA program. From 2015-2017: *RBS' U.S. News & World Report ranking for Full-Time MBA rose from #53 to #44.*
  - Increased RBS' participation in multiple MBA rankings to include: Poets and Quants, Bloomberg, Forbes, the Economist, and Financial Times
  - Planned, implemented, and participated in the inaugural Innovations in Graduate Business Education (IGBE) conference (Fall 2016). Invited and secured the participation of featured speakers, including: past President of Yale University/CEO of Coursera, Editor of Chronicle of Higher Education, Founder/Editor of Poets & Quants, President & CEO of Thomas

Jefferson University and Jefferson Health, as well as Deans from prominent schools including: Columbia, Duke, INSEAD, Emory, and Johns Hopkins.

- Creation and Implementation of School-Wide Innovations and Enhancements, including:
  - Development of an Alumni database which captured contact information from graduating RBS students across all undergraduate and graduate programs.
  - Oversight of Distance Learning/On-Line initiatives (i.e., infrastructure, faculty training/support, resources).
  - Promoting a Culture of Academic Integrity.
  - Collaboration with RU-Newark administrators (Registrar, Student Billing, Financial Aid) to improve coordination and communication of services for specialty masters students.
- Oversight of RBS-Newark and New Brunswick's Accreditation (Middle States and AACSB)
  - Promoted a Culture of Learning and Assessment within RBS, including communication of accreditation issues and assessment updates to internal stakeholders.
  - Served as an active member of Rutgers Council of Assessment, providing feedback to other Schools within Rutgers University on their assessment plans in preparation for Middle States Re-Accreditation.
  - Supervisory responsibility for Assistant Dean of Academic Programs and Assessment

**Vice Chair, Department of Management and Global Business, September, 2005-August 31, 2010;**

**Assistant Professor, Department of Management and Global Business, July, 1998-2005;**

**Instructor, Department of Management and Global Business, July, 1997-1998**

**CHEMICAL BANK NEW JERSEY, 1991-1993**

East Brunswick, NJ

Commercial Banking Officer.

Responsibilities included monitoring the bank's \$30 million asset-based lending loan portfolio, analyzing and assessing risk involved behind credit lending decisions affecting middle market and large corporate businesses, formulating loan proposals, and re-structuring problem credits.

## **EDUCATION**

**COLUMBIA BUSINESS SCHOOL, COLUMBIA UNIVERSITY**

New York, NY

Ph.D. in Management of Organizations, 1998; M.Phil, 1997

*Dean's List (1993-1995); Recipient of Roger F. Murray Fellowship*

**THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**

Philadelphia, PA

B.S. in Organizational Behavior and Human Resource Management, 1991

*Summa Cum Laude; Dean's List All 4 Years*

**COLLEGE OF ARTS & SCIENCES, UNIVERSITY OF PENNSYLVANIA**

Philadelphia, PA

B.A. in Psychology, 1991

*Summa Cum Laude; Dean's List All 4 Years*

*Phi Beta Kappa; Psi Chi Psychology Honor Society, Co-President.*

## **TEACHING INTERESTS**

Management Skills

Organizational Behavior  
Decision-Making  
Strategic Human Resource Management

## **RESEARCH INTERESTS**

Self-Processes in Organizations: Employee Motivation, Self-Defeating Behaviors;  
Organizational Justice; Work Life Integration; Strategic Leadership

## **HONORS, GRANTS, AWARDS**

**Morton Deutsch Best Article Award, Social Justice Research** (selected as “Best Article” out of all SJR articles published in 2016). Awarded at International Social Justice Research annual conference, Atlanta, GA, July 25, 2018.

**Warren Susman University Teaching Award, Rutgers University, May 2015.** The Warren I. Susman Award for Excellence in Teaching is Rutgers University’s highest honor for outstanding and innovative performance in the classroom by a tenured faculty member.

Finalist, Wharton-QS Reimagine Innovation in Education Conference, December 2014, for creation of the Management Skills undergraduate course at Rutgers Business School.

Finalist, Dean’s Meritorious Award for Teaching, Rutgers Business School (2012-2013, 2013-2014)

Outstanding Reviewer Award, Organizational Behavior Division, Academy of Management (2010)

Rutgers Business School, Research Resource Committee Grant (2005-2006).

Teaching Excellence Award, Rutgers Business School – Newark and New Brunswick, Rutgers University. Presented by the Professional Accounting MBA Class of 2000 (2000).

Research Grant, Rutgers Business School – Newark and New Brunswick (2000).

Finalist, Research Award for Untenured Faculty, Rutgers Business School – Newark and New Brunswick (2000, 1999).

Finalist, Nadler Teaching Award, Rutgers Business School - Newark and New Brunswick (2000).

Best Reviewer Award, Business Policy & Strategy Division, Academy of Management (1997, 1996).

Emerging Scholars Program Research Grant - American Compensation Association. (1997).

## **RESEARCH**

### *PUBLICATIONS*

Siegel, P. A., Brockner, J., Wiesenfeld, B. M., & Liu, Z. 2016. Non-contingent success reduces people's desire for processes that adhere to principles of fairness. Social Justice Research, 29(4), 375-401.

Brockner, J., Wiesenfeld, B.M., Siegel, P.A. Bobocel, D. R. & Liu, Z. 2015. How Organizational Scholars Love to Study Fairness as a Dependent Variable: Let us Count (and Organize) the Ways, Research in Organizational Behavior.

- Siegel, P.A., Brockner, J., Wiesenfeld, B.M., & Zhang, S. 2010. Hedging one's bets: Uncertainty about continued success reduces the desire for procedural fairness. In Leslie A. Toombs (Ed.), Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD), ISSN 1543-8643.
- Siegel, P.A. 2005. Seagate Technology. Case study of a high tech company's efforts to implement change while promoting employee work-life balance. International Journal of Leadership Education, 1(1), 115-158.
- Siegel, P.A., Scillitoe, J., Parks-Yancy, R. 2005. Reducing the tendency to self-handicap: The effect of self-affirmation. Journal of Experimental Social Psychology, 41 (6), 589-597.
- Siegel, P.A. & Hambrick, D.C., 2005. Compensation patterns within top management groups: On the harmful effects of executive pay disparities in high-technology firms. Organization Science, 16 (3), 259-274.
- Siegel, P.A. & Brockner, J. 2005. Individual and organizational consequences of CEO claimed handicapping: What's good for the CEO may not be good for the firm. Organizational Behavior and Human Decision Processes, 96(1), 1-22.
- Siegel, P.A., Post, C., Brockner, J., Fishman, A. & Garden, C. 2005. The moderating influence of procedural fairness on the relationship between work-life conflict and organizational commitment. Journal of Applied Psychology, 90(1), 13-24.
- Brockner, J., Heuer, L., Magner, N., Folger, R., Umphress, E., Van den Bos, K., Vermunt, R., Magner, M. & Siegel, P.A. 2003. High procedural fairness heightens the effect of outcome favorability on self-evaluations: An attributional analysis, Organizational Behavior and Human Decision Processes, 91(1), 51-68.
- Garonzik, R. Brockner, J. & Siegel, P. 2000. Identifying expatriates at risk for premature departure: The interactive effect of outcome favorability and procedural fairness. Journal of Applied Psychology, 85(1), 21-29.
- Brockner, J., Heuer, L., Siegel, P., Wiesenfeld, B., Martin, C., Grover, S., Reed, T. & Bjorgvinsson, S. 1998. The moderating effect of self-esteem in reaction to voice: Converging evidence from four studies, Journal of Personality and Social Psychology, 75(2), 394-407.
- Siegel, P.A. 1998. The termination "package" that just didn't "register." Journal of Nursing Administration, 28(9), 5-7.
- Siegel, P.A. 1998. The manager who was hired to fire. Journal of Nursing Administration, 27(11), 6-8.
- Siegel, P.A. 1998. The negative effect of top management team pay on firm performance. Rutgers Business, 4(1), 18-19.
- Brockner, J., Siegel, P.A., Daly, J., Tyler, T. & Martin, C. 1997. When trust matters: The moderating effect of outcome favorability. Administrative Science Quarterly, 42(3), 558-583.
- Hambrick, D.C. & Siegel, P.A. 1997. Compensation patterns within top management groups: On the harmful effects of executive pay disparities in high-technology firms. Academy of Management Best Papers Proceedings.
- Siegel, P.A. & Hambrick, D.C. 1996. Business strategy and the social psychology of top management teams. In J. Dutton and J. Baum (Eds.), Advances in Strategic Management, Volume 13. Greenwich, CT: JAI Press

Brockner, J. & Siegel, P.A. 1995. Understanding the interaction between procedural and distributive justice: The role of trust. In R.M. Kramer and T.R. Tyler (Eds.), Trust in organizations. Newbury Park, CA: Sage Publications.

### *WORKING PAPERS AND PROJECTS*

Siegel, P.A., Wieland, A., Brockner, J. & Simms, S. Status as a moderator of the relationship between non-contingent success and self-handicapping. *Manuscript Revision Stage. Target: Journal of Applied Psychology.*

Siegel, P.A. & Wieland, A. Reducing self-handicapping by managing uncertainty: The role of process fairness in response to non-contingent success. *Manuscript Revision Stage.*

Siegel, P.A., Manley, K.R., Bass, S & Xie, W. The interactive effect of contingency feedback and self-construal on self-handicapping behavior. *Manuscript Revision Stage.*

Siegel, P.A., Manley, K.R. & Bass, S. Taking a closer look at the effects of failure (and success) on self-handicapping behavior. *Manuscript Revision Stage..*

Siegel, P.A. Causes and consequences of self-handicapping in the workplace. *Draft stage.*

Siegel, P.A., & Fishman, A.Y. & Wieland, A. Success in the beholder's eyes: Effects of regulatory focus on responses to non-contingent success. *Data analysis stage.*

Siegel, P.A. & Manley, K.R. Food choice at work: Gastronomic effects of non-contingent success on self-handicapping behavior. *Data analysis stage.*

Manley, K.R. & Siegel, P.A. The moderating effect of health attitudes on self-handicapping behavior. *Data analysis stage.*

Siegel, P. Self-handicapping in organizations. *Draft stage.*

Siegel, P.A. What is "fair"? Justice perceptions of, and reactions to, executive compensation as a function of organizational status. *Data collection and analysis stage.*

Siegel, P.A., Wieland, A. & Simms, S. The moderating effect of locus of control on self-handicapping behavior. *Data analysis stage.*

Siegel, P.A. Top management team compensation: A reorientation of theory and method. (Working Paper)

Hambrick, D.C. & Siegel, P.A. Interdependence in top management groups. (Working Paper)

Gordon, M.E. & Siegel, P.A. Communicating a meaningful and just performance review. (Working Paper)

Siegel, P.A. Determining what's fair: Social identity as a predictor of procedural justice judgments.

Siegel, P.A. Work-life "conflict" versus work-life "balance": Cross-cultural considerations.

### **PRESENTATIONS**

Siegel, P.A. 2014. Inside, Outside and All-Around. An Innovative Skills Course Has Students Up and Running. Wharton-QS Reimagine Innovation in Education Conference, December 2014.

Siegel, P.A., Manley, K.R., Bass, S & Xie, W. The interactive effect of contingency feedback and self-construal on self-handicapping behavior. Presented to the Academy of Management Convention, Philadelphia, August 2014.

Siegel, P.A., Manley, K.R. & Bass, S. Taking a closer look at the effects of failure (and success) on self-handicapping behavior. Presented to the Academy of Management Convention, Philadelphia August 2014 Conference.

Siegel, P.A., Brockner, J., Wiesenfeld, B., Zhang, S. Hedging one's bets: Uncertainty about continued success reduces the desire for procedural fairness. Presented to the Academy of Management Convention, Montreal, August 2010.

Siegel, P.A., Fishman, A.Y. & Wieland, A. Success in the beholder's eyes: Effects of regulatory focus on responses to non-contingent success. Presented to the Academy of Management Convention, Chicago, August 2009.

Siegel, P.A. & Wieland, A. Reducing the tendency to self-handicap: The effect of process fairness. Presented to the Academy of Management Convention, Chicago, August, 2009.

Siegel, P.A., Simms, S. & Wieland, A. The higher they are, the harder they (may) fall: The influence of status on self-handicapping behavior. Presented to the Academy of Management Convention, Philadelphia, August 2007.

Siegel, P.A. Self-Handicapping in the Workplace. Presented to the Academy of Management Convention, New Orleans, August 2004.

Siegel, P.A. & Brockner, J. Procedural fairness: A key moderator of the relationship between work-life conflict and organizational commitment. Presented to the Academy of Management Convention, Seattle, August 2003.

Siegel, P.A. & Hambrick, D.C. Interdependence Within Top Management Groups. Presented to the Academy of Management Convention, Toronto, August 2000.

Siegel, P.A. 2000. What I wish I had known when I was in graduate school. Presented to entering students in the doctoral program at Rutgers Business School – Newark and New Brunswick, PhD orientation program, September 18, 2000.

Siegel, P.A. In pursuit of quicker time-to-market and work-life balance. A case study of Seagate Technology's efforts to introduce and manage organizational change in a highly dynamic environment. Presented to the Wharton Work/Life Roundtable IV, The Wharton School of Business, University of Pennsylvania, Philadelphia, PA, June 23-25, 1999.

Siegel, P.A.. Individual and organizational consequences of CEO claimed handicapping: What's good for the goose may not be good for the gander. Presented to the Academy of Management Convention, Chicago, August, 10, 1999.

Siegel, P.A. What we now know but would like to know even more about...the importance of organizational justice for expatriates: A highly interactive discussion about empirical results and theory building. Presentation to Organization Management Department, Seminar Series, Rutgers University, September, 23, 1998.

Siegel, P.A., Garonzik, R., & Brockner, J. Assessing the impact of trust on expatriates at risk for premature departure. Paper presented at the Academy of Management Convention, San Diego, August, 1998.

Siegel, P.A. & Hambrick, D.C. Compensation patterns within top management groups: On the harmful effects of executive pay disparities in high-technology firms. Paper presented at the American Compensation Association (ACA) conference, Islamorada, Florida, March 1998.

Siegel, P.A. & Hambrick, D.C. Compensation patterns within top management groups: On the harmful effects of executive pay disparities in high-technology firms. Paper presented to the Academy of Management Convention, Boston, August 1997.

Siegel, P.A., Brockner, J. & Heuer, L. The effects of process control, decision control, and self-esteem on reactions to conflictual social encounters. Paper presented to the Academy of Management Convention, Boston, August 1997.

Siegel, P.A. Top management team compensation: A reorientation of theory and method. Paper presented to the Academy of Management Convention, Cincinnati, Ohio, 13 August 1996.

Siegel, P.A. & Brockner, J. Explaining the process by outcome interaction: The role of trust. Paper presented at Columbia Business School, 9 November 1996.

Siegel, P.A. & Hambrick, D.C. Business strategy, collaboration, and the social psychology of top management teams. Paper presented to the Academy of Management Convention, Vancouver, Canada, 7 August 1995.

Siegel, P.A., Brockner, J. & Tyler, T. Revisiting the interactive relationship between procedural and distributive justice: The role of trust. Paper presented to the Academy of Management Convention, Vancouver, Canada, 8 August 1995.

Siegel, P.A. & Hambrick, D.C. Business strategy and the social psychology of top management teams. Paper presented to the Embeddedness of Strategy Mini-Conference, Ann Arbor, Michigan, 20 May 1995.

## **TEACHING**

*Rutgers Business School – Newark & New Brunswick (1997-Present)*

### Management Skills

Fall 2013, Undergraduate (302), 2 sections, Course Leader

Fall 2014, Undergraduate (302), 2 sections, Course Leader

Spring 2019, Undergraduate (302), 2 sections

Spring 2020, Undergraduate (302), 2 sections

Spring 2021, Undergraduate (302)

### Management Skills for Fashion

Fall 2020, Masters (550)

Summer 2021, Masters (550)

### Organizational Behavior (Undergraduate, Professional Accounting, and MBA)

#### Summary of Teaching (Fall 2008-Summer 2014):

Spring, 2009: Undergraduate (490)

Summer, 2009: MBA (585)

Fall, 2009: MBA (585)

Summer, 2010: MBA (585)

Fall, 2010: Undergraduate (490) and MBA (585)  
Summer 2011: MBA (585) and Professional Accounting (PA) (540)  
Summer 2012: MBA (585) and Professional Accounting (PA) (540)  
Summer 2013: MBA (585) and Professional Accounting (PA) (540)  
Summer 2014: MBA (585) and Professional Accounting (PA) (540)  
Summer 2019: MBA (585) and Professional Accounting (PA) (540)  
Spring 2021: MBA (585)  
Summer 2021: MBA (585)

Strategic Human Resource Management (MBA)  
Seminar in Organizational Behavior (Doctoral)

*Columbia Business School, Columbia University (1993-1997)*  
Teaching Assistant, Management of Organizations Department.  
Organizational Behavior (MBA)  
Leadership (MBA)  
Managerial Decision-Making (MBA)

## **UNIVERSITY SERVICE**

### *1. RUTGERS UNIVERSITY*

- a. Member of A&P Committee for School of Management & Labor Relations – February 2020
- b. Member of Assessment Council on Learning Outcomes – Rutgers University (2015-2018)
- c. Member of Newark Chancellor's Graduate Student Orientation Task Force Committee – Rutgers University-Newark, 2017
- d. Member of RBS Dean's Search Committee (Fall, 2005 – Spring, 2007)

### *2 RUTGERS BUSINESS SCHOOL – NEWARK & NEW BRUNSWICK*

- a. Undergraduate Curriculum Task Force Committee: Summer 2020-Present
- b. Teaching Methods and Innovation Committee: Spring 2021-Present
- c. OB Course Coordinator: Spring 2020-Present
- d. DBA Student Advisor: Jemal Beale: Fall 2020-Present
- e. MBA Policy Committee, Member – Spring 2019 – Summer 2020
- f. Senior Associate Dean of Graduate Programs and Rutgers Business School Accreditation (January 2015-January 2018) – Responsible for overseeing all RBS graduate programs (MBA, EMBA, Professional Accounting MBA, and Specialty Masters programs) and introducing new, innovative specialty masters programs; increasing revenues through increased graduate enrollments; enhancing RBS' stature through the development and oversight of a comprehensive rankings strategy for the MBA and other relevant masters programs; planning prominent conferences (e.g, Innovations in Graduate Business Education, 2016); overseeing initiatives to enhance graduate student satisfaction, corporate relationships,



and alumni relations; overseeing distance-learning initiatives (on-line and hybrid formats) and related infrastructure; collaborating with IT to identify critical areas for enhancement and innovation in technology; promoting a culture of Academic Integrity within RBS, overseeing RBS' Middle States and AACSB Accreditation.

- a. RBS Apprentice: Marketing Plan Competition – Created and oversaw implementation of innovative RBS Marketing Plan Competition with Vivan Stringer (Rutgers University Womens Basketball Head Coach), Betsy Yonkman (Assistant to Head Coach), Sara Baumgartner (Deputy Director, Rutgers Athletics) and Erich Toncre (RBS Instructor) (Fall 2015-Spring 2016): <https://www.newark.rutgers.edu/events/rbs-apprentice-takes-business-basketball-market-plan-competition>
- b. Teaching Innovation Committee (2012-Present, 2000-2002)
- c. Core Curriculum Review Committee, New Brunswick Undergraduate Program (Fall 2005-Present)
- d. Undergraduate Policy Committee, New Brunswick Undergraduate Program (Fall 2010-Present)
- e. Admissions Committee, New Brunswick Undergraduate Program (Spring 2008-Present)
- f. Academic Standing Committee, New Brunswick Undergraduate Program (Spring 2006 - Present)
- g. Faculty/Industry Symposium – As a MGB Departmental representative, participated in discussion with corporate recruiters regarding the “Millennials” (April 2, 2010).
- h. Associate Dean Search Committee, Newark Undergraduate Program (2008-2009).
- i. RBS Undergraduate New Student Orientation – (September 2009, September 2008)
- j. RBS MBA New Student Orientation – (August 2006, August 2005).
- k. Dean's Trading Room Task Force Committee (1999-2000).  
Submitted a proposal for a cross-disciplinary course in behavioral finance which would make use of the trading room while integrating fundamental concepts in organizational behavior and strategy with core finance and accounting principles. Toured state-of-the-art trading room in New York metropolitan area and assisted in preparing a list of recommended operational capabilities and requirements that would serve to make the trading room viable for internal purposes, as well as for potential external utilization.
- l. Rutgers MBA Case Competition, Judge (1998).
- m. Strategic Human Resource Management Society, Advisor (1997-1999)

### 3. *MANAGEMENT & GLOBAL BUSINESS DEPARTMENT, RBS:*

- a. Chair, Organizational Behavior, Curriculum Review Committee – Summer 2019-Present
- b. Chair, OB Faculty Recruiting Committee – Fall 2018
- c. Chair, Management Skills Curriculum Review Committee – Summer 2018

- d. Course Architect and Course Leader, Management Skills (2012-2014). Created the proposal, secured faculty approval for, and developed MGB's core undergraduate course Management Skills, focused on developing leadership competencies through experiential learning and skill-building. Served as Course Leader/Coordinator of 28 sections of Management Skills taught across Newark and New Brunswick campuses (course launched in Fall 2013.)
- e. PhD Faculty Advisor - Advisor to MGB doctoral students Katie Manley (2012-2016) and Shoshana Bass (2014-2019).
- f. Department Vice Chair (September, 2005 – August 31, 2010). Primary responsibilities include the scheduling and staffing of the department's undergraduate, MBA, and doctoral courses for the academic year; assisting in the development of the department's annual hiring plan; updating departmental course offerings in RBS course catalogues; shepherding course proposals through the Course of Study committee; fielding inquiries from undergraduate and graduate students regarding the major and departmental course offerings; hiring, training, conducting performance reviews, and coaching of department secretary located in New Brunswick.
- g. MGB-Alumni Relations (Fall 2009 – 2011) Responsible for developing a data base of Undergraduate and MBA Management alumni with the purpose of planning future department-alumni-corporate-student events.
- h. Faculty Recruitment Committee (2018-2019, Chair; 2010-2011; 2009-2010, Chair; 2005-2006; 2001-2002; 1997-1998).
- i. PhD Committee (1999 – Present). Currently serving on Shoshana Bass' dissertation committee. Also served on Shalei Simms' dissertation committee and participated in her proposal defense (Spring 2009) and dissertation defense (Fall 2009). Also participated in Guozhen Zhao's dissertation proposal and defense (Fall, 2008; Fall 2010).
- j. OB Challenge Exam (Fall 2007-Present). Designed and graded the exam taken by MBAs to "place out of" the Organizational Behavior foundations course.
- k. Faculty/Industry Symposium – As a MGB Departmental representative, participated in discussion with corporate recruiters regarding the nature of the Millennial as both students and prospective employee (April 1, 2011; April 2, 2010).
- n. RBS Undergraduate New Student Orientation – Formal presentation to the entering New Brunswick undergraduate class regarding our Department and its major (September 2009, September 2008)
- o. RBS MBA New Student Orientation – Formal presentation to the entering full-time MBA class regarding our Department, its concentrations and course offerings (August 2006, August 2005).
- l. RBS-SMLR Committee (Fall 2007-Present). Served on committee to investigate opportunities for collaboration between RBS/Management & Global Business and School of Management and Labor Relations.
- m. "Business Excellence Center" Committee (Fall 2005-Spring 2006)
- n. Dissertation Committees:

Vijay Pothukuchi (Rutgers Business School)  
Jaepil Choi (Rutgers Business School)  
Corinne Post (Rutgers Business School)  
Shalei Simms (Rutgers Business School)  
Guozhen Zao (Rutgers Business School)  
Katie Manley (Rutgers Business School)  
Shoshana Bass (Rutgers Business School)

- o. Qualifying Exams. Assisted in the design and/or grading of comprehensive exams for students in the Ph.D. (Spring 2006, Spring 2004, Spring 2003, Spring 2002) and MBA (Fall, 2004) programs.
- p. Research Seminar Co-Coordinator (1997-1998).
- q. Faculty Retreat (2000). Proposed, planned, secured approval and financing for, and organized the department's off-site faculty retreat on curriculum innovation at Woodlawn (Eagleton Institute), February 4, 2000. Reported on the results of the retreat at the Spring faculty meeting, March 5, 2000.
- r. Independent Studies, Supervisor (1998-1999). Supervised independent studies of three undergraduate students (Patti Dominach, Esther Pruscino, and Pamela Brown).

## **PROFESSIONAL SCHOLARLY AND SERVICE ACTIVITIES**

### *1. PEER REVIEWING.*

#### **a. Ad Hoc Reviewer for:**

*Administrative Science Quarterly*  
*Academy of Management Journal*  
*Academy of Management Review*  
*Organizational Behavior and Human Decision Processes*  
*Leadership Quarterly*  
*Academy of Management Learning & Education*  
*European Journal of Work and Organizational Psychology*  
*IEEE Transactions on Engineering Management*  
*Technology Studies*

#### **b. Conference Reviewer for:**

Academy of Management  
Eastern Academy of Management

#### **c. Member of Editorial Board:**

*Academy of Management Learning & Education (2004-2006)*

### *2. PROFESSIONAL MEMBERSHIPS.*

Academy of Management  
Association for Psychological Science  
American Psychology Association  
International Society for Justice Research  
Society for Industrial and Organizational Psychology

## **SERVICE TO THE COMMUNITY**

1. Member, Human Resources Committee, Young Israel of East Brunswick, East Brunswick, New Jersey, June 2021-Present.
2. Member, Performance Evaluation Committee, Young Israel of East Brunswick, East Brunswick, New Jersey, January 2020-February 2021.
3. Member, Contract Committee, Young Israel of East Brunswick, East Brunswick, New Jersey, Fall 2020.
4. Organizer, Multi-Synagogue Community Blood Drive, Young Israel of East Brunswick, East Brunswick, New Jersey, June 22, 2014.
5. Organizer, Multi-Synagogue Community Blood Drive, Young Israel of East Brunswick, East Brunswick, New Jersey, June 23, 2013.
6. Organizer, Multi-Synagogue Community Blood Drive, Young Israel of East Brunswick, East Brunswick, New Jersey, June 17, 2012.

## **PRESENTATIONS/WELCOMING REMARKS**

2015-2017	Innovations in Graduate Business Education Conference (September 2016)
	RBS MACCY-Financial Accounting New Student Orientation (Summers 2016, 2017)
	RBS Masters of Financial Analysis New Student Orientation (Summers 2016, 2017)
	RBS Professional Accounting-MBA Graduation (Summers 2015, 2016)
	RBS High School Students Summer program (Summers 2016, 2017)
	RBS New Faculty Orientation (September 2016)
	RBS Pharmaceutical MBA Board of Advisors (2015, 2016, 2017)
	American Institute of Steel Construction IDEAS Awards (November 2016)
	National Association of Corporate Directors – NJ Chapter (January 2017)
	RBS Women Build (April 2016, May 2017)
	RBS MBA Awards Night (May 2015, May 2016, May 2017)
	RBS Specialty Masters Graduation Brunch (May 2015, May 2016, May 2017)

## **CONSULTING, TRAINING & INVITED TALKS**

2014	Invited Panelist: Innovation in the Rutgers Business School Curriculum New Jersey Business Education Summit, March, 2014.
	Invited Speaker: Management Skills: Curriculum Innovation in the Rutgers Business

School Undergraduate Program. Presented to a Corporate Roundtable, Rutgers Business School, May, 2014.

Training: Team Building: Summer Scholar High School Students.  
Rutgers Business School, July, 2014.

- 2012 Chai Central School, May 30, 2012.  
Conducted a professional development workshop on the use of the Myers-Briggs Type Indicator (MBTI) assessment and Teaching.
- 2010 RBS Executive MBA, November 19, 2010.  
Conducted a class on Individual Decision-Making and Understanding Individual Differences through the Myers-Briggs Type Indicator (MBTI) assessment.
- 2010 ConvaTec U.S., Skillman, NJ, January 19, 2010.  
Conducted a training program on increasing team effectiveness through the use of the Myers-Briggs Type Indicator assessment tool.
- 2001 Morgan Stanley Dean Witter, New York, NY, February, 7, 2001.  
Conducted a training class on corporate and national culture for Morgan Stanley Dean Witter's investment banking training program, a joint venture with Chinese International Capital Corporation.
- 1998 - 1999 Wharton Work/Life Roundtable, Philadelphia, PA, June 23-25, 1999.  
Presentation to executives, human resource practitioners, and consultants of field research data pertaining to Seagate Technology's organizational change and work-life initiatives.
- 1994 Professional Development Center, Columbia Business School.  
Led interactive seminars on "Effective Teams" to entering MBA students.

## **MEDIA OUTLETS**

New Business of Fashion Graduate Program Bridges Business and Arts

[https://news.rutgers.edu/news/new-business-fashion-graduate-program-bridges-business-and-arts/20160214#.XDeyq\\_ZFygc](https://news.rutgers.edu/news/new-business-fashion-graduate-program-bridges-business-and-arts/20160214#.XDeyq_ZFygc)

RBS Apprentice Competition Gives Students Chance to Do Work of Marketing Professionals

<https://www.business.rutgers.edu/news/rbs-apprentice-competition-gives-students-chance-do-work-marketing-professionals>

Knight Notebook: Basketball and Business

[https://scarletknights.com/news/2014/10/29/KNIGHT\\_NOTEBOOK\\_Basketball\\_amp\\_Business.aspx](https://scarletknights.com/news/2014/10/29/KNIGHT_NOTEBOOK_Basketball_amp_Business.aspx)

Management Students Get a Lesson in Teamwork from Legendary Coach

<https://www.youtube.com/watch?v=v3fOKOwQ-f0>

Rutgers Today: Classroom Close-Up: Rutgers Women's Basketball Squad Gives Rutgers Business School Students a Lesson in Teamwork

[https://news.rutgers.edu/special/classroom-close/20141117#.XDDezh\\_ZFygd](https://news.rutgers.edu/special/classroom-close/20141117#.XDDezh_ZFygd)

Rutgers Women's Basketball Squad Gives Rutgers Business School Students a Lesson in Teamwork

<https://patch.com/new-jersey/newbrunswick/rutgers-womens-basketball-squad-gives-rutgers-business-school-students-lesson-teamwork>

Management Students Participate in Unique Workshop about Diversity

[https://www.youtube.com/watch?v=TiceCMR\\_8mA](https://www.youtube.com/watch?v=TiceCMR_8mA)