

1. **EDUCATION**

<u>Degree</u>	<u>Institution</u>	<u>Field</u>	<u>Dates</u>
Ph.D.	Case Western Reserve University	Industrial & Organizational Psychology	1963-65
M.S.	Case Western Reserve University	Psychology	1961-63
B.B.A.	City College of New York (Baruch)	Psychology	1957-61

2. **FULL-TIME ACADEMIC EXPERIENCE**

<u>Institution</u>	<u>Rank</u>	<u>Field</u>	<u>Dates</u>
Baruch College	Professor	Psychology	1/79-Present
Baruch College	Associate Professor	Psychology	1/71-12/78
CCNY (Baruch School)	Assistant Professor	Psychology	9/65-12/70

3. **PART-TIME ACADEMIC EXPERIENCE**

None

4. **NON-ACADEMIC EXPERIENCE**

<u>Place of Employment</u>	<u>Title</u>	<u>Dates</u>
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Part time consulting practice, 1965--2009.

5. **EMPLOYMENT RECORD AT BARUCH COLLEGE**

<u>Rank</u>	<u>Dates</u>
Professor Emeritus	9/09-
Professor	1/79-9/09
Associate Professor	1/71-1/79
Assistant Professor	9/65-1/71

6. **PUBLICATIONS IN FIELD OF EXPERTISE**A. **Books**

Lefkowitz, J. (2003). *Ethics and Values in Industrial-Organizational Psychology*. Mahwah, NJ: Lawrence Erlbaum Associates, 493 pp.

Lowman, R.L. (Ed.), Lefkowitz, J., McIntyre, R. & Tippins, N. (Assoc. Eds.) (2006). *The Ethical Practice of Psychology in Organizations, 2nd Ed.* Washington, DC: American Psychological Association and Society for Industrial-Organizational Psychology.

B. Papers in Professional Journals

(1) Articles:

Lefkowitz, J. (2014). Psychology departments versus business schools: Tempest in a teapot? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(3), 311-317.

Lefkowitz, J. (2014). Educating I-O psychologists for science, practice and social responsibility. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7(1), 41-46.

Lefkowitz, J. (2013). Values of I-O psychology, another example: What and whom we don't study and what it all suggests about the profession. *The Industrial-Organizational Psychologist*, 51(2), 46-56.

Lefkowitz, J. (2012). The impact of practice values on our science. *The Industrial-Organizational Psychologist*, 50(2), 16-22.

Lefkowitz, J. (2011). Rating teachers illegally? *The Industrial-Organizational Psychologist*, 48(4), 47-49. (a)

Lefkowitz, J. (2011). The science, practice and morality of work psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4(1), 112-115. (b)

Lefkowitz, J. (2010). Industrial-organizational psychology's recurring identity crises: It's a values issue! *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3(3), 293-299. (a)

Lefkowitz, J. (2010). Special Section Commentary 1. Can professions contribute to the reduction of world-wide poverty? A case in point: Organizational psychology and pay diversity. *International Journal of Psychology*, 45(5), 371 – 375. (b)

Lefkowitz, J. (2009). Promoting employee justice: It's even worse than that! *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 220-224.

Andreoli, N. & Lefkowitz, J. (2009). Individual and organizational antecedents of misconduct in organizations. *Journal of Business Ethics*, 85(3), 309-332.

Lefkowitz, J. (2008). To prosper, organizational psychology should...expand its

values to match the quality of its ethics. *Journal of Organizational Behavior*, **29**, 439-453.

Lefkowitz, J. (2006). The constancy of ethics amidst the changing world of work. *Human Resource Management Review*, **16**, 245-268.

Lefkowitz, J. (2005). The values of Industrial-Organizational Psychology: Who are we? *The Industrial-Organizational Psychologist*, **43**(2), 13 – 20.

Lefkowitz, J. (2004). Contemporary cases of corporate corruption: Any relevance for I-O psychology? *The Industrial-Organizational Psychologist*, **42**(2), 21-29.

Lefkowitz, J. (2000). The role of interpersonal affective regard in supervisory performance ratings: A literature review and proposed causal model. *Journal of Occupational and Organizational Psychology*, **73**, 67-85.

Lefkowitz, J., Gebbia, M.I., Balsam, T. & Dunn, L. (1999). Dimensions of biodata items and their relationships to item validity. *Journal of Occupational and Organizational Psychology*, **72**, 331-350.

Lefkowitz, J. & Gebbia, M. (1997). The "shelflife" of a test validation study: A survey of expert opinion. *Journal of Business and Psychology*, **11**(3), 381-397.

Lefkowitz, J. & Battista, M. (1995). Potential sources of criterion bias in supervisor ratings used for test validation. *Journal of Business and Psychology*, **9**(4), 389-414.

Lefkowitz, J. (1994). Sex-related differences in job attitudes and dispositional variables: Now you seem them, *Academy of Management Journal*, **37**, 323-349. (a)

Lefkowitz, J. (1994). Race as a factor in job placement: Serendipitous findings of "ethnic drift." *Personnel Psychology*, **47**(3), 497-514. (Also selected for inclusion in the *Academy of Management Executive*, as a "Research Translation," Vol. 9, No. 3, 1995.) (b)

Lefkowitz, J. (1993). The People's Republic Reconsidered. *The Industrial-Organizational Psychologist*, **(30)**4, 81 - 82.

Lefkowitz, J. & Murphy, K. (1992). Psychology in the People's Republic of China. *The Industrial-Organizational Psychologist*, **29**(4), 33-34.

Lefkowitz, J. (1990). The Scientist-Practitioner Model is Not Enough. *The Industrial-Organizational Psychologist*, **28**(1), 47-52.

Lefkowitz, J. & Iorizzo, L. (1987). Gender Differences in Job Attitudes and Personological Variables. **ERIC/CAPS Resources in Education**, Aug.,1988, ED 291 986.

Lefkowitz, J., Somers, M. & Weinberg, K. (1984). The Role of Need Level and/or Need Salience as Moderators of the Relationship Between Need Satisfaction and Work Alienation-Involvement. ***Journal of Vocational Behavior***, **24**, 142-158.

Somers, M. & Lefkowitz, J. (1983). Self-Esteem, Need Gratification, and Work Satisfaction: A test of competing explanations from consistency theory and self-enhancement theory. ***Journal of Vocational Behavior***, **22**, 303-311.

Lefkowitz, J. (1980). Pros and Cons of "Truth In Testing" Legislation, (Part of a symposium on "Open vs. Secure Testing"). ***Personnel Psychology***, **33** (Spring), 17-24.

Lefkowitz, J. & Fraser, A.W. (1980). Assessment of Achievement and Power Motivation of Blacks and Whites, Using a Black and White TAT, With Black and White Administrators. ***Journal of Applied Psychology***, **65**, 685-696.

Lefkowitz, J. & Brigando, L. (1980). The Redundancy of Work Alienation and Job Satisfaction: Some Evidence of Convergent and Discriminant Validity. ***Journal of Vocational Behavior***, **16**, 115-131. (c)

Lefkowitz, J. (1977). Problems of Conducting Research in Organizations: The Case of Police Departments. ***ERIC/CAPS Resources in Education***, 1977, ED 160 940. (a)

Lefkowitz, J. (1977). Industrial-Organizational Psychology and the Police. ***The American Psychologist***, **32** (5), 346-364. (b)

Cohen, R. & Lefkowitz, J. (1977). Self-Esteem, Locus of Control, and Task Difficulty as Determinants of Task Performance. ***Journal of Vocational Behavior***, **11**, 314-321.

Lefkowitz, J. (1975). Psychological Attributes of Policemen: A Review of Research and Opinion. ***Journal of Social Issues***, **31** (1), 3-26.

Lefkowitz, J. & Fox, H. (1975). Some Answers to "Some Questions about 'Differential Validity: Ethnic Group as a moderator in Predicting Job Performance'." ***Personnel Psychology***, **28** (3), 345-349.

Lefkowitz, J. (1974). Job Attitudes of Police: Overall Description and Demographic Correlates. *Journal of Vocational Behavior*, *5*, 221-230.

Fox, H. & Lefkowitz, J. (1974). Differential Validity: Ethnic Group as a Moderator in Predicting Job Performance. *Personnel Psychology*, *25*, 209-223.

Cohen, J. & Lefkowitz, J. (1974). Development of a Biographical Inventory Blank to Predict Faking on Personality Tests. *Journal of Applied Psychology*, *59*, 404-405.

Lefkowitz, J. (1972). Differential Validity: Ethnic Group as a Moderator in Predicting Tenure. *Personnel Psychology*, *25*, 223-240. (a)

Lefkowitz, J. (1972). Evaluation of a Supervisory Training Program for Police Sergeants. *Personnel Psychology*, *25*, 95-106. (b)

Lefkowitz, J. (1970). Effect of Training on the Productivity and Tenure of Sewing Machine Operators. *Journal of Applied Psychology*, *54* (1), 81-86.

Lefkowitz, J. & Katz, M.L. (1969). Validity of Exit Interviews. *Personnel Psychology*, *22* (4), 445-455.

Lefkowitz, J. (1967). Self-Esteem of Industrial Workers. *Journal of Applied Psychology*, *51* (6), 521-528.

Feinberg, M.R. & Lefkowitz, J. (1962). Image of Industrial Psychology Among Corporate Executives. *American Psychologist*, *17* (2), 109-111.

(2) Proceedings:

(Several of the conferences at which I have made presentations [cf. item # 8, below] have published Proceedings in which the papers were included. I have not kept track of them.)

C. Chapters in Books:

Lefkowitz, J. (2015). "The maturation of a profession: A work psychology for the new millennium." Chapter 18 in I. McWha, D.C. Maynard & M. O'Neill Berry (Eds.), *Humanitarian work psychology and the global development agenda: Case studies and interventions*. Routledge Psychology Press.

Lefkowitz, J. (2013). "Values and ethics of a changing I-O psychology: A call

to (further) action.” Chap. 1 in J.B. Olson-Buchanan, L.L. Koppes Bryan & L.F. Thompson (Eds.). *Using I-O psychology for the greater good: Helping those who help others*. Society for Industrial and Organizational Psychology, Frontier Series, 13-42.

Lefkowitz, J. (2012). “The morality of business: From humanitarian to humanistic work psychology.” Chap. 5 in S.C. Carr, M. MacLachlan & A. Furnham (Eds.), *Humanitarian work psychology: Alignment, harmonization and cultural competence*. London, UK: MacMillan, 103-125.

Lefkowitz, J. (2011). “Ethics in industrial-organizational psychology.” Vol. 2, Chap. I.8, In S. Knapp, L. VandeCreek, M. Gottlieb & M. Handelsman (Eds.) *APA Handbook of ethics in psychology*. Wash., DC: American Psychological Association. (c)

Lefkowitz, J. & Lowman, R.L. (2010). “Ethics of Employee Selection.” Chap. 27 in J.L. Farr & N.T. Tippins, (Eds.). *Handbook of Employee Selection*. New York: Routledge/Taylor & Francis Group, pp. 572-591.

Lefkowitz, J. (2009). Individual And Organizational Antecedents Of Misconduct in Organizations: What Do We [Believe That We] Know, And On What Bases Do We [Believe That We] Know It? Chap. 2 in C. Cooper & R. Burke (Eds.). *Research Companion to Crime and Corruption in Organizations*. Cheltenham, UK. Northampton, MA: Edward Elgar, (pp. 60-91).

D. Government Reports or Monographs

Lefkowitz, J. (1980). *Job Attitudes of Police*. Law Enforcement Assistance Administration, United States Department of Justice.

6. OTHER PUBLICATIONS:

Lefkowitz, J. (2007). “Ethics in Industrial-Organizational Psychology Research.” In S. Rogelberg, Ed. *The Encyclopedia of Industrial and Organizational Psychology, Vol. 1*, 218-222. Thousand Oaks, CA.: Sage.

Lefkowitz, J. (2007). “Ethics in Industrial-Organizational Psychology Practice.” In S. Rogelberg, Ed. *The Encyclopedia of Industrial and Organizational Psychology, Vol. 1*, 215-218. Thousand Oaks, CA.: Sage.

Lefkowitz, J. (2007). “Corporate Social Responsibility.” In S. Rogelberg, Ed. *The Encyclopedia of Industrial and Organizational Psychology, Vol. 1*, 114-118. Thousand Oaks, CA.: Sage.

7. **PRESENTED PAPERS and LECTURES**

Lefkowitz, J. (2012). "Ethics and Values in Industrial-Organizational Psychology." On-line APA-approved Continuing Education workshop, sponsored by Society for Industrial & Organizational Psychology (SIOP). <www.SIOP.com>

Lowman, R. L. & Lefkowitz, J. (2012). Society for Industrial & Organizational Psychology (SIOP) Annual Conference, San Diego, CA. Presenter in a Roundtable Discussion, "Should I-O Psychology Have a social Justice Agenda?"

Lefkowitz, J. (2012). Society for Industrial & Organizational Psychology (SIOP) Annual Conference, San Diego, CA. Panelist, "The Current Role of Ethics in Industrial and Organizational Psychology." Moderator, J. Saltzman.

Lefkowitz, J. & Lowman, R.L. (2008). Society for Industrial & Organizational Psychology (SIOP) 22nd Annual Conference. Presenter in a Roundtable Discussion, Ethical Issues in Personnel Selection.

Lefkowitz, J. (2007). Society for Industrial & Organizational Psychology (SIOP) 21st Annual Conference. Presenter in a Panel Discussion, "In order to Prosper, I-O Psychology Should..." Chair: Jerald Greenberg. Presentation: "...Improve its Values Model to Match the Quality of its Ethics."

Lefkowitz, J. (2006). Society for Industrial & Organizational Psychology (SIOP) 21st Annual Conference. Chair and Presenter in a Panel Discussion, "Resolved: The APA Ethics Code is Inadequate for I-O Psychology." (Participants: Jerald Greenberg, Richard Jeanneret, Deirdre Knapp, Robert McIntyre, Rodney Lowman, Steven Behnke.) May 5, Dallas, TX.

Lefkowitz, J. (2006). Society for Industrial & Organizational Psychology (SIOP) 21st Annual Conference. Poster: "Job Reactions of Non-Traditional or 'Contingent' Professional Workers." (With Jay M. Finkelman & Brian Redmond). May 5, Dallas TX.

Andreoli, N. & Lefkowitz, J. (2006). Society for Industrial & Organizational Psychology (SIOP) 21st Annual Conference. Poster: "Individual and Organizational Antecedents of Misconduct in Organizations." May 6, Dallas TX.

Lefkowitz, J. (2005). Society for Industrial & Organizational Psychology (SIOP) 20th Annual Conference. Chair and Presenter in a Panel Discussion, "Giving Psychology

Away'—But to Whom?" (Participants: Jay M. Finkelman, Michael J. Zickar, Judith S. Blanton, Steven J. Noble.) April 16, Los Angeles, CA.

Lefkowitz, J. (2005). Society for Industrial & Organizational Psychology (SIOP) 20th Annual Conference. Presenter in a Panel Discussion, "Justice, The Elusive Concept: Three Perspectives, Consultant, Lawyer, Ethicist." (Chair: Walter Reichman.) April 16, Los Angeles, CA.

Lefkowitz, J. (2005). Society for Industrial & Organizational Psychology (SIOP) 20th Annual Conference. Presenter in a Panel Discussion, "The Case for Ethical Cultures: What Convinces Organizations to Change?" (Chair: Jack W. Wiley.) April 16, L.A.

Lefkowitz, J. (2004). Society for Industrial & Organizational Psychology (SIOP) 19th Annual Conference. Chair and participant of a Panel Discussion: **A**The Values of Industrial-Organizational Psychology: Who Are We?**@** (Other Participants: Jerald Greenberg, Richard Jeanneret, Rodney Lowman, William H. Macey, Lois E. Tetrick.).

Lefkowitz, J. (2004). Society for Industrial & Organizational Psychology (SIOP) 19th Annual Conference. Co-Host at an **A**Expert Witness Discussion Hour.**@** (Other Participant-Hosts: Mark J. Schmit, Wayne F. Cascio, Frank J. Landy, James C. Sharf, Kevin R. Murphy, Lance W. Seberhagen.).

Lefkowitz, J. (2003). Society for Industrial & Organizational Psychology (SIOP) 18th Annual Conference. Chair of a Symposium: **A**Current Cases of Corporate Corruption: Any Implications for I/O Psychology?**@** (Other Participants: D. Ilgen, R. Lowman, B. Schneider, R. Lee, E. Locke), Also an individual presentation.

Lefkowitz, J. (2002). Presented Colloquium at Rutgers University, Doctoral Program in Organizational Psychology: **A**Ethics and Values in Organizational Psychology."

Lefkowitz, J. (2002). Presented a one-day seminar, **A**Surviving a Title VII Review**@** to the Mid-Atlantic Personnel Assessment Council, Oct. 9, held at Baruch College, CUNY. (With H. Goldstein.).

Lefkowitz, J. (2002). American Psychological Association Annual Conference, Chicago, Illinois. Presented a Poster: **A**Congruence in supervisor-Subordinate Relationships: Beyond Relational Demography.**@**

Lefkowitz, J. (2002). Society for Industrial & Organizational Psychology (SIOP) 17th Annual Conference, Toronto, April 12-14. Chair of a Symposium **A**What Are the Values of Industrial & Organizational Psychology?**@** (Participants: R.L. Lowman, M.J. Zickar, J.L. Ouutz, D.R. Ilgen, J. Lefkowitz). Also an individual presentation: **A**What Are the Values and Ethics of Industrial &

Organizational Psychology?"

Lefkowitz, J. (1999). Fall Meeting of the Mid-Atlantic Personnel Assessment Consortium, Sept. 29--Oct. 1, New York City. Presentation, "Title VII Cases: Adverse Impact and the Shifting Burden of Proof."

Lefkowitz, J., Howard, K., & Nicolopoulous, V. (1998). Academy of Management National Conference, Aug. 7--12, San Diego, CA. Presentation, "Congruence in Supervisor-Subordinate Relationships: Beyond Relational Demography" at a symposium, "Opening the 'Black Box' of Organizational Demography: New research and Theory."

Lefkowitz, J. & Gebbia, M. (1995). American Psychological Society Conference, June 29--July 2, New York City. Presented Paper, "The 'Shelflife' of a Test Validation Study: A Survey of Expert Opinion."

Lefkowitz, J. (1994). Society for Industrial & Organizational Psychology (SIOP), Ninth Annual Conference, Nashville, TN., April 7-10. Chair of Symposium: "Methodological and Theoretical Issues in the Construction of Biodata Predictors."

Lefkowitz, J., Gebbia, M., Balsam, T. & Dunn, L. (1994) Society for Industrial & Organizational Psychology (SIOP), Ninth Annual Conference, Nashville, TN., April 7-10. Symposium presentation , "An Operational Taxonomy of Latent Dimensions of Biodata Items and Their Relationships to Item Validity."

Lefkowitz, J. & Battista, M. (1992) Society for Industrial & Organizational Psychology (SIOP), Seventh Annual Conference, Montreal, Quebec, May 1 - 3. Presented paper, "Bias in Supervisor ratings: Sex, ethnicity, ability, and supervisor's Liking."

Lefkowitz, J. (1991). Academic Symposium on Psychological Measurement. Nanjing Normal University, The People's Republic of china, Dec. 2 - 5: Presented an Invited Paper: "Potential sources of Bias in Supervisory Ratings of Job Performance."

Lefkowitz, J. (1991). Society for Industrial & Organizational Psychology (SIOP) Conference, St. Louis, Mo., April 26 - 28: Co-Chair [with D. thompson] of Panel Discussion: "Cracking the Glass Ceiling: Applications of New Knowledge of Gender."

Lefkowitz, J. (1991). Society for Industrial & Organizational Psychology (SIOP) Conference, St. Louis, Mo., April 26 - 28: Chair of Panel Discussion: "Validation in the 1990s: Legal, Social, Demographic, & Professional Issues."

Lefkowitz, J. (1988). Presentation to National Consortium of I/O and OB Doctoral Students, American Psychological Association, Atlanta, GA., Aug. 11: "Are I/O Psychologists Really

Psychologists?"

Lefkowitz, J. (1988). Academy of Management, National Conference, Anaheim, CA., Aug. 8: Discussant at Selection/Assessment Paper Session.

Lefkowitz, J. & Iorizzo, L. (1987). American Psychological Association Conference, New York City, August: Poster Presentation. "Gender differences in job attitudes and personological variables."

Lefkowitz, J. (1987). Society for Industrial and Organizational Psychology Conference, Atlanta, Ga., April: Chair of a Symposium "Are I/O Psychologists Psychologists?"

Lefkowitz, J. (1986). American Psychological Association Conference, Washington, D.C., August: Panelist on a symposium "The I/O Psychologist as Expert Witness: Scientist or Adversary?"

Lefkowitz, J. (1982). American Psychological Association Conference, Washington, D.C., August: Poster Presentation: "Work Alienation-Involvement: Scale Construction, Validation, and a Developmental Model".

Lefkowitz, J. (1979). American Psychological Association Conference, New York City, August: Speaker & panelist at a symposium on legal aspects of psychological employment testing.

Lefkowitz, J. (1978) Bureau of National Affairs (BNA), Washington, D.C. and Metropolitan New York Association for Applied Psychology, NYC., December 11-12: Speaker and Panelist at a Symposium and Workshop on the Uniform Guidelines on Employee Selection Procedures. Presented a paper "Comparison of Technical Standards required by the EEOC 'Uniform Guidelines on Employee Selection Procedures (1978)' with prior standards in the EEOC 'Guidelines on Employee Selection Procedures (1970, 1976)' and the FEA 'Guidelines on Employee Selection Procedures (1976).'"

Lefkowitz, J. (1978). Eastern Psychological Association Conference, Washington, D.C., April: Presented a paper, "Research in Police Departments," at a symposium on "Organizational Research in the Real World."

Lefkowitz, J. (1976). American Psychological Association Conference, Washington, D.C., September: Chair of a symposium "Police Selection: Impact of Administrative, Professional, Social, and Legal Considerations."

Lefkowitz, J. (1975). New York State Psychological Association, Kiamesha Lake, New York, April, 1975: Panelist at a symposium on the "Role and Contribution of Mid-Career Counseling."

Lefkowitz, J. (1972). Eastern Psychological Association, New York City, April: Chairman of the symposium on "Organizational Psychology."

Lefkowitz, J. (1967). Eastern Psychological Association, Boston, Mass., April: Presented a paper "Self-Esteem of Industrial Workers."

8. **PROFESSIONAL HONORS, PRIZES, FELLOWSHIPS**

Elected a **Fellow** of the Society for Industrial & Organizational Psychology (**SIOP**); the American Psychological Association (**APA**)—Div. 14 (I-O), 2005; the Association For Psychological Science (**APS**), 2007; and **APA**—Div. 9 (SPSSI), 2012.

Winner of the **Abraham J. Briloff Prize in Ethics** of the Baruch College, CUNY, 2003-2004, for *Ethics and Values in Industrial-Organizational Psychology* (2003, Lawrence Erlbaum Associates, 493 pp.) **Briloff Prize** won again in 2006-2007 for "The constancy of ethics amidst the changing world of work." *Human Resource Management Review*, 16, 245-268.

Recipient, Professional Staff Conference **BCUNY** Continuation Research Grant for the study of Non-traditional employment, 2004-2005 (\$3,800).

Recipient, Professional Staff Conference **BCUNY** Research Grant for the study of Non-traditional employees, 2003-2004 (\$3,200).

Recipient, CUNY Faculty Development Program Award, 1990-1991. Head of the CUNY Ph.D. program in Industrial/Organizational Psychology, 1981-present.

Diplomate Examiner (American Board of Professional Psychology) in Industrial and Organizational Psychology, 1973-Present.

American Board of Professional Psychology (ABPP) Diplomate in Industrial and Organizational Psychology, 1972.

Licensed Psychologist, New York State, 1968.

Listed in: Marquis' Who's Who; 2000 Outstanding Intellectuals of the 20th Century.

National Science Foundation Predoctoral Fellowship, 1963-65.

U. S. Office of Vocational Rehabilitation Traineeship, 1961-1963.

Election to Beta Gamma Sigma National Honor Society, 1961.

Graduation Cum Laude, 1961.

11. GRANTS-IN-AID

CUNY--Caribbean Exchange Program funded award for organizational research at the University of Havana, 1995.

CUNY Faculty Research Award Program [PSC/CUNY] Grants:

* 2004-2005 **A**Impact of Non-traditional Employment Relations on Job

Reactions@

* 2003-2004 **A**Job Attitudes: The Impact of Non-Standard Employment.@

* 1986-1987 "An investigation of gender differences in the development of job reactions."

* 1978-1979 "Job Attitudes of Police."

Baruch College "Scholar Assistance Program" award, Spring, 1977.

CUNY Faculty (Emergency) Research Grant, August 1972.

Research Grant (one of only 25 awarded) from the National Institute of Law Enforcement and Criminal Justice, Law Enforcement Assistance Administration (LEAA) of the United States Department of Justice, 1970-1971: "Job Attitudes of Police."

12. INSTITUTIONAL SERVICE

A. **Service to the Psychology Department**

Elected Member, Appointments Committee/Executive Committee of the Department, 1969-1976; 1979--2006.

Master's Thesis Mentor for M.B.A./M.S. candidates in Industrial- Organizational Psychology, 1966-1986; 1992; 1997--2006.

Evening Session Supervisor of the Psychology Department, 1969-1982.

Graduate Student Curriculum Advisor to Students in Master's Program in Industrial-Organizational Psychology, 1966-1972.

B. **Service to the Weissman School of Arts and Sciences**

Elected School Representative to the School of Education, 1974.

Elected Member, Committee on Academic Standing, 1971-1974.

Elected Member, Interim Curriculum Committee, 1969.

C. Service to the College

Elected to the Executive Committee of the Graduate Faculty, 1989-1992.

Elected to the Graduate Committee on Financial Aid, 1982 - 1996.

Elected to the College Committee on Financial Aid, 1982-1998.

Appointed to Interim Curriculum Committee of the Baruch Graduate Faculty, Spring 1987.

Chairperson or committee member for CUNY-B.A. students.

Elected to the College Academic Review Committee, 1981.

Elected to the College Committee on Research, 1979.

Representative to "Career Day" at James Madison High School, Brooklyn, 1978, on behalf of Madison, Midwood and Murrow High Schools.

Elected to the Executive Committee of the Baruch College Faculty Senate, 1978.

Elected, At-large representative to the Baruch College Faculty Senate, 1978-1980.

Member, committee on "Students" for the Middle-States Association Evaluation report, 1977-1978.

Member of the Baruch "Committee of 26" which formulated plans for revised College Governance, Spring, 1970.

D. Service to the Graduate Center

Panel member at a workshop on Work and Welfare at a conference "Discourse for Democracy: Civil Society and the University in New York City" in conjunction with the Graduate Center's Arc of Celebration, October 20, 1999.

Subprogram Head, Ph.D. Subprogram in Industrial and Organizational Psychology, 1982--2009.

Member, University Executive Committee in Psychology (Psychology Council), 1982--2008.

Doctoral Faculty, Ph.D Program in Psychology, 1982 -- Present.

Member of the first Presidential HOPE (Hands on Promoting Excellence) New York Award Committee, 1993-94; 1995-96.

Elected member, Graduate Council, 1990-91; 1992-93.

Member, Curriculum Committee, Ph.D. Program in Business, 1973.

Doctoral Faculty, Ph.D. Program in Business, 1967 -- Present.

E. **Service to City University**

Consultant (*pro bono*) to the Office of the Vice Chancellor for Faculty & Staff Relations. Assisted the University in developing the in-house resources for pre-employment personnel selection testing and assessment. Directed the development and validation of a biographical data form for the selection of clerical employees university-wide.

13. **OFFICES HELD IN PROFESSIONAL SOCIETIES**

Member, National board of Trustees, American Board of Professional Psychology (ABPP), 1995--98.

Founding member, American Board of Industrial & Organizational Psychology (ABIOP), American Board of Professional Psychology, 1992--.

Member, Northeast Regional Board of Directors, American Board of Professional Psychology, 1986-89; 1989-93.

President of the Division of Personnel Psychology, New York State Psychological Association (1974-1975).

President, Psi Chi, Baruch School, CCNY, 1960.

14. **OTHER PROFESSIONAL ACTIVITIES AND PUBLIC SERVICE**

AConsulting Ethicist@ for a column in The Industrial-Organizational Psychologist (TIP), the SIOP Newsletter, 2003--2005.

Reviewer for the following professional refereed Journals and Conferences:

The American Psychologist

Professional Psychology

Journal of Applied Psychology

Sex Roles: A Journal of Research

Journal of Applied Social Psychology

Academy of Management Journal

Journal of Organizational Behavior

Personnel Psychology

Academy of Management National Conference: Personnel/Human
Resources Division: 1987, 1988

Society for Industrial & Organizational Psychology [SIOP] National
Conference (1999)

Human Relations

Business Ethics Quarterly

Member, New York State Board for Psychology Complementary Examination Project
(establishing N.Y. State licensing requirements), 1990.

Employment selection, test validation, and equal employment opportunity (EEO) work,
including serving as an "expert" in Litigation concerning Title VII (Civil Rights Act of
1964), Civil Rights Act of 1991, Age Discrimination in Employment Act (ADEA), Equal
Pay Act, and the Americans With Disabilities Act (ADA). Involved in more than 50 cases;
trial testimony in 13 trials. Addendum to *c.v.*, listing all cases is available upon request.

Member, Human Resource Division of the Academy of Management selection committee
for choosing Best HR Article of the Year (2005).

15. TEACHING ACTIVITIES AT BARUCH COLLEGE

A. **Courses Taught:**

Undergraduate:

PSY 1001 - Introduction to Psychology

PSY 3055 - Abnormal Psychology

PSY 4900 - Approaches to Contemporary Problems

Graduate:

PSY 9703 - Design of Psychological Research

PSY 9786 - Seminar in Special Problems in I/O Psychology

PSY 9788 - Behavioral Sciences in Business

PSY 9796 - Problems in I/O Psychology: I. Personnel Psychology

PSY 9797 - Problems in I/O Psychology: II. Organizational Psychology

PSY 99301,99302 - Masters Thesis course

Doctoral:

PSY 77000 - Training and Training Evaluation Research

PSY 77100 - Ethical, Professional, and Legal Issues for Psychologists

PSY 77301 - Personnel Research

PSY 80500 - Advanced Seminar, Research Problems in Personnel Psychology

B. New Courses/Programs Developed:

Developed all of the graduate/doctoral courses above, and Psych. 4900.

Instrumental in developing the Ph.D. Subprogram in Industrial and

Organizational Psychology; headed it from inception in 1982--2009.