

AUDREY JEANETTE MURRELL, Ph.D.

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Education

Ph.D. University of Delaware, 1987. DISSERTATION TITLE: *Belief Similarity as the Basis for the Formation of Group Boundaries and the Reduction of Intergroup Bias.*

M.S. University of Delaware, 1985. THESIS TITLE: *Perceived Control and Victim Derogation: Is the World Still Just?*

B.S. Howard University, 1983, *magna cum laud.* MAJOR: *Psychology*, MINOR: *Sociology*

Employment

Academic Positions:

2013 to **Present** – Associate Dean, College of Business Administration, University of Pittsburgh, Pittsburgh, PA

2007 to 2013 – Director, David Berg Center for Ethics and Leadership, University of Pittsburgh, Katz/CBA School of Business, Pittsburgh, PA.

1994 to **Present** - Associate Professor of Business Administration, Joseph M. Katz Graduate School of Business, University of Pittsburgh.

1999 to **Present** - Secondary appointment, Graduate School of Public and International Affairs, University of Pittsburgh.

1989 to **Present** - Secondary appointment, Department of Psychology, University of Pittsburgh.

1992 to **Present** - Secondary appointment, Department of Women's Studies, University of Pittsburgh. Steering Committee Member, 1992 to 1995.

2005 to 2007 – Research Director, Women in the Workforce Program, University of Pittsburgh, Center for Social and Urban Research, Pittsburgh, PA.

1998 to 2002 - Coordinator, Organizational Behavior and Human Resources Interest Group, University of Pittsburgh, The Katz School

1989 to 1994 - Assistant Professor of Business Administration, Joseph M. Katz Graduate School of Business, University of Pittsburgh.

1989 to 1990 - Instructor, Department of Psychology, Carlow College, Pittsburgh, PA.

1987 to 1989 - Assistant Professor of Psychology, Department of Psychology, University of Pittsburgh.

Honors and Awards

- 2011 - City of Pittsburgh, Office of the Mayor - Citizens' Service Award which proclaimed Aug. 12th, "Dr. Audrey Murrell Day" within the city of Pittsburgh
- 2009 – Western PA Small Business Network – Minority Small Business Champion of the Year.
- 2008 – Iris Marion Young Award for Political Engagement, University of Pittsburgh, Pittsburgh, PA
- 2004 – Student Choice Award, University of Pittsburgh, Teaching & Service Recognition
- 2004 - Irwin-McGraw Hill Distinguished Paper Award, Southwest Academy of Management
- 2002 - Girl Scouts of Southwestern Pennsylvania, "Women of Distinction" Award, Pittsburgh, PA
- 2001 - Susan B. Anthony, "Women of Vision" Award, Women's Leadership Assembly, Pittsburgh, PA
- 2000 - Chancellor's Affirmative Action and Diversity Award, University of Pittsburgh, Pittsburgh, PA
- 2000 - Athena Awards Finalist, Pittsburgh Chamber of Commerce, Pittsburgh, PA
- 1999 - United Way of Allegheny County, Community Champion Award, Pittsburgh, PA
- 1999 - H.J. Zoffer Medal for Meritorious Service Award, University of Pittsburgh, Katz Business Alumni
- 1998 - Chancellor's Award for Distinguished Public and Community Service, University of Pittsburgh.
- 1993 - Society of Experimental Social Psychology, election to membership status
- 1987 - Nomination for Kurt Ryder Award for Outstanding Dissertation in the Humanities, University of Delaware.
- 1987 - Outstanding Young Women in America.
- 1983 - Phi Beta Kappa, Gamma Chapter.
- 1982 - National Honors Society in Psychology, Psi Chi (President - Howard University Chapter, 1983.).
- 1982 - Who Who's Among American College and University Students.
- 1982 - National Institute of Mental Health Competitive Award, Depart. of Psychology, University of Delaware.
- 1982 - National Institute of Mental Health/ADAMAH Research Fellowship, Howard University.

Research Areas

Gender and Diversity in Organizations. Factors that impact career outcomes for women and African Americans at work, including issues such as mentoring, career advancement, workplace discrimination and supplier diversity.

Social Responsibility in Organizations. Increasing the understanding and effectiveness of social responsibility efforts by corporations including issues such as CSR, social in management and social justice.

Social Identity Theory & Applications. The formation, maintenance and consequences of social identity within groups and organizations, including work groups, social groups, demographic groups and sports groups.

Courses Taught

Undergraduate

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| Organizational Behavior | Business Communications |
| Gender and Work | Teamwork in Organizations |
| Diversity in Organizations | Careers in Organizations |
| Organizational Psychology | Introduction to Psychology |
| Fundamentals of Social Psychology | Psychological Experience of African-American Women |
| Research Design and Computer Applications | Experimental Psychology |
| Leadership in a Social Environment | Service Learning in Organizations |
| International Dimensions of Org Behavior | |

Graduate

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|---------------------------------|--|
| Organizational Behavior | Group Dynamics & Decision-Making |
| Behavioral Science in Business | Business Communications/Interpersonal Skills |
| International Dimensions of HRM | Research Design and Statistical Analysis |
| Social Entrepreneurship | Business Ethics and Social Performance |
| Cross-Cultural Management | Organizational Leadership |

Research Funding

2009 to 2011 – Lipson Faculty Development Fund – Pittsburgh, PA. “A bystander intervention approach to ethical decision making” (with Ray Jones, Co-PI). Amount: \$10,000.

2006 to 2009 – Fulfilling the Dream Fund, New York, NY. “Measuring Discrimination in Public Contracting: A Comparison of Three Urban Cities”. (with Ralph Bangs, Co - PI). Amount: \$200,000.

2007 – David Berg Center for Leaders & Ethics, Pittsburgh, PA. “Sim Biz: Using game theory to understand ethical decision making among college undergraduates”. Amount: \$3,000.

2007 - University of Pittsburgh, Faculty Research Grant. “Sim Biz: Using game theory to understand ethical decision making among college undergraduates”. Amount: \$3,000.

2006 – Woodcock Faculty Development Grant, Pittsburgh, PA. “Developing Enterprising Students Through a Living - Learning Community”. Amount: \$25,000.

2005 – H.J. Heinz Endowments, Pittsburgh, PA. “Women and Employment: Analyzing the Pittsburgh Earnings Gap“. (with Sabina Dietriek, Susan Hansen & Chris Briem, Co-Investigators). Amount: \$50,000

2005 – Maurice Falk Fund, Pittsburgh, PA. “Discrimination in Public Contracting”. Amount: \$10,000.

2004 - University of Pittsburgh, Center on Race and Social Problems. “Increasing Bidding among Minority Prime Contractors”. Amount: \$10,000

2003 - University of Pittsburgh, Center on Race and Social Problems. “Perceived Organizational Support: A Study of African American Managers”. Amount: \$8,000.

2003 - University of Pittsburgh, University Center for Social and Urban Research (Steve Manners Award). “The Old Boys Network Revisited: A Study of Minority Contractors”. Amount: \$9,000.

2003 – University of Pittsburgh, Center on Race and Social Problems. “Racial Discrimination in Public Contracting”. Amount: \$10,000.

2002 – University of Pittsburgh, Women’s Studies Program. “Women Philanthropists as Tempered Radicals”. Amount: \$1,200.

2001 - Heinz Family Foundation, Pittsburgh, PA. "Gender and career outcomes: A longitudinal study of male and female managers". Amount: \$2500.00

2000 - University of Pittsburgh, International Business Center, Pittsburgh, PA. "Women and careers: A study of the United States, Peru and Slovakia". Amount: \$5850.00

2000 - University of Pittsburgh, Office of the Provost, Pittsburgh, PA. "Using classic and contemporary literature and film for teaching management and leadership to college undergraduates". Innovation in teaching award. Amount: \$4995.00.

1999 - Society for the Psychological Study of Social Issues, Ann Arbor, MI. "Examining the Impact of Stakeholder Relationship and the Effectiveness of Affirmative Action within the Radio Broadcast Industry". Amount: \$5000.00

1999 - Minority Media and Telecommunication Council, Washington, D.C. "EEOC Compliance and the Effectiveness of Affirmative Action: A Look at the Radio Broadcast Industry." Amount: \$3000.00

1998 - American Association of University Women. "Future Community Leaders". Amount: \$4800.00

1994 - Institute for Industrial Competitiveness. "Management succession and organizational identification: From

inertia to transformation". Amount: \$9200.00

1994 - Hewlett International Small Grants Program. "Part-time work in the Netherlands". Amount: \$1,875.00.

1994 - International Business Center, University of Pittsburgh. "The contingent work force: A look at women in the Netherlands". Amount: \$1,840.00

1994 - John G. Bowman Intercultural Exchange Endowment Fund. "A look at part-time work among women in the Netherlands". Amount: \$1,000.

1992 to 1993 - University of Pittsburgh, Office of Research. "Behavior and Attitudinal Correlates of Career Aspirations Among Female Undergraduates". Amount: \$11,210.

1992 - Joseph M. Katz Graduate School of Business, University of Pittsburgh. "Resistance to Affirmative Action: A Look at African Americans". Faculty Research Grant.

1991 - Joseph M. Katz Graduate School of Business, University of Pittsburgh. "Aversive Racism and Resistance to Affirmative Action". Faculty Research Grant.

1990 - Joseph M. Katz Graduate School of Business, University of Pittsburgh. "The Issue of Preferential Treatment". Faculty Research Grant.

1989 to 1990 - National Science Foundation, Washington, D.C. (No. RII-8817198). The Effectiveness of Group Mergers. Amount: \$12,000.

1988 to 1989 - University of Pittsburgh, Office of Research and Development and Faculty of Arts and Sciences. The Reduction of Intergroup Conflict. Amount: \$2330.

1987 - Maurice Falk Medical Fund, Pittsburgh, PA. Research on racism and intergroup relations. Amount: \$1400.

Publications

Books

Murrell, A.J. and Blake-Beard, S. (*under contract*). Mentoring Diverse Leaders: Creating Change for People, Processes and Paradigms. Taylor & Francis / Routledge Publishers.

Murrell, A.J. and South-Paul, J. (*under contract*). Mentoring in medical and health professions. McGraw-Hill Publishers.

Murrell, A.J., Trammel-Forte, S. and Bing, D. (2008). Intelligent Mentoring: How IBM Adds Value through People, Knowledge and Relationships. Pearson Publishers.

Murrell, A.J., Crosby, F. and Ely, R. (1999), Mentoring Dilemmas: Developmental Relationships within the Multicultural Organization. Lawrence Erlbaum Publishers.

Chapters

Murrell, A.J. and Zagenczyk, T. (2007). Gender, Race and Role Model Status: Exploring the Impact of Informal Developmental Relationships on Management Careers. In, M. Karsten (Ed.), "*Gender, Ethnicity and Race in the Workplace*", Westwood, CT: Greenwood/Praeger Publishers.

Blake-Beard, S., Murrell, A.J. and Thomas, D.A. (2007). Unfinished Business: The Impact of Race on Understanding Mentoring Relationships. In, B. Rose-Ragins and K. Kram (Eds.), *Handbook on Mentoring*, Sage Publications.

Jones, R. and Murrell, A.J. (2006). "Teaching Gender and Diversity in Organizations" To appear in J. Branche, E.R. Cohn, and J.W. Mullennix (Eds.), "*Diversity across the Curriculum: A Guide for Faculty in Higher Education*", Anker Publishing, Inc.

Murrell, A.J. and Tangri, S. (1999), Mentoring at the margin. In Mentoring Dilemmas: Developmental Relationships with Multicultural Organizations, A.J. Murrell, F. Crosby, and R. Ely (Eds.), Lawrence Erlbaum Publishers.

Murrell, A.J. (1999). Black women, careers and family. In N.J. Burgess, E. Brown, and S. Turner (Eds.), African American Women: An Ecological Perspective, Ann Arbor, MI: Garland Press.

Murrell, A.J. (1997). To identify or not to identify: Preserving, ignoring and sometimes destroying social identity. In S. Fiske and J. Eberhardt, (Eds.), Racism: The problem and the response, (pp. 18-201). Thousand Oaks, CA: Sage Publications.

Monographs, Reports & Other Publications

Murrell, A.J., Bangs, R., and Constance-Huggins, M. (2013). Utilization of MBE and WBE in local government contracts in Chicago. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh

Bangs, R., Murrell, A.J. and Constance-Huggins, M. (2012). MBE and WBE access to local government contracts in Boston. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Murrell, A.J. and Blake-Beard, S. (2006). Executive Leadership Council guide to effective mentoring relationships. ELC Foundation for Leadership and Research: Washington, D.C.

Bangs, R., Lietz, I., Singletary, J. and Murrell, A.J. (2006). Minority business shares of prime contracts approved by the board of Pittsburgh Public Schools. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Bangs, R., and Murrell, A.J. (2005). Increasing prime contract opportunities for MBEs within Pittsburgh Public Schools. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Bangs, R., and Murrell, A.J. (2005). Increasing prime contract opportunities for MBEs within Allegheny County. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Hansen, S., Murrell, A.J., and Weldon, S.L. (1999). The status of women in the Pittsburgh region: Economy, politics and violence. In R. Bangs (Ed.), *The State of the Region: Economic, Demographic and Social Conditions and Trends in Southwestern Pennsylvania*.

Murrell, A.J. (1995). Test item file for Behavior in Organizations: Understanding and managing the human side of work (Fifth Edition) by J. Greenberg and R. Baron. Englewood Cliffs, N.J.: Prentice-Hall.

Special Journal Issues - Editorships

Murrell, A.J. and Logsdon, J. (2008). Martin Luther King's Contributions to Management Scholarship and Practice. Business & Society, Volume 47.

Murrell, A.J. and Hayes-James, E. (2001). Gender and Diversity within Organizations. Sex Roles, Volume 45(5-6).

Murrell, A.J., (1997). Reform, Higher Education and the 21st Century. Journal of Public Management and Social

Policy, Volume 3(1).

Journal Articles

Murrell, A.J., Zhao, X., and Dotson, E. (*In preparation*). Diversity management as high performance systems: A longitudinal study of public sector organizations. To be submitted, *Journal of Management Studies*.

Zhao, X., Chen, S. and Murrell, A.J. (*In preparation*). Organizational responses to institutional pressures: CSR reporting in China. To be submitted to, *Organization Science*.

Murrell, A.J., Jones, R., Sharma, J. and Boulos, G. (*In preparation*). Assessing the impact of food security on local systems and sustainable communities: The development of the Food Abundance Index. To be submitted to *American Sociological Review*.

Jones, R., Murrell, A.J. and Smith, E. (2013). An offer we can refuse? CSR and the environmental impact of Marcellus Shale drilling. *Journal of Organizational Behavior Education*, 6: 5-28.

Zagenczyk, T., Scott, K., Gibney, R., Murrell, A.J. & Thatcher, J. (2010). Social influence and perceived organizational support: A social network analysis. *Organizational Behavior and Human Decision Processes*, 111, 127-138.

Murrell, A.J., Olson, J.E., Frieze, I.H. (2010). Sexual harassment and gender discrimination: A longitudinal study of female managers. *Journal of Social Issues*, 51(1), 139-149.

Zagenczyk, T. and Murrell, A.J. (2009). It is better to receive than to give: Advice network effects on job and work-unit attachment. *Journal of Business & Psychology*, 24(2), 139-152.

Murrell, A.J., Blake-Beard, S., Porter, D.M., and Perkins-Williams, A. (2008). Inter-organizational formal mentoring: Breaking the concrete ceiling sometimes requires support from the outside. *Human Resource Management*, 47(2), 275-294.

Zagenczyk, T.J., Gibney, R., Murrell, A.J., & Boss, S. (2008). Friends don't make friends good citizens, But advisors do. *Group & Organization Management*, 33, 760-780.

Zagenczyk, T.J., Murrell, A.J., & Gibney, R. (2008). The effect of the physical work environment on the development of linking and communal social capital. *International Journal of Organizational Analysis*, 15, 119-135.

Logsdon, J.M. and Murrell, A.J. (2008). Beyond "I Have a Dream": Dr. Martin Luther King, Jr.'s contributions to management scholarship and practice. *Business & Society*, 47, 411-424.

Bangs, R., Murrell, A.J. and Higgins, M. (2006). Minority business bidding for local government contracts: The complex issue of availability. *Journal of Health and Social Policy*, Vol 23(2).

Murrell, A.J. and Zagenczyk, T. (2006). The gendered nature of role model status: An empirical study. *Career Development International*, 11(6), 560-578.

Frieze, I.H., Olson, J.E., Murrell, A.J. and Selvan, M. (2006). Work values and their effect on work behavior and work outcomes in female and male managers. *Sex Roles*, 54(1/2), 89-93.

Frooman, J. and Murrell, A.J. (2005). Stakeholder influence strategies: The roles of structural and demographic determinants. *Business and Society*, 44(1), 3-31.

Wolf, R., Weick, K., Usher, R., Terborg, J., Poppo, L., Murrell, A.J., Dukerich, J., Crown, D., Dickson, K., Jourdan, J. (2005). Sport and organizational studies: Exploring synergy. *Journal of Management Inquiry*, 14(2), 182-210.

- Murrell, A.J. and Hayes-James, E. (2001). Gender and diversity within organizations. Sex Roles, 45 (5/6), 243-257.
- Murrell, A.J. (2001). Career achievement: Opportunities and barriers. Encyclopedia of Gender.
- Jones, R. and Murrell, A.J. (2001). Signaling positive corporate social performance. Business and Society, 40(1), 59-78.
- Murrell, A.J. (2000). Traditional versus contemporary forms of discrimination. Encyclopedia of Psychology.
- Dietz-Uhler, B. and Murrell, A.J. (1999). Examining fan reactions to game outcomes: A longitudinal study of social identity. Journal of Sport Behavior, 22(1), 15-27.
- Dietz-Uhler, B. and Murrell, A.J. (1999). Evaluation of affirmative action applicants: Perceived fairness, human capital or social identity? Sex Roles, 38(11/12), 933-951.
- Jones, R., Murrell, A.J. and Jackson, J. (1999). Pretty versus powerful: Attributions of women athletes' performance in the U.S. Olympics. Journal of Sport and Social Issues, 23(21), 183-192.
- Dietz-Uhler, B. and Murrell, A.J. (1998). Effects of social identity and threat on self-esteem and group attributions. Group Dynamics: Theory, Research and Practice, 2(1), 24-35.
- Sethi, R. Dietz-Uhler, B. and Murrell, A.J. (1997). Alumni identification in public versus private universities. Journal of Public Management and Social Policy, 3(1), 77-85.
- Murrell, A.J. and Jones, R. (1997). Assessing affirmative action: Past, present and future. Journal of Social Issues, 52(4), 77-92.
- Murrell, A.J. (1996). Women of color and the issue of sexual harassment. In, P. Stockdale (Ed.), Women and Work, (Vol. 6, pp. 51-66). Sage Publications.
- Murrell, A.J., Frieze, I.H. and Olson, J.E. (1996). Mobility strategies and career outcomes: A longitudinal study of MBAs". Journal of Vocational Behavior, 49, 324-335.
- Murrell, A.J., Olson, J.E., and Frieze, I.H. (1995). Gender discrimination and sexual harassment: A longitudinal study of women managers. Journal of Social Issues, 51(1), 139-149.
- Haunschild, P.F., Moreland, R.L. and Murrell, A.J. (1994). Sources of resistance to mergers between groups. Journal of Applied Social Psychology, 24, 1150-1178.
- Murrell, A.J. and Curtis, E.M. (1994). Causal attributions of black and white quarterbacks in the NFL: A look in the sport pages. Journal of Sport and Social Issues, 18(3), 224-233.
- Murrell, A.J. and Mingrone, M.J. (1994). Correlates of temporal perspective. Perceptual and Motor Skills, 78, 1331-1334.
- Murrell, A.J. Dietz-Uhler, B.L., Dovidio, J.F., Gaertner, S.L., and Drout, C. (1994). Aversive racism and resistance to affirmative action: Perceptions of justice are not necessarily color blind. Basic and Applied Social Psychology, 15(1), 71-86.
- Murrell, A.J. (1994). Black women and white women in the professions. Gender and Society, 8(2), 266-267. (book review)
- Murrell, A.J. (1994). An innovative view of conflict in organizations. Contemporary Psychology, 39(1). (book review)
- Murrell, A.J., Stewart, A.C. and Engel, B.T. (1993). Devil's advocacy versus consensus: The impact of task structure

and strategic decision process on strategic decision making. Journal of Business Communication, 30(4), 399-414.

Murrell, A.J. and Jones, J.M. (1993). Perceived control and victim derogation: Is the world still just? Journal of Social Behavior and Personality, 8(3), 545-554.

Murrell, A.J. and Dietz-Uhler, B.L. (1993). Gender identity and adversarial sexual beliefs as predictors of attitudes toward sexual harassment. Psychology of Women Quarterly, 17(2), 169-175.

Dietz-Uhler, B. and Murrell, A.J. (1993). Resistance to affirmative action: A test of four explanatory models. Journal of College Student Development, 34, 352-357.

Neo, M. and Murrell, A.J. (1993). Valenced emotions in satisfaction: A look at affect in shopping. In L. McAlister and M. Rothschild (Eds.), Advances in Consumer Research, Vol. 20.

Dietz-Uhler, B.L. and Murrell, A.J. (1992). College students' perceptions of sexual harassment: Are gender differences decreasing? Journal of College Student Development, 33(6), 540-546.

Murrell, A.J. and Gaertner, S.L. (1992). Cohesion and sport team effectiveness: The benefit of a common group identity. Journal of Sport and Social Issues, 16(1), 1-14.

Murrell, A.J. and Dietz, B.L. (1992). Fan support of sport teams: The effect of a common group identity. Journal of Sport and Exercise Psychology, 14, 28-39.

Murrell, A.J. and Sprinkle, J. (1992). The impact of negative attitudes toward computers on employee satisfaction and commitment within a small company. Computers in Human Behavior, 8, 1-7.

Leana, C., Ahlbrandt, R.S. and Murrell, A.J. (1992) The effects of participation in an employee involvement program on unionized workers' attitudes, perceptions, and preferences for decision-making structures. Academy of Management Journal, 35(4), 861-873.

Ahlbrandt, R.S. Leana, C., and Murrell, A.J. (1992). Employee involvement programmes improve corporate performance. Long Range Planning, 25(5), 91-98.

Murrell, A.J. Frieze, I.H. and Frost, J.L. (1991). Aspiring to careers in male and female dominated professions: A study of black and white college women. Psychology of Women Quarterly, 15(1), 103-126.

Gaertner, S.L., Mann, J.A., Dovidio, J.F., Murrell, A.J., and Pomare, M. (1990). How does cooperation reduce intergroup bias? Journal of Personality and Social Psychology, 59(4), 692-704.

Gaertner, S.L., Mann, J.A., Murrell, A.J. and Dovidio, J.F. (1989). Reducing intergroup bias: The benefits of recategorization. Journal of Personality and Social Psychology, 57(2), 239-249.

Murrell, A.J. (1989). The distribution of social orientation within a black sample. In J. L. McAdoo (Ed.), Empirical Research on Black Psychology, (Vol. 12, pg. 32-37). Washington, D.C.: National Institute of Mental Health.

Professional Presentations

Papers

Murrell, A.J., Sharma, J. and Jones, R. (2011). Food security as a matter of social justice: Introducing the Food Abundance Index. Paper presented at the Annual Meeting of the Academy of Management Association, San Antonio, TX.

Murrell, A.J., Sharma, J. and Jones, R. (2011). The Food Abundance Index: Bridging the gap in understanding and measuring food security. Paper presented at the Annual Meeting of the Eastern Academy of Management Association, Boston, MA.

- Frooman, J. and Murrell, A.J. (August, 2008). "How risk mediates the CSP-CFP link". Paper presented at the Academy of Management Association Meeting, San Diego, CA.
- Blake-Beard, S., Murrell, A.J. and Thomas, D.A. (April, 2007). "Understanding Race and Relational Challenges in Mentoring Relationships." Paper presented as part of the symposium entitled, "Expanding the Horizons of Mentoring Theory, Research and Practice". Society for Industrial Organizational Psychology, New York, NY.
- Zagenczk, T., Murrell, A.J. and Ptaszenski M. (2005, March). "The ties that bind: Advice network centrality effects in job involvement and work-unit commitment. Paper presented at the 2005 Southwestern Academy of Management annual meeting, Dallas, TX. *Received Irwin-McGraw Hill Distinguished Paper Award at the Southwest Academy of Management Conference for "best paper" of the conference.*
- Zagenczyk, T., Murrell, A.J., and Gautam, T. (2005, April). "The Mediating Role of Job Involvement in the Relationship Between Social Networks and Organizational Citizenship Behavior. Paper presented at the Eastern Academy of Management Annual Conference, Springfield, MA.
- Zagenczyk, T., Murrell, A.J. and Boss, S. (2005, May). "Following the Muse: Role Models, Their Social Networks and Impact on Employees' Work-Related Attitudes. Paper presented at the Midwestern Academy of Management Annual Conference, Chicago, Illinois.
- Murrell, A.J., Zagenczyk, T. and Jones, R. (2001, March). Stakeholder theory and understanding affirmative action. Paper presented at the International Association of Business and Society (IABS), Sedona, AZ.
- Murrell, A.J. and Olivas, M.E. (1999, March). Gender equality across the nations. Paper presented at the International Association of Business and Society (IABS) meeting, Paris France.
- Kirby, D.C. and Murrell, A.J. (1995, June). Managing diversity within a global context: Issues and directions for future research. Paper presented at the Administrative Sciences Association meeting, Windsor, Ontario.
- Dietz-Uhler, B. and Murrell, A.J. (1995, May). Evaluations of affirmative action applicants: Perceived fairness, human capital or social identity? Paper presented at the Annual Meeting of the Midwestern Psychological Association Meeting, Chicago, Illinois.
- Murrell, A.J. and Dietz-Uhler, B.L. (1995, April). The effects of social identity and threat on reactive and coping responses. Paper presented at the Annual Meeting of the Eastern Psychological Association Meeting, Boston, MA.
- Murrell, A.J. (1994, April). The intersection of race and gender: Implications for social psychology. Paper presented at the Annual Meeting of the Eastern Psychological Association, Providence, RI.
- Murrell, A.J. (1994, August). Race and gender and the issue of sexual harassment. Paper presented as part of a symposium presented at the Annual Meeting of the Academy of Management, (Women in Management Division) Dallas, TX.
- Murrell, A.J., Frieze, I.H., and Olson, J.E. (1993, August). Job stability, satisfaction and career success: A look at new careerism. Paper presented at the Annual Meeting of the Academy of Management, (Careers Division), Atlanta, GA.
- Makihija, M.V., Stewart, A.C., and Murrell, A.J. (1993, August). The effect of institutional environments on individual risk-taking behavior: An empirical comparison of the U.S. and Czechoslovakia. Paper presented at the Annual Meeting of the Academy of Management, (International Management Division), Atlanta, GA.
- Coontz, P.A., Murrell, A.J., and Frieze, I.H. (1993, August). The effects of women's studies on the experiences and perceptions of sexual harassment among college students. Paper presented at the annual meeting of the Sociologists Against Sexual Harassment division of Sociologists for the Study of Social Problems, Miami, FLA.
- Murrell, A.J. and Sethi, R. (1993, October). Sport team apparel consumption among African-American adolescents:

Racial identity or gang affiliation? Paper presented at the annual meeting of the Pennsylvania Sociological Society, Pittsburgh, PA.

Haunschfld, P., Moreland, R., and Murrell, A.J. (1993, May). "Us" versus "Them": Resistance to mergers among cohesive and successful groups. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Thompson, H. and Murrell, A.J. (1993, March). The impact of racial identity on individual and collective self esteem. Paper presented at the Annual Meeting of the Eastern Psychological Association, Crystal City, VA.

Smith, C. and Murrell, A.J. (1993, March). The impact of gender collective group esteem on the endorsement of gender stereotypes. Paper presented at the Annual Meeting of the Eastern Psychological Association, Crystal City, VA.

Neo, M. and Murrell, A.J. (1992, October). Valenced emotions in satisfaction: A look at affect in shopping. Paper presented at the Annual Academy of Consumer Research Conference, Vancouver, BC.

Murrell, AJ and Curtis, E.D. (1992, November). Attributions in the sports pages: A look at black and white quarterbacks in the NFL. Paper presented at the North American Society for the Sociology of Sport, Toledo, OH.

Murrell, A.J., Stewart, A., and Engel, B. (1992, August). Consensus versus devil's advocacy: The impact of strategic decision process and task structure on strategic decision making. Paper presented at the Annual Meeting of the Academy of Management (Business Policy and Strategy Division), Las Vegas, NV.

Hutchison, S. and Murrell, A. (1992, May). Effects of humor on attitudes toward women. Paper presented at the Annual Meeting of the Western Psychological Association, Portland, OR.

Leana, C., Ahlbrandt, R. and Murrell, A.J. (1991, August). The effects of participation in employee-involvement on union members' attitudes, perceptions, and preferences for decision-making structures. Paper presented at the Annual Meeting of the Academy of Management (Personal and Human Resources Division), Miami, FLA.

Dietz, B.L. and Murrell, A.J. (1991, May). The effects of ingroup bias on collective self-esteem. Paper presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Hutchison, S. and Murrell, A.J. (1991, April). Perceived support, group size, and group identity effects on task performance in a simulated work group. Paper presented at the Annual Meeting of the Western Psychological Association Conference, San Francisco, CA.

Murrell, AJ, Dietz, B.L., and McKissick, M.F. (1991, March). A scale of attitudes toward affirmative action. Paper presented to the Annual Meeting of the Eastern Psychological Association, New York, NY.

Murrell, A.J. and Gaertner, S.L. (1990, May). Cohesion and sports team effectiveness: The benefits of a common group identity. Paper presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Murrell, A.J. and Hutchison, S. (1990, April). The effects of perceived support, group identity, and group size on the levels of commitment and effort within a simulated work group. Paper presented at the Annual Meeting of the Western Psychological Association, Los Angeles, CA.

Murrell, A.J., Brown, A., Nelson-LeGall, S., and Washington, N. (1990, March). Diffuse status characteristics: The effects of race and physical attractiveness on perceived social status. Paper presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Murrell, A.J. and Frieze, I.H. (1990, March). Correlates of job choices of undergraduates: Effects of gender and race. Paper presented at the 61 st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Gaertner, S., Mann, J., Dovidio, J., Murrell, A., and Marina, P. (1989, October). The arithmetic of intergroup

cooperation: One plus one equals one. Invited paper presented at the Annual Meeting of the Society of Experimental Social Psychology, Santa Monica, CA.

Murrell, A.J. (1989, August). The effects of social support and ethnic group identification on the career attainment of black women. Paper presented at the Annual Conference for the Association of Black Psychologists, Fort Worth, TX.

Murrell, A.J. (1989, May). Outgroup similarity and the reduction of intergroup bias. Paper presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Murrell, A.J. (1989, April). Cooperation and ingroup bias: The effects of intergroup similarity, social identity, and individual accountability on collective behavior in a social dilemma. Paper presented at the 60th Annual Meeting of the Eastern Psychological Association, Boston, MA.

Gaertner, S.G., Mann, J.A., Pomare, M., Murrell, A.J. and Dovidio, J. (1989, April). How does cooperation reduce intergroup bias? Paper presented at the 60th Annual Meeting of the Eastern Psychological Association, Boston, MA.

Moreland, R., Haunschild, P. & Murrell, A.J. (1988, June). Merging small groups. Invited paper presented at the International Conference on Groups, Networks, and Organizations, Nags Head, NC.

Murrell, A.J. and Gaertner, S.L. (1988, April). Belief similarity and the reduction of intergroup bias. Paper presented at the 59th Annual Meeting of the Eastern Psychological Association, New York, NY.

Murrell, A.J. and Huntington, R.B. (1988, April). Test anxiety, locus of control and work ethic as predictors of academic performance. Paper presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Murrell, A.J. and Gaertner, S.L. (1987, April). Ingroup categorization and belief similarity: Does 100 signal in?. Paper presented to the 58th Annual Meeting of the Eastern Psychological Association, Arlington, VA.

Kuhlman, D.M. and Murrell, A.J. (1987, February). The measurement of individual versus group level social orientation. Paper presented at the International Conference on Social Motives, The Netherlands.

Murrell, A.J. and Jones, J.M. (1985, April). Belief in a just world and perceived control: Is the world still just? Paper presented at the 56th Annual Convention of the Eastern Psychological Association, New York, NY.

Murrell, A.J. and King, D. (1983, August). Anchor effects: An increase in perceived similarity. Paper presented at the Annual Convention of the American Psychological Association, Anaheim, CA.

Symposia

Murrell, A.J. (2007, August). Tipping Point versus Evolutional Psychology: Explaining sex segregation in the workplace. Symposium organized for Academy of Management Association, Philadelphia, PA.

Murrell, A.J. and Logsdon, J. (2006, August). "Contributions of Dr. Martin Luther King, Jr. to Management Scholarship and Practice." Symposium organized for Academy of Management Association, Atlanta, GA.

Murrell, A.J. and Blake-Beard (2006, August). "The Sound of Shattering Glass: Mentors, Networks and the Complexity of Race and Gender". Symposium organized for the Academy of Management Association, Atlanta, GA.

Murrell, A.J. (2000, March). Affirmative action and Social Issues in Management Research. Symposium organized for the International Association of Business and Society (IABS) conference, VT.

Murrell, A.J. (1998, August). Harassing vs. free speech. Paper presented as part of the symposium entitled, Presented at the annual meeting of the Academy of Management Association, San Diego CA.

Murrell, A.J. (1997, August). Emergent forms of workplace discrimination. Paper presented as part of the symposium entitled, Presented at the annual meeting of the Academy of Management Association, Boston, MA.

Murrell, A.J. and Jones, R. (1996, August). The paradox of affirmative action: An experimental manipulation of outgroup deservingness. Paper presented as part of the symposium entitled, "Affirmative action at the crossroads: Unraveling individual and organizational reactions to equal opportunity mandates", M.A. Belliveau and D.C. Kirby, Chairs. Presented at the annual meeting of the Academy of Management Association, Cincinnati, Ohio.

Murrell, A.J. (1995, August). The contingent workforce: A look at women in the United States and the Netherlands. Part of a symposium entitled, "Working in a global community: Cross National examples of human resource issues". Presented at the annual meeting of the Academy of Management Association (Organizational Behavior and Careers Division), in Vancouver, B.C.

Murrell, A.J. (1995, August). Causal attributions of performance for black and white quarterbacks in the NFL: Hard work or natural ability? Part of a symposium entitled, "Image of the black athlete in the media" with Ralph Allsopp (chair). Presented at the annual meeting of the American Psychological Association (Division 45) in New York, NY.

Murrell, A.J., Dietz-Uhler, B.A., Dovidio, J.L., Gaertner, S.L. and Drout, C. (1994, August). "Micro vs. macro justifications for resistance to affirmative action". Part of a symposium entitled, "Affirmative action at work: Towards reducing barriers to the integrated workplace" with M. Turner (chair). Presented at the annual meeting of the Academy of Management (Women in Management Division) in Dallas, TX.

Olson, J.E., Frieze, I.H., and Murrell, A.J. (1993, August). "The decline of the fulltime stable job: Its impact on business professionals". Part of a symposium entitled, "Contingent Work Arrangements: Empirical Perspectives", with Kathleen Barker (chair). Presented at annual meeting of the Academy of Management (Human Resources Division) in Atlanta, GA.

Murrell, A.J. and Frieze, I.H. (1990, October). Plans for marriage and career: A study of college students. Part of a symposium entitled, "The Impact of Marital Status on Career and Life Transitions", with J. Olson (chair) and C. Leana. Illinois Institute of Technology, Chicago, IL.

Murrell, A.J. (1990, August). The impact of black conversion ideology on perceptions of physical attractiveness. Part of a symposium entitled, "The Pittsburgh Model of Black Cultural Conversion: An Elaboration of Theory and Correlated Characteristics" with J. Taylor (chair), A. Brown and J. Rogers. Presented at the Association of Black Psychologists Conference, Ocho Rios, Jamaica, VI.

Murrell, A.J. (1990, March). An examination into the structural implications of internalized racism on the career attainment of black women. Part of a symposium entitled, "How Culture Affects the Quality of Life Among Blacks" with J. Taylor (chair) and A. Brown. Presented at the Pennsylvania Black Conference on Higher Education, Pittsburgh, PA.

Murrell, A.J., Frieze, I.H., and Frost, J. (1988, March). Career goals versus family roles: A study of black college women. Part of a symposium entitled, "Career Planning for the 21st Century: Old Roles and New Rules" with I.H. Frieze (chair), M.K. Moss, T. Malafi, and M.Cini. Presented at the Association of Women in Psychology Conference, Bethesda, MD.

Posters

Zagenczyk, T., Murrell, A.J. and Jones, R. (March, 2001). Affirmative action and the contact hypothesis: A stakeholder analysis of top colleges and university. Poster/discussion presented at the International Association of Business and Society (IABS) conference, Sedona, AZ.

Olivas, M.L., Murrell, A.J. Jones, R.E., and Zagenczyk, T. (June, 1999). Going for the gold: Cultural dimensions in Olympic performance among nations. Poster presented at the annual meeting of the Society for the Psychological

Study of Social Issues of the American Psychological Association (Division 9), Ann Arbor, MI.

Olivas, M.L., Murrell, A.J. and Olson, J.E. (June, 1998). The impact of job interruptions on earnings for male versus female managers. Poster presented at the annual meeting of the Society of Psychological Study of Social Issues of the American Psychological Association (Division 9), Ann Arbor, Michigan.

Murrell, A.J., Jackson, J. and Jones, R. (June, 1998). Pretty versus powerful: Causal attributions of males versus female athletes. Poster presented at the annual meeting of the Society of Psychological Study of Social Issues of the American Psychological Association (Division 9), Ann Arbor, Michigan.

Murrell, A.J. and Jones, R. (May, 1996). Family-friendly labels and firm performance: An event study. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues of the American Psychological Association (Division 9), Ann Arbor, Michigan.

Murrell, A.J. and Jones, R. (May, 1996). The paradox of affirmative action: An experimental manipulation of deservingness. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues of the American Psychological Association (Division 9), Ann Arbor, Michigan.

Kirby, D.C. and Murrell, A.J. (August, 1995). Examining women as contingent workers: Implications for collective bargaining. Poster presented at the annual meeting of the American Psychological Association (Industrial - Organizational Division), New York.

Dietz-Uhler, B., Murrell, A.J. and Houlette, M. (October, 1995). The effects of cross-cutting group memberships on ingroup bias. Poster presented at the annual joint meeting of the Society of Experimental Social Psychology and the European Association of Experimental Social Psychology, Washington, D.C.

Olson, J.E., Frieze, I.H., and Murrell, A.J. (1993, June). "Comparison of the careers and salaries of men and women MBAs in the United States." Poster presented at the International Conferences entitled, "Out of the Margin: Feminist Perspectives on Economic Theory", Netherlands.

Mai, N., Frieze, I.H., and Murrell, A. (1992, April). Shopping as a socially acceptable expression of power motivation. Poster presented at the Annual Meeting of the Eastern Psychological Association, Boston, MA.

Murrell, A.J. and Dietz, B.L. (1991, May). Sport fans and support of teams: The effects of a common group identity. Poster presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Dietz, B., Murrell, A.J., and Evans-Rhodes, D. (1990, March). College students' perceptions of sexual harassment: Are gender differences decreasing? Poster presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Engel, B.T., Murrell, A.J. and Hutchison, S. (1990, March). Social Facilitation: The effects of group size, work orientation, and self-monitoring. Poster presented at the presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Evans-Rhodes, D., Murrell, A.J., and Dietz, B. (1990, March). Gender stereotyping of occupations: Is women's work still women's work? Poster presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Mingrone, M. and Murrell, A.J. (1990, March). Correlates of temporal perspective. Poster presented at the 61st Annual Meeting of the Eastern Psychological Association, Philadelphia, PA.

Invited Talks

Murrell, A.J. (March, 2014). Mentor matters. Invited talk at the national conference for Women in Sports and Events – New York, New York.

Murrell, A.J. (March, 2014). Intelligent mentoring. Invited talk at the annual meeting of Grant Makers Network – San Diego, CA.

Murrell, A.J. (October, 2012). Intelligent mentoring within health and medical professions. Invited talk at the UPMC Health Disparities Conference – Pittsburgh, PA.

Murrell, A.J. (October, 2012). Increasing capacity of M/W/DBEs. Invited keynote speaker for the Pittsburgh Public Schools Business Extravaganza – Pittsburgh, PA.

Murrell, A.J. (June, 2012). Strategies for enhancing diversity and inclusion: A case study of the Pittsburgh Symphony Orchestra. Invited talk at the League of American Orchestras - Dallas, TX.

Murrell, A.J. (June, 2012). Intelligent Mentoring. Invited speaker at the National Cancer Institute, National Institutes of Health – Washington, D.C.

Murrell, A.J. (July, 2011). Mentoring Effectiveness. Invited speaker at the National Cancer Institute, National Institutes of Health – Washington, D.C.

Murrell, A.J. (September 2010). Mentoring, Diversity and Organizational Effectiveness. Invited speaker at St. Jude Research Hospital – Memphis, TN.

Murrell, A.J. (July, 2010). Mentoring effectiveness in medical and health professions. Invited speaker for Morehouse Medical School Conference – Atlanta, GA.

Murrell, A.J. (June, 2010). Mentoring and Diversity. Invited speaker at the National Cancer Institute, National Institutes of Health – Washington, D.C.

Murrell, A.J. (May, 2009). Mentoring, Diversity and Inclusion. Invited speaker at the National Post-Doctoral Association Conference – Washington, D.C.

Murrell, A.J. (October, 2009). Mentoring and Diversity. Invited plenary speaker at the Compact for Faculty Diversity Institute - Arlington, VA.

Murrell, A.J. (2009, April). Ethical violations: An application of Rusbult's social investment model". Colloquium presented to the Department of Psychology, University of Pittsburgh - Pittsburgh, PA.

Murrell, A.J. (2000, October). Stakeholder theory and affirmative action: An integrative approach. Invited address at the meeting of the NIMH Minority Colloquium Series - Washington, D.C.

Murrell, A.J. (1998, January). Diversity: Setting a research agenda for social psychology. Invited address at the conference on Diversity, sponsored by the Russell Sage Foundation, held at the University of Delaware - Newark, DE.

Murrell, A.J. (1996, August). Recalibrating the scales of justice: Integrating procedural justice and diversity theory, research and practice. Research forum presented at the Annual Meeting of the Academy of Management Association in Cincinnati, Ohio (Dana McDonald-Mann, Quinetta Roberson and Cynthia Stevens, chairs).

Murrell, A.J. (1994, September). To join or not to join: Preserving, ignoring and sometimes destroying social identities. Invited talk at the conference entitled, "Racism, the problem and the Response: Seven social psychologists speak out". Presented at the University of Massachusetts at Amherst.

Murrell, A.J. (1994, August). A decade review of gender perspective. Invited talk as part of the program entitled, "Women in management at the crossroads: Directions for gender research in the next decade". Presented at the Academy of Management Association annual meeting (Women in Management division) - Dallas, TX.

Murrell, A.J. (1993, March). The many faces of group identification. Invited talk at the Department of Psychology, University of Massachusetts at Amherst - Amherst, MA.

Murrell, A.J. (1992, July). Strategies for dealing with sexual harassment: A look at the University of Pittsburgh task force. Invited talk at the Sociologists Against Sexual Harassment Conference - Pittsburgh, PA.

Murrell, A.J. (1992, June). Collective self-esteem as a predictor of ingroup favoritism. Invited paper presented at the International Conference on Stereotypes and Intergroup Relations - Highland Beach, FLA.

Murrell, A.J. (1991, June). Intergroup relations and the issue of affirmative action. Invited paper presented at the International Conference on Stereotypes and Intergroup Relations - Highland Beach, FLA.

Murrell, A.J. (1991, March). Resistance to affirmative action: A case of intergroup conflict. Invited talk presented to the Department of Psychology, University of Pittsburgh - Johnstown, PA.

Murrell, A.J. (1990, June). A social-psychological perspective on the issue of affirmative action. Invited talk presented to the Department of Psychology, University of Delaware - Newark, DE.

Murrell, A.J. (1990, April). Reducing intergroup conflict: The benefits of a superordinate identity. Research talk given to the Joseph M. Katz Graduate School of Business Associates Program - Pittsburgh, PA.

Murrell, A.J. (1989, March). The effects of intergroup similarity and social identity on cooperation in a simulation commons dilemma. Invited address at the Annual Meeting of the National Institute of Mental Health ADAMHA-MARC Conference - Bethesda, MD.

Murrell, A.J. (1989, November). Attitudes toward affirmative action: A social psychological perspective. Invited talk for the United States Department of the Interior, Pittsburgh Research Center - Pittsburgh, PA.

Murrell, A.J. (1988, December). Distribution of social orientation within a black sample. Invited presentation for the 12th Conference on Empirical Research in Black Psychology - Ann Arbor, MI.

Executive Education

2004 to present. University of Pittsburgh (Katz/CEE), MBA Essentials Program. Design and facilitate sessions on organizational effectiveness.

2010 to present. University of Pittsburgh (GSPIA), Nigerian Leadership Institute. Design and facilitate sessions on mentoring and leadership effectiveness.

2006 to 2008. University of Pittsburgh, Executive Leadership Program for Women, PPG Industries. Design and facilitate workshop on networking, power and influence for women in R&D.

2004 to 2007. Executive Leadership Council, Washington, D.C. Design and facilitation of management training program and longitudinal mentoring initiative; also senior management leadership training on effective networking.

1998 to 2005. Management in Technology Organizations. University of Pittsburgh, Center for Executive Education, Katz School. Participated as program faculty; presented information on leadership and communication effectiveness.

2004 to 2005 - Fed-Ex Ground, Pittsburgh, PA. Design and facilitated training workshop on effective project management.

1999 - Executive Leadership Institute for Women. University of Pittsburgh, Center for Executive Education, The Katz School. Served as Academic Director and program faculty; presented information on diversity and career management within organizations.

1999 – Mentoring and Leadership Development for Women. University of Pittsburgh, Center for Executive Education, Katz School. Served as Academic Director and program faculty; presented information on mentoring, diversity and career development.

1998 to 2000 - Weekend Executive Education Program. University of Pittsburgh, Center for Education and Economic Development, Bratislava. Instructed course on International Dimensions of Human Resource Management.

1994 to 1997 - Allegheny Health, Education and Research Foundation, Executive Leadership Institute. Served as the Academic Director in charge of curriculum development, program implementation and participant feedback and evaluation.

Professional Consulting

2011 to present – UPMC Health Systems/University of Pittsburgh Health Sciences. Faculty Coordinator of PATHS Faculty Mentoring Initiative.

2004 to present – UCLA Anderson School of Business, Faculty Instructor, African American Leadership Institute.

2009 to present – ASCENT Program for Multicultural Women, Faculty Instructor, Women’s Leadership Program.

2004 to 2012 – National Association of Minorities in Communication, Faculty Instructor, African American Leadership Institute.

2004 to 2008 - IBM Corporate Learning, Raleigh/Durham, NC. Consultation on mentoring design and enhancement for IBM global services.

2004 to 2007 - Executive Leadership Council, Washington, D.C. Development and facilitation of mentoring program for middle-level managers.

2006 to 2007 – Eli Lilly & Company. Develop and delivery training program on effective formal mentoring programs.

2000 to 2005 – ALCOA Technical Center, Pittsburgh, PA. Consultation on mentoring and career development.

2001 – Heinz USA, Pittsburgh, PA. Consultation and establishment of the GOAL Women’s Mentoring Network.

2000 – Kent State University, East Liverpool, Ohio. Consultation on strategic planning and faculty development.

1998 - Pittsburgh chapter, YWCA. Consultation on diversity within non-profit organizations.

1996 - Human Engineer Research Laboratories, Pittsburgh PA. Consultation on organizational planning, career development and student mentoring.

1996 - University of Pittsburgh, Office of Residence Life, Pittsburgh, PA. Workshop on diversity and student relations.

1995 - Congressional Briefing, Washington, D.C. Panelist for congressional briefing on the issue of affirmative action. Briefing held at the Capital Building in Washington, D.C. and was co-sponsored by Senator Arlen Specter (D-Pa) and the American Psychological Association, Office of Science in the Public Interest.

1995 - Conference Coordinator - "Human Resources vs. Labor Costs: The Changing Nature of People at Work". Developed proposal, funding and administered conference for 30 invited participants in Tuscon, AZ.

1994-1996 - Duquense University, Division of Continuing Education, Saturday College. Consultation on the

development and implementation of concentration on organizational behavior targeted toward the non-traditional, adult student market.

1995 - Carnegie Library Systems, Pittsburgh, PA. Conducted a workshop on strategies for job reclassification, their process and impact.

1995 - QUEST, Inc. Conducted research on the issue of women and women of color as consumers in the 21st century.

1993 - National Association of Minority Engineering Programs, Chicago, 111. Conducted workshop on mentoring and professional development of minorities within organizations.

1992-1993 - Minority Enterprise Corporation, Pittsburgh, PA. Coordinator of Business Acquisition Study for minority-owned business in Allegheny County.

1992 - National Association of Minority Engineering Programs, Chicago, 111. Conducted workshop on effective strategies for recruitment and retention of a diverse work force.

1992 - Nursing Recruitment Coalition, Pittsburgh, PA. Coordinator and facilitator for leadership workshop series for pre-nursing and nursing students.

1990 - Gannon University. Graduate School of Business, Erie, PA. Research consultation on the validation of the Relative Perceived Power (RPP) instrument.

1990 - Weirton Steel Corporation, Weirton, W.VA. Preparation of briefing outlining the history, relevant pieces of legislation, and social psychological implications of affirmative action policies.

1987 - Maurice Falk Medical Fund, Pittsburgh, PA. Preparation of briefing on research, meetings and individuals concerned with the psychological study of racism.

1987 - Department of Sports Medicine, University of Delaware. Statistical and computer assistance for research on eating disorder tendency in female college athletes.

1987 - Department of Nursing, University of Delaware. Statistical and computer assistance for research on psychological aspects of post-partum depression in women.

1983 - Minority Fellowship Program of the American Psychological Association. Preparation of briefing for the National Conference on the Child Abuse and Neglect.

Other Professional Activities

2005 to present – Advisory Board, Center on Race and Social Problems, University of Pittsburgh

2011 to present – Member, Nag’s Heart Leadership Collaborative

2009 to present – Advisory Board, ASCENT Inc. – Center for Multicultural Women, Tuck School of Business

2009 to present – Faculty Affiliate, Simmons College, School of Business, Center for Gender in Organizations

2002 – MBE/DBE/WBE Appeals Commission for Allegheny County, PA

2000 – Allegheny County Transition Team, Community College and Workforce Development

2000 – Leadership Pittsburgh, Program Chair for leadership development program

1998 - Hampton University, Library and Information Science, Hampton, VA. Conducted workshop on planning and human resource development

1998 - Hampton University, School of Business, Hampton, VA. Conducted a workshop on research and publishing in a business school environment

1996 - INROADS, Inc. of Pittsburgh, PA. Conducted a workshop on career assessment and planning for college-bound students

1992- University of Pittsburgh and Carnegie Mellon University, Pittsburgh, PA. Joint workshop series on teaching and research approaches for diverse populations

1991- University of Pittsburgh, Katz Graduate School of Business, Pittsburgh, PA. Learning Community Workshop for Executive Management Training Program

1989 - College of Humanities and Fine Arts, Fisk University, Nashville, Tenn. Workshop on effective lecturing techniques in large enrollment classes

1989 - Department of Dance, Fisk University, Nashville, Tenn. Statistical and survey design assistance for the assessment of undergraduate program preferences

1989 - University of Pittsburgh, Black FAS Graduate Student Association. Workshop on Contemporary Black Research Issues

1989 - University of Pittsburgh, School of Medicine, Pittsburgh, PA. Personal skills workshop for the 1989 Pre-matriculation Program. Topic: How to Survive in Medical School

1988 - Department of Psychology, University of Pittsburgh. Graduate Student Recruitment at the Association of Black Psychologists Annual Meeting, Washington, D.C.

1985 - Office of Instructional Planning, University of Delaware. Workshop for the First Annual Training program of Teaching Assistants

1985 - University of Delaware, Department of Psychology. Annual Minority Graduate Recruitment Program, co-sponsored by the Office of Minority Affairs

1983 - University of Delaware, Department of Psychology. Recruitment at the Annual Graduate Student Conference sponsored by the Delaware Valley Chapter of the Association of Black Psychologists

Journal Reviewing

Journal of Hispanic Research

- Editorial Board, 2006 to present

Sex Roles

- Associate Editor, 1997 to 2002
- Editorial Board, 2006 to present

International Journal of Organizational Analysis

- Editorial Board, 2004 to 2011

Journal of Sport Management

- Editorial Board, 2010 to 2012

Psychology of Women Quarterly

- Board of Consulting Editors, 1991-1994
- Associate Editor, 1994-1996

Ad Hoc Reviewing

- | | |
|--|-----------------------------------|
| - Academy of Management Journal | Academy of Management Review |
| - Personality and Social Psychology Bulletin | Journal of Applied Psychology |
| - Gender and Society | Journal of Comparative Psychology |
| - Journal of Social Behavior and Personality | Research in Behavior Accounting |
| - Business & Society | Human Resource Management |
| - Journal of Vocational Behavior | Journal of Hispanic Research |

Other Reviewing

- | | |
|----------------------------------|------------------------------|
| - Allyn and Bacon Publishers | Pine Forge Press, Inc. |
| - Prentice-Hall Publishers, Inc. | Routledge Publishers, Inc. |
| - Sage Publications, Inc. | McGraw Hill Publishers, Inc. |

Professional Organizations

Memberships

Academy of Management Association
Society for the Psychological Study of Social Issues
Society for Experimental Social Psychology
International Association of Business and Society
Executive Women's Council, Pittsburgh, PA.
Leadership Pittsburgh, Class XVII

Offices Held

Division Chair, Gender and Diversity in Organizations, Academy of Management, 2000-2001
Division Chair-Elect, Gender and Diversity in Organizations, Academy of Management, 1999-2000
Program Chair, Gender and Diversity in Organizations, Academy of Management, 1998-1999
Executive Committee, Society for the Study of Social Issues, 1993-1996
Executive Committee, Women in Management Division of the Academy of Management, 1994-1996
Newsletter Editor, Organizational Behavior Division of the Academy of Management, 1994-1998
Chair, Doctoral Consortium, Women in Management Division, 1996
Co-Chair, Historical and Archival Committee, Women in Management Division, 1992-1993.
Chair, Historical and Archival Committee, Women in Management Division, 1993-1994.

Professional and Community Service

University

Secretary of the University Senate, 2000-2001
Faculty Assembly Representative, 1999-2000
Senate Anti-Discrimination Committee, 1995-1997; Chair, 1997-1998
Admissions Advisory Committee on Student Athletes, 1995-1998
Chancellor's Campus/Community Initiative, Planning Committee, 1995-1998
Chancellor's Diversity Seminar Planning Committee, 1995-1998; Coordinator, 1999 to present
University Center for Social and Urban Research, Strategic Review Committee, 1998
Dean's Search Committee, College of General Studies, 1995-1996
Search Committee, Vice Provost for Women's Concerns, 1995
Review Committee, Commonwealth Fund for Disadvantaged Students Committee, 1996-1997
Board of Trustee's Committee on Affirmative Action, 1992-1993; 1997-present
Provost's Advisory Committee on Women's Concerns, 1990-1993
University Review Board, 1992-1998
Equipose, Provost's Committee of Black Faculty, Staff and Administrators, 1991-1993
Black Faculty Forum Series, Program Coordinator, 1990-1996
Faculty Senate Committee on Student Affairs, 1991-1993
Faculty Senate Committee on Operations and Procedures, 1992-1993
University Task Force on Sexual Harassment, 1992-1993

University Excel Mentor Program Advisor, 1991-1993
University QUEST/UCEP Mentoring Program, 1990-1992

College

Promotion and Tenure Committee, 2012 to present
Executive Committee, 2011 to present
MBA Curriculum Task Force, 2010-2011
Berg Center Advisory Board, 2002-2005
Katz Women's Alumnae Council Steering Committee, 1995-2001
Graduate Women in Business, Faculty Advisor, 1995-2000
Roberto Clemente Business Association, Faculty Advisor, 1995-2000
Undergraduate Women in Business, Graduate Advisor, 2000-2005
American Red Cross Club, U of Pittsburgh Chapter, Graduate Advisor, 2001 - 2005
Katz Executive Committee (Elected), 1996 - 1998
Chair, Undergraduate Policies and Programs Committee, 1997 - 1999
KGSB Dean's Search Committee (Appointed), 1997
College of Business Administration, Chair of Admissions Committee, 1995-1996
Small Business Development Center, Oversight Committee, 1995-1998
Center for Executive Education Committee, 1997-1998
Teaching Effectiveness Committee, 1997-1998
Doctoral Admissions Committee, 1992-1993
Computer Policies and Usage, 1991-1992
Affirmative Action Committee, 1990-1992
MBA Admission Committee, 1990-1991
Colloquium Series Co-Coordinator (Department of Psychology), 1988-1989

Board Memberships

Present

Family Services of Southwestern Pennsylvania – Emeritus Board Member
Family Hospice and Palliative Care – Community Advisory Board Member

Previous

North Side Christian Health Center – (Board Chair, 2010-2012)
Urban Youth Action, Inc. – (Board Chair, 2008 – 2010)
American Red Cross, National Diversity Advisory Council, Washington, DC (1999-2003)
Family Services of Western Pennsylvania (Board Chair, 2002-2004)
American Red Cross of SWPA (Board Secretary, 2002)
Pittsburgh Presbyterian Foundation
Leadership Pittsburgh, Inc.
Manchester Citizens Corporations (CDC) of Pittsburgh, PA
Minority Enterprise Corporation of Southwestern, PA
Three Rivers Adoption Council of Pittsburgh, PA
American Lung Association, Pittsburgh, PA
Shooting Star Productions, Pittsburgh, PA
Jubilee Association, Inc. - Jubilee Soup Kitchens and Shelter, Pittsburgh, PA
Frontline Youth Foundation, Pittsburgh, PA
FISA Foundation - Pittsburgh, PA

References Available Upon Request