

**SHARON GLAZER, Ph.D.**

sglazer@ubalt.edu • sglazer@healthyorganization.com

www.healthyorganization.com • linkedin.com/in/sharonglazer • www.ubalt.edu/sharonglazer

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**Research Endeavors:** *Cross-cultural, multidisciplinary organizational behavior research, with expertise in organizational stress and organization development & management. Scholarship focuses on leadership, ethics, role stressors, anxiety, social exclusion, social support, organizational commitment, turnover, human/work values, work-related time perceptions, respite, virtual teams, organizational communication, and structural alignment.*

**EDUCATION**

**Ph.D., Industrial and Organizational (IO) Psychology, 1999**  
Central Michigan University (CMU), Mt. Pleasant, Michigan 48858  
DISSERTATION: A Cross-Cultural Study of Job Stress Among Nurses  
(Chairperson: Terry A. Beehr, Ph.D.)  
\*1998-1999 Outstanding Thesis and Dissertation Award

**M.S., Applied (IO) 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 & ENGAGEMENTS**

**PROFESSOR**,\*The University of Baltimore, MD, November 2013-present  
**CHAIR**, Division of Applied Behavioral Sciences, November 2013-May 2022  
**PROGRAM DIRECTOR**, **Global IO Psychology Certificate program**, 2019-present  
**COORDINATOR**, **ERASMUS PLUS Master's in Work, Organizational, and Personnel Psychology**, 2016-present  
**COORDINATOR and DIRECTOR**, **IO Psychology Virtually and Study Abroad Programs**  
**University of Barcelona**, 2015-present  
**University of Pau-Bayonne**, 2017-2018  
**University of Bordeaux**, 2018-2019  
**Silicon Valley global companies**, 2019-present  
**INSTRUCTOR**, Fall 1997

**VISITING PROFESSOR**

- ◇ Faculty of Psychology, University of Coimbra, Portugal, March 2010; May 2020 (virtual instruction)
- ◇ European Master in the Psychology of Global Mobility, Inclusion and Diversity in Society (Global-MINDS), ISCTE-Instituto Universitário de Lisboa, Lisbon Portugal, November 2019
- ◇ Faculty of Sports Management, University of Bordeaux, France, March 2019
- ◇ Faculty of Psychology, University of Bologna, Italy, Spring 2007; Fall 2018
- ◇ School of Management, University of Pau-Bayonne, France, June 2016; March 2017; March 2018
- ◇ Faculty of Psychology, University of Barcelona, Spain, June 2015; January 2017; 2018; 2019
- ◇ Faculty of Psychology, University of Valencia, Spain, June 2009; Sept. 2011
- ◇ Institute of Psychology, René Descartes University of Paris V, France, Winter/Spring 2007

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

**AFFILIATE RESEARCH SCIENTIST**, Applied Research Laboratory for Intelligence and

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\* In 2021, University of Baltimore became The University of Baltimore.

Security, 2021-present

**AFFILIATE**, UM-CASL, November 2013-2020

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

**AFFILIATE**, Department of Psychology, University of Maryland College Park, 2011-2021

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

**ASSOCIATE PROFESSOR**, 2005-2010

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

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

**ASSOCIATE GRADUATE FACULTY**, College of Graduate Studies, Central Michigan University,  
Mt. Pleasant, MI, September 1999 – present

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

**ADJUNCT INSTRUCTOR**

- ◇ Dept. of Psychology, Western Maryland College, Westminster, Maryland, Spring 1998
- ◇ Dept. of Business Administration, Western Maryland College Budapest, Hungary, Spring 1997
- ◇ Dept. of Psychology, Central Michigan University, Mt. Pleasant, Michigan, Fall 1996

### **ACADEMIC ACCOMPLISHMENTS**

**Memorandum of Understanding**, The University of Baltimore with Erasmus+ WOP-P Masters, **July 2016; renewed July 2021.**

**Memorandum of Understanding**, University of Baltimore with University of Pau-Bayonne, **in progress.**

**Letter of Cooperation**, Maryland Department of Transportation-State Highway Administration, **October 2018**

**Memorandum of Understanding**, University of Baltimore with the National Aquarium, **June 2017-present**

VIDEO: <http://www.ubalt.edu/ubmag/issue135/web-extras/charted-waters.cfm#.WDYGzo-cHcs>

ARTICLE: <http://www.ubalt.edu/ubmag/issue135/features/charted-waters.cfm#.WDYKKY-cHct>

WHITE PAPERS:

- Tait, C., & Glazer, S. (January 2019). *Increasing conservation by aligning guest values with the guest experience.*
- Dresin, A., Hewitt, S., Reichardt, S., & Silgalis, G., & Glazer, S. (July 2018). *Volunteer Diver Engagement Study.*
- Kayfish, C., & Anderson, P. (Under supervision of H. Doggett & S. Glazer) (2016, October.). *Examining demographics, values, behavior change intentions, barriers to behavior change, and message reception and perception of a National Aquarium audience.* Report submitted to Heather Doggett on October 16, 2016.
- Anderson, P., Dresin, A., Kayfish, C., Haller, W, & Glazer, S. (2015, Dec.). *Conservation behavior change profiles: A visitor study plan for the National Aquarium.* White Paper prepared for the National Aquarium. Grant project no. 4200081.
- Williams, S., Jones, K., Crenca, B., Milburn, T., de Almeida, M., & Glazer, S. (2015, Dec.). *A guide to assessing conservation behavior change strategies to visitors of the National Aquarium.* White Paper prepared for the National Aquarium. Grant project no. 4200081.
- Squire, E., Jackson, F., Chicks, S., Winnard, J., Alrub, A., & Glazer, S. (2015, Dec.). *Methods for identifying communication and message alignment strategies: Recommendations for the National Aquarium.* White Paper prepared for the National Aquarium. Grant project no. 4200081.

**Letter of Cooperation**, University of Baltimore with University of Barcelona, **January 2017.**

**Letter of Cooperation**, University of Baltimore with University of Pau-Bayonne, France, **July 2016.**

**Letter of Intention**, University of Baltimore with Erasmus+, **Feb. 2016.**

**Memorandum of Understanding**, University of Baltimore with University of Valencia, **Feb. 2016.**

**Letter of Cooperation**, University of Baltimore with University of Silesia, **April 2015.**

**Letter of Cooperation**, University of Baltimore with University of Valencia, **Dec. 2014.**

## **ACADEMIC AWARDS & RECOGNITION**

**ISMA Federation International Award**, International Stress Management Association, **Dec. 2021**  
**President's Faculty Award**, The University of Baltimore, **April 2021**  
**Distinguished Scholarship Award**, The University of Baltimore, Yale Gordon College of Arts & Sciences, **April 2021**  
**Service Award**, The University of Baltimore, Yale Gordon College of Arts & Sciences, **2018**  
**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**

**COLLABORATOR**, "Emic Perspectives on Employee Agency," IACCP SPARK grants, International Association for Cross-Cultural Psychology, April 2022-present  
**COLLABORATOR**, "State Police (PMDF) Study: Criminology, fear of crime and violence," Ministry of Education grant through the University of Brasilia, December 2020-present  
**FELLOW**, Society for Industrial & Organizational Psychology, **April 2020**  
**VISITING FELLOWSHIP WOP-P PROGRAMME** 2018 (up to 2500 euros), *University of Bologna*, November 2018  
**WORK, ORGANIZATIONAL, AND PERSONNEL PSYCHOLOGY ERASMUS+ PROGRAMME** of the European Union (3000 euros), *University of Bologna*, November 2018  
**FELLOW**, International Association for Applied Psychology, **June 30, 2018**  
**SHORT STAY GRANT FOR RENOWNED INTERNATIONAL PROFESSORS** (1500 Euros) *University of Barcelona, June-July 2015*  
**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**

**DEPARTMENT OF DEFENSE** via **APPLIED RESEARCH LABORATORY FOR INTELLIGENCE & SECURITY @ UNIVERSITY OF MARYLAND**, subcontract (~\$95,564), **Principal Investigator**  
Project: Global Risk, Impulsivity, & Trust (GRIT), *2022-present*  
**UB FOUNDATION FUND FOR EXCELLENCE AWARD** (\$24,948)

University of Baltimore. Project: 'IO Psychology Service-Learning with MDOT-SHA' (not funded), 2018-2020

**UB FOUNDATION FUND FOR EXCELLENCE AWARD** (\$16,200)

University of Baltimore. Project: 'Study Abroad Barcelona' (Project No 4200116), 2016-2018

**UB FOUNDATION FUND FOR EXCELLENCE AWARD** (\$24,200)

University of Baltimore. Project: 'National Aquarium Collaboration' (Project No 4200081), 2015-2017

**UB FOUNDATION FUND FOR EXCELLENCE AWARD** (\$11,000)

University of Baltimore with Co-PI: Dr. Rita Berger, University of Barcelona. Project: 'Virtually Abroad Program (VAP)' (Project No. 4200063), 2014-2015

**YALE GORDON COLLEGE OF ARTS AND SCIENCES TRAVEL GRANTS** (\$2,170, \$1,200, \$1,200, \$1,200, \$2,400, \$1,200, respectively), University of Baltimore, Baltimore, MD, annually 2014-2019

**THE HELEN P. DENIT HONORS PROGRAM, Honors Enhanced Course** (\$1050; \$750, respectively) University of Baltimore, Fall 2015, PSYC 404, Organizational Consulting; Spring 2015, PSYC 497: Special Topics: Cross-Cultural Organizational Psychology- Virtually Abroad Program

**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*

**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*

**LANGUAGES SPOKEN**

English, Hebrew, Hungarian, French, Italian, Russian

**PUBLICATIONS****MONOGRAPHS & BOOKS**

- Kwantes, C. T., & Kuo, B. C. H. (2021). Trust and trustworthiness across cultures: Implications for societies and workplaces. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Cham, Switzerland: Springer. doi: 10.1007/978-3-030-56718-7
- Liao, Y., & Thomas, D. C. (2020). *Cultural Intelligence in the World of Work: Past, Present, and Future*. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Cham, Switzerland: Springer. doi: 10.1007/978-3-030-18171-0
- Pekerti, A. A. (2019). *n-Culturalism in Managing Work and Life*. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Cham, Switzerland: Springer. doi: 10.1007/978-3-030-27282-1
- Kwantes, C. T., & **Glazer, S.** (2017). Culture, organizations, and work: Clarifying concepts. In **S. Glazer** & C. T. Kwantes (Series Eds.), *SpringerBriefs in Culture, Organizations, & Work*. Cham, Switzerland: Springer. doi: 10.1007/978-3-319-47662-9

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

- Glazer, S.**, & Ion, A. (in press). Challenging challenge and hindrance appraisals. *Work & Stress*.
- Glazer, S.**, & Torres, C. V. (in press). Human values differentially motivate police actions. *Industrial & Organizational Psychology: Perspectives on Science and Practice*.
- Glazer, S.**, & Kwantes, C. T. (2022). Cross-cultural issues in industrial, work, and organizational psychology. In J. M. Peiró (Ed.), *The Oxford Encyclopedia of Industrial and Organizational Psychology*. Oxford University Press. DOI: 10.1093/acrefore/9780190236557.013.857
- Gabrenya, W., & **Glazer, S.** (2022). Bridging 50 years of theoretical and applied cross-cultural psychology: Contributions of IACCP and JCCP. *Journal of Cross-Cultural Psychology*, 53, 752-788. [Equal contributions]
- Delaney, A. E., Fu, M. R., McTernan, M. L., Marshall, A. C., Lindberg, J., Thiagarajan, R., Zhou, Z., Lee, C. S., Luo, J., & **Glazer, S.** (2022). Education level and gross household income are associated with resilience of parents who care for their children with congenital heart disease. *International Journal of Nursing Sciences*. <https://doi.org/10.1016/j.ijnss.2022.06.003> [last position signifies supervisory role: designed survey, collected data, expertise on resilience, writing, & editing]
- Torres, C. V., **Glazer, S.**, Macedo, F. G. L., & Nascimento, T. G. (2022). Why stay with the police? How meaningfulness in life moderates the mediated effects of role stressors' appraisals on anxiety and intention to leave the State Brazilian police. *International Journal of Police Science and Management*, 1-17. DOI: 10.1177/14613557221089564 [1st two authors contributed equally to MS preparation]
- Glazer, S.**, Serrer, L. N., & Ion, A. (2022). Ruminating on the past may be bad for you, or is it? Implications of past negative time perspective on job-related stress. *Time & Society*, 31, 335-365. <https://doi.org/10.1177/0961463X211070679>
- Glazer, S.** (2021). Data theft anyone? When pro bono turns sour: Some lessons learned. *Industrial & Organizational Psychology: Perspectives on Science and Practice*, 14, 367-370. <https://www.doi.org/10.1017/iop.2021.67>
- Glazer, S.** (2021). Organizational role ambiguity as a proxy for uncertainty avoidance. *International Journal of Intercultural Relations*, 85, 1-12. <https://doi.org/10.1016/j.ijintrel.2021.08.011>
- Czakert, J. P., Reif, J., **Glazer, S.**, & Berger, R. (2021). Adaptation and psychometric cross-cultural validation of the cyberbullying questionnaire for working adults in Spain and Germany. *Cyberpsychology, Behavior, and Social Networking*. <https://doi.org/10.1089/cyber.2020.0856>

- Glazer, S.** (2021). Yesterday you were a customer, today you are an employee. *Organization Development Review*, 53(1), 49-50.
- Nichols, A. L., **Glazer, S.**, Ion, A., & Moukarzel, R. (2020). The global impact of North American journal prestige: Understanding its effects on faculty life throughout the world. *Industrial & Organizational Psychology: Perspectives on Science and Practice*, 13, 339-344. doi: 10.1017/iop.2020.54
- Güzel, H., & **Glazer, S.** (2019). Demographic correlates of acculturation and acculturative stress: Comparing international and domestic students. *Journal of International Students*, 9(4), 1075-1095. doi: 10.32674/jis.v10i1.614
- Glazer, S.**, Mahoney, A. C., & Randall, Y. (2019). Employee development's role in organizational commitment: A preliminary investigation comparing Generation X and Millennial employees. *Industrial and Commercial Training*, 51(1), 1-12. doi: 10.1108/ICT-07-2018-0061.
- Glazer, S.**, Roach, K., Carmona, C. R., & Simonovich, H. (2018). Acculturation and adjustment as a function of perceived and objective value congruence. *International Journal of Psychology*. doi: 10.1002/ijop.12554
- Glazer, S.**, & Amren, M. A. (2018). Culture's implications on support as a moderator of the stressor-outcome relationship. *International Journal of Stress Management*, 25(S1), 7-25. doi: 10.1037/str0000087
- Glazer, S.** (2011). A new vision for the journal. *International Journal of Stress Management*, 18(1), 1-4. doi: 10.1037/a0022307
- 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. doi: 10.1348/096317908X310247
- 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. doi: 10.1177/0022022109332738
- Glazer, S.**, & Kruse, B. (2008). The role of organizational commitment in occupational stress models. *International Journal of Stress Management*, 15 (4), 329-344. doi: 10.1037/a0013135
- 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. doi: 10.1177/1470595807088319
- Glazer, S.**, & Gyurak, A. (2008). Sources of occupational stress among nurses in five countries. *International Journal of Intercultural Relations*, 32 (1), 49-66. doi: 10.1016/j.ijintrel.2007.10.003
- Glazer, S.** (2006). Social support across cultures. *International Journal of Intercultural Relations*, 30(5), 605-622. doi: 10.1016/j.ijintrel.2005.01.013
- 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. doi: 10.1037/1072-5245.12.2.142
- Glazer, S.**, & Beehr, T.A. (2005). Consistency of the implications of three role stressors across four countries. *Journal of Organizational Behavior*, 26, 467-487. doi: 10.1002/job.326
- 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 study of the relationship between organizational commitment and human values in four countries. *Human Relations*, 57, 323-345. doi: 10.1177/0018726704043271
- 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. doi: 10.1016/j.paid.2003.10.012

- 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. doi: 10.1037/1076-8998.8.3.220
- 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. doi: 10.1177/14795802002002867
- 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. doi: 10.1006/jvbe.1999.1736

## BOOK CHAPTERS

- Torres, C. V., & **Glazer, S.** (2023). Police and Cross-Cultural Psychology: The impact of human values on violence. In M. J. S. Mattos (Ed.), *Confronting urban violence: Global interdisciplinary investigations*. Bloomsbury.
- Torres, C. V., Neiva, E. R., & **Glazer, S.** (2022). Values in organizations: Theory, measurement, and theoretical reflections. In M. O. Macambira, H. Mendonça, & M. G. T. Paz (Eds.), *Assessing organizational behaviors: A critical analysis of concepts and instruments* (pp. 191-221). Springer.
- Glazer, S.**, Farley, S., & Rahman, T. (2021). Performance consequences of workplace ostracism. In C. Liu & J. Ma (Eds.), *Workplace ostracism: Its nature, antecedents, and consequences* (pp. 159-188). Palgrave Macmillan. doi: 10.1007/978-3-030-54379-2
- Glazer, S.**, Moon, S., Ayman, R., & Berger, R. (2021). Preparing for a career: Essential competencies and experiences. In E. L. Shoenfelt (Ed.), *Mastering the job market: Career issues for master's level industrial-organizational psychologists* (pp. 37-59). Oxford University Press. doi: 10.1093/oso/9780190071172.001.0001
- Glazer, S.** (2020). Training for cross-cultural competence in the United States military. In D. Landis & D. Bhawuk (Eds.), *Handbook for Intercultural Training* (4<sup>th</sup> ed.) (pp. 440-474). Cambridge University Press. doi: 10.1017/9781108854184
- Glazer, S.**, & Berger, R. (2020). Developing an experiential Virtually Abroad Program to ensure mobility access: A quick guide. In S. Kommers & K. Bista (Eds.), *Routledge Studies on Global Student Mobility: Inequalities in Study Abroad and Student Mobility: Navigating Challenges and Future Directions* (pp. 156-176). Routledge. doi: 10.4324/9780367855130
- Glazer, S.**, & Liu, C. (2017). Work stress, coping, and stress management. In O. Braddick (Ed.), *The Oxford Research Encyclopedia of Psychology*. doi: 10.1093/acrefore/9780190236557.013.30
- Glazer, S.** (2016). 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*. Springer. doi: 10.1007/978-3-319-42166-7
- Glazer, S.**, & Gasser, C. E. (2016). Stress management. In J. C. Norcross, G. R. VandenBos, D. K. Freedheim, & N. Pole (Eds.), *APA handbook of clinical psychology: Psychopathology and health* (pp. 461-475). American Psychological Association. doi: 10.1037/14862-020
- Glazer, S.**, Blok, S., Mrazek, A., & Mathis, A. (2015). Implications of behavioral and neuroscience research for cross-cultural training. In J. E. Warnick & D. Landis (Eds.), *Neuroscience in intercultural contexts* (pp. 171-202). Springer. doi: 10.1007/978-1-4939-2260-4\_7
- Glazer, S.**, Saner, L., Paviscic, I., & Barnes, M. (2014). Cross-cultural training and education for detection. In J. D. Egeth, D. Schmorow, & G. L. Klein (Eds.), *Sociocultural Behavior Sensemaking: State-of-the-Art in Understanding the Operational Environment*. McLean, VA. www.mitre.org
- Glazer, S.**, Hamedani, N., Kayton, K., & Weinberg, A. (2014). Culture research landscape throughout the United States Department of Defense. In L. T. B. Jackson, D. Meiring, F. J. R. van de Vijver, E. Idemudia, & W. K. Gabrenya Jr. (Eds.), *Toward sustainable development through*

*nurturing diversity: Proceedings from the 21<sup>st</sup> International Congress of the International Association for Cross-Cultural Psychology.* [https://scholarworks.gvsu.edu/iaccp\\_papers/122/](https://scholarworks.gvsu.edu/iaccp_papers/122/)

- 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). Wiley. doi: 10.1002/9781118713860
- Glazer, S.,** Moliner, C., & Carmona, C. (2014). Differences in educational training models and implications from international collaborations (pp. 79-104). In R. L. Griffith, L. F. Thompson, & B. K. Armon (Eds.). *Internationalizing the Curriculum in Organizational Psychology*. Springer. doi: 10.1007/978-1-4614-9402-7
- 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). Hogrefe & Huber. ISBN 978-1-61676-432-6
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- 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). Nova Science. ISBN 10: 1604565004
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## TECHNICAL REPORTS

- Cotton, P. A., & **Glazer, S.** [co-PIs]. (2022, April). Maryland General Assembly 2022 biennial workplace climate survey: Summary report. Schaefer Center for Public Policy, The University of Baltimore.
- 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. doi: 10.13016/M2KP7TS73
- 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 and culture 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.

#### **PUBLICATIONS FOR SOCIETY or TRADE JOURNAL**

- Dryjanska, L., Jain, S., & **Glazer, S.**, Ion, A. (2021). New trends in workplace psychology from around the world. *The Industrial-Organizational Psychologist*, 59(2) 31-34. <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5398/ArtMID/19366/preview/true>
- Glazer, S.**, & O'Donnell, D. J. (2021). The Alliance for Organizational Psychology: Connecting IWOP-P societies around the globe. *The Industrial-Organizational Psychologist*, 59(2), 24-25. <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5394/ArtMID/19366/preview/true>  
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- Glazer, S.**, Robie, C., Kwantes, C. T., Saxena, M., Jain, S., & Munoz, G. (2021). An international perspective on changes in work due to COVID-19. *The Industrial-Organizational Psychologist*, 59(2), 35-43. <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5395/ArtMID/19366/preview/true>
- Hu, X., Santuzzi, A., **Glazer, S.**, Jang, S., Dickson, M., Abraham, E., Atoba, B., Chackoria, J., Della Pona, C. M., Iverson, N., Lee, A. S., Gomez Ornelas, S., Panton, K., & Solis, L. (2021). International students in I/O psychology: Sharing experiences and providing support. *The Industrial-Organizational Psychologist*, 59(2), 26-30. <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5396/ArtMID/19366/preview/true>
- Kożusznik, B., & **Glazer, S.** (2021, April). We need your feedback on our identity as a profession!!! IWOP Declaration of Identity. *The Canadian Industrial & Organizational Psychologist*, 38(2), 10.
- Kożusznik, B., & **Glazer, S.** (2021). Hearing the international voices of professionals in industrial, work, and organizational psychology: A declaration of identity. *The Industrial-Organizational Psychologist*, 58(4). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5049/ArtMID/19366/preview/true>
- Kożusznik, B., & **Glazer, S.** (2021, March 23). IWOP Declaration of Identity. *Division 1: Work & Organizational Psychology* newsletter. <https://iaapsy.org/divisions/division1/declaration-of-identity/>
- Glazer, S.**, Roach, K. N., with Dalal, R., Dryjanska, L., Ion, A., Kwantes, C. T., Moukarzel, R., O'Donnell, D. J., & Robie, C. (2021). Culture infused industrial and organizational psychology. *The Industrial-Organizational Psychologist*, 58(3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4872/preview/true/Culture-Infused-Industrial-and-Organizational-Psychology>
- Glazer, S.**, & Karpati, T. (2014). 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.

## IN JOURNAL REVIEW

**Glazer, S.**, & Robie, C. (in review; 30Aug2021). Revisiting Type A behavior pattern through the lens of moderated mediation. *Stress & Health*.

## IN PROGRESS/REVISING

**Glazer, S.**, & Viscone A. (in progress). I won't stand for it! Meaningfulness in life as a resource supporting leaving a noxious work environment. [working title].

Berger, R., **Glazer, S.**, & Leiva, D. (in review). Health promoting leadership: Leader behavior and followers' wellbeing in the Spanish and U.S. health care sector. [First two authors contributed equally to the manuscript].

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*.

Delaney, A. E., Fu, M. R., Conway, C., Marshall, A. C., Lindberg, J., Thiagarajan, R., & **Glazer, S.** (in progress). Financial stressors among parents of children and emerging adults with congenital heart disease: A qualitative study. To be submitted to *Journal of Pediatric Nursing*. [last position signifies supervisory role: designed survey, collected data, expertise on stressors, & editing]

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

**Glazer, S.** (revising). Implications of values on job-related stressors and strains. *International Journal of Cross-Cultural Management*.

**Glazer, S.**, Berger, R., & Teal, C. (in progress). A three-country comparative study of social support in relation to stressors and strains.

**Glazer, S.**, Jing, Y., & Fischer, R. (in progress). *Structural alignment across units of employees at subsidiaries of a multinational firm*.

**Glazer, S.**, & Tait, C. (in progress). Overcoming barriers to conservation behaviors and the role of personal values. *TBD*.

Pavisc, I., **Glazer, S.**, & Berger, R. G. (in progress). Transformational supervisors mitigate stressors and strains across cultures. To be submitted to *International Journal of Stress Management*.

Sam, D., Fountaine, J., Ji, L-J., & **Glazer, S.** (in progress). *Cross-cultural psychology* (4<sup>th</sup> ed.). Cambridge University Press.

## ON HOLD

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

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

Kawakami, R., & **Glazer, S.** (in progress). Stress among faculty in a university with a climate for diversity.

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**

Dimoff, V., & Glazer, S. (2023, January 3-5). Is supervisor social support the same as transformational leadership? A multi-sample study. Submitted for oral presentation consideration at The Sixth Israel Organizational Behavior Conference, Tel-Aviv, Israel.

**Glazer, S., & Viscone, A.** (2023, December 3-5). Leaving a noxious work environment: The role of meaningfulness in life. Submitted for oral presentation consideration at The Sixth Israel Organizational Behavior Conference, Tel-Aviv, Israel.

**Glazer, S.** (2022, Sept. 16). Panel discussant. In J. Martinez-Tur (Chair), Occupational health psychology: Challenges and trends in the XXI century. International Conference on Work and Organizational Psychology: In Honor of the Career of José M<sup>a</sup> Peiró, Madrid, Spain.

**Glazer, S.** (2022, July). The education of Gen G & preparing the workforce. In W. Lonner & D. Best (Co-Chairs). *JCCP's special issue: 'Contribution to the Celebration of the IACCP's 50<sup>th</sup> anniversary.'* Symposium accepted for oral presentation at the 26<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology [virtually delivered].

Dimoff, V., Glazer, S., & Berger, R. (2022, July). A cross-cultural validation of transformational leadership style and supervisor social support. Accepted for oral presentation at the 26<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology [virtually delivered].

Torres, C. V., & **Glazer, S.** (2022, July). Meaningfulness in life as a moderator of the mediation between role stressors' appraisals and anxiety. Accepted for oral presentation at the 26<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology [virtually delivered].

**Glazer, S.** (2022, July 6). IWOP across the globe and The Big Tent initiative. In P. Macqueen (Chair), *IWO Psychology: Australian experiences, our future, and global perspectives*. A panel presentation at the Australian Psychological Society 14th Industrial and Organisational Psychology Conference, Queensland, Australia. [hybrid].

**Glazer, S., Salley, T., & Rowley, S.** (2022, April). *Cross-cultural training for leadership at Under Armour, Inc.* [Panelists]. In A. Schantz & S. Harris (Co-Chairs), *Experiential learning in graduate programs: A 360-Degree SME perspectives*. Alternative session submitted for presentation consideration at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.

**Glazer, S.** (2022, April). Essential competencies for success as an I-O practitioner. In E. L. Shoenfelt (Chair), *Mastering the job market: Career issues for master's level industrial-organizational psychologists*. A panel presentation at The 36th Annual Conference of the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Torres, C. V., & **Glazer, S.** (2022, April 2). *Police and cross-cultural psychology: The impact of human values on violence*. Confronting Urban Violence: Global Interdisciplinary Investigations, UK – Brazil Workshop, Queen Mary University of London [virtual conference].

**Glazer, S.** (2021, 17-19December). *Cross-cultural virtual teams and wellness*. **Keynote** at the 8th International Congress of Stress, Performance and Wellness, India [Virtual].  
[https://www.isma.org.in/icspw2021/index.php?option=com\\_sppagebuilder&view=page&id=17&Itemid=568](https://www.isma.org.in/icspw2021/index.php?option=com_sppagebuilder&view=page&id=17&Itemid=568)

**Glazer, S., & Ion, A.** (2021, November). *Implications of role stressors: Do challenge and hindrance appraisals matter?* Poster presented at the Work, Stress, & Health Conference [virtual conference].

**Glazer, S.** (2021, Oct. 9). *Planning an inclusive faculty-led study abroad program*. Workshop presenter at the Association of American Colleges and Universities (AAC&U's) 2021 Virtual Conference on Global Learning, Global Learning Reimagined. [virtual conference].

- Glazer, S.** (2021, Aug.). Invited discussant. In L. Dryjanska (Chair), *How to engage in advocacy by publishing white papers?* Skill-building session for the APA Committee on Early Career Psychologists at the 2021 Annual APA Convention, Washington, DC. [virtually delivered]
- Carlton-Baier, K., **Glazer, S.**, Berger, R. (2021, July). *Developing cross-cultural competence and revealing biases: The value of international experiences.* Poster presented at the 25<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. [virtually delivered]
- Berger, R., & **Glazer, S.** (2021, July). *Increasing cross-cultural, virtual teamwork competences through a study abroad and virtually abroad program.* Poster presented at the 25<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. [virtually delivered]
- Glazer, S.** (2021, July). Motivating and reducing barriers to conservation behaviors. In C. Torres (Chair). *Applying what we know about culture and values into organizations' applications.* Symposium presented at the 25<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. [virtually delivered]
- Black, K. J., & **Glazer, S.** (Co-Chairs). (2021, April). *Implications of financial vulnerability: Examining the understudied.* Symposium presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Glazer, S.** (2021, April). Implications of financial vulnerability on well-being when caring for an ill child. In K. J. Black & S. Glazer (Co-chairs). *Implications of financial vulnerability: Examining the understudied.* Symposium presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Glazer, S.** (2021, April). *Providing program and community* [Panelist]. In X. Hu & A. Santuzzi (co-Chairs). *International students in I/O psychology: Sharing experiences and providing support.* Panel discussion presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Glazer, S.** (2021, April). *International Affairs Committee* [Panelist]. In S. D'Mello (Chair). *The State of SIOP DI.* Panel discussion presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Glazer, S.**, & Ion, A. (co-chairs). (2021, April). *Essential competencies for IO psychologists' international/global engagements.* Executive Block panel discussion presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Jain, S., **Glazer, S.**, Dryjanska, L., & Ion, A. (co-chairs). (2021, April). New trends in workplace psychology from around the world. Interactive session presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Nelson, C., Haas, J., & **Glazer, S.** (co-chairs). (2021, April). Calling all practitioners, students and faculty: The Fulbright is for you! Panel discussion presented at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Delaney, A. E., Luo, J., **Glazer, S.**, Lee, C. S., Marshall, A. C., Thiagarajan, R., & Fu, M. R. (2021, February). *Resilience among parents of children with congenital heart disease.* Poster and invited oral abstract presented at Cardiology 2021: 24th Annual Update on Pediatric and Congenital Cardiovascular Disease, Philadelphia, PA. [virtually delivered]
- Glazer, S.** (2020, June 16-30). International research collaborations. G. W. Giumetti & C. A. Bulger (Co-Chairs). *Starting, Funding, and Maintaining International Research Collaborations.* Panel Discussion at The 34th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [virtually delivered].

- Glazer, S.**, & Ion, A. (2020, June 22). Community of Interest session: *Identifying Emerging Issues in I-O Psychology Around the World*. The 34th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [virtually delivered].
- Glazer, S.**, Calloway, K., Henry, A., Song, J., Vest, A., & Lindberg, J. (2019, Nov.). The impact of financial stressors on the well-being of families and caregivers of children diagnosed with congenital heart disease. Poster presented at the Work, Stress, & Health Conference, Philadelphia, PA.
- Rahman, T. T., & **Glazer, S.** (2019, Nov.). Workplace ostracism suppresses effects of role stressors on psychological and organizational outcomes. Paper presented at the Work, Stress, & Health Conference, Philadelphia, PA.
- Roach, K., **Glazer, S.**, & Beehr, T. (2019, Nov.). Context matters: The moderating effects of healthy value congruence. Paper presented at the Work, Stress, & Health Conference, Philadelphia, PA.
- Rahman, T. T., & **Glazer, S.** (2019, Aug.). The role of workplace ostracism in the role stressor-strain relationships. In C. Liu (Chair), *How Contextual and Dispositional Factors Predict and Interact with Workplace Ostracism*. Symposium paper presented at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston, MA.
- Glazer, S.**, Leiva, D., & Berger, R. (2019, June 20-21). Role stressors mediate the stressor-strain relationship in two countries. Paper presented at the EAWOP Small Group Meeting: Leadership Health/Well-Being, University of Exeter, England.
- Berger, R., Ruiz, I. L., & **Glazer, S.** (2019, May). Schwartz basic values and transformational leadership: A study of nurses' perceptions in Germany and United States. Poster presented at the European Association for Work, Organizational, and Personnel Psychology, Turin, Italy.
- Glazer, S.** (2018, August). Meaningfulness in life and turnover intention across three countries. In M. Fulop (Chair). *Different components of well-being in the workplace: A cross-cultural perspective*. Symposium paper presented at The Second International Conference: Healthier societies fostering healthy organizations: A cross-cultural perspective, Florence, Italy.
- Glazer, S.** (Chair) (2018, July). *Where in the world do we work? IO psychology across the globe*, Panel session at the 24<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Glazer, S.** (2018, July). Meaningfulness in life: A three-country concurrent validation study. In **S. Glazer** (Chair), *Applied Cross-Cultural Psychology in Organizational Settings*, Symposium presented at the 24<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Glazer, S.** (2018, July). In D. Best (Chair), *Women in IACCP and cross-cultural psychology*. Panel discussion at the 24<sup>th</sup> Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Glazer, S.** (Chair) (2018, April). *Drawing on Cross-Cultural Psychology to Internationalize IO Psychology*. Multidisciplinary Panel Session at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Glazer, S.** (2018, April). In D. Shore (Chair), *I-Outreach: Building I-O bridges to those outside of our own universities*. Alternative Session Roundtable Panel discussion at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Glazer, S.**, & Wetzelberger, S. (2018, April). Outcomes Resulting from Stressor-Appraisals (Challenge and Hindrance) Interactions. In J. Ma & Y. Peng (co-Chairs). *The Importance of Stress Appraisals in Challenge - Hindrance Stressors Research*. Symposium paper presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Berger, R., **Glazer, S.**, Leiva, D., Criado, P., & Sanchez, E. (2017, July). Health promoting leadership: Leader behavior and followers' wellbeing in the Spanish and U.S. health care sector. Poster

presented at the 9th European IACCP Conference, Warsaw, Poland.

- Glazer, S.**, Berger, R., & Paviscic, I. (2017, May). Implementation of a Virtually Abroad Program. Paper presented at the Eastern Academy of Management, Baltimore, Maryland.
- Berger, R., Teal, C., & **Glazer, S.** (2017, May). How social support influences subordinates' stressors and strains perception: A three-country study. Poster presented at the European Association for Work, Organizational, and Personnel Psychology, Dublin, Ireland.
- Glazer, S.**, & Berger, R. (2016, July). The global and technology contexts in action: Preparing students for the reality of the global virtual workplace. In W. K. Gabrenya Jr. (Chair), *Education and Teaching in Culture and Psychology: Strategies, Techniques, Outcomes*. Symposium presented at The 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- De Carvalho, M. J. S., & **Glazer, S.** (2016, April). Cultural cognition affects when social support moderates stressor-strain relationships. In R. C. Johnson & S. F. Ahmed (co-Chairs). *Somebody to lean on: Context-specific support at work*. Symposium paper presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Paviscic, I., **Glazer, S.**, & Berger, R. G. (2016, April). Linking transformational leadership to nurses' work stress in three countries. In R. C. Johnson & S. F. Ahmed (co-Chairs). *Somebody to lean on: Context-specific support at work*. Symposium paper presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Glazer, S.**, & Azrieli, T. Y. (2016, January). Meaningfulness as a buffer to stress: A cross-cultural measurement and concurrent validation. Paper accepted for presentation at The Third Israel Organizational Behavior Conference, Tel-Aviv, Israel.
- Berger, R. G., & **Glazer, S.** (2015, May). When supervisor leadership style influences subordinates' stressors and well-being: A study within the Spanish context. Poster presented at the 17<sup>th</sup> European Association for Work, Organizational, and Personnel Psychology, Oslo, Norway.
- Kozusznik, B., & **Glazer, S.** (co-Chairs). (2015, May). Manifesto of Industrial and Organizational Psychologists. Roundtable discussion led as part of the Alliance of Organizational Psychology at the 17<sup>th</sup> European Association for Work, Organizational, and Personnel Psychology, Oslo, Norway.
- Glazer, S.**, Berger, R., & Paviscic, I. (2014, October). When supervisor leadership style influences subordinates' stressors and global well-being: A three-country study. Poster presented at the 1st International Symposium to Advance TOTAL WORKER HEALTH, Washington, D.C.
- Mathis, A., Paletz, S., Saner, L., & **Glazer, S.** (2014, August). Meritocratic hierarchy and dialectical thinking in American professional analysis. Poster presented at the 122<sup>nd</sup> Annual Convention of the American Psychological Association, Washington, D.C.
- Saner, L. D., Mathis, A., Blok, S., **Glazer, S.**, Paviscic, I., & 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 5<sup>th</sup> International Conference on Applied Human Factors and Ergonomics (AHFE) 2014, Krakow, Poland*.
- Glazer, S.**, Saner, L., Paletz, S., Paviscic, 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 22<sup>nd</sup> 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 22<sup>nd</sup> 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 16<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> 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 28<sup>th</sup> 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 14<sup>th</sup> 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 XXI<sup>st</sup> 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 XXI<sup>st</sup> 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 presented 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 2<sup>nd</sup> 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 13<sup>th</sup> International Symposium on Aviation Psychology, Oklahoma City, OK.
- May also cite as: **Glazer, S.**, Laurel, A. R., & Kannan Narasimhan, R. (2005). A conceptual framework for studying safety climate and culture of commercial airlines. *2005 International Symposium on Aviation Psychology*, 265-271.  
[https://corescholar.libraries.wright.edu/isap\\_2005/38](https://corescholar.libraries.wright.edu/isap_2005/38)
- 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 5<sup>th</sup> 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 presented 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 24<sup>th</sup> 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 14<sup>th</sup> 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 from 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 26<sup>th</sup> 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**

Dimoff, V., & **Glazer, S.** (2022). *Examining the convergence of transformational leadership and supervisor social support*. Oral Presentation at the Research Engagement Day Talks, The University of Baltimore, Baltimore, MD.

Carlton Baier, K., **Glazer, S.**, & Berger, R. (2021, March 11). *The benefits of short-term study and virtually abroad programs*. Oral Presentation at the Research Engagement Day Talks, University of Baltimore, Baltimore, MD.

**Glazer, S.** (2021, March 11). *A multi-sample validation study of a measure on meaningfulness in life*. Oral Presentation at the Research Engagement Day Talks, University of Baltimore, Baltimore, MD. <https://www.youtube.com/watch?v=kvYkXD8oXcY&feature=youtu.be>

**Glazer, S.** (Chair). (2014, March). *Applying an integrated international learning framework*. Panel convened for the 2<sup>nd</sup> 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 49<sup>th</sup> 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 47<sup>th</sup> 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 46<sup>th</sup> 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 46<sup>th</sup> 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 46<sup>th</sup> 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 45<sup>th</sup> 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 45<sup>th</sup> 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. (2022, April 20). What is IO Psychology? Stevenson University, Owings Mills, MD.
- Glazer, S. (2022, March 31). [Invited panelist]. In L. Matthews (Convener), *M.O.M. (Modern Occupational Mindfulness): A Self-care Session*. Career & Internship Center, The University of Baltimore, MD.
- Glazer, S. (2022, March 29). *Validation of the Glazer Meaningfulness in Life measure and its application in the occupational stress nomological net*. Invited speaker to the Faculty Research Forum at the University of Maryland, Applied Research Laboratory for Intelligence and Security (ARLIS), College Park, MD.
- Glazer, S. (2021, December 18). [Invited Keynote]. *Cross-cultural virtual teams and wellness*. 8th International Congress of STRESS - PERFORMANCE - WELLNESS (ICSPW 2021). [www.isma.org.in/icspw2021](http://www.isma.org.in/icspw2021) [virtual conference]
- Glazer, S. (2021, November 3). *Being Jewish in North America*. Invited classroom speaker for University of Windsor, Canada.
- Glazer, S. (2021, October 22). *On being Jewish in the workplace*. Invited speaker for the Maryland Equity and Inclusion Leadership Program.
- Glazer, S. (2020, November 16). [Invited panelist]. *Developing an experiential virtually abroad program to ensure mobility access*. In K. Bista (Chair), Webinar on Reimagining Study Abroad and Student Mobility presented during 2020 International Education Week.
- Glazer, S. (2020, November 13). *Healthy vs. unhealthy values: Implications on stressors and well-being*. Invited brownbag speaker for Central Michigan University.
- Glazer, S. (2020, September 23). *Work and occupational stress in the midst of COVID-19*. Invited Webinar for IPMA-HR, Alexandria, VA. (see: <https://vimeo.com/user49753872/review/466560761/dcb3d0e61f>)
- Glazer, S. (2019, November 20). *Organizational diagnosis and organizational processes: Drawing on work stress*. Invited speaker at the University of Coimbra, Portugal.
- Glazer, S. (2019, November 4). *Sustaining core values through the organization's culture and climate*. Invited speaker at the University of Maryland, Baltimore, *President's Symposium: Institutionalizing Core Values*, Baltimore, MD. <https://youtu.be/qxGaZjlfuf8>
- Glazer, S. (2019, June 13). *Creating Healthy Organizations*. Invited Webinar for IPMA-HR, Alexandria, VA. (see: <https://www.ipma-hr.org/events/detail/2019/06/13/default-calendar/webinar-creating-healthy-organizations>)
- Glazer, S. (2019, May 10). What is IO Psychology? An overview to AP psychology students. Invited talk to four AP Psychology classes at River Hill High School, Clarksville, MD.
- Glazer, S. (2018, October 31). *A cross-cultural view of occupational stress*. Invited talk to the Psychology Club at the Community College of Baltimore County, Catonsville, MD.
- Glazer, S. (2018, April 9). *You, culture, and the workplace: Identifying work-related stressors*. Invited guest speaker for "Stress: Identification and Management" undergraduate course, University of Baltimore, MD.
- Glazer, S. (2018, March 22). *Value congruence in relation to socio-cultural adaptation and acculturation strategy*. Invited talk for the Faculty of the École Universitaire de Management at the University of Pau-Bayonne, France.
- Glazer, S. (2017, July). Invited discussant in F. Montani (Chair), *The benefits of compassionate goals in the workplace: Empirical insights across countries*, presented at the 9<sup>th</sup> European IACCP Conference, Warsaw, Poland.

- Glazer, S. (2017, July). Invited moderator in C. Vauclair & K. Mazurowska's (Co-Chairs), Panel on *Educational endeavors in cross-cultural psychology*, to be presented at the 9<sup>th</sup> European IACCP Conference, Warsaw, Poland.
- Glazer, S. (2017, March 27 & 29). *A cross-cultural perspective of occupational health issues*. Invited seminar for the MBA program of the Faculty of the École Universitaire de Management at the University of Pau-Bayonne, France.
- Glazer, S. (2017, March 28). *Social support and leadership in relation to occupational stress: The role of internal and external culture*. Invited talk for the Faculty of the École Universitaire de Management at the University of Pau-Bayonne, France.
- Glazer, S. (2017, March 20). *A myriad of personal and environmental factors influencing job stress*. Invited talk for Distinguished Speaker Series at the University of Guelph, Canada.
- Glazer, S. (2017, March 8). *A cross-cultural view of occupational stress*. Invited talk to the Psychology Club at the Community College of Baltimore County, Catonsville, MD.
- Glazer, S. (2017, January 19). *Intersection of work stress and organization development*. Invited talk for the Work, Organizational, and Personnel Psychology Master's at the University of Barcelona, Spain.
- Glazer, S. (2016, July 20). *Occupational stress in relation to work consequences*. Invited talk to the University of Maryland Department of Emergency Medicine, Baltimore, MD.
- Glazer, S. (2015, May). One of ten Invited "thought leaders in policy, academics and business" for the SHRM Foundation, an affiliate of the Society for Human Resource Management. *Engaging and Integrating a Global Workforce*. Invited to speak about global virtual teams.
- Glazer, S. (2015, May). Invited discussant in J. Neveu & C. Cunningham (Co-Chairs), *Salutogenic approaches to occupational health management*. 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 XXI<sup>st</sup> 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. 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.

## **INTERVIEWS**

- McCann, A. (8 March 2021). Factors affecting happiness: [https://wallethub.com/edu/happiest-places-to-live/32619#expert=Sharon\\_Glazer](https://wallethub.com/edu/happiest-places-to-live/32619#expert=Sharon_Glazer)
- Original article referenced in the following articles:*
- <https://www.msn.com/en-us/travel/news/these-are-americas-happiest-cities-to-live-in/ar-BB1epSHL>
- <https://www.foodandwine.com/syndication/americas-happiest-cities-to-live-in>
- <https://www.travelandleisure.com/travel-tips/travel-trends/americas-happiest-cities-to-live-in>
- Weisgold, M. (9 July 2017). Ask Margit: What school doesn't teach you, M1.  
<https://baltimoresun.newspapers.com/image/317697037/?terms=What%20school%20doesn%27t%20teach%20you&match=1>
- Barker, J. (4 March 2016). Consultant helps UMD coaches assess team culture.  
<http://www.baltimoresun.com/business/bs-bz-sports-teams-consultants-20160304-story.html>
- (12 April 2015). Lucrative health care jobs, M2.  
<https://baltimoresun.newspapers.com/image/263847323/?terms=lucrative%20health%20care%20jobs&match=1>

## **EDITOR**

Springer Book Series: *Emerging Cultural Perspectives in Work, Organizational, and Personnel*

*Studies* (2019-present)

*SpringerBriefs (Monograph series) in Psychology: Culture, Organizations, and Work* (2015 – present)

*Society for Industrial & Organizational Psychology-International Affairs Committee, White Paper Series* (2019)

*International Journal of Stress Management*, January 2011 (Incoming Editor: October 2010, Editor: January 2011-January 2015; Outgoing Editor: January-August 2015; Editorial Board since 2008- present)

**EDITORIAL BOARD** *Occupational Health Science*, 2016-present  
*International Journal of Intercultural Relations*, 2008 (Consulting Editor 2008-2015)  
*Journal of Organizational Behavior*, 2007 (Editorial Board 2007-2008)

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

*Applied Psychology: An International Review*, 2008

*European Journal of Work and Organizational Psychology*, 2009

*Cross Cultural & Strategic Management*, 2018

*Group Dynamics*, 2008

*Human Relations*, 2005

*Human Resource Management Journal*, 2003

*International Journal of Cross-Cultural Management*, 2005

*International Journal of Psychology*, 2017

*Journal of Cross-Cultural Psychology*, 2008

*Journal of Evolutionary Economics*, 2005

*Journal of International Business Studies*, 2006

*Journal of International Students*, 2018

*Journal of Occupational and Organizational Psychology*, 2006

*Journal of Occupational Health Psychology*, 2001

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

*Stress & Health*, 2009

*Work & Stress*, 2008

**FUNDING AGENCY REVIEWER:** *Research Grants Council (RGC) of Hong Kong*, 2021  
*Israel Science Foundation*, 2008; 2011

**BOOK REVIEW**

*International leadership – how to integrated different national cultures and prosper on the diversity*, written by Mahak Laursen and Gert H. N. Laursen, considered for publication by Springer (2015).

*Work Stress and Coping in the Era of Globalization*, written by Bhagat, Segovis, & Nelson, published by Psychology Press (Taylor & Francis) (2010).

*The Art of Leadership*, written by Manning and Curtis, published by McGraw-Hill (1999)

**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

*The Eastern Academy of Management*, 2017-present

**COURSES TAUGHT**

**UNDERGRADUATE**

Cross-Cultural Psychology

Introduction to IO Psychology

Introduction to Psychology

Management Psychology

Organizational Consulting

Psychology of Race and Gender

**GRADUATE**

Applications in IO Psychology

Cross-Cultural Organizational Psychology

Consulting Skills

Occupational Stress & Health Psychology

Organization Development and Change

Organizational Behavior



Social Psychology  
 Stress: Identification and Management  
 Writing in Psychology

Organizational Theory & Development  
 Organizational Psychology  
 Practicum Supervision  
 Supervise Theses and Directed Studies  
 Training & Organization Development

**GRADUATE STUDENT THESES/DISSERTATIONS**

COMPLETED THESES/DISSERTATIONS

- Chair: Victoria Dimoff, M.S., Applied (IO) Psychology, August 2022, *Examining the Possible Redundancy of Transformational Leadership and Supervisor Social Support*. The University of Baltimore.
- Chair: Branden Lynman, M.S., Applied (IO) Psychology, May 2021, *Emotional Intelligence and Leadership*. The University of Baltimore.
- Chair: Holly Moody, M.S., Applied (IO) Psychology, December 2020, *Polytasking and Human Values across Cultures*. University of Baltimore.
- Chair: Krystal Roach, M.S., Applied (IO) Psychology, August 2018, *The Moderating Effect of Value Incongruence on the Relationship between Role Stressors and Strains*. University of Baltimore.
- Chair: Samantha Wetzelberger, M.S., Applied (IO) Psychology, December 2017, *Effects of Role Stressors Appraised as Challenges and Hindrances on Work Outcomes*. University of Baltimore.
- Chair: Ivica I. Pavisic, M.S., Applied (IO) Psychology, December 2016, *Supervisors' Leadership Style Influence on Subordinate Stress: A Cross-Cultural Study of the Benefits of Transformational Supervision*. University of Baltimore.
- Chair: Hande Guzel, M.S., Applied (Counseling) Psychology, June 2016, *Demographic Factors in Relation to Acculturation and Acculturative Stress: A Comparison of International and Domestic University Students*. University of Baltimore.
- Chair: Maria Joao S. de Carvalho, M.S., I/O Psychology, August 2015, *Leader Support as a Moderator of Stressor-Strain Relationship*. San Jose State University.
- Chair: Adam C. Mahoney, M.S., I/O Psychology, August 2015, *Organizational Commitment among Generation X and Generation Y*. San Jose State University.
- Chair: Jenny Le, M.S., I/O Psychology, December 2014, *Type A/B Behavior Pattern as Moderator of Stressor-Strain Relationship*. San Jose State University.
- Chair: Emalynn L. Robinson, M.S., I/O Psychology, May 2012, *Effects of a Virtually Abroad Program on Students' Cross-Cultural Competence*. San Jose State University.
- Chair: Meng-Yih Shih, M.S., I/O Psychology, December 2011, *Socio-Cultural Adaptation in Relation to Value Congruence and Acculturation*. San Jose State University.
- Chair: Ashwini Palekar, M.S., I/O Psychology, August 2011, *Polytasking and Job Stress Across Cultures*. San Jose State University.
- Chair: Sonja K. Ellefson, M.S., I/O Psychology, December 2010, *Bullying in High-Tech Professions*. San Jose State University.
- Chair: Irina A. Shargo, M.S., I/O Psychology, August 2010, *Stress and Coping due to Global Virtual Teamwork*. San Jose State University.
- Chair: Kaci D. Mabe, M.S., I/O Psychology, May 2010, *Social Support as Moderator of Job-Specific or Generic Stressors with Strains*. San Jose State University.
- 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*. San Jose State University.
- Chair: Heather Simonovich, M.S., I/O Psychology, December 2008, *Values in Relation to Acculturation and Adjustment*. San Jose State University.
- Chair: Jeffrey Berlin, M.S., I/O Psychology, August 2008, *Social Support and Facet Satisfaction Across Cultures*. San Jose State University.
- Chair: Jennifer Alexander, M.S., I/O Psychology, May 2007, *Commuting in Relation to Work-Life and*

*Home-Life Satisfaction*. San Jose State University.

- Chair: Christiana Woodward, M.S., I/O Psychology, December 2006, *Correlates of Re-enlistment Intentions Among Army National Guardmembers*. San Jose State University.
- Chair: Elisa Aguayo Rolle, M.S., I/O Psychology, December 2006, *Well-Being as a Function of Deployment, Terrorism, Commitment, and Patriotism*. San Jose State University.
- Chair: Cynthia Schoolcraft Hannah, M.S., I/O Psychology, August 2006, *Antecedents and Mediating Factors of Organizational Alignment*. San Jose State University.
- Chair: Charlotte Wittenkamp, M.S., I/O Psychology, May 2006, *Work Centrality, Work Hours, and Cultural Values among European Nations*. San Jose State University.
- Chair: Rachel Pickworth, M.S., I/O Psychology, December 2005, *Employee Value Congruence with Supervisors and Coworkers: A Cross-Cultural Study*. San Jose State University.
- Chair: Rangapriya Narasimhan, M.S., I/O Psychology, August 2005, *Nurturing Intrapreneurship: A Cross-Cultural Analysis of Organizational Climates*. San Jose State University.
- Chair: Mark Zajack, M.S., I/O Psychology, August 2005, *Value Congruence and Occupational Stress during Major Organizational Change*. San Jose State University.
- Chair: Nirit Hazan, M.S., I/O Psychology, May 2005, *Assessment of Time Perceptions Across Cultures*. San Jose State University.
- Chair: Julie Fernandez, M.S., I/O Psychology, December 2004, *Work Overload in Relation to Civilian Life among Deactivated Reservists*. San Jose State University.
- Chair: Troy Buchanan, M.S., I/O Psychology, August 2004, *Values as Moderators of Stressor-Strain Relationships Among Urban School Teachers*. San Jose State University.
- Chair: Anett Gyurak, M.S., I/O Psychology, August 2004, *Qualitative Assessment of Occupational Stress Among Nurses in Five Countries*. San Jose State University.
- 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*. San Jose State University.
- Chair: Peter Senatore, M.S., I/O Psychology, August 2003, *Moderating Effects of Work Values on Stressor-Strain Relationships*. San Jose State University.
- Chair: Tu Lam, M.S., I/O Psychology, December 2003, *Technology as a Moderator of the Role Stressor-Burnout Relationship*. San Jose State University.
- Awarded:** Won 2004 SJSU Student Research Competition
- Selected to represent College of Social Sciences for Outstanding Thesis Award
- Committee Member: Krystal Roach, Ph.D., I/O Psychology, August 2021, *A Construct Of One's Own: Examining the Overlap of Burnout with Depression, Anxiety, and Fatigue*, Central Michigan University.
- Committee Member: Brandon King, Ph.D., I/O Psychology, May 2015, *The Paradox of Social Support: Why Does Helping Sometimes Increase Strains?* Central Michigan University.
- 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*. San Jose State University.
- Committee Member: Amy Klein, M.S., I/O Psychology, May 2004, *Goal Orientation and its Relationship to Organizational Commitment*. San Jose State University.
- 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*. San Jose State University.

#### SELECTED THESES/DISSERTATIONS NEAR COMPLETION

- Chair: Jasmyn Jardot, *Cross-Cultural Team Performance* [working title]. The University of Baltimore.

## **ACADEMIC SERVICE AND COMMITTEE WORK/ADVISING**

### *External*

- Alliance for Organizational Psychology, March 2021-present
  - Secretary General, July 2022 - present
  - Inaugural Chair of "The Big Tent," March 2021-present
- European Association for Work, Organizational, and Personnel Psychology, International Advisory Group for the May 2023 Congress, March 2022-present
- Research Affiliate, Organizational Teams and Technology Research Society (OTTRS) at the University of Maryland, College Park, November 2021- present
  - <https://ottrs.ischool.umd.edu/people/>
- Advisory Board for the Trustworthiness Alliance, June 2020-present
  - <http://www.trustworthiness.ca/researchers.htm>
- Advisory Board Member for the ERASMUS+ Project IMPRESS - Improving management competences on Excellence based Stress avoidance and working towards Sustainable organisational development in Europe. Co-PI: Dr. Rita Berger, University of Barcelona, Spain. Project reference: 588315-EPP-1-2017-1-ES-EPPKA2-KA, April 2020-2022
- Society for Industrial and Organizational Psychology
  - International Affairs Commitment (IAC)
    - Co-Chair, April 2019 – April 2021
    - Member, May 2014- April 2019
    - Int'l Research & Collaboration Small Grant Award Subcommittee Reviewer, 2014 - present
    - Committee, Award Committee reviewer, August 2014 - 2019
  - SIOP Ambassador Program, April 2021
  - Teaching Award Committee, June 2020 – April 2021
  - International Education & Training Subcommittee, May 2018-April 2019
  - Local I-O Groups Committee, Regional Representative, June 2017-present
  - Human Resources Management Impact Awards Subcommittee on print marketing, February – April 2016
- Erasmus Plus, Work, Organizational, and Personnel Psychology, Local Chief Coordinator, 2017-present
- Advisory Board Member, NSF Funded Faculty Workload and Rewards Project, PI: Dr. KerryAnn O'Meira, University of Maryland College Park, MD, November 2016-2017
- Promotion dossier reviewer, University of Waterloo, September 2018
- Promotion dossier reviewer, University of San Francisco, November 2017
- Promotion dossier reviewer, University of Guelph, August 2017
- Promotion dossier reviewer, University of Tulsa, August 2016
- Promotion dossier reviewer, University of Essex, May 2015
- 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, 2007-2017
  - Executive Leadership Advisor, 2017 - present
  - Culture & Psychology School Committee, 2017-present
    - Virtual Conference Coordination Taskforce, 2020-2021
  - Outgoing Treasurer, 2017-2018
  - Scholarship Committee; Publications Committee; Membership & Professional Standards Committee 2007-2017
- Winter School Coordinator, University of Valencia for SJSU students, 2008-2011 & for University of Baltimore students 2010-2012 (prior to joining UBalt)
- 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 (UB)*

Provost's Selection Committee, Fall 2022 - present  
President's Faculty Award Selection Committee, 2022  
UB Workload Committee, 2021  
UB Strategic Planning and Budgeting Committee, 2020  
Developed Global IO Psychology Certificate within the M.S. in Applied (IO) Psychology program at University of Baltimore. Anticipated launch date Fall 2019  
ABS Program Directors' Committee, Chair, 2014-2020; ex-officio, 2020-2021  
ABS IO Committee, 2013-present  
ABS Counseling Committee (Ad hoc), Fall 2014  
ABS UG Curriculum Committee (Ad hoc), 2014-2020  
YGCAS Workload Committee, Chair, Spring 2017  
YGCAS Dean Search, Fall 2016  
YGCAS Enrollment Task Force, 2014-2016  
YGCAS P&T Committee, 2014-2020; 2021-present  
YGCAS P&T Recommendations Task Force, Summer 2014  
YGCAS Work-Life Committee, 2014-2015  
YGCAS Dean's Council of Chairs, 2014-2020  
YGCAS Leadership Council, 2013-2014  
Provost's Chairs Council, 2013-2020  
University of Baltimore Committee of Inquiry, 2017, Chair  
Veterans' Psychology Clinic Director Search Committee, Member, 2013-2014  
IO Psychology Faculty Search Committee, Member, 2013-2014; 2018-2019

*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; 2010-2011  
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- 2010  
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  
American Psychological Association  
Int'l Association for Cross-Cultural Psychology  
International Academy for Intercultural  
Research, **Fellow**  
International Association of Applied  
Psychology, **Fellow**

Personnel Testing Council Metropolitan  
Washington  
Society for Industrial and Organizational  
Psychology, **Fellow**  
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**

- ◇ Occupational stress
- ◇ Organizational development & change
- ◇ Survey design
- ◇ Leadership development
- ◇ Cross-cultural & diversity training
- ◇ Interviewing techniques
- ◇ Write proposals for businesses and grants
- ◇ Training needs assessment
- ◇ Cross-cultural assessment & development
- ◇ Organizational culture/climate
- ◇ Performance development
- ◇ Managerial coaching
- ◇ SPSS Advanced statistical techniques
- ◇ Structural Equations Modeling (LISREL & AMOS)
- ◇ SAS Advanced statistical techniques
- ◇ R (programming language)

## **CONSULTING SERVICES**

**JYA Leadership Academy of the Jewish High Tech Community in Silicon Valley**, CA, Advisory Board, 2021-present

**Yuduyu, Inc.**, VA, Advisor, 2020-present

**American Field Service (AFS)**, Liaison, 2017-2019

## **ORGANIZATION DEVELOPMENT CONSULTING & TRAINING**

Clients:

**Maryland Department of Legislative Services** (Principal Investigator/Lead), Annapolis, MD, October 2021 – July 2022

- ◇ Project: Design, implement, and report findings from a benchmark survey on Workplace Climate for Diversity, Inclusion, & Professionalism

**Under Armour, Inc.** (Supervisor), Baltimore, MD, October – December 2021

- ◇ Project: Cross-cultural organizational training for managers and leaders.

**United Nations Development Program** (Scientific Advisory Panel Member), Sept.-Nov. 2020

- ◇ Project: Advise on design of Rewards and Recognition Programs aimed at enhancing motivation and engagement using non-monetary rewards

**Trigger Transformation, Inc.** (Executive Leadership Consultant), Baltimore, MD, 2019-present

- ◇ Project: Validation of Truvelop: A Performance Management Solution

**Ethan M. Lindberg Foundation** (Principal Investigator/Consultant), Chicago, IL, 2019

- ◇ Project: Develop Survey to Assess Implications of Financial Stressors/Strains in Adult Primary Caretakers of Children Born with Congenital Heart Disease

**Agora** (Trainer), Baltimore, MD, 2016

- ◇ Project: Organizational Climate vs. Organizational Culture (workshop)

**Prometrics**, Baltimore, MD, 2015

- ◇ Project: Document Analysis and Recommendations for Alternate Test

**Kaizen Approach**, Mt. Airy, MD, 2015

- ◇ Project: Database Review and Measurement Analysis

**National Aquarium**, Baltimore, MD, 2015-present

- ◇ Project: Conservation Behavior Change Strategies
- ◇ Project: Diver Engagement Study
- ◇ Project: Values in Relation to Conservation Behaviors

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

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

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

- ◇ Project: Organizational Assessment of Yavneh Day School

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

- ◇ 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

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

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

- ◇ Project: Quality of Life for Residents

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

- ◇ Projects: Program Evaluation and Organizational Assessment

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

- ◇ Project: Provide expert knowledge regarding Survey Development

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

- ◇ Project: Organizational Assessment and Recommendations

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

- ◇ Project: Managerial Coaching and Performance Management

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

Clients:

**U.S. Army**

- ◇ Project: Manpower Assessment

**U.S. Customs**

- ◇ Project: Survey development, assessment, and recommendations regarding organizational culture/climate

**U.S. General Services Administration**

- ◇ Project: Assisted in writing bidding proposal

**Internal client (BAH)**

- ◇ Project: Survey development and assessment of internal climate

**STUDENT CONSULTANT**, Central Michigan University, Dept. of Management, Mt. Pleasant, MI, 1996

- ◇ 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

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

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

- ◇ Project: Pay rate system for childcare providers per ADA regulations

**PROFESSIONAL TRAINING/WORKSHOPS**

- “What a Trip! How to Use Escape Rooms, Virtual, Travel, and Murder Mysteries to Enhance Virtual Teaching,”** CELTT Community of Practice, University of Baltimore, Fall 2020
- “Humor in Distance Teaching,”** Living Innovation, Institute for Managing Sustainability, July 2020.
- “Student-Centered Learning: Case Teaching & Beyond,”** The Darden School Foundation: Executive Education, University of Virginia, June 12-13, 2018
- The Council of University System Faculty and the University System of Maryland System-wide New Chairpersons’ Conference,** Adelphi, MD, April 2015, 2014
- Association of American Colleges and Universities Centennial Annual Meeting,** Washington, DC, Jan. 21-24, 2015
- 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