

Susan Rawson Zacur, D.B.A.

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Education

D.B.A., University of Maryland, College Park, 1979.
Major: Personnel Administration and Industrial Relations

M.B.A., University of Maryland, College Park, 1974.
Major: Personnel Administration and Industrial Relations

B.A., Simmons College, 1970.
Major: Business Administration

Professional Positions

Academic - Faculty

Professor of Management, Management and International Business Department, Merrick School of Business. (2006 - Present).

Professor, Management and Marketing Department, Merrick School of Business. (1987 - 2006).

Associate Professor, Management Department, Merrick School of Business. (1980 - 1987).

Assistant Professor, Management Department, Merrick School of Business. (1976 - 1980).

Lecturer, Department of Organizational Behavior and Industrial Relations, College of Business and Management, University of Maryland, College Park. (1974 - 1976).

Academic - Administrative/Other

Interim Provost, University of Baltimore. (2008 - 2009).

Dean, Merrick School of Business, University of Baltimore. (2006 - 2008).

Chair, Management and Marketing Department, Merrick School of Business. (2004 - 2006).

Chair, Management Department, Merrick School of Business. (1993 - 1997).

Professional

Personnel Specialist, Dade County Personnel Department, Examinations Division. (1970 - 1973).

Personnel Officer, Dade County Personnel Department, Examinations Division. (1970).

Professional Memberships

Academy of Management (1979 - 2012).

Awards and Honors

Academic Keys - Who's Who in Business Higher Education. (2003).

Hoffberger Ethics in Teaching Award. (2002).

RESEARCH

Intellectual Contributions

Refereed Journal Articles

Bento, R. F., White, L. F., & Zacur, S. R. (2012). The Stigma of Obesity and Discrimination in Performance Appraisal: A Theoretical Model. *International Journal of Human Resource Management*. v.23 n.15(<http://www.tandfonline.com/doi/abs/10.1080/09585192.2011.637073>), 3196-3224.

Trotter, R. G., & Zacur, S. R. (2012). Investigation of Sexual Harassment Complaints: An Update for Managers and Employers. *SAM Advanced Management Journal*. 77(1), 28-37.

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.

Brownstein, B. P., Bento, R. F., Zacur, S. R., & Schuster, C. (2005). Fostering Online Student Participation. *Journal of College Teaching and Learning*. 2(7), 31-37.

Brownstein, B. P., Bento, R. F., & Zacur, S. R. (2005). Leadership: Three Approaches to Learning. *Journal of College Teaching and Learning*. 2(6), 63-74.

Trotter, R. G., & Zacur, S. R. (2004). Corporate Sexual Harassment Policies: Effective Strategic Human Resource Management. *Journal of Business and Economic Research*. 2(3), 63-70.

Written Case

Zacur, S. R., & Randolph, W. A. (2010). Cultural Cues: Experiencing and Deciphering a Different Culture. *Wiley*. (11h Ed.), W-67.

Zacur, S. R., & Greenfeld, S. (2004). Goldas: Quality is a Fact. *McGraw-Hill*. (2nd Ed.).

Zacur, S. R., & Randolph, W. A. (2002). Traveling to Foreign Cultures. *Prentice-Hall*. (7th Ed.), 95-96.

Presentations

Zacur, S. R., Bento, R. F., Brownstein, B. P., & . "Developing EQ in Leadership and OB Courses," OBTC, Philadelphia, PA. (2005).

Contracts, Grants and Sponsored Research

Grants

Zacur, Susan Rawson(Supporting), "Ethical Issues in Business and Society Course Redesign" Sponsored by State of Maryland, \$2500. (2011).

Intellectual Contributions in Submission

Trotter, R. G., Zacur, S. Rawson, & . Pay Transparency and the Gender Pay Gap in the United Kingdom and the United States. *Industrial Relations Journal/Wiley & Sons*.

Research in Progress

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

"The Gender Pay Gap" (On-Going)

SERVICE

Department Service

Committee Chair, Dr. Lisa Stickney P&T Review Committee. (October 2013 - November 2013).

Committee Chair, Review of Course Definition Documents. (August 2013 - October 2013).

Committee Member, Assessment of MGMT 301. (September 2011 - November 2011).

Committee Member, Journal Review Committee for HR/OB. (March 2011 - June 2011).

College Service

Committee Chair, Faculty Development Committee. (September 2011 - Present).

Committee Member, UB/Towson MBA Redesign Committee. (July 2013 - November 2013).

Committee Member, Strategic Management Committee. (September 2011 - May 2013).

Committee Chair, Summer REACH Awards. (March 2013 - April 2013).

Committee Member, Faculty Development Task Force. (September 2010 - May 2011).

Committee Member, Promotion and Tenure Committee. (September 2010 - May 2011).

Co-Chair, Ad Hoc Promotion and Tenure Committee. (January 2010 - October 2010).

Committee Member, Management Committee. (2004 - 2008).

Committee Member, Strategic Planning Committee. (2004 - 2008).

Committee Chair, Faculty Evaluation Committee. (1998 - 2000).

University Service

Committee Member, Advisory Group UB 2013 Salary Study. (March 2013 - Present).

Committee Member, COACHE Survey Committee. (October 2013 - December 2013).

Committee Chair, Divison Peer Review Committee for Dr. Laura Bryan. (May 2012 - June 2012).

Committee Member, Dean, College of Arts and Sciences Search Committee. (February 2012 - May 2012).

Committee Chair, IDIS 302 Ethics Course Redesign Committee. (August 2011 - December 2011).

Committee Member, Search Committee for Senior Associate Provost. (February 2011 - April 2011).

Administrative Assignment, Other, Interim Provost. (August 2008 - June 2009).

Committee Member, President's Executive Committee. (August 2008 - June 2009).
Committee Member, President's Cabinet. (July 2006 - June 2009).
Committee Chair, Langsdale Library Director Search Committee. (2007 - 2008).
Faculty Fellow, Center for Negotiations and Conflict Management. (2005 - 2008).
Member, Helen P. Denit Honors Council. (2005 - 2007).
Committee Chair, Senior VP for Finance and Administration Search Committee. (2006).
Co-Chair, Ethics in Business and Society Course Review Committee. (2005).
Committee Chair, World of Work Learning Community Faculty Committee. (2005).

Professional Service

Reviewer, Journal Article, Journal of Business Ethics. (September 2012 - Present).
Member, Academy of Management. (September 1979 - Present).
Mentor, Colleagues, Projects Involving Collaboration with or Mentoring of Colleagues. (2005).

Public Service

Officer, Other Officer, The Odyssey School. (2005 - Present).
Committee Member, Capital Campaign Committee, The Odyssey School. (2005 - 2006).

Consulting

American Speech Language and Hearing Association,
Baltimore Contractor's, Inc.,
Baltimore County Public Libraries,
Good Samaritan Hospital, Baltimore.
Goucher College,
IBM,
Loyal Federal Savings and Loan Association,
Maryland State Highway Administration,
Memorial Hospital, York, PA.
National Association of State Highway and Transportation Officials (NASHTO),
T. Rowe Price Associates,
The Johns Hopkins Hospital,
The National Aquarium in Baltimore,
United States Small Business Administration,
Ward Manufacturing Company,
Waverly Press,
Westinghouse Electric Corporation,
Women's Executive Network,

Development Activities

Workshop, "AACSB Workshop for Merrick School Faculty," Merrick School of Business. (2013).
Workshop, "Summer Writing Workshop," UB Writing Across the Curriculum. (2013).
Workshop, "IPAD Cart Instruction," University of Baltimore. (2013).
Continuing Education Program, "Executive Function and Teens," Dr. William Stixrud. (2013).
Seminar, "Executive Function by Dr. Edward Hallowell," The Odyssey School. (2012).
Seminar, "Teaching and Learning Day," CELTT. (2012).
Seminar, "What Best College Teachers Do," CELT. (2011).
Workshop, "Sakai Training," UB. (2011).
Workshop, "Bibliographic Software," Langsdale Library and MSB. (2011).
Seminar, "Compensation and Benefits in Health Care," LifeBridge Health - Guy Van Tiggelen. (2010).
Seminar, "Social Security Briefing for Managers," SSA - Gary Levere. (2010).
Seminar, "Transforming Education for the 21st Century," Dr. Chris Dede - CELT. (2010).
Seminar, "Leadership Seminar," Walt Disney Company. (2009).

Continuing Education Program, "Leadership in Universities," The Leadership Council. (June 2009 - June 2009).
Workshop, "Troubled Students," CELT. (2009).
Continuing Education Program, "University System of Maryland Conference on STEM," (2009).
Workshop, "Teaching the Millennial Generation," CELT. (2009).
Workshop, "Blue Ocean Strategy," Merrick School of Business. (2009).
Workshop, "Teaching and Learning Workshop - Prof. Michael Schwartz," U of Baltimore Law School. (2009).
Seminar, "Integrative Course Design by Dr. Virginia Lee," CELT. (2009).