**SHARON GLAZER, Ph.D.**

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***Research Endeavors***: *Cross-cultural research in organizational behavior, with expertise in organizational stress and interest in human/work values, work-related time perceptions, social support, organizational commitment, turnover, respite, virtual teams, organizational communication, organization development & management, and structural alignment.*

**EDUCATION**

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| --- |
| **Ph.D.,** **Industrial and Organizational (I/O) Psychology**, 1999  Central Michigan University (CMU), Mt. Pleasant, Michigan 48858  DISSERTATION: A Cross-Cultural Study of Job Stress Among Registered Nurses  (Chairperson: Terry A. Beehr, Ph.D.)  \*1998-1999 Outstanding Thesis and Dissertation Award |
| **M.S.**, **Applied (I/O) Psychology**,1995  University of Baltimore,Baltimore, Maryland 21201  THESIS: Antecedents and Consequences of Job Stress Among Israeli Registered Nurses: A Structural Equations Model (Chairperson: Margaret Potthast, Ph.D.) |
| **B.A.**, **Psychology,** 1992  University of Maryland Baltimore County, Catonsville, Maryland 21250 |

**ACADEMIC POSITIONS**

**PROFESSOR & CHAIR**, Division of Applied Behavioral Sciences, University of Baltimore, MD, November 2013-present

**INSTRUCTOR,** Fall 1997

**RESEARCH PROFESSOR**,University of Maryland Center for Advanced Study of Language (UM-CASL), College Park, MD, August 2010-November 2013

**AFFILIATE**, November 2013-present

**SENIOR RESEARCH SCIENTIST** (Contingent Status I)**,** July 2009-August 2010

**AFFILIATE**,Department of Psychology, University of Maryland College Park, 2011-present

**PROFESSOR**, Department of Psychology, San José State University (SJSU), CA, 2010-2012

**ASSOCIATE PROFESSOR**,2005-2010

**ASSISTANT PROFESSOR**, CA, 2000 – 2005

**VISITING PROFESSOR**, Faculty of Psychology, University of Valencia, Spain, June 2009; Sept. 2011

**VISITING PROFESSOR**, Faculty of Psychology, University of Coimbra, Portugal, March 2010

**VISITING PROFESSOR and PERSONNEL PSYCHOLOGY WINTER SCHOOL COORDINATOR (Week 2)**, Faculty of Psychology, University of Barcelona, Spain, March 2009

**VISITING PROFESSOR**, Faculty of Psychology, University of Bologna, Italy, Spring 2007

**VISITING PROFESSOR**, Institute of Psychology, René Descartes University of Paris V, France, Winter/Spring 2007

**ASSOCIATE GRADUATE FACULTY,** College of Graduate Studies, Central Michigan University,

Mt. Pleasant, MI, September 1999 – 2008

**LECTURER,** Dept. of Psychology, Northern Kentucky University, Highland Heights, KY, 1998 - 2000

**INSTRUCTOR,** Dept. of Psychology, Western Maryland College, Westminster, Maryland, Spring 1998

**INSTRUCTOR,** Dept. of Business Administration, Western Maryland College Budapest, Hungary, Spring 1997

**INSTRUCTOR,** Dept. of Psychology, Central Michigan University, Mt. Pleasant, Michigan, Fall 1996

##### AWARDS AND RECOGNITION

**Distinguished Honorable Mention from Provost for Excellence in Service-Learning**, SJSU, **2008**

**Best Paper Award**, UCLA and Oxford Universities inaugural Research in Entrepreneurship: Bridging Theory & Practice Conference, Anderson School of Management and Said Business School, **2005**

**Award of Merit for Distinguished Faculty Mentor**, SJSU, Graduate Studies and Research, **2004**

**IAIR Dissertation Honorable Mention Award**, International Academy for Intercultural Research, **2001**

**Outstanding Supportive Faculty Award**, Common Ground, NKU, **1999-2000**

**Outstanding Thesis and Dissertation Award**, College of Graduate Studies, CMU, **1998-1999**

**Excellence Award**, Information Technology Team, Booz-Allen, & Hamilton, **1998**

**Nominated for the Porter or Wherry Award**, IOOB Graduate Student Conference, **1996**

**Appreciation Awards**, Maryland Department of Human Resources**, April 1995, August, 1995**

# INTERNATIONAL GRANTS and FELLOWSHIPS

**VIRTUALLY ABROAD PROGRAM FELLOW** ($2000); *Co-PI: Dr. Carolina Moliner & Dr. Carmen Carmona, University of Valencia, SJSU, International and Extended Studies, San José, CA, 2009-2010*

**THE SPANISH MINISTRY OF RESEARCH AND INNOVATION** (1200 Euros + Travel costs)

*Valencia, Spain, June 2009*

**ERASMUS MUNDUS INTENSIVE JOINT LEARNING UNIT PERSONNEL PSYCHOLOGY COORDINATOR (Week 2) FOR MASTERS in WORK, ORGANIZATIONAL, and PERSONNEL PSYCHOLOGY (WOP-P),** (1200 Euros + lodging), Barcelona, Spain, *March 2009*

**ERASMUS MUNDUS SCHOLARSHIP FOR MASTERS in WOP-P**

*European Commission Fellowship, 2006-2007*

**INTERNATIONAL STUDIES FELLOW** (.20 course release)

SJSU*, Center for Faculty Development, San José, CA, 2005-2006*

**GLOBAL STUDIES FELLOW** ($2000)

*SJSU, Global Studies Initiative, San José, CA, 2004-2005*

**INTERNATIONAL SCIENCE AND TECHNOLOGY (ISAT) LINKAGES FUND** (NZ$2,600)

*Wellington, New Zealand, 2003-2004*

**FULBRIGHT DOCTORAL RESEARCH FELLOW***, Budapest, Hungary, 1996-1997*

**WIZO GRANT for WOMEN***, Technion, Israel’s Institute of Technology, Industrial Engineering Department, Haifa, Israel, February - July 1993*

# DOMESTIC GRANTS, FELLOWSHIPS, and SUBCONTRACTS

**CALIFORNIA STATE UNIVERSITY FOUNDATION RESEARCH GRANT** ($5000); *Co-PI: Dr. Rita Berger, University of Barcelona; Study: Leadership and Stress across Cultures, SJSU, Graduate Studies, San José, CA, 2009-2010*

**DEPARTMENT OF DEFENSE via UNIVERSITY OF MARYLAND CENTER FOR ADVANCED STUDY OF LANGUAGE** subcontract (~$2000), **PI**

*University of Maryland, College Park, MD, 2009-2010*

**UNIVERSITY PLANNING COUNCIL** (.20 release for 1 AY semester)

*SJSU, Provost’s Office, San José, CA, 2007-08; 2008-09; 2009-10*

**NASA AMES RESEARCH GRANT** ($50,381)**, PI**

*NASA AMES, Human Factors Division, Moffett Field, CA, 2003-2004*

**GRANT DEVELOPMENT PROGRAM** ($5000)

*SJSU, College of Graduate Studies and Research, San José, CA, 2003*

**SERVICE LEARNING CURRICULUM DEVELOPMENT GRANT** (.20 course release)

*SJSU, College of Social Sciences, San José, CA, 2002-03*

**COLLEGE OF SOCIAL SCIENCES FOUNDATION RESEARCH GRANT** ($3000, $2500, $1500, respectively), *SJSU, College of Social Sciences, San José, CA, 2004-05, 2002-03; 2001-02*

**DEPARTMENT OF PSYCHOLOGY SUMMER STIPENDS** ($4584, $2292, $4500, respectively)

*SJSU, Department of Psychology, San José, CA, 2004, 2002, 2001*

**DEPARTMENT OF PSYCHOLOGY STIPENDS for STUDENTS** ($5000)

*SJSU, Department of Psychology, San José, CA, 2003*

**LOTTERY PROFESSIONAL DEVELOPMENT GRANT** ($1250, $1200, $1250, respectively)

*SJSU, College of Social Sciences, San José, CA, 2002-03; 2001-02; 2000-01*

**NATIONAL RESEARCH COUNCIL POSTDOCTORAL RESEARCH FELLOW** ($36,000)

*National Institute of Occupational Safety & Health, Cincinnati, OH, 1999-2000*

**GRADUATE STUDENT PRESENTATION GRANT**, *Central Michigan University, Mt. Pleasant, MI*

*College of Humanities and Social & Behavioral Sciences, 1998-1999*

*Department of Psychology, 1998-1999*

*College of Humanities and Social & Behavioral Sciences, 1996-97; 1995-96*

*College of Graduate Studies, 1995-96*

**DOCTORAL RESEARCH GRANT**, *CMU, College of Graduate Studies, 1997-98*

**DOCTORAL FELLOWSHIP***, CMU, Department of Psychology, 1995-96*

**FOREIGN LANGUAGES**

Hebrew, Hungarian, French, Italian, Russian

**PUBLICATIONS**

**ORIGINAL PAPERS IN REFERRED PROFESSIONAL JOURNALS** (students underlined)

**Glazer, S.** (2011). A new vision for the journal. *International Journal of Stress Management, 18*(1), 1-4*.*

Beehr, T. A., **Glazer, S.**, Fischer, R., Linton, L. L., & Hansen, C. P. (2009). Antecedents for achievement of alignment in organizations. *Journal of Occupational and Organizational Psychology, 82*, 1-20.

Fischer, R., Ferreira, M.C., Assmar, E., Redford, P., Harb, C., **Glazer, S.**, Cheng, B. S., Jian, D.Y., Wong, C., Kumar, N., Kaertner, J., Hofer, J. & Achoui, M. (2009). Individualism-collectivism as descriptive norms: Development of a subjective norm approach to culture measurement. *Journal of Cross-Cultural Psychology, 40*(3), 187-213.

**Glazer, S.**, & Kruse, B. (2008). The role of organizational commitment in occupational stress models. *International Journal of Stress Management, 15* (4), 329-344.

**Glazer, S.**, & De La Rosa, G. M. (2008). Immigrant status as a potential correlate of organizational commitment. *International Journal of Cross-Cultural Management, 8 (1)*, 5-22*.*

**Glazer, S.**, & Gyurak, A. (2008). Sources of occupational stress among nurses in five countries. *International Journal of Intercultural Relations, 32* (1), 49-66*.*

**Glazer, S.** (2006). Social support across cultures. *International Journal of Intercultural Relations, 30*(5), 605-622*.*

**Glazer, S.** (2005). Six of one, half a dozen of the other: Fixed versus rotating shifts might not really matter when it comes to work-related variables. *International Journal of Stress Management, 12*, 142-163.

**Glazer, S.**, & Beehr, T.A. (2005). Consistency of the implications of three role stressors across four countries. *Journal of Organizational Behavior*, *26*, 467-487.

Kannan Narasimhan, R., & **Glazer, S.** (2005). Nurturing corporate entrepreneurship: A cross-cultural analysis of organizational elements that foster corporate entrepreneurship. *International Journal of Entrepreneurship Education, 3* (1), 31-56*.*

**Glazer, S.**, Daniel, S. C., & Short, K. M. (2004). A cross-cultural study of the relationship between organizational commitment and human values. *Human Relations, 57*, 323-345.

**Glazer, S.**, Stetz, T. A., & Izso, L. (2004). Effects of personality on subjective job stress: A cultural analysis. *Personality and Individual Differences, 37*, 645-658.

Beehr, T. A., Farmer, S. J., **Glazer, S.**, Gudanowski, D. M., & Nair, V. N. (2003). The enigma of social support and occupational stress: Source congruence and gender role effects. *Journal of Occupational Health Psychology, 8*, 220-231.

**Glazer, S.** & Beehr, T.A. (2002). Similarities and differences in human values between nurses in four countries. *International Journal of Cross-Cultural Management, 2*, 185-202.

Beehr, T. A., **Glazer, S.**, Nielson, N. L., & Farmer, S. J. (2000). Work and nonwork predictors of employees’ retirement ages. *Journal of Vocational Behavior, 57*, 206-225.

**TECHNICAL REPORT**

**Glazer, S.**, Fiske, T., Bingham, P., & Paletz, S. (2013, September). A compendium of climate measures: Choosing between organizational climate and climate for learning. University of Maryland Center for Advanced Study of Language.

Hamedani, N. G., Purvis, T. M., **Glazer, S.**, & Dien, J. (2012, March). Ways of manifesting collectivism: An analysis of Iranian and African cultures. University of Maryland Center for Advanced Study of Language.

**Glazer, S.** (2011, November). Annexes: Brief review of DoD 3C research landscape. University of Maryland Center for Advanced Study of Language.

**Glazer, S.**, Hamedani, N., Kayton, K., Maloney, S., & Weinberg, A. (2011, November). Regional expertise throughout the Department of Defense: The Department of Defense research landscape. University of Maryland Center for Advanced Study of Language.

Dien, J., Blok, S., & **Glazer, S**. (2011, March). Cultural priming: Adopting the adversary’s mindset to improve analysis. University of Maryland Center for Advanced Study of Language.

Brugman, C., Reinhart, G., Feinberg, E., **Glazer, S.**, Falk, M., & Castle, S. (2010, September). Cross-cultural and diversity training: A literature review and application to U.S. military operational readiness. University of Maryland Center for Advanced Study of Language.

**Glazer, S.**, Laurel, A. R., Kannan Narasimhan, R., & Koppula, R. (2004, December). A framework for studying safety climate in the commercial aviation industry. NASA Ames Grant No. NAG 2-1640.

**INVITED PUBLICATION FOR SOCIETY or TRADE JOURNAL**

**Glazer, S.**, & Karpati, T. (in press). The role of culture in decision-making. *Cutter IT Journal, 27*(9), 23-29.

**Glazer, S.**  (2009, April/July). An international collaborative experience for Masters students in WOP-P and I/O Psychology. *The International Association of Applied Psychology (IAAP) Bulletin, 21* (2-3), 10-11.

**Glazer, S.**, & Laurel A. (2003, October). Defining culture and climate to enhance research. *Association for Aviation Psychology, 25*, 5-8.

**BOOK CHAPTERS**

**Glazer, S.** (forthcoming). One finger point toward the other, three are back at you. In J. L. Wildman and R. Griffith (Eds.), *Critical Issues in Cross Cultural Management*. Cham, Switzerland: Springer.

**Glazer, S.**, & Gasser, C. E. (forthcoming, 2014). Stress management. In N Pole (Ed.), *Volume IV: Psychopathology and Health* of J. C. Norcross, G. R. VandenBos, & D. K. Freedheim (Eds.). *APA Handbook of Clinical Psychology*. Washington, D.C.: American Psychological Association.

**Glazer, S**., Blok, S., Mrazek, A., & Mathis, A. (forthcoming). Priming of relational models and intercultural training. In. J. E. Warnick & D. Landis (Eds.), *Handbook of Intercultural Relations Neuroscience* (tentative title). New York: Springer.

**Glazer, S**., Saner, L., Barnes, M., & Pavisic, I. (forthcoming). Cross-cultural training and education for detection [Working Title]. In J. D. Egeth, D. Schmorrow, & G. L. Klein (Eds.), *Sociocultural Behavior Sensemaking: State-of-the-Art in Understanding the Operational Environment*. McLean, VA.

**Glazer, S.**, Hamedani, N., Kayton, K., & Weinberg, A. (2014). Culture research landscape throughout the United States Department of Defense. In L. Jackson, D. Meiring, F. J. R. van de Vijver, & E. Idemudia (Eds.), *Toward Sustainable Development through Nurturing (or Appreciating) Diversity.* Online publication: ISBN: 978-0-620-60283-9.

**Glazer, S**., Kozusznik, M. W., Meyers, J. H., & Ganai, O. (2014). Cultural implications of meaningfulness as a resource to mitigate work stress. In S. Leka & R. Sinclair (Eds.), *Contemporary Occupational Health Psychology: Global Perspectives on Research and Practice, Volume 3* (pp. 114-130). Hoboken, NJ: Wiley.

**Glazer, S.**, Moliner, C., & Carmona, C. (2014). Differences in Educational Training Models and Implications from International Collaborations (pp. 79-103). In. R. L. Griffith & L. F. Thompson (Eds.). *The Age of Internationalization: Developing an International Organizational Psychology Curriculum.*

**Glazer, S.** (2013). Industrial and Organizational Psychology in Western and Central Africa. In T. Tchombe, B. Nsamenang, H. Keller, & M. Fülöp (Eds.), *Cross-Cultural Psychology: An Africentric Perspective* (pp. 340-357). Limbe, Cameroon: Design House.

**Glazer, S**., & Palekar, A. A. (2013). Indian perspective of time and management. In H. Helfrich, E. Hölter, & I. V. Arzhenowskij (Eds.), *Time and Management from the Perspective of Different Cultures* (pp. 41-63). Cambridge, MA: Hogrefe & Huber.

**Glazer, S.**, Kozusznik, M. W., & Shargo, I. A. (2012). Global Virtual Teams: A cure for- or a cause of- stress (pp. 213-266). In P. L. Perrewé, J. Halbesleben, & C. Rosen (Eds.). *Research in Occupational Stress and Well Being*, *Volume 10: The Role of the Economic Context on Occupational Stress and Well Being*. Bingley, UK: Emerald.

Ivanitskaya, L. V., **Glazer, S.**, & Erofeev, D. A. (2009). Group dynamics. In J. A. Johnson (Ed.), *Health Organizations: Theory, Behavior, and Development* (pp. 109-136). Boston: Jones & Bartlett.

**Glazer, S.** (2008). Cross-cultural issues in stress and burnout. In J. R. B. Halbesleben (Ed*.*), *Handbook of Stress and Burnout in Health Care* (pp. 79-93). Huntington, NY: Nova Science Publishers.

Beehr, T. A., & **Glazer, S.** (2005). Organizational role stress. In J. Barling, K. Kelloway, & M. Frone (Eds.), *Handbook of Work Stress* (pp. 7-33). Thousand Oaks, CA: Sage.

**Glazer, S.** (2002). Past, present, and future of cross-cultural studies in Industrial and Organizational psychology. In C. Cooper & I. T. Robertson *International Review of Industrial and Organizational Psychology* (Vol. 17, pp. 145-185*)*. Chichester, UK: Wiley.

Beehr, T. A., & **Glazer, S.** (2001). A cultural perspective of social support in relation to occupational stress. In P. Perrewé, D. C. Ganster, & J. Moran (Eds.), *Research in Occupational Stress and Well-Being* (pp. 97-142). Greenwich, CO: JAI Press.

**IN PROGRESS**

Amren, M. A., **& Glazer, S.** (revise/resubmit). Implications of social support and culture in the context of work-related stress. Submitted to the *International Journal of Stress Management* (APA publisher is in role of action editor).

**Glazer, S.**, Brugman, C., & Hoon, S. (in progress). Performance implications of cross-cultural competence education/training: A call for more research. To be submitted to *Online Readings in Psychology and Culture*.

**Glazer, S.**, Meyers, J. H., & Ganai, O. F. (in progress). Meaningfulness in life in relation to work related stress. *Group & Organization Management*.

Berlin, J. P., **Glazer, S.**, & Borg, I. (in progress). Social support and facet satisfaction across cultures. To be submitted to *International Journal of Intercultural Relations.*

Buchanan, T., & **Glazer, S.** (in progress). *Values as moderators of stressor-strain relationships among urban school teachers*. To be submitted to *Group and Organization Management*

**Glazer, S.** (in progress). *Age and tenure as stress moderators*.

**Glazer, S.** (in progress). *Basic values in relation to role stressors and anxiety.*

**Glazer, S.** (in progress). *Work values discrepancy as moderator of stressor–strain relationships.*

**Glazer, S.**, Bowling, N. A., & Anderson, D. (in progress). The role of culture in moderating effects of supervisor support on the relationship between role ambiguity and organizational satisfaction: A 19-country study.

**Glazer, S.**, Fischer, R., & Beehr, T. A., & Hansen, C. P. (in progress). *A comparison of perceived structural alignment across employees at subsidiaries of a multinational firm*.

**Glazer, S.,** Ganai, O. F., & Smeraldo, C. P. (in progress). *Cultural explanations for work-related stress: Finding meaningfulness in life*.

**Glazer, S.,** & Palekar, A. (in progress). *A cultural perspective of temporal orientations in relation to organizational behavior.*

**Glazer, S.**, & Terrazas, J. M. (in progress). *A cross-cultural analysis of role ambiguity*.

Kawakami, R., & **Glazer, S.** (in review). Stress among faculty in a university with a climate for diversity. *Cultural Diversity and Ethnic Minority Psychology*.

Lam, T., & **Glazer, S.** (in progress). *Technology as a moderator of the role stressor-burnout relationship*.

Wittenkamp, C., & **Glazer, S.** (in progress). A cross-cultural study of work centrality, work hours, and cultural values among Europeans.

Zajack, M., & **Glazer, S.** (in progress). *Value congruence and occupational stress during corporate takeover*. To be submitted to *Journal of Business and Psychology*.

**PROFESSIONAL CONFERENCE PRESENTATIONS**

**Glazer, S.**, & Kwantes, C. T. (co-Chairs). (2015, April). What ARE Culture’s Consequences on People in the Workplace? Panel discussion to be held at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Kozusznik, B., & **Glazer, S.** (co-Chairs). (2015, May). Manifesto of Industrial and Organizational Psychologists. Roundtable discussion to be led as part of the Alliance of Organizational Psychology at the European Association for Work, Organizational, and Personnel Psychology, Oslo, Norway.

**Glazer, S.**, Berger, R., & Pavisic, I. (2014, October). When supervisor leadership style influences subordinates’ stressors and global well-being: A three-country study. Individual paper submitted for presentation consideration to the 1st International Symposium to Advance TOTAL WORKER HEALTH, Washington, D.C.

Saner, L. D., Mathis, A., Blok, S., **Glazer, S.**, Pavisic, I., Barnes, M., & Paletz, S. (2014, July). Cross-cultural differences in preference for relationally framed decision alternatives. In T. Ahram, W. Karwowski, & T. Marek (Eds.), *Proceedings of the 5th International Conference on Applied Human Factors and Ergonomics (AHFE) 2014, Krakow, Poland.*

Mathis, A., Paletz, S., Saner, L., & **Glazer, S**. (2014, August). Meritocratic hierarchy and dialectical thinking in American professional analysis. Poster presented at the 122nd Annual Convention of the American Psychological Association, Washington, D.C.

**Glazer, S.,** Saner, L., Paletz, S., Pavisic, I., & Mathis, A. (2014, July). Attitudes and performance implications of cross-cultural training. In W. Gabrenya & C. Ward (co-Chairs). *Expats, repats, students and the rest: Studies along the lifecycle of generation globalization.* Symposium presented at the 22nd International Congress of the International Association for Cross-Cultural Psychology, Reims, France.

Berger, R., **Glazer, S.**, & Font, A. (2014, July). What aspect of a supervisor’s support best mitigates stressors and strains? In Bodford, J., & **Glazer, S.** (co-Chairs). *From internet to workplace: Sources and modalities of social support across cultures*. Symposium presented at the 22nd International Congress of the International Association for Cross-Cultural Psychology, Reims, France.

Kozusznik, B., & **Glazer, S.** (co-Chairs). (2014, July 9). *The voice of I/O Psychologists as audible concerning the most important work problems of the global world*. Invited symposium convened at the 28th International Congress of Applied Psychology, Paris, France.

**Glazer, S.** (2014, May). I/O psychology in an international arena. In J. Fullick (Chair). *The many faces of I/O: Perspectives on professional identity*. Panel Discussion at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Glazer, S.** (2014, May). Approaches to survey translations. In I. Cozma (Chair). *Searching for the perfect translation: Test translation best practices.* Panel Discussion at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Glazer, S.** (2014, March). One finger point toward the other, three are back at you. Invited presenter for session titled *A shrinking planet and growing resource gap: Navigating cultural conflict.* Thought leader presentation at the Cross-Cultural Management Summit: Challenges and Solutions, Melbourne, FL.

Mathis, A., **& Glazer, S.** (2013, June). Socially-constructed meaning of morality across cultures. In S. Glazer (Chair), *Multiple Methods to Understanding moral cognition within cultural context.* Symposium presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Los Angeles, CA.

**Glazer, S.** (2013, June). Culture research to help the DoD. In S. Glazer (Chair), *Increasing cultural awareness across the U.S. Department of Defense (DoD): Really*? Symposium presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Los Angeles, CA.

**Glazer, S.,** & Berger, R. (2013, May). Leaders set the tone for the stressor-strain relationship, Poster presented at the 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany.

Vasilopoulos, N., & **Glazer, S.** (2013, April). The role of University Affiliated Research Centers in Government Research. In D. Dunleavy (Chair), SIOP Master Collaboration. Invited symposium presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

**Glazer, S.** (Chair) (2013, April). Are I/O graduates prepared for the workforce? Steps toward internationalizing I/O programs. Panel Discussion presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

**Glazer, S.**, & Robinson, E. (2013, April). Cross-cultural competence: From theory to practice. In M. Van Driel (Chair), *The Cultural Conundrum: Training Cross-Cultural Competence.* Symposium presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Meyer, J. H., **& Glazer, S.** (2013, January). Meaningfulness in life: Measurement development. Poster presented at The 14th Annual Meeting of The Society for Personality and Social Psychology, New Orleans, LA.

Bunting, M., **Glazer, S.**, Danks, J., & Harbison, J. I. (2012, Nov). Aptitude for cyber analysis. Paper presented at the Annual Cyber R&I Conference, UK.

Danks, J., **Glazer, S.**, Maloney, S., & Jansen, D. M. (2012, Nov). Cracking the hacker: Psychological profiling of the cyber adversary. Paper presented at the Annual Cyber R&I Conference, UK.

**Glazer, S.** (2012, July). Proposed research for validating a cross-cultural competence framework. In. W. Gabrenya (Chair), Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.

**Glazer, S.**, Blok, S., & Dien, J. (2012, July). Multiple avenues for perspective taking: A validation study. In **S. Glazer** (Chair), *Cultural Perspective Taking*. Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.

**Glazer, S.**, Hamedani, N., Kayton, K., & Weinberg, A. (2012, July). Culture research landscape through the United States Department of Defense. In **S. Glazer** (Chair), *Culture Research for the Military*. Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.

Kozusznik, M. W., & **Glazer, S**. (2012, July). Global Virtual Teams: A cause of- or a cure for- work stress in times of crisis. Individual paper presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.

**Glazer, S.**, Blok, S., & Dien, J. (2012, April). Linking relational models with human values and cultural orientation. Paper presented at the Toward a Global Psychology conference, St. Francis College, Brooklyn, NY.

Blok, S.V., **Glazer, S.**, & Dien, J. (2012, March). Priming cultural perspectives. In R. S. Maloney (Chair), *Enhancing DoD’s Cultural Competency: Applied Efforts from Social Scientists*. Symposium presented at the annual meeting of the Society for Applied Anthropology, Baltimore, MD.

Brugman, C., Reinhart, R., **Glazer, S.**, Feinberg, E., Falk, M., & Castle, S. (2011, August). Cross-cultural training for the U.S. military: Implications for mission readiness. In M. van Driel (Chair). *Similarities among Differences: Perspectives on Equal Opportunity Employment Diversity Management, and Cross-Cultural Competence*, Symposium presented at the Academy of Management, San Antonio, TX.

**Glazer, S.**, Blok, S., & Dien, J. (2011, June/July). Toward a categorical model of interdependent self-construal. Paper presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.

Shih, M., & **Glazer, S**. (2011, June/July). Socio-cultural adaptation in relation to value congruence and acculturation strategy. Paper presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.

Ganai, O. F., & **Glazer, S**. (2011, June). Meaningfulness in life: A buffer against stress. Paper presented at the 72nd Annual Convention of the Canadian Psychological Association, Toronto, Ontario.

Ganai, O. F., & **Glazer, S**. (2011, May). Meaningfulness in life as moderator of stressor-strain relationships: An application of COR Theory. In C. J. L. Cunningham & N. Morelli (Co-Chairs). *Stretching Conservation of Resources Theory of Stress in Organizational Research*, Symposium presented at the Work, Stress, and Health Conference, Orlando, FL.

Blok, S., Dien, J., & **Glazer, S.** (2011, February). Priming of cultural perspectives. In **S. Glazer** (Chair), *Culture Research in Service to the Nation.* Symposium presented at the annual meeting of the Society for Cross-Cultural Research, Charleston, SC.

**Glazer, S.**, & Robinson, E. (2011, February). *Outcomes of a virtual cultural immersion program*. Paper presented at the Human Social Culture Behavior Modeling conference, Chantilly, VA.

**Glazer, S**., Moliner, C., Carmona, C., Lira, E., & Robinson, E. (2010, July). Assessment of a Virtually Abroad Program: A USA-Spain Connection. In P. Boski (Chair), *International Students: From Diagnosis of Psycho-Cultural Adaptation to Intervention Programs.* Symposium presented at the XX International Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.

Kawakami, R., & **Glazer, S**. (2010, July). *Person-Organization Value Congruence in Relation to Japanese Employees’ Stress and Work Attitudes: A Comparison of Young vs. Mature Generation.* Paper presented at the XX International Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.

Palekar, A., & **Glazer, S**. (2010, July*).* Polytasking and Job-Related Stress among Asian Indians and Non-Asian Indians.In R. Bhagat & H. Helfrich (Co-Chairs), *Cultural Variations in the Perception and Management of Time: Perspectives from Five National Contexts.* Symposium presented at the XXth International Congress of the International Association for Cross-Cultural Psychology Conference, Melbourne, Australia.

Shargo, I. A., & **Glazer, S**. (2010, July). *Coping with and Strain Responses to Computer-Mediated Intercultural Communication: A Qualitative Study*. Paper presented at the XXth International Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.

Zajack, M., & **Glazer, S**. (2009, August). *If you take the person out of p-o, what do you get? O-fit? A case study.* Paper presented at The 2009 Annual Meeting of the Academy of Management, Chicago, IL.

**Glazer, S**., Palekar, A., & Rattan, N. (2008, July). *Value Congruence and Job Stress among Asian Indians in USA and India*. Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.

**Glazer, S**., Mishra, J., & Palekar, A. (2008, July). *Time perspective as moderator of stressor-strain relationship*. Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.

Palekar, A., & **Glazer, S**. (2008, July). *Polychronicity and job-related stress among Asian Indians in India and USA*. Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.

Staffanson, M., & **Glazer, S**. (2008, July). *Implications of social support and culture in the context of work-related stress*. Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.

Berlin, J., & **Glazer, S**. (2007, July). *Social support and job satisfaction across 13 countries*. Paper presented at the International Association for Intercultural Research Conference, Groningen, Netherlands.

Wittenkamp, C., & **Glazer, S**. (2007, July). *Work centrality and work values: A 22-European nation study*. Paper presented at the International Association for Intercultural Research Conference, Groningen, Netherlands.

Pickworth, R., & **Glazer, S**. (2006, July). Employee value congruence with supervisors and coworkers: A cross-cultural study. In R. Fischer & M. C. Ferreira (Co-Chairs), *Values, organizational practices and the global village: Challenges, opportunities and new departures for cross-cultural organizational psychology.* Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.

**Glazer, S**., Fischer, R., Beehr, T.A., & Hansen, C. (2006, July). Structural alignment across units of employees at subsidiaries of a multinational firm. In R. Fischer & M. C. Ferreira (Co-Chairs), *Organizations, values and culture: Multilevel approaches*. Symposium presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.

**Glazer, S**., Simonovich, H., & Moore, I. (2006, July). Value congruence as a function of Asian international students’ adaptation. In N. Sussman (Chair), *Asians on the move: The consequences of the cultural transition cycle*. Symposium presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.

Hazan, N., & **Glazer, S**. (2006, July). *Cultural Differences in the Relationship between Time Perceptions and Occupational Stress.* Paper presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.

Lam, T., & **Glazer, S**. (2006, March). *Technology as a moderator of the role stressor-burnout relationship.* Paper accepted for presentation at the 6th International Conference on Occupational Stress and Health – Work, Stress, and Health 2006: Making a Difference in the Workplace, Miami, FL.

**Glazer, S**., (2005, November). *A multi-cultural virtual team project*. Paper presented at the 2nd Annual CSU-International Research Forum, Pomona, CA.

Kannan Narasimhan, R., & **Glazer, S**. (2005, June*). Nurturing corporate entrepreneurship: A cross-cultural analysis of organizational elements that foster corporate entrepreneurship.* Paper presented at the UCLA-Oxford Research Conference on Entrepreneurship, Los Angeles, CA.

Buchanan, T., & **Glazer, S**. (2005, April). *Values as moderators of role stressor and physiological strain relationships*. Poster presented at the Society for Industrial and Organizational Psychology conference, Los Angeles, CA.

**Glazer, S**., Laurel, A. R., & Kannan Narasimhan, R. (2005, April). *A conceptual framework for studying safety climate and culture of commercial airlines*. Paper presented at the 13th International Symposium on Aviation Psychology, Oklahoma City, OK.

**Glazer, S**., & Buchanan, T. (2004, August). *Values as moderators of stressor-strain relationships among urban school teachers*. Poster presented at the meeting of the International Society for the Study of Work and Organizational Values, New Orleans, LA.

**Glazer, S**., & Senatore, P. M. (2004, August). *Moderating effects of work values on stressor- strain relationships.* Paper presented at the meeting of the International Society for the Study of Work and Organizational Values, New Orleans, LA.

**Glazer, S**., Fischer, R., Beehr, T.A., & Hansen, C. (2004, August). A comparison of structural alignment across subsidiaries of a multinational firm. In M. F. Peterson (Chair), *Advances in cross-cultural organizational studies: New analysis approaches, new concepts, within nation variability, intercultural contacts, new contexts*. Symposium presented at the XVII Congress of the International Association for Cross-Cultural Psychology, Xi'An, China.

**Glazer, S**., Laurel, A. R., & Kannan Narasimhan, P. (2004, April). *Antecedents and consequences of long work hours in aviation.* Poster presented at the meeting of Long Working Hours, Safety, and Health: A National Research Agenda, Baltimore, MD.

**Glazer, S**. & Madden, M. (2004, February). *The effects of age and tenure on stress, commitment, and turnover intention.* In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San José, CA.

**Glazer, S**. & Anderson, D. (2004, February). *The moderating effects of supervisor support on the relationship between role clarity and job satisfaction.* In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San José, CA.

Gyurak, A., **Glazer, S**., & Loesch, J. (2004, February). *Occupational stressors among nurses in five countries*. In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San Joe, CA.

Kannan Narasimhan, R., & **Glazer, S**. (2004, February). *Climate and organization performance: A cross-cultural analysis*. In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San José, CA.

**Glazer, S**., & Morris, S. E. (2003, July). *Organizational support and motivation as predictors of goal achievement: A cross-cultural study*. In R. Fischer & **S. Glazer** (Co-chairs), *Advances in understanding work behaviour across cultures*. Symposium conducted at the Regional Conference of the International Association for Cross-Cultural Psychology-Regional Conference, Budapest, Hungary.

**Glazer, S**., & Terrazas, J. (2003, July). *A cultural analysis of Hofstede’s uncertainty avoidance in relation to ambiguity*. Paper presented at the International Association for Cross-Cultural Psychology-Regional Conference, Budapest, Hungary.

**Glazer, S**., Gyurak, A., & Loesch, J. (2003, March). *A Qualitative Assessment of Stressors among Nurses in Three Countries*. Poster presented at the 5th Interdisciplinary Conference on Occupational Stress and Health (sponsored by the American Psychological Association, National Institute for Occupational Safety and Health, and School of Business, Queen’s University, Canada), Toronto, Canada.

**Glazer, S**., & Bell, L. (2003, February). *A cross-cultural study of supervisor emotional social support*. Paper presented at the Society for Cross-Cultural Research, Charleston, SC.

**Glazer, S**., De La Rosa, G. M., Dhindsa, M., & Gonzalez, J. (2002, February). *Developing a theoretical model for studying occupational stress among expatriates and repatriates*. Paper presented at the Society for Cross-Cultural Research, Santa Fe, NM.

**Glazer, S**. (2001, August). Towards a universal theory of occupational stress: A four-country study. In **S. Glazer** (chair), *International Perspectives on Stress and Coping*. Symposium presented at the Academy of Management Conference, Washington, DC.

**Glazer, S**. (2001, July). *Work-related and personal demographic predictors of continuance commitment in five countries*. Paper presented at the International Association of Cross-Cultural Psychology-Regional Conference, Winchester, England.

**Glazer, S**. (2001, April). *Individuals' Higher-Order Values as Predictors of the Stress Process in Four Countries*. Paper presented at the International Academy for Intercultural Research, Memphis, TN.

**Glazer, S**. (2001, February). *Immigrant status as a demographic predictor of continuance commitment*. Paper accepted at the Society for Cross-Cultural Research Conference, San Diego, CA.

**Glazer, S**. (2000, August). *A cross-cultural study of the relationship between shiftwork pattern and anxiety*. Paper presented at the 26th International Congress on Occupational Health, Singapore.

**Glazer, S**. (2000, July). *A cross-cultural study of the moderating effect of social support on the relationship between role stressors and anxiety*. Paper presented at the International Congress of Psychology, Stockholm, Sweden.

**Glazer, S**. (2000, July). *The moderating effect of personality variables on stressor-strain relationships among nurses in four countries*. Paper presented resented at the 15th Congress of the International Association for Cross-Cultural Psychology, Warsaw, Poland.

**Glazer, S**. & Beehr, T.A. (2000, June). *Similarities and differences in human values between nurses in four countries*. Paper presented at the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values, Jerusalem, Israel.

**Glazer, S**., Daniel, S., & Short, M. (2000, February). *A cross-cultural study of the relationship between organizational commitment and human values*. Paper presented at the Society for Cross-Cultural Research, New Orleans, LA.

**Glazer, S**., Izso, L., & Stetz, T. A. (1998, August). Some personality correlates of job stress: A cross-cultural study. In F. Landy (Chair), *Sociopolitical issues in stress research*. Symposium conducted at the 24th International Congress of Applied Psychology, San Francisco, CA.

**Glazer, S**. (1998, August). Values and perceived role stressors among nurses: A four-nation study. In S. Schwartz (Chair), *Individual values: Antecedents, consequences and societal measurement*. Symposium conducted at the 14th Congress of the International Association for Cross-Cultural Psychology, Bellingham, WA.

Nielson, N., Beehr, T., **Glazer, S**., & Farmer, S. (1997, August). *Predicting the decision to retire*. Paper presented at the Annual Meeting of American Risk & Insurance Association, San Diego, CA.

Beehr, T. A., Farmer, S. J., Gudanowski, D. M., **Glazer, S**., & Nadig, V. (1997, April). Social support as talking to others: Relations with stressors emanating form supervisors, Employee strains, needs, and gender. In J. I. Sanchez (Chair), *Understanding the role of social support, in the process of work stress: The missing links.* Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

**Glazer, S**. & Kruse, B. (1996, August). *Interaction effects of job stress and commitment on intention to leave*. Paper presented at the 26th International Congress of Psychology, Montreal, Canada.

**Glazer, S**. (1996, June/July). *A model of antecedents and consequences of job stress among Israeli nurses*. Paper presented at the American Psychological Society Conference, San Francisco, CA.

Flynn, J. B., **Glazer, S**., & Bozman, R. (1994, March). *Determinants of employee reactions and attitudes toward performance appraisal and review systems*. Paper presented at the Southeastern Psychological Association Conference, New Orleans, LA.

## INTERNAL CONFERENCES

## Glazer, S. (Chair). (2014, March). *Applying an integrated international learning framework*. Panel convened for the 2nd Yale Gordon College of Arts and Sciences Celebration of Faculty, University of Baltimore, Baltimore, MD.

## STUDENT CONFERENCES

Simonovich, H., **Glazer, S**., & Moore, I. (2006, July). *International students’ personal values in relation to socio-cultural adjustment to life in the United States*. Paper presented at the 49th Annual Spartan Psychological Association Research Colloquium, San José, CA.

Kannan Narasimhan, R., & **Glazer, S**. (2004, March). *Climate and Organizational performance: A comparative study of USA and India*. Paper presented at the 47th Annual Spartan Psychological Association Research Colloquium, San José, CA.

Anderson, D. & **Glazer, S**. (2003, April). The moderating effects of supervisor support on the relationship between work stressors and job satisfaction. Paper presented at the 46th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.

**Glazer, S**., & Bell, L. (2003, April). *A cross-cultural study of peer social support*. Paper presented at the 46th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.

**Glazer, S**., Gyurak, A., & Loesch, J. (2003, March). *A Qualitative Assessment of Stressors among Nurses in Three Countries*. Paper presented at the 46th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.

**Glazer, S**., & Bell, L. (2002, March). *A cross-cultural study of supervisor emotional social support*. Paper presented at the 45th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.

**Glazer, S**., & Terrazas, J. (2002, March). *A cultural analysis of Hofstede’s uncertainty avoidance in relation to ambiguity*. Paper presented at the 45th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.

**Glazer, S**. (1996, March). *The effects of shiftwork on perceived role stressors, stress, commitment, and intention to leave among Israeli nurses*. Paper presented at the Industrial and Organizational/Organizational Behavior Graduate Student Conference, Toledo, OH.

**Glazer, S**. & Bliss, D. (1995, March). *The effects of hospital-type on the relationship of role stressors and organizational commitment*. Paper presented at the Industrial and Organizational/Organizational Behavior Graduate Student Conference, Denver, CO.

## INVITED PRESENTATIONS

Glazer, S. (2015, May). Invited discussant in J. Neveu (Chair), *Salutogenic approaches to Occupational Health Management*, to be presented at the Work, Stress, and Health Conference, Atlanta,GA.

Glazer, S., & Saner, L. (2013, March 22). *The CASL cross-cultural training project: An interdisciplinary initiative to improve analysis*. Presentation at the Interagency Language Roundtable meeting held at the National Foreign Language Center, College Park, MD.

Glazer, S. (2012, July). Invited discussant in D. Best (Chair), *Cross-Cultural Focus on Women*, Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.

Glazer, S. (2011, August). Invited discussant in M. Van Driel (Chair), *Similarities among Differences: Perspectives on Equal Opportunity Employment, Diversity Management, and Cross-Cultural Competence*, Symposium presented at the Academy of Management, San Antonio, TX.

Glazer, S. (2011, August). Invited panel participant on Editorial work for American Psychological Association journals at the American Psychological Association conference, Washington, DC.

Glazer, S. (2011, February). Invited panel participant on Editing international journals for the Society for Cross-Cultural Research conference, Charleston, SC.

Glazer, S. (2007, June). *Intercultural interactions*. Department of Psychology, University of Bologna, Italy.

Glazer, S. (2006, May). *Intercultural interactions workshop: Module I.* Center for Faculty Development, San Jose State University, San Jose, CA.

Glazer, S. (2005, September). *Intercultural/international interactions: Your personal experiences at SJSU*. Center for Faculty Development, San Jose State University, San Jose, CA.

Glazer, S. (2004, March 20). *Organizational and occupational stress across cultures: Quantitative and qualitative findings*. School of Psychology, Victoria University Wellington, Wellington, New Zealand.

Glazer, S. (2004, March 26). *Safety climate in the commercial aviation industry.* DataBlitz, Department of Psychology, San Jose State University, San Jose, CA.

Glazer, S. (2003, March). *Interpersonal Relationships*. Invited workshop for the Women’s Division of the Jewish Federation of San José, CA.

Glazer, S. (2001, November). *Stress among nurses.* Invited guest speaker for the Graduate Nursing Program, Department of Nursing, San Jose State University, San Jose, CA.

Glazer, S. (2001, October). *A cross-cultural study of stress among nurses.* Behavioral Science Club, San Jose State University, San Jose, CA.

Glazer, S. (2001, October). *A cross-cultural study of stress among nurses.* DataBlitz, Department of Psychology, San Jose State University, San Jose, CA.

Glazer, S. (2001, March). *The Essence of Leadership: Group Skills*. Invited workshop for the Women’s Division of the Jewish Federation of San José, CA.

Glazer, S. (1999, November). *Stress correlates among nurses at St. Joseph’s Medical* *Center*, Baltimore, MD.

Glazer, S. (1998, November). *Understanding occupational stress across cultures*. Paper presented at a meeting of the Northern Kentucky University chapter of Psi Chi, The National Honor Society in Psychology, Northern Kentucky University, Highland Heights, KY.

Glazer, S. (1998, November). *Cross-cultural leadership*. Invited workshop for the Norse Leadership Society, Northern Kentucky University, Highland Heights, KY.

Glazer, S. (1997). *A cross-cultural study of stress among nurses*.

(November). Invited talk for Sinai Hospital, Baltimore, MD.

(October). Invited talk for Greater Baltimore Medical Center, Baltimore, MD.

(September). Invited talk for Carroll County Hospital, Westminster, MD.

(September). Invited talk for St. Joseph’s Hospital, Baltimore, MD.

(March). Invited talk for Szent Istvan Korhaz (St. Stephens Hospital), Budapest, Hungary.

(March). Invited talk for Mav Korhaz (Mav Hospital), Budapest, Hungary.

(April). Invited talk for Szent Janos Korhaz (St. James Hospital), Budapest, Hungary.

(April). Invited talk for Hajnal Imre Korhaz (Hajnal Imre Hospital), Budapest, Hungary.

Glazer, S. (1997). *A cross-cultural assessment of job stress among nurses*.

(April). Paper presented at the first annual Hungarian Fulbright Commission Student Research Conference, Budapest, Hungary.

(May). Paper presented at The Technical University of Budapest, Budapest, Hungary.

**EDITOR** *International Journal of Stress Management*, January 2011 (Incoming Editor since October 2010; Editorial Board since 2008)

**CONSULTING EDITOR** *International Journal of Intercultural Relations*, 2008-present

**AD HOC REVIEWER** (beginning date after journal title)

*Applied Psychology: An International Review*, 2008

*European Journal of Work and Organizational Psychology*, 2009

*Group Dynamics*, 2008

*Human Relations*, 2005

*Human Resource Management Journal*, 2003

*International Journal of Cross-Cultural Management*, 2005

*Journal of Cross-Cultural Psychology*, 2008

*Journal of Evolutionary Economics*, 2005

*Journal of International Business Studies*, 2006

*Journal of Occupational and Organizational Psychology*, 2006

*Journal of Occupational Health Psychology*, 2001

*Journal of Organizational Behavior*, 2007 (Editorial Board 2007-2008)

*Social Behavior and Personality: An International Journal*, 2005

*Stress & Health*, 2009

*Work & Stress*, 2008

**FUNDING AGENCY REVIEWER**: *Israel Science Foundation*, 2008; 2011

**BOOK REVIEW**: *Work Stress and Coping in the Era of Globalization*, written by Bhagat, Segovis, & Nelson, published by Psychology Press (Taylor & Francis).

*The Art of Leadership,* written by Manning and Curtis, published by McGraw-Hill

**CONFERENCE PROPOSAL REVIEWER:**

*Academy of Management Conference*, Int’l Management and OB Div., 2004-present

*International Conference of Intercultural Collaboration (ICIC),* 2010

*Society for Industrial & Organizational Psychology Conference,* 2003-present *Work, Stress, and Health Conference*, 2002-present

**COURSES TAUGHT**

|  |  |
| --- | --- |
| Undergraduate  Industrial/Organizational Psychology  Cross-Cultural Psychology  Management Psychology  Stress: Identification and Management  Social Psychology  Psychology of Race and Gender  Introduction to Psychology | Graduate Cross-Cultural Organizational Psychology  Seminar in Occupational Stress & Health  Organization Development and Change  Organizational Behavior  Organizational Psychology  Supervise theses |

**GRADUATE STUDENT THESES**

COMPLETED THESES

Chair: Emalynn L. Robinson, M.S., I/O Psychology, May 2012, *Effects of a Virtually Abroad Program on Students’ Cross-Cultural Competence*

Chair: Meng-Yih Shih, M.S., I/O Psychology, December 2011, *Socio-Cultural Adaptation in Relation to Value Congruence and Acculturation*

Chair: Ashwini Palekar, M.S., I/O Psychology, August 2011, *Polytasking and Job Stress Across Cultures*

Chair: Sonja K. Ellefson, M.S., I/O Psychology, December 2010, *Bullying in High-Tech Professions.*

Chair: Irina A. Shargo, M.S., I/O Psychology, August 2010, *Stress and Coping due to Global Virtual Teamwork.*

Chair: Kaci D. Mabe, M.S., I/O Psychology, May 2010, *Social Support as Moderator of Job-Specific or Generic Stressors with Strains.*

Chair: Maria Staffanson Amren, M.S., I/O Psychology, May 2009, *Culture in relation to the moderating effects of social support on stressor-strain relationships.*

Chair: Heather Simonovich, M.S., I/O Psychology, December 2008, *Values in relation to acculturation and adjustment.*

Chair: Jeffrey Berlin, M.S., I/O Psychology, August 2008, *Social support and facet satisfaction across cultures*.

Chair: Jennifer Alexander, M.S., I/O Psychology*,* May 2007, *Commuting in relation to work-life and home-life satisfaction.*

Chair: Christiana Woodward, M.S., I/O Psychology, December 2006, *Correlates of Re-enlistment Intentions Among Army National Guardmembers*.

Chair: Elisa Aguayo Rolle, M.S., I/O Psychology, December 2006, *Well-Being as a Function of Deployment, Terrorism, Commitment, and Patriotism*.

Chair: Cynthia Schoolcraft Hannah, M.S., I/O Psychology, August 2006, *Antecedents and Mediating Factors of Organizational Alignment.*

Chair: Charlotte Wittenkamp, M.S., I/O Psychology, May 2006, *Work Centrality, Work Hours, and Cultural Values among European Nations.*

Chair: Rachel Pickworth, M.S., I/O Psychology, December 2005, *Employee Value Congruence with Supervisors and Coworkers: A Cross-Cultural Study*.

Chair: Rangapriya Narasimhan, M.S., I/O Psychology, August 2005, *Nurturing Intrapreneurship: A Cross-Cultural Analysis of Organizational Climates*.

Chair: Mark Zajack, M.S., I/O Psychology, August 2005, *Value Congruence and Occupational Stress during Major Organizational Change*.

Chair: Nirit Hazan, M.S., I/O Psychology, May 2005, *Assessment of Time Perceptions Across Cultures*.

Chair: Julie Fernandez, M.S., I/O Psychology, December 2004, *Work Overload in Relation to Civilian Life among Deactivated Reservists*.

Chair: Troy Buchanan, M.S., I/O Psychology, August 2004, *Values as Moderators of Stressor-Strain Relationships Among Urban School Teachers*.

Chair: Anett Gyurak, M.S., I/O Psychology, August 2004, *Qualitative Assessment of Occupational Stress Among Nurses in Five Countries*.

Chair: Sara E. Morris, M.S., I/O Psychology, December 2003, *A Cross-Cultural Study of the Relationships Among Organizational Support, Motivation, and Goal Achievement*.

Chair: Peter Senatore, M.S., I/O Psychology, August 2003, *Moderating Effects of Work Values on Stressor-Strain Relationships*.

Chair: Tu Lam, M.S., I/O Psychology, December 2003, *Technology as a Moderator of the Role Stressor-Burnout Relationship*.

***Awarded***: Won 2004 SJSU Student Research Competition

Selected to represent College of Social Sciences for Outstanding Thesis Award

Committee Member: Emily G. Feinberg, Ph.D., I/O Psychology, November 2012, *Cross-cultural competency training effectiveness: The moderating role of training transfer and predictors of transfer.* University of Maryland.

Committee Member: Corbin Wang, M.S., I/O Psychology, August 2005, *The Negative Work-Related Outcomes of Perceived Ethnic and Sex Discrimination.*

Committee Member: Amy Klein, M.S., I/O Psychology, May 2004, *Goal Orientation and its Relationship to Organizational Commitment*.

Committee Member: Masashi Toyoda, M.S., I/O Psychology, May 2003, *The Effects of Physical Attractiveness, Ethnicity, and Gender of Employees on Perceived Causal Attributions of Promotion*.

SELECTED THESES NEAR COMPLETION

Chair: Jenny Le, M.S., I/O Psychology, *Type A/B Behavior Pattern as moderator of stressor-strain relationship.*

Chair: Maria-Joao Caravalho, M.S., I/O Psychology, *Leader support as a moderator of stressor-strain relationship.*

Chair: Adam Mahoney, M.S., I/O Psychology, *Organizational commitment among Generation X and Generation Y*

**ACADEMIC SERVICE AND COMMITTEE WORK/ADVISING**

*External*

Society for Industrial and Organizational Psychology International Research and Collaboration (IRC) Small Grant of the International Affairs Committee, Award Committee reviewer, August 2014.

Promotion dossier reviewer, Tel-Aviv University, April 2012

Promotion dossier reviewer, Clemson University, October 2012

Promotion dossier reviewer, San Diego State University, October 2012

Advisory Board for the Florida Institute of Technology, International I/O Psychology Initiative, January 2012-present

International Association for Cross-Cultural Psychology (IACCP), Treasurer, 2008-present

Associate Treasurer, 2007-2008

Scholarship Committee; Publications Committee; Membership & Professional Standards Committee 2007-present

Winter School Coordinator, University of Valencia for SJSU students, 2008-2011 & for University of Baltimore students 2010-2012

Chair, Organizing Committee, Society for Cross-Cultural Research Conference, San Jose, 2004

Selection Committee for the Study Abroad Program at Northern Kentucky University, 1999

*Internal (CASL)*

I/O Research Scientist Search Committee, Chair, 2011; 2012

Area Director Search Committee, 2011

Merit & Retention Review Committee, 2011-2013

Ad hoc consultant on CASL projects, 2010-2012

Faculty Research Assistant Search Committee, 2010; 2011-2012

*Internal (SJSU)*

College of Social Sciences Research Grants Committee, 2002-2003; 2009-2010

Recruitment Committee for I/O Faculty, 2008-2009

College of Social Sciences Scholarships Committee, 2003-2004; 2008-2009

International Programs and Students Committee, 2002-2008; Chair - 2003-2005

Global Studies Initiative (an interdisciplinary organized research unit), 2005-2008

Department of Psychology Research Committee, 2005-2008; 2010-present

Program Planning Committee, 2004-2005

Internationalization Leadership Team, 2003-2005

Undergraduate Advisor, Department of Psychology, 2003-2004

Assessment in (Psychology) Major Committee, 2002-2005

Task Force for the Recruitment and Retention of Diverse Faculty, 2002-2003

International Programs Selection Committee, 2002-2008

International Educational and Global Studies Committee (May – November 2001)

Industrial/Organizational Psychology Masters Program, 2000- present

Global Studies and International Education, 2001-2002

# SPONSORED MENTORSHIP PROGRAMS at SJSU

**SALLY CASANOVA PRE-DOCTORAL AWARD,** 2004-2005; 2002-2003; 2001-2002

**MARC SCHOLARS,** 2005-2006; 2002-2003; 2001-2002

**FACULTY MENTOR PROGRAM,** 2002-2003; 2001-2002

# PROFESSIONAL AFFILIATIONS

Academy of Management

Int’l Association for Cross-Cultural Psychology

International Academy for Intercultural Research, *Fellow*

International Association of Applied Psychology

Society for Industrial/Organizational Psychologists

Society for Occupational Health Psychology

***Consulting Objective***: *To provide global organizational development and organizational behavior consulting, specifically in the areas of cross-cultural stress, adjustment, assessment and management, intercultural communication, leadership development, training and development, organizational culture and values assessment, and executive coaching.*

**KEY SKILLS and KNOWLEDGE AREAS**

|  |  |
| --- | --- |
| 1. Occupational stress 2. Organizational development & change 3. Survey design 4. Leadership Development 5. Diversity Training 6. Interviewing techniques 7. Write proposals for businesses and grants 8. Training needs assessment | 1. Organizational culture/climate 2. Cross-cultural assessment & development 3. Managerial coaching 4. SPSS/PASW Advanced statistical techniques 5. Structural Equations Modeling (LISREL & AMOS) 6. SAS Advanced statistical techniques |

**PROFESSIONAL (NON-ACADEMIC) POSITIONS**

**ORGANIZATION DEVELOPMENT CONSULTING & TRAINING**

Clients:

***San Jose State University Human Resources*** (Trainer), San Jose, CA, 2008

1. Project: Cross-Cultural Communication (1-day workshop)

***Yavneh Day School*** (Principal Consultant), Los Gatos, CA, 2007-2008

1. Project: Organizational Assessment of Yavneh Day School

***PricewaterhouseCoopers*** (Principal Consultant), Tax Department, San Jose, CA, 2005-2007

1. Project: Quality of Work Life (Assess, Recommend, Implement, and Evaluate Organizational Change for Improvement of Leadership, Communication, and Overall Employee Work Life)

***NASA Ames Research Center*** (Principal Consultant), Moffett Field, CA, 2005

1. Project: Stress: Identification, Coping, and Management (1/2 day workshop)

***Branham Homeowners Association*** (Principal Consultant), San Jose, CA, 2004-2005; 2007-2008

1. Project: Quality of Life for Residents

***Sunday Friends*** (Principal Consultant), San Jose, CA, 2004-2005

1. Projects: Program Evaluation and Organizational Assessment

***New Bridges of the Jewish Community Center*** (Principal Consultant), Palo Alto, CA, 2001-2003

1. Project: Provide expert knowledge regarding Survey Development

***Hampton Estates*** (Principal Consultant), San Jose, CA, 2001

1. Project: Organizational Assessment and Recommendations

***Ameritech*** (Associate Principal Consultant), Detroit, MI, 1999

1. Project: Managerial Coaching and Performance Management

**SENIOR ORGANIZATIONAL CONSULTANT,** Booz-Allen, & Hamilton, McLean, VA, 1998

Clients:

***U.S. Army***

1. Project: Manpower Assessment

***U.S. Customs***

1. Project: Survey development, assessment, and recommendations regarding organizational culture/climate

***U.S. General Services Administration***

1. Project: Assisted in writing bidding proposal

***Internal client (BAH)***

1. Project: Survey development and assessment of internal climate

***Central Michigan University*** (Student Consultant), Dept. of Management, Mt. Pleasant, MI, 1996

1. Project: Reorganization of university and its goals; Survey Development

**TRAINING RESEARCH INTERN**, Maryland Dept. of Human Resources--Office of Personnel Services, Baltimore, Maryland, June - August 1995

1. Projects: Survey development and assessment on stress, job characteristics, and organizational commitment; training needs assessment and recommendations; and development of training curricula.

**COMPENSATION ANALYST INTERN**, Maryland Dept. of Human Resources --Child Care Administration, Baltimore, Maryland, March - June 1995

1. Project: Pay rate system for childcare providers per ADA regulations

**PROFESSIONAL TRAINING/WORKSHOPS**

**31st Annual Academic Chairpersons Conference**, Jacksonville, FL, Feb. 12-14, 2014

**Cultural Psychology Pre-Conference Workshop**, Society for Personality & Social Psychology, Jan. 2013

**Structural Equations Modeling Workshop**, CASL, June 1-7, 2011

**Capability Maturity Model Integration for Services workshop**, Assoc. for Software Quality, Jan. 2011

**Summer Technology Workshop: On-Line Teaching Module**, Ctr for Faculty Dev. (CFD), Aug. 2004

**International Organization Network Workshop Series**, February 2004

**“They did WHAT? Strategies for Enhancing Student Team Effectiveness**,**”** CFD, March 2003

**Multiple *R***, Interdisciplinary Conference on Occupational Stress and Health**,** March 2003

**Designing a Web Page**, CFD, 2000; 2002

**“Humor in the Workplace**,**”** American Society of Training and Development, 1998

**“Performance Warm-Up**,**”** Booz-Allen and Hamilton, Inc., 1998

**“Promises, promises**,**”** Eagle’s Flight Creative Training Excellence, Inc., 1996.

**“Gold of the Desert Kings**,**”** Eagle’s Flight Creative Training Excellence, Inc., 1996.

**“Creativity in the Classroom**, **”** Baltimore Council of Jewish Education, 1994

**“Reaching each student you teach**,**”** Baltimore Council of Jewish Education, 1992

**“Leadership Training Course**,**”** Jerusalem, Israel 1987