

STEVEN L. BLADER

Curriculum Vitae

August 2010

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Stern School of Business, NYU
Management Dept., Room 7-18
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ACADEMIC POSITIONS

- September 2008 – present **Stern School of Business, New York University**, New York, NY
Associate Professor (untenured) of Management & Organizations
- September 2003 – August 2008 **Stern School of Business, New York University**, New York, NY
Assistant Professor of Management & Organizations
- July 2002 – August 2003 **Stern School of Business, New York University**, New York, NY
Postdoctoral Fellow & Visiting Assistant Professor of Management

EDUCATION

- May 2002 **New York University**, New York, NY
Ph.D., Social Psychology, minor in Quantitative Psychology
- May 1999 **New York University**, New York, NY
M.A., Industrial/Organizational Psychology
- May 1994 **University of Pennsylvania**, Philadelphia, PA
B.A., *magna cum laude*, Double major: Psychology, Jewish Studies

REFEREED PUBLICATIONS (sorted by publication date)

Total citations (8/2/10): 646 (Web of Science); 1621 (Google Scholar)

Blader, S. L. & Chen, Y. (in press). What influences how higher status people respond to lower status others? Effects of procedural fairness, outcome favorability, and concerns about status. Organization Science.

Blader, S. L. & Tyler, T. R. (2009). Testing & extending the Group Engagement Model: Linkages between social identity, procedural justice, economic outcomes and extra role behavior. Journal of Applied Psychology, 94, 445-464.

Blader, S. L. (2007). What determines people's fairness judgments? Identification and outcomes influence procedural justice evaluations under uncertainty. Journal of Experimental Social Psychology, 43, 986-994.

Blader, S. L. (2007). What leads organization members to collectivize? Injustice and identification as precursors of union certification. Organization Science, 18, 108-126.

- De Cremer, D. & **Blader, S. L.** (2006). Why do people care about procedural fairness? The importance of belongingness in responding and attending to procedures. European Journal of Social Psychology, *36*, 211-228.
- Tyler, T. R. & **Blader, S. L.** (2005). Can businesses effectively regulate employee conduct? The antecedents of rule following in work settings. Academy of Management Journal, *48*, 1143-1158.
- Blader, S. L.** & Tyler, T. R. (2003). A four component model of procedural justice: Defining the meaning of a "fair" process. Personality and Social Psychology Bulletin, *29*, 747-758.
- Blader, S. L.** & Tyler, T. R. (2003). Advancing the assessment of procedural justice: What constitutes fairness in work settings? Human Resource Management Review, *13*, 107-126.
- Tyler, T. R. & **Blader, S. L.** (2003). The group engagement model: Procedural justice, social identity, and cooperative behavior. Personality and Social Psychology Review, *7*, 349-361.
- Tyler, T. R. & **Blader, S. L.** (2002). Autonomous vs. comparative status: Must we be better than others to feel good about ourselves? Organizational Behavior & Human Decision Processes, *89*, 813-838.
- Blader, S. L.**, Chang, C. C., & Tyler, T. R. (2001). Procedural justice and retaliation in organizations: Comparing cross-nationally the importance of fair group processes. International Journal of Conflict Management, *12*, 295-311.
- Heilman, M. E. & **Blader, S. L.** (2001). Assuming preferential selection when the admissions policy is unknown: The effects of gender rarity. Journal of Applied Psychology, *86*, 188-193.
- Tyler, T. R. & **Blader, S. L.** (2001). Identity and cooperative behavior in groups. Group Processes & Intergroup Relations, *4*, 207-226.

BOOKS, BOOK CHAPTERS, & OTHER PUBLICATIONS (sorted by publication date)

- Blader, S. L.**, Wiesenfeld, B., Rothman, R. & Wheeler-Smith, S. (2010). Social emotions and justice: How the emotional fabric of groups determines justice enactment and reactions. In E. A. Mannix, M. A. Neale (Series Eds.) & E. Mullen (Vol. Ed.), Research on managing groups and teams: Fairness & Groups (pp. 29-62). Bingley, UK: Emerald Publishing.
- Blader, S. L.** (2009). The relational model of authority in groups. In J. Levine & M. Hogg (Eds.), Encyclopedia of group processes & intergroup relations. Sage Publications.
- Plunkett-Tost, L., **Blader, S. L.**, & Wade-Benzoni, K. (2009). A tale of two theories: Integrating the Uncertainty Management and Group Value models of justice. Academy of Management 2009 Best Paper Proceedings.
- Blader, S. L.** (2009, Fall/Winter). How to inspire motivation. SternBusiness.
- Bartel, C., **Blader, S. L.**, & Wrzesniewski, A. (2007). Identity & the modern organization. Mahwah, NJ: Lawrence Erlbaum Associates. Reviewed in Administrative Science Quarterly, December, 2008.
- Blader, S. L.** (2007). Let's not forget the "me" in "team": Investigating the interface of individual and collective identity. In C. Bartel, S. Blader, & A. Wrzesniewski (Eds.), Identity & the modern

organization (pp. 61-84). Mahwah, NJ: Lawrence Erlbaum Associates.

Blader, S. L., Bartel, C., & Wrzesniewski, A. (2007). Identity & the modern organization: An invitation. In C. Bartel, S. Blader, & A. Wrzesniewski (Eds.), Identity & the modern organization (pp. 3-16). Mahwah, NJ: Lawrence Erlbaum Associates.

Blader, S. L. & Bobocel, R. (2005). Wanting is believing: Understanding psychological processes in organizational justice by examining perceptions of fairness. In S. Gilliland, D. Steiner, D. Skarlicki, & K. van den Bos (Eds.), Research in social issues in management (pp. 3-30). Greenwich, CT: Information Age Publishing.

Blader, S. L. & Tyler, T. R. (2005). How can theories of organizational justice explain the impact of fairness? In J. Greenberg & J. A. Colquitt (Eds.), Handbook of organizational justice (pp. 329-354). Mahwah, NJ: Lawrence Erlbaum Associates.

Blader, S. L. & Tyler, T. R. (2005, Spring). Command and control? SternBusiness.

Uleman, J. S., **Blader, S. L.**, & Todorov, A. (2005). Implicit impressions. In R. Hassin, J. S. Uleman, & J. A. Bargh (Eds.), The new unconscious (pp.362-392). New York: Oxford University Press.

Tyler, T. R., & **Blader, S. L.** (2004). Justice and negotiation. In M. Gelfand & J. Brett (Eds.), The handbook of negotiation & culture (pp. 295-312). Stanford, CA: Stanford University Press.

Tyler, T. R. & **Blader, S. L.** (2003). Social identity and fairness judgments. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), Research in social issues in management (pp 67 – 96). Greenwich, CT: Information Age Publishing.

Tyler, T. R. & **Blader, S. L.** (2002). Terms of engagement: Why do people invest themselves in work? In E. A. Mannix, M. A. Neale (Series Eds.) & H. Sondak (Vol. Ed.), Research on managing groups and teams: Toward phenomenology of groups and group membership (vol. 4; pp. 114-140). Oxford, UK: Elsevier Science Ltd.

Blader, S. L. & Tyler, T. R. (2001). Justice and empathy: What motivates people to help others? In M. Ross & D. T. Miller (Eds.), The justice motive in everyday life (pp. 226-250). New York: Cambridge University Press.

Tyler, T. R., & **Blader, S. L.** (2000). Cooperation in groups: Procedural justice, social identity and behavioral engagement. Philadelphia: Psychology Press.

MANUSCRIPTS UNDER REVIEW

Blader, S. L. & Chen, Y. Towards differentiation between status and power: A justice perspective.

Blader, S. L., Rothman, N., & Gonzalez, C. Empathy, fairness, & preferential treatment: How the road to unfairness may be paved with good intentions.

Moore, D. A., & **Blader, S. L.** Revisiting the instrumentality of voice: Having voice in the process makes people think they will get what they want.

Wiesenfeld, B., **Blader, S. L.**, & Fortin, M. Fairness lies in the heart of the beholder: Third party social emotions and injustice.

MANUSCRIPTS IN PREPARATION

Blader, S. L. & Fortin, M. Revisiting the four component model of procedural justice.

Blader, S. L. & DeCremer, D. Fairness & belongingness: When needs meet reality.

Blader, S. L., van Knippenberg, D., & Sleebos, E. Tit-for-tat and give-and-take: Communal and exchange dynamics in groups.

Chen, Y. & **Blader, S. L.** Power & Status: A cross-cultural analysis.

Plunkett-Tost, L., **Blader, S. L.**, & Wade-Benzoni, K. Reactions to new procedures: The role of fairness and social identification.

Plunkett-Tost, L., **Blader, S. L.**, & Wade-Benzoni, K. Mortality salience, perceptions of fairness, and policy support.

RESEARCH IN PROGRESS (data collection is in process or complete on all of these projects)

- A tale of two theories: Integrating uncertainty management & group engagement models of justice
- Contingencies of self-worth and the group engagement model
- Counterproductive norms and group identification: Depersonalization & concern about the group
- Culture vs. personal justice
- Emotions & justice: When anger meets unfairness
- Outgroup favoritism & group status
- Pride, respect, and stepping out/up
- Social exclusion & power
- Self control in negotiations: Curvilinear effects

REFEREED CONFERENCE PRESENTATIONS

Blader, S. L., & Chen, Y. (2010, August). Fairness at the Front Line: Status and Power as Predictors of Fairness. Presentation at the XIIIth International Society for Justice Research Conference, Banff, Canada.

Blader, S. L., Tyler, T. R., & Fortin, M. (2010, August). It's not just personal: Going beyond personal justice judgments. Presentation at the XIIIth International Society for Justice Research Conference, Banff, Canada.

Blader, S. L., & Chen, Y. (2010, August). Direct and interactive effects of status and power on leader fairness. Presentation at the annual meeting of the Academy of Management, Montreal, Canada.

Plunkett-Tost, L., **Blader, S. L.**, Wade-Benzoni, K. (2009, August). A tale of two theories: Integrating the uncertainty management & group value models of justice. Presentation at the annual meeting of the Academy of Management, Chicago, IL.

Blader, S. L., Wiesenfeld, B., Rothman, R. & Wheeler-Smith, S. (2009, April). Social emotions & justice: How the emotional fabric of groups determines justice enactment and reactions. Presentation at the Research on Managing Groups & Teams conference, Ithaca, New York.

- Blader, S. L.** & Sleebos, E. (2008, August). Tit-for-tat and give-and-take: Communal and exchange norms in work organizations. Presentation at the annual meeting of the Academy of Management, Anaheim, CA.
- Blader, S. L.**, McNamee, R., & Chen, Y. (2008, August). Differentiation between status and power: An organizational justice perspective. Presentation at the annual meeting of the Academy of Management, Anaheim, CA.
- Plunkett-Tost, L., **Blader, S. L.**, Wade-Benzoni, K. (2008, August). Group identification, fairness, and resistance to change. Presentation at the annual meeting of the Academy of Management, Anaheim, CA.
- Rothman, N. B., Wiesenfeld, B. & **Blader, S. L.** (2007, August). Ambivalent emotions, decision-making processes and outcomes. Presentation at the annual meeting of the Academy of Management, Philadelphia, PA.
- Blader, S. L.** (2007, April). Motivation and justice: Outcomes and identification shape procedural justice judgments. Presentation at the annual meeting of the Society for Industrial & Organizational Psychology, New York, NY.
- Blader, S. L.** & Chen, Y. (2006, August). There's always something to worry about: The psychological dynamics of relative status. Presentation at the annual meeting of the Academy of Management, Atlanta, GA.
- Blader, S. L.**, Wiesenfeld, B., & Fortin, M. (2006, August). Empathy, schadenfreude and justice: Conflicts between what is right and what feels good. Presentation at the annual meeting of the Academy of Management, Atlanta, GA.
- Chen, Y. & **Blader, S. L.** (2006, August). View from the top: How higher status people react toward lower status others. Presentation at the annual meeting of the Academy of Management, Atlanta.
- Blader, S. L.** & Chen, Y. (2006, August). Justice at the top: Processes, outcomes and the dynamics of being of relatively higher status. Presentation at the XIth International Society for Justice Research Conference, Berlin, Germany.
- Blader, S. L.** (2006, April). Identity matters: The relationship between employee social identity & work performance. Presentation at the annual meeting of the Society of Industrial/Organizational Psychology, Dallas, TX.
- Blader, S. L.** & De Cremer, D. (2005, August). Feelings of similarity, belongingness & justice. Presentation at the annual meeting of the Academy of Management, Honolulu, HI.
- Blader, S. L.** (2005, August). The compassionate side of unfairness: Empathy & unjust managerial decisions. Presentation at the annual meeting of the Academy of Management, Honolulu, HI.
- Blader, S. L.** (2005, May). Moving beyond social exchange: Employee communal orientation and social identification processes. Presentation at the XIIth European Congress of Work & Organizational Psychology, Istanbul, Turkey.
- Blader, S. L.** (2004, August). A clash of two identities: How employees balance conflicting identity motivations when interpreting negative feedback. Presentation at the annual meeting of the

Academy of Management, New Orleans, LA.

- Blader, S. L.** (2004, August). The role of status in organizational justice & the group engagement model. Presentation at the annual meeting of the Academy of Management, New Orleans, LA.
- Blader, S. L.** (2004, August). Reconciling justice and empathy: Doing what's right, what feels right, or both? Presentation at the annual meeting of the Academy of Management, New Orleans, LA.
- Blader, S. L.** (2004, June). Status, inclusion, and social identity in organizations. Presentation at the Roundtable on Identities in Organizations, New York, NY.
- Blader, S. L.** (2003, August). Justice, social identity, and union certification elections. Presentation at the annual meeting of the Academy of Management, Seattle, WA.
- Blader, S. L.** (2003, June). Wanting is believing: Understanding psychological processes in organizational justice by examining subjectivity in justice judgments. Presentation at the International Round Table on Organizational Justice, Utrecht, Netherlands.
- Blader, S. L.** (2002, August). Bias in justice judgments: Outcomes and identity as predictors of process fairness evaluations. Presentation at the annual meeting of the Academy of Management, Denver, CO.
- Blader, S. L.** (2002, June). Motivated reasoning in perceptions of procedural justice. Presentation at the IXth International Society for Justice Research Conference, Skovde, Sweden.
- Blader, S. L.** & Tyler, T. R. (2002, April). How do employees define procedural justice? Procedural function and source as dimensions of procedural justice evaluations. Presentation at the annual meeting of the Society for Industrial/Organizational Psychology, Toronto, ON, Canada.
- Blader, S. L.** (2002, February). Identification, fairness, and engagement in groups. Poster presentation at the annual meeting of the Society for Personality & Social Psychology, Savannah, GA.
- Blader, S. L.** (2001, August). The role of procedural and instrumental considerations in union certification decisions. Presentation at the annual meeting of the Academy of Management, Washington, DC.
- Blader, S. L.** & Tyler, T. R. (2001, August). Procedural justice & retaliation in organizations: A cross-national comparison of the importance of fair group processes. Presentation at the annual meeting of the Academy of Management, Washington, DC.
- Blader, S. L.** (2001, February). Procedural justice and collective action. Presented at the annual meeting of the Society for Personality & Social Psychology, San Antonio, TX.
- Blader, S. L.** (2000, September). Bridging the gap of social injustice: Justice and empathy as antecedents of prosocial behavior. Presentation at the VIIIth International Society for Justice Research Conference, Rishon LeZion, Israel.
- Blader, S. L.** & Tyler, T. R. (2000, September). Procedural justice in group settings: Understanding the antecedents and implications of a four component model of procedural justice. Presentation at the VIIIth International Society for Justice Research Conference, Rishon LeZion, Israel.

- Blader, S. L.,** Tyler, T. R., & Chang, C. C. (2000, September). Examining the universality of procedural justice in organizations: Comparing the meaning and consequences of procedural justice between the US and Taiwan. Presentation at the VIIIth International Society for Justice Research Conference, Rishon LeZion, Israel.
- Blader, S. L. &** Tyler, T. R. (2000, August). A four-component model of procedural justice: What makes a process fair in work settings? Presentation at the annual meeting of the Academy of Management, Toronto, ON.
- Blader, S. L. &** Tyler, T. R. (2000, April). Beyond reciprocity: The role of relationship orientation in explaining cooperative organizational behavior. Presentation at the annual meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.
- Tyler, T. R. & **Blader, S. L.** (2000, May). Terms of engagement: Why do people invest themselves in work? Presentation at the Research on Managing Groups and Teams Annual Conference, Stanford University, Palo Alto, CA.
- Blader, S. L. &** Heilman, M. E. (1999, August). Assumptions of gender-based preferential selection: The impact of rarity. Presentation at the annual meeting of the Academy of Management, Chicago.

<i>INVITED PRESENTATIONS</i>

- Blader, S. L.** (2010, April). Turning the tables on justice: Status and power as predictors of fairness towards others. Presentation at the University of Illinois.
- Blader, S. L.** (2010, April). What prompts leaders to treat others (un)fairly? Status, power, and justice. Presentation at the Kennedy School, Harvard University.
- Blader, S. L.** (2010, March). Fairness dynamics among relatively higher ranked parties. Presentation at the Rotman School of Management, University of Toronto.
- Blader, S. L.** (2009, October). Challenges to doing the “right” thing: Conflicts between empathy and justice. Presentation at the Eichstaett conference on “The potential of justice research for conflict resolution and the understanding of societal problems.”
- Blader, S. L. &** Chen, Y. (2009, June) Towards a better understanding of the differentiation between status & power: An organizational justice perspective. Presentation at the Free University of Amsterdam.
- Blader, S. L. &** Chen, Y. (2009, June). Fairness at the front line: Status & power as predictors of leader fairness. Presentation at the Erasmus Leadership Conference, Rotterdam, Netherlands.
- Blader, S. L.** (2009, March). Fairness at the front line: Status, power, and empathy as predictors of managerial fairness. Presentation at the Tepper School of Business, Carnegie Mellon University.
- Blader, S. L.** (2009, March). Status, power, and leader fairness. Presentation at the University of Central Florida.
- Blader, S. L.** (2008, November). Identity matters: Antecedents, consequences, and mechanisms of social identity in organizations. Presentation at the Rutgers School of Business.

- Blader, S. L.** (2008, June). How efforts to do the right thing can go astray: Empathy, justice, and managerial decision making. Presentation at the Roundtable on Organizational Justice, Lisbon, Portugal.
- Blader, S. L.** (2007, December). Identity matters: Employee performance, union certification, & concerns about organizational success. Presentation at the UCLA Anderson School of Management.
- Blader, S. L.** (2007, June). Multiple identities. Presentation at the Yale SOM OB Summer Camp, Yale University.
- Blader, S. L.** (2007, June). Identity as a proximal determinant of employee performance. Presentation at the Yale SOM OB Summer Camp, Yale University.
- Blader, S. L.** (2007, June). Identity matters: Social identity & employee performance. Presentation at the Identity, Innovation, & Organizational Learning Conference, Carnegie Mellon University.
- Blader, S. L.** (2006, June). The road to unfairness may be paved with good intentions: Empathy & unjust managerial decisions. Presentation at the Rotterdam School of Management, Erasmus University.
- Blader, S. L.** (2005, November). Identity matters: Employee organizational identity shapes performance. Presentation at the 11th Annual Wharton OB Conference.
- Blader, S. L.** (2005, June). Identification, employee performance, and communal orientation. Presentation at the KNAW/EAESP Special Meeting on Social Identity in Organizations.
- Blader, S. L.** (2005, April). Justice as a tool for examining identity concerns & motivations in organizations. Presentation at the University of Arizona.
- Blader, S. L.** (2004, April). Justice, identity, and cooperation in groups. Focus speaker presentation at the Eastern Psychological Association, Washington, DC.
- Blader, S. L.** (2002, March). Procedural justice and employee engagement. Presentation to the Human Capital Strategy practice at William M. Mercer Inc.
- Blader, S. L.** (2000, November). Justice and identity as antecedents of cooperation in groups. Presentation at the annual Social Psychology Graduate Student Conference, Columbia University.

CHAired CONFERENCES & SYMPOSIA

- Blader, S. L.** (with J. Magee) (2010, March). Power, Status, and Influence conference. Held at the Stern School of Business, New York University. Speakers: Robert Frank (Keynote), Yaru Chen, Joan Chiao, Karen Cook, Naomi Ellemers, Deborah Gruenfeld, Robert Josephs, Andrew Papachristos, Thomas Schubert, Jim Sidanius, Linda Skitka, Robb Willer, Ezra Zuckerman.
- Blader, S. L.** (2008, August). Innovations in Social Exchange Theory: New Perspectives on a Classic Theory. Symposium presentation at the annual meeting of the Academy of Management, Anaheim, CA.
Selected as a Showcase Symposium at the annual meeting of the Academy of Management.

Blader, S. L. (with Y. Chen) (2008, August). Attaining, Maintaining, and Experiencing Status in Organizations. Symposium presentation at the annual meeting of the Academy of Management, Anaheim, CA.

Blader, S. L. (with T. Okimoto) (2006, August). Examining the Cross-Roads of Justice and Status. Symposium presentation at the XIth meeting of the International Society of Justice Research, Berlin, Germany.

Blader, S. L. (with S. Tavares) (2005, May). How do Employees Relate to their Work Organizations? Investigating the Nature of Employee Organizational Attachment. Symposium presentation at the XIIth European Congress of Work & Organizational Psychology, Istanbul, Turkey.

Blader, S. L. (2004, August). Is That Fair? Investigating the Subjective Quality of Organizational Justice. Symposium presentation at the annual meeting of the Academy of Management, New Orleans, LA.
Selected as a Showcase Symposium at the annual meeting of the Academy of Management.

Blader, S. L. (with D. van Knippenberg) (2004, August). Towards a Deeper Integration of Social Identity Theory into Organizational Research. Symposium presentation at the annual meeting of the Academy of Management, New Orleans, LA.
Selected as a Showcase Symposium at the annual meeting of the Academy of Management.

Blader, S. L. (with Y. Chen) (2004, August). The Role of Status in Organizational Justice. Symposium presentation at the annual meeting of the Academy of Management, New Orleans, LA.

Blader, S. L. (with C. Bartel & A. Wrzesniewski) (2004, June). Roundtable on Identities in Organizations. Held at the Stern School of Business, New York University. Sponsors: Organizational Behavior Division of the Academy of Management & the Stern School of Business. Conference focused on the various functions that identities serve in organizational contexts. External (non-NYU) participants include: Susan Ashford, Nyla Branscombe, Marilyn Brewer, Kevin Corley, Janet Dukerich, Mary Ann Glynn, Alex Haslam, Michael Hogg, Michael Pratt, William Swann, & David Whetten.

TEACHING EXPERIENCE

Stern School of Business, New York University

- *Advanced Research Seminar in Micro-Organizational Behavior*. Fall 2009. (**Rating: 6.7 out of 7**)
- *Collaboration, Conflict & Negotiations*. Fall 2005; Winter, Summer, Fall 2006; Winter 2007; Spring, Summer, Fall 2008; Winter, Fall 2009; Winter 2010. (**Avg. rating: 6.2 out of 7**)
- *Managing People & Teams*. Spring, Fall 2005; Fall 2006; Spring, Fall 2008. (**Avg. rating: 6.2 out of 7**)
- *Management and Organizational Analysis*. Fall 2003, Spring 2003, Fall 2004. (**Avg. rating: 6.3 out of 7**)

Department of Psychology, New York University

- Instructor, *Introduction to Social Psychology*. Summer 2001.
- Teaching assistant, *Psychometrics*. Fall 2000.
- Teaching assistant, *Psychological Statistics*. Fall 1997 – Spring 1998; Spring 1999.
- Teaching assistant, *Introductory Psychology*. Fall 1996 – Spring 1997.

PROFESSIONAL EXPERIENCE, SERVICE and HONORS

Media mentions: New York Times; CNBC; Crain's New York; AM New York; Informationweek; Forbes; Scientific American Mind.

Editorial Board Member: Organization Science, Journal of Management, British Journal of Management

Program committee member: International Society of Justice Research conference, August 2010.

Treasurer-Elect: International Society of Justice Research.

Participant, 2010 Google Research Summit

Discussant, Academy of Management annual meetings: 2009—Chicago, IL; 2008—Anaheim, CA.

Recent ad-hoc reviews:

- Academy of Management Journal
- Academy of Management Review
- European Journal of Social Psychology
- Group Processes & Intergroup Relations
- Industrial & Labor Relations Review
- Journal of Experimental Social Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Personality and Social Psychology
- National Science Foundation
- Organizational Behavior & Human Decision Processes
- Personality & Social Psychology Bulletin
- Psychological Science
- Social Justice Research

Reviewer, Academy of Management Conference

- 2010: Organizational Behavior Division
- 2009: Organizational Behavior & Conflict Management Divisions
- 2008: Organizational Behavior & Conflict Management Divisions
- 2006: Organizational Behavior & Conflict Management Divisions
- 2005: Organizational Behavior & Organization & Management Theory Divisions
- 2004: Organizational Behavior & Conflict Management Divisions
- 2003: Conflict Management & Human Resources Divisions

Faculty advisor, Stern OUTClass, MBA LGBT Student Group

Judge, Reaching Out MBA Essay Contest

Invited committee member, Academy of Management, OB Division, Best Paper Award

Invited committee member, Academy of Management, CM Division, Most Influential Paper Award

Stern MBA pre-term lecturer, Group dynamics session, August 2003, 2004

Coordinator, NYU Consortium on Organizational Behavior & Psychology, Fall 2002 - Spring 2004

Presenter, Academy of Management, CM Division, Doctoral Student Consortium, August 2002

THESIS COMMITTEE MEMBERSHIPS

Dissertation committee member: Tina Opie (Management Department, NYU, May 2010); Marko Halkonnen (pre-examiner; December 2009); Naomi Rothman (Management Department, NYU, May 2008); Patrick Callahan (Psychology Department, NYU, May 2006); Linda Dunn-Jensen (Management Department, NYU, May 2006); Tyler Okimoto (Department of Psychology, NYU, September 2005); Angelina Davis (Department of Psychology, NYU, April 2004); Brian Welle (Department of Psychology, NYU, February, 2004)

Undergraduate honors theses: Shefali Patil (May, 2008); Stefanie Pugliese (May, 2005)

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Association
- American Psychological Society
- International Society for Justice Research.
- Society for Industrial/Organizational Psychology
- Society for Personality and Social Psychology

CORPORATE EXPERIENCE

Summer 1998	William M. Mercer, Inc. , New York, NY. <i>Research associate.</i>
Summer 1997	Pacific Gas & Electric , San Francisco, CA. <i>Assessment Intern</i>
August 1994 – August 1996	Mercer Consulting Group , New York, NY.