

Edward R. Kemery, Ph.D.

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Education

M.S., Stevenson University, 2011.

Major: Forensic Studies

Ph.D., Auburn University, 1983.

Major: Industrial Organizational Psychology

M.S., Auburn University, 1979.

Major: Experimental Psychology

B.A., Cheyney State College, 1976.

Major: Psychology

A.A., Miami-Dade Junior College, 1972.

Major: Psychology

Professional Positions

Academic - Faculty

Associate Professor of Management, Department of Management Merrick School of Business University of Baltimore. (1987 - Present).

Graduate Faculty Member, Tulane University. (1986 - 1987).

Assistant Professor of Industrial and Organizational Psychology, Department of Psychology, Tulane University. (1984 - 1987).

Professional

Advisory Council Member, Association of Certified Fraud Examiners. (2011 - Present).

Research Psychologist, U.S. Army Research Institute for the Behavioral Sciences, Ft. Benning: Soldier Development Research. (1980 - 1981).

Licenses and Certifications

Certified Fraud Examiner, Association of Certified Fraud Examiners. (2011).

AccessData Certified Examiner, AccessData. (2012 - 2015).

Professional Memberships

Association of Certified Fraud Examiners (Present).

Association of Certified Fraud Examiners - MD (Present).

Awards and Honors

Black and Decker Research Award. (Present).

Dean James Teaching Award. (Present).

MD Board of Regents Faculty Award. (Present).

Turner Service Medallion. (Present).

RESEARCH

Intellectual Contributions

Books

Kemery, E. R. (2000). Developing On-line Collaboration, Web-Based Learning and Teaching Technologies: Opportunities and Challenges. *Idea Group Publishing*.

Refereed Journal Articles

Kemery, E. R., & Stickney, L. T. (2014). A Multi-Faceted Approach to Teamwork Assessment in an Undergraduate Business Program. *Journal of Management Education*. 38(3), 462-479.

Kemery, E. R., Randolph, W. A., & Stickney, L. T. (Present). Preference for Structure in Relation to Empowerment: Adding Clarity to the Role of Boundaries. *Organization Management Journal*. 11(4), 212-226.

Randolph, W. A., & Kemery, E. R. (2011). Managerial use of power bases in a model of managerial empowerment

practices and employee psychological empowerment. *Journal of Leadership and Organizational Studies*. 18(1), 95-106.

Kemery, E. R. (2009). The Role of the Human Resource Management Department in Internal Investigations 175-179. *The Business Renaissance Quarterly*. 4(3).

Kemery, E. R. (2006). Clergy Role Stress and Appointment Satisfaction: Role Ambiguity Isn't Always Bad. *Pastoral Psychology*.

Brownstein, B. P., Bento, R. F., Kemery, E. R., & Zacur, S. R. (2005). A Taxonomy of Participation in Online Courses. *Journal of College Teaching and Learning*. 2(12), 79-86.

Non-Refereed Journal Articles

Kemery, E. R. (2010). The Gap Between Training and Research in the Detection of Deception. *Stevenson University Forensics Journal*. 1. 27-32.

Kemery, E. R., & Milbourn, E. (2004). The Dollar Value of Improved Customer-Oriented Retail Sales Personnel. *The Journal of American Academy of Business*. 298-301.

Technical Report Working Paper

Kemery, E. R. (2006). Increasing Ethical Capacity of the American Red Cross.

Presentations

Kemery, E. R., Frederick, M., Kofie, N., & Carafiello, S. "Teaching Honors on the Web," National Honors Report, (2003).

Kemery, E. R., Bento, R. F., Herron, L., & Randolph, A. "Student's Perceptions and Learning: A Multi-Faculty Study of Web and Classroom Instruction," Eastern Academy of Management, (2003).

Kemery, E. R. "Teaching Honors on the Web," National Collegiate Honors Council, Salt Lake City. (2002).

Media Contributions

New York Times: Quoted in an article about the American Red Cross (2007).

Research in Progress

"Ethics of Employment Testing (topic)" (On-Going)

Ethics of Employment Testing (topic)

SERVICE

Department Service

Committee Member, Assessment Committee. (January 2012 - December 2012).

Committee Member, Undergraduate Program Committee. (January 2012 - May 2012).

Committee Chair, HRM Faculty Search Committee. (2009).

College Service

Committee Member, Building Committee.

Committee Member, Business Advisory Council.

Committee Member, Business School Computing Committee.

Committee Member, Curriculum Committee.

Committee Member, Ethics Course Review Committee.

Faculty Liaison to Business School Building Committee.

HRM MBA Specialization Advisor.

Committee Chair, Joint Graduate & Undergraduate Curriculum Committee.

Committee Chair, MSB Assessment Committee.

Chairperson & Alternate, Promotion and Tenure Committee.

Committee Member, Undergraduate Curriculum Committee.

Committee Member, Undergraduate Curriculum Committee. (September 2009 - Present).

University Service

Committee Member, Academic Computing Committee.

Committee Member, Academic Policy and Review Committee.

Access UB Trainer-Teamwork.

Capacity Workgroup.

Co-list Manager-International Employee Relations Network.
Commencement Hooded and Reader.
Coordinated seminar on teamwork for Career Center.
MBA Forum Group Leader-Case Analysis.
MBA Forum Trainer-Teamwork.
Committee Member, President's Search Committee.
Recruiting: HRM/Compensation Position.
Committee Member, UMLIMS Committee.
Committee Member, University Assessment Committee.
Committee Member, University Faculty Appeals Committee.
Committee Member, University Human Subjects Committee.
Committee Member, University Outcomes Assessment Committee.
University Student Retention Workgroup.
Committee Member, Workforce 2000 Committee.
Committee Member, Honors Program. (January 2012 - Present).
Committee Member, Honors Advisory Council. (2009 - Present).
Committee Member, HRM AVP Search Committee. (2010).

Professional Service

Reviewer, Ad Hoc Reviewer, Academy of Management Meetings.
Reviewer, Ad Hoc Reviewer, Academy of Management Review.
Reviewer, Ad Hoc Reviewer, Business Insights.
Reviewer, Ad Hoc Reviewer, Journal of Applied Psychology.
Reviewer, Ad Hoc Reviewer, Journal of Applied Social Psychology.
Reviewer, Ad Hoc Reviewer, Journal of Occupational Behavior.
Reviewer, Ad Hoc Reviewer, Journal of Occupational Psychology.
Board of Advisors of a Company, Association of Certified Fraud Examiners. (December 2011 - Present).
Reviewer, Journal Article, Journal of Management Education. (July 2012 - December 2012).

Public Service

Volunteer, American Red Cross Katrina Disaster Relief, Central MD Chapter & National Headquarters. (2005 - Present).
National Volunteer & Consultant, American Red Cross: Investigations, Compliance, & Ethics. (March 2006 - December 2006).

Consulting

Non-Governmental Organization (NGO), Continuous Performance Improvement Project, Department of Social Services, Baltimore, MD.
Non-Governmental Organization (NGO), Facilitator for Managers' Circle Program, State Highway Administration,
Non-Governmental Organization (NGO), Management Development Training Program, Memorial Hospital, York, PA.
Non-Governmental Organization (NGO), Middle-level Manager Training, MD Motor Vehicle Administration,
Non-Governmental Organization (NGO), Teamwork Training and Consulting with Environmental Elements, Baltimore City Department of Social Services,
Non-Governmental Organization (NGO), Teamwork Training, Baltimore City Department of Social Services,
Non-Governmental Organization (NGO), Teamwork Training, Department of Human Services Early Care and Education Administration,

Development Activities

Conference Attendance, "Maryland Fraud Conference," Association of Certified Fraud Examiners - MD. (April 2012 - May 2012).
Workshop, "Forensic Toolkit Boot Camp," AccessData. (December 2011 - December 2011).
Graduate Coursework in Forensic Studies, (2007 - 2010).
Workshop, "Disaster Management Training," American Red Cross. (2006).
Conference Attendance, "Business Ethics Conference," (2004).
Workshop, "International Human Resource Management Training," (2003).

Faculty Fellowship, "Post-Doctoral Fellow," Personnel Decisions Research Institute. (June 1983 - June 1984).