

## FACULTY VITA

MARYANN H. ALBRECHT, Ph.D.  
Associate Professor of Managerial Studies  
College of Business Administration  
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### EDUCATION

B.A. 1963 *magna cum laude* College of Notre Dame of Maryland.  
Major: Sociology Minor: Philosophy

M.A. 1966 Fordham University.  
Major: Sociology Concentration: Criminology

Ph.D. 1976 Emory University  
Field: Sociology  
Major Areas: Organizational Theory, Methodology and  
Statistics, Social Theory  
Minor Area: Modern Cultural Anthropology  
Dissertation: "The Attenuation of Error in the  
Ecological Correlation Coefficient: Application to  
First Offense Delinquent Behavior".

### PROFESSIONAL POSITIONS

1962-1963 Research Assistant. NIMH, Washington, D.C.  
National Study of Mental Health.

1964-1965 Research Assistant and Assistant Editor. *Journal  
of the Sociology of Religion*

1966 Project Director. Atlanta Youth Council.  
Research and development of concept paper for  
the implementation of therapy to families  
with high-risk delinquent adolescents. The  
project required the coordination of  
twenty youth agencies.

1966-1968 Visiting Professor. Emory University, Sociology  
Department, with responsibility for  
undergraduate and graduate courses in  
sociology, research methods and  
Honor's research courses.

1971-1972 Assistant Professor. Georgia State University,  
Management Department, with responsibility  
for undergraduate and graduate courses in

	Organizational Behavior, Research and Methodology and Management.
1972-1978	<u>Assistant Professor</u> . University of Illinois at Chicago Circle. Management Department, with responsibility for undergraduate and graduate courses and seminars in Management, Organizational Behavior and Human Resource Management.
1978-current	<u>Associate Professor of Management</u> (with tenure), University of Illinois at Chicago, Management Department with responsibility for courses in the areas of Management, Organizational Behavior, Human Resource Management, Policy and Theory at the undergraduate and graduate levels.

#### PROFESSIONAL HONORS/RECOGNITION

1959	New York. Mayor's Citation for Citizenship
1959	New York. Regent's Scholarship Award
1959-1963	Alumnae Scholarship. College of Notre Dame
1963	Honorary Fellow, Woodrow Wilson Foundation
1963-1965	University Fellowship, Fordham University
1968-1970	National Science Foundation Fellow, Emory University
1974	Term Membership, Graduate Faculty, University of Illinois at Chicago
1978	Associate Membership, Graduate Faculty, University of Illinois at Chicago
1980	Leadership Award, Altruista (Executive and Professional Association for Women)
1980	Feature articles, <i>Chicago Tribune</i> . Radio Interviews (WN13, WYEN, WFVR, WINN, WFYR) TV (business channel)
1981	Research Award, State of Illinois for theoretical work on job/career transfer models.
1986	Research and Service Award, Midwest Academy of Management
1996	Recognition Award for Service as President, Midwest Academy of Management
1998	Teaching Recognition Award, University of Illinois at Chicago
	Recognition Award, Midwest Academy of Management
1997	Recognition Award, Midwest Academy of Management
1998	Recognition Award, Midwest Academy of Management
2001	Recognition Award, Midwest Academy of Management
2001	Editor, <i>Current Issues in Management</i> .

2002 Recognition Award, Midwest Academy of Management  
 2003 Service Award, University of Illinois

# PROFESSIONAL SERVICE

1980-83 Board Member, Human Resource Planning Society.  
 1980-83 Editorial Board, Human Resource Planning Journal  
 1980 Expert Witness, Affirmative Action, U.S. Federal Court, Chicago, Illinois.  
 1980-81 Co-Chair, Site, Midwest Academy of Management  
 1981 Board Member, *Job Sharing*, City of Evanston, Il.  
 1981 Conference Organizer and Proceedings Editor, Computers and Public Service University of Illinois at Chicago, 1981.  
 1981 Editor, Conference Proceedings of the Midwest Academy of Management  
 1982 Editor, Conference Proceedings of the Midwest Academy of Management  
 1981-82 Secretary-Treasurer, Midwest Academy of Management.  
 1983 Board, Career Interest Group, National Academy of Management  
 1982-83 Program Chair, Midwest Academy of Management  
 1982-83 Vice-President, Midwest Academy of Management  
 1983-84 President, Midwest Academy of Management  
 1983 Officer, National Academy of Management  
 1984-current Past President and Member of Advisory Council, Midwest Academy of Management  
 1995-current Officer and Newsletter Editor, Midwest Academy of Management  
 1995-current Officer, National Academy of Management  
 1998 Planning Committee, National Academy of Management  
 1999 Local Arrangements Committee, National Academy of Management  
 1999,2000 Reviewer, National Academy of Management Meetings  
 1999,2000 Reviewer, Midwest Academy of Management Meetings  
 2000 Reviewer, Harcourt Brace, *Organizational Behavior*; Blackwell Publishers, *International Business*; Pearson Education, *Blackwell 5*.  
 2001 Board Member, Journal Editor. Midwest Academy of Management  
 2003 Board Member, Journal Editor. Midwest Academy of Management  
 2003 Editorial Board Member, *Journal of Leadership and Organizational Studies*

I have served as a reviewer for academic journals, including the *Academy of Management Journal*, the *Journal of Business*, *Human*

*Resource Planning Journal*, the *Journal of Management*, *Current Issues in Management* and the *Journal of Leadership and Organizational Studies*. I have also acted as Program Chair for the Midwest Division of the Academy of Management and served as tract reviewers many times for divisions of the National Academy of Management. I have served as a book reviewer for publishers including: Wadsworth Publishers, Little Brown & Company, Addison-Wesley, Houghton-Mifflin, Prentice-Hall and Scott Foresman, Blackwell Publishers, Ltd., and Pearson Education.

#### **FUNDED RESEARCH**

- 1971-1972 Under LEAA Grant #71-EF-658. Principal Investigator Comparative analyses of the influence of social and economic deprivation as a contributing factor to adolescent deviant behavior. This study was based on youth in the Atlanta Public High School system.
- 1974 Principal Investigator. University of Illinois Faculty Research Fellowship. The study created a predictive analysis of the seriousness of deviant behavior among 1,410 high school youth and related it to demographic characteristics.
- 1975-1976 Statistician. LEAA grant funding the Milwaukee victimization study in the adult court system concerned with the social and economic costs of criminal court processing for all clients in adult court.
- 1976 Statistical analysis. University of Wisconsin study of the impact of Affirmative Action and EEOC on organizational career development processes. (\$1,000)
- 1979 Principal Investigator. Royal Academy of Medicine, Poland, University of Wroclaw, Poland and the University of Illinois. Research on the integration of the handicapped into the labor force comparing U.S. and Poland. This grant also supported participation in a symposium on the labor force in Poland. (\$10,000.00)
- 1979 (with E. Burack and A. Pagano) University of Illinois equipment funding used for the development of information about the careers of handicapped and non-traditionally placed employees. (\$200.00)
- 1980 Co-Investigator (with E. Burack) College of Business funding, Tenure Requirements in Colleges of Business. (release time)

- 1981 Principal Investigator. State of Illinois funding for research on information system needs in State Government. (\$2,000.00).
- 1981 Principal Investigator. Research on resource utilization in administrative structures, Hanover Township (\$7,300).
- 1982 Principal Investigator. State of Illinois, Medicare and Medicaid Costs in the State of Illinois. This grant and the related continuing funding (below) identified sources of alleged abuse and resulted in changes in practice and law saving the state 10 million dollars in the first year of implementation. (\$75,000.00)
- 1983 State of Illinois, Principal Investigator. Medicare and Medicaid Costs in the State of Illinois. (\$75,000.00)
- 1984 Principal Investigator. American Personnel Institute, Development of Curriculum Guidelines for Personnel Professionals. The API is the accreditation institute of the American Society of Personnel Administrators. This grant and its related continuation (below) established content guidelines for the training of personnel professionals in U.S. colleges. (\$500.00)
- 1985 Principal Investigator. Research on standards of personnel professional accreditation. Personnel Administration Institute. (\$1000.00)
- 1989-90 Principal Investigator. Research on the development of computer tools as an interactive tool in education. AT&T, This grant created interactive computer modules for courses in organizational behavior and organizational change. (\$3,000.00)
- 1992 Principal Investigator. Research on training needs for the workforce 2000. Center for Research on Literacy, University of Illinois. (\$3000.00)
- 1993-1994 College of Business Administration, Venture 2000. Funding for Computer Software. This grant provided matching funds for the purchase of causal modeling software. (\$400.00)
- 1993 Sponsor. International Scholar's Award to Prof. Niu. This award allowed Prof. Niu to continue his study at the University. I served as the faculty sponsor for the award. (\$1,000.00).

- 1994 Co-Principal Investigator (with H. Bartlett). Summer Curriculum Development Grant. This funding supported research on training in diversity and the development of material for training in the field of labor force diversity. (\$5,981.00)
- 1993-1995 Faculty Advisor/Investigator. Employee Attitude Study. This \$100,000.00 research award to SRC examined the perceptions, beliefs and experiences of professional and academic support staff at the University of Illinois at Chicago academic and medical campuses. I analyzed the literature, developed questionnaires and worked with the Project Manager and Survey Research Center. OAVCAS, University of Illinois at Chicago. The funding provided my Doctoral student with a one-semester Research Assistantship and provided me with data from the study for my own research.
- 1996-1997 Professional Development Grant. Development of literature, theoretical model, modules and interactive multi-media presentations for physicians. College of Business, University of Illinois.
- 2000 Development Grant for Online MBA Curriculum. Development of syllabus, cases, websites, tests and related online material for Organizational Behavior Course, University of Illinois at Chicago, College of Business. (\$10,000).
- 2001 Award. Summer Faculty Computer Courses, University of Illinois for May, 2001 workshops on online software and Curriculum development.
- 2002 Grant. Journal Publication. Midwest Academy of Management, (\$2000.00)
- 2002 Grant. Midwest Academy of Management for journal publication (\$2,000.00)

#### **PUBLICATIONS: REFEREED ARTICLES**

- Albrecht, Maryann H. "The Effect of Parental Status Inconsistency and Adolescent self-image on Adolescent Occupational Choice. *Proceedings of the National Meetings of the American Sociological Society*. Atlanta, Georgia, 1971.
- Albrecht, Maryann H. "Managing with Area Data: The Ecological Fallacy." *Proceedings of the Midwest Academy of Management*, 1973.

Albrecht, Maryann H. "Using Computerized Information Systems to Identify Juvenile Recidivists and Treatment Plans," *Proceedings of the National Symposium on Computer Utilization and Juvenile Justice*. Atlanta, Georgia, 1973.

Albrecht, Maryann H. "Interrelationships among Computer Simulation, Motivation, and the Development of Managerial Skills," *Proceedings of the Midwest Academy of Management*, 1975.

Albrecht, Maryann H. and Nancy Sampson. "Systematic Experimental Learning: A Method and Effectiveness Evaluation," *Proceedings of the Association of Information and Decision Sciences*, 1976.

Albrecht, Maryann H. and Francine Hall, "Organization Innovation and Conformity: Responses to EEO." *Proceedings of the Midwest Division of the Academy of Management*, 1977.

Albrecht, Maryann H. and Francine Hall. "Training for EEO: Who Needs What?" *Proceedings of the Midwest Division of the Academy of Management*, 1977.

Albrecht, Maryann H. "Social Components of Effective Teaching for Policy and Decision-Making." *Proceedings of the Association of Information and Decision Sciences*, 1977.

Albrecht, Maryann H. "Attenuation of Error in the Ecological Correlation Coefficient," *Proceedings of the American Association for the Advancement of Science*, 1977.

Albrecht, Maryann H. "Social Components of Effective Teaching for Policy and Decision-Making." *Proceedings of the American Association for the Advancement of Science*, 1977.

Albrecht, Maryann H. "Intergroup Power Relationships in Organizations: An Analysis of Network Formation." *Illinois Sociological Society*, 1977. In *Sociological Abstracts*, 1977.

Albrecht, Maryann H. and Francine Hall. "Training for EEO: Who Needs What?" *The Personnel Administrator*. (October), 1977.

Albrecht, Maryann H., Paul C. Higgins and Gary L. Albrecht. "Black-White Adolescent Drinking: Whose Social Problem?" *Social Problems* (December), 1977.

Albrecht, Maryann H. "Women, Resistance to Promotion and Self-Directed Change." *Human Resource Management*, 1978.

- Albrecht, Maryann H. and Gary L. Albrecht. "A Critical Assessment of Labeling the Juvenile Justice System". *Justice System Journal: A Management Review*, 1978.
- Albrecht, Maryann H. "Individual Productivity: The Interaction Effect of Task Networks". *Proceedings of the Midwest Academy of Management*, 1980.
- Albrecht, Maryann H. "Human Resource Management and its Relationship to Organizational Behavior, Organizational Development and Organizational Theory". *Proceedings of the Midwest Academy of Management*, 1979.
- Albrecht, Maryann H. "Dual Career Couples". *Proceedings of the Midwest Academy of Management*, 1980.
- Albrecht, Maryann H. "Career Concepts". *Proceedings of the National Academy of Management*, 1980.
- Albrecht, Maryann. "Emerging Trends in Personnel and Industrial Relations." *Proceedings of the Midwest Academy of Management*, 1982.
- Albrecht, Maryann. "Health Care Systems: Strategies to Examine and Identify Fraud". *Symposium Proceedings of the National Academy of Management*, 1985.
- Albrecht, Maryann. "Health Care Systems: Strategies and paradigms in Health Care. *Proceedings of the National Symposium on Health*, 1985.
- Albrecht, Maryann H. "Doctoral Student Education: Motivation, expectations, Satisfactions, Outcomes". *Proceedings of the Midwest Meetings of the Academy of Management*, Vol. 38, 1994.
- Albrecht, Maryann H. and Michael D. Class. "Turnover Among Nursing Professionals: The Impact of Behavioral and Economic Variables on Propensity to Leave." *Proceedings of the Midwest Academy of Management*, Vol. 39, 1996.
- Albrecht, Maryann H. "The Dark Side of Diversity: Using a Cultural Harassment Scale to Examine Perceived Effects on Motivation and Performance." *Proceedings of the Midwest Academy of Management*, Vol. 39, 1996.
- Albrecht, Maryann, Anthony M. Pagano and Palin Phoocharoon. "International Joint Ventures: An Integrated Conceptual



Model for Human Resource and Business Strategies, *Journal of Euromarketing* (special issue on International Joint Ventures in East Asia.), (Vol. 4 No.3/4) 1996, pp. 89-127.

Albrecht, Maryann H. "It's Not (Just) *What You Do*, It's Also *Who You Are*: Job Satisfaction and Cultural Identity" in the *Proceedings of the Midwest Academy of Management*, 1997 Annual Conference, Vol. 40, 1997.

Albrecht, Maryann H. "Volunteerism: The Impact of Global Terrorism on Traditional Concepts." *Current Issues in Management*, 2, 2002, pp. 125-138.

Albrecht, Maryann H. and George Meier, "Persistence: A Behavioral Model", *Journal of Leadership and Organizational Studies* (in Press).

#### **PUBLICATIONS (Books, Chapters in Books and Non-Referred Articles)**

Albrecht, Maryann H. and Gary L. Albrecht. "The Identification of Juvenile Recidivists through Computerized Information Systems." In L. Boxerman (ed.). *Computer Systems and Juvenile Justice*. Reno, Nevada: National Council of Juvenile Court Justices, 1974.

Albrecht, Maryann H. and Francine S. Hall. *The Management of Affirmative Action*. Santa Monica, Calif.: Goodyear Publishing Co., 1979.

Albrecht, Maryann H. "Integrating of the Physically Disabled into the Labor Force: Contributions from the Field of Organizational Behavior". In Jan Jonek (ed.) *The Physically Handicapped in the Labor Force*. Wroclau, Poland. University of Wroclau, 1979 (in Polish).

Albrecht, Maryann H., Elmer H. Burack and Edwin L. Miller. *The Management of Human Resources: Newer Perspectives*. New York: Prentice-Hall, 1980.

Albrecht, Maryann H. "The New Labor Force: Implications for Better Personnel Practices". In Maryann H. Albrecht, Elmer H. Burack and Edwin L. Miller (eds.) *The Management of Human Resources*. New York: Prentice-Hall, 1980.

Albrecht, Maryann H. (ed.) *Computers and Public Service. Proceedings: Conference on Computers and Public Service*, University of Illinois, Chicago. State of Illinois, 1981.

- Albrecht, Maryann H. "Information Systems and Resource Management" in Maryann H. Albrecht (ed.) *Computers and Public Service. Proceedings: Conference on Computers and Public Service*, University of Illinois, Chicago. State of Illinois, 1981.
- Albrecht, Maryann H., Elmer H. Burack and Helene Seitler. *Growing*. Santa Monica, Ca.: Wadsworth Press, 1980.
- Albrecht, Maryann H. "Integrating the Handicapped into the Labor Force: Perspectives from the USSR. *Altruism International*, 1980.
- Albrecht, Maryann. with Anthony N. Calabrese) *Proceedings of the Conference on Computers: Service and the Public Interest*, 1982, 52 pp.
- Albrecht, Maryann. Data Processing Personnel in the State of Illinois: An Analysis of Positions and Occupation Systems. Data Information System Commission, August, 1982, 111 pp.
- Albrecht, Maryann. *Careers in Business*. N.Y.: Wiley Publishing Company, 1983, 220 pp.
- Albrecht, Maryann H. *Careers in Business: Instructor's Manual*, Wiley Publishing Company, 1983.
- Maryann H. Albrecht and Dan Farrell (eds.) *Proceedings: Midwest Academy of Management*, 1983.
- Maryann H. Albrecht. *Curriculum Guidelines in Personnel*. American Society of Personnel Administrators, 1986, 196 pp.
- Maryann H. Albrecht (ed.) *Proceedings of the Midwest Academy of Management*, 1985.
- Maryann H. Albrecht, Elmer H. Burack and Helene Zeitler. *Growing*. This is a reissue of this book with a new publisher, 1987, 292 pp.
- Maryann H. Albrecht "Health Care Systems: Paradigms, Systemic Problems and Strategies." In *Health Care: New Concepts*. Jossey Bass, 1986.
- Maryann H. Albrecht. *Health Care in the State of Illinois*. Reprint of the Technical Report to the State of Illinois House Committee on Health. Springfield, Il., 1986.

Maryann H. Albrecht. *Organizational Behavior and Change: Interactive Computer Exercises*. (Manual and computer disk), 1990.

Maryann H. Albrecht and Francine Hall. "Models of AA/EEO" reprinted in the languages of Europe, Eastern Europe and Latin America, 1993.

Maryann Albrecht, *Cultural Diversity*. Working Series Publication of the University of Illinois at Chicago, 1995. 183 pp.

Albrecht, Maryann, Anthony M. Pagano and Palin Phoocharoon. "International Joint Ventures: An Integrated Conceptual Model for Human Resource and Business Strategies, in Roger Baran, PhD, Yigan Pan, PhD, and Erdener Kaynak, PhD (eds.) *International Joint Ventures in East Asia*. New York: International Business Press, 1996, pp. 89-129.

Albrecht, Maryann. *Cultural Diversity*. Champaign, IL. *Stipes Publishing Company*, 1997.

Albrecht, Maryann. "Resume Oriented Personal Experiences and Skills". University of Illinois, 1998.

Albrecht, Maryann. *International Human Resource Management: Cultural Diversity and the Global Workforce*. London: Blackwell Press, 2001.

Albrecht, Maryann. "Cultural Diversity and the World Wide Web", In *International Human Resource Management*. London: Blackwell press, 2001.

Albrecht, Maryann. *Current Issues in Management*, Vol. 1 and 2, CD-Rom publication, 2002.

#### **TECHNICAL REPORTS**

Albrecht, Maryann. "Court Management: A Summary of Staff Interviews on Policies, Practices, and Problems within the Juvenile Court Structure, Fulton County Juvenile Court, LEAA grant #71-EF-658, 1971.

Albrecht, Maryann. "Predicting Recidivistic Offenders from First Offense and Social Characteristics, "Fulton County Juvenile court, LEAA grant #71-EF-658, 1971.

Albrecht, Maryann. *Computers and Personnel Practices*, State of Illinois, 1981.

Albrecht, Maryann. *Analysis of Organizations & Personnel Practices* (Vol. I & II); *Structure* (Vol. III), *Opinion Survey* (Vol. IV). Hanover Township, 124 pp.

Albrecht, Maryann. *Health Care in the State of Illinois*. Report to House Committee on Health Care in the State of Illinois, 1983, 700 pp.

Maryann H. Albrecht. *Interactive Computer Exercises in Organizational Behavior and Change*. (220 pages and disk).

"Literacy in the Work Force". Report to the Center for Literacy, University of Illinois at Chicago, 1994.

## PRESENTATIONS

"The Effect of Parental Status Inconsistency and Adolescent Self-image on Adolescent Occupational Choice. *National Meetings of the American Sociological Society*. Atlanta, Georgia, 1971.

"Managing with Area Data: The Ecological Fallacy." *Midwest Academy of Management*, 1973.

"Using Computerized Information Systems to Identify Juvenile Recidivists and Treatment Plans," *National Symposium on Computer Utilization and Juvenile Justice*. Atlanta, Georgia, 1973.

"Interrelationships among Computer Simulation, Motivation, and the Development of Managerial Skills, *the Midwest Academy of Management*, 1975.

(with Nancy Sampson). "Systematic Experimental Learning: A Method and Effectiveness Evaluation," *Association of Information and Decision Sciences*, 1976.

(with Francine Hall, "Organization Innovation and Conformity: Responses to EEO." *Midwest Division of the Academy of Management*, 1977.

(with Francine Hall. "Training for EEO: Who Needs What?" *Midwest Division of the Academy of Management*, 1977.

"Social Components of Effective Teaching for Policy and Decision-Making." *the Association of Information and Decision Sciences*, 1977.

"Attenuation of Error in the Ecological Correlation Coefficient," *the American Association for the Advancement of Science*, 1977.

"Social Components of Effective Teaching for Policy and Decision-Making." *American Association for the Advancement of Science*, 1977.

"Intergroup Power Relationships in Organizations: An Analysis of Network Formation." *Illinois Sociological Society*, 1977.

"Integration of the Physically Disabled into the U.S. Labor Force" *University of Wroclau, Poland*, 1979.

"Work Force Motivation". *University of Wroclau, Poland*, 1979.

"Human Resource Management: Where is it Going? Perspectives from OB/OT/HRM/OD" Session Co-Chair and presentation, *Midwest Academy of Management*, 1979.

"Individual Productivity: The Interaction Effect of Task Networks". *Midwest Academy of Management*, 1980.

"Human Resource Management and its Relationship to Organizational Behavior, Organizational Development and Organizational Theory". *Midwest Academy of Management*, 1979.

"Dual Career Couples". *Midwest Academy of Management*, 1980.

"Career Concepts". *National Academy of Management*, 1980.

(with N. Sampson) "Career Planning Systems" *National Association of Information and Decision Sciences*, 1980.

"Career Development", *National Career Conference for Women*, May, 1980.

"Information System Needs in the State of Illinois" *Governor's Commission on Information Systems*, Springfield, Il., October, 1980.

"Career Development" *National Career Conference for Women*", May, 1980.

"Training Needs in the State of Illinois". *University of Illinois State Symposium on Information Systems*, October, 1980.

"Productivity: Interactive Effects of Work Groups". *Midwest Information and Decision Sciences*, 1980.

"Information Systems and resource Management" Conference on Computers and Public Service, State of Illinois, Saganon State University, 1981.

"Future Directed Organizations and Human Resource Management Policies". National Academy of Management, 1981.

"Career Literature: Concepts, Research and Future Directions" Midwest Academy of Management, 1981.

"Retirement Planning and Human Resource Management. Midwest Academy of Management, 1981.

"Career Planning: Issues and Opportunities for Women" National Career Conference for Women, Chicago, 1981.

"Career Development of Women and Minorities" Conference on Human Resource Planning, University of Chicago, 1981.

"Resource Planning" with E. Burack. Workshop presentation. Conference on Human Resource Planning, University of Chicago, 1981.

"Personnel Information Systems and Resource Utilization" Public Hearing, State of Illinois, 1981.

"Career Planning for Women" Women's Association of Chicago, 1981.

"Medical Assistance: Research on Alleged Fraud and Misuse of Funds" National Meeting of Health Administrators and Trainers, Fall, 1982.

"Quality Circles" Midwest Meetings of the Academy of Management, 1982.

"Career Paths: Theoretical Review and a New Conceptualization." National Meetings of the Academy of Management, 1983.

"Issues in Public Health Care". National Meetings of the Academy of Management, 1983.

"Health Care in the United States". National Symposium of Health Care Educators, 1983.

"Changes in Mental Health Care Delivery Systems" Chicago Mental Health Association, 1987.

"Tenure Decisions" Chancellor's Symposium on Faculty Development, University of Illinois at Chicago, 1987.

"Tenure Decisions" Chancellor's Symposium on Faculty Development, University of Illinois at Chicago, 1988.

"Women Executives: Facts and Issues". Association of Women Managers in Chicago". Chicago, Il. 1989.

"Career Trends and the Year 2,000". Career Placement Institute, Chicago, Il. 1990.

"Tenure Decisions: A Review of Data from Colleges". Association of Professional Educators, Spring, 1989.

"Criteria for Tenure: A Review of Data from Colleges." Seminar on Promotion and Tenure, University of Illinois at Chicago, 1990.

"Causal Modeling: Application to Sexual Harassment". Presentation at the Research Division of the National Academy Symposium on Causal Modeling, Purdue University, 1993.

"Science and Religion: St. Catherine of Sienna" University Lecture to Honor the Doctor's of the Church, Neumann Center, University of Illinois, 1993.

"Sexual Harassment: A Causal Model" National Teleconference on Sexual Harassment, University of Illinois, 1993.

"Theories of Sexual Harassment". Seminar Presentation, Department of Management, University of Illinois at Chicago, 1993.

"Literacy in the Work Force". Seminar on Work Force Literacy, Center for Research on Literacy, University of Illinois at Chicago, 1994.

"Violence in the Labor Force". Conference on Women and Gender, University of Illinois at Chicago, 1994.

(with Anthony M. Pagano and Palin Phoocharoon). "International Joint Ventures: An Integrated Conceptual Model for Human Resource and Business Strategies, International Conference on Business: Asia, 1994.

"Doctoral Student Education: Perceived Needs, Motivation, Opportunities and Satisfaction". Midwest Meetings of the Academy of Management, 1995.

"Cultural Diversity: Cases, Simulations and Research" Midwest Academy of Management, 1995.

Keynote Speaker, "Research Issues for Women Entrepreneurs". The Annual Association for Women Entrepreneurs", 1995.

"Cultural Diversity". National Conference on Teaching Effectiveness, Chicago, Il. 1995.

(with Michael D. Class). "Turnover Among Nursing Professionals: The Impact of Behavioral and Economic Variables on Propensity to Leave" Midwest Meetings of the Academy of Management, 1996.

(with George Meier). "The Persistence Process". Midwest Meetings of the Academy of Management, 1996.

"The Dark Side of Diversity: Using Cultural Harassment Scale to Examine Perceived Effects on Motivation and Performance". Midwest Meetings of the Academy of Management, 1996.

"It's Not (Just) What You Do, It's Also Who You Are: Job Satisfaction and Cultural Identity in the Workplace". Midwest Meetings of the Academy of Management, Ann Arbor, Michigan, 1997.

"Job Satisfaction and Cultural Diversity" Invited Paper. "Approaching 2000: Workplace Issues Affecting Women". Regional Administrator of EEOC and the National Bureau of Women's Research, U.S. Department of Labor., Chicago, IL., Nov. 3, 1997.

"Motivation and Personality Variables" North China Industries Delegation of Marketing and Electrical Engineers." Invited presentation, John Nuveen Center for International Affairs, 1997.

Pay Equity: Equal Pay for Equal Work". Invited paper. "Approaching 2000: Workplace Issues Affecting Women," sponsored by the Women's Bureau of the U.S. Department of Labor and the U.S. Equal Employment Opportunity Commission, Chicago, Jan. 30, 1998.

"Negotiation Techniques: An Interactive Multimedia Presentation." Invited Presentation. Conference on Multimedia Technologies in the Classroom. Sponsored by the Center for Excellence in Teaching and Learning. Chicago, March 16, 1998.

"Personal Negotiation Skills. Invited Presentation. 5<sup>th</sup> Annual Leadership Symposium sponsored by the University of Illinois at Chicago, Oct.29, 1998.

"Total Quality Management". Invited Presentation. NORELCO, Chicago, Nov. 9, 1998.

"Conversation with the Presidents". Invited Presentation. Midwest Academy of Management Meeting, Chicago, Il., April, 2000.



"Total Quality Management". Invited Presentation, NORELCO, Chicago, Fall, 2000.

"Resources for Online Teaching". Invited Presentation. ITL Conference, UIC, 2001.

"Writing for Publication", Invited Presentation, Midwest Academy of Management, April, 2002.

## ACADEMIC SERVICE

### University

1975	Advisor: Association of Professional and Business Women
1975	Advisor: Association of Professional and Business Women
1977	Committee: Faculty Workload Analysis
1978-79	Head: Hearing Panel on Student Riots
1979	Graduate College Research Committee
1979	Senate Judiciary
1979	Senate Planning Committee
1980	University Planning Committee
1980-1981	Gerontology Center (Advisory Committee)
1981	University Planning Committee
1981	Graduate College Research Board
1986	Graduate College Executive Board (Chair)
1987	Graduate College Executive Board
1988	Graduate College Executive Board
1990	Graduate College Executive Committee
1991-1993	Executive Board, Center for Literacy
1993	Search Committee for AVCHR
1993	Planning Committee, College of Urban Planning
1992-current	Executive Board Member, Center for Research on Gender
1995-current	Chancellor's Committee on the Status of Women
1995-current	Graduate Advisory Committee, Women's Studies Program

### *Doctoral Students:*

#### *Graduate College Preliminary Examination Committees:*

Esther M. Shkop (College of Education)  
 David Kakkuri (College of Education)  
 Roger Vronch (College of Education)  
 Palin Phoocharoon (Committee Chair, College of Business Administration)  
 George Meier (Committee Chair, College of Business Administration)

Karen Anderson (Committee Chair, College of Business Administration)  
 Michael Class, S.J. (Committee Chair, College of Business Administration)

*Graduate College Dissertation and Thesis Committees:*

David Kakkuri (College of Education)  
 John Childs (College of Education)  
 David Laske (College of Education)  
 Bernard Sieracki (Public Policy)  
 Palin Phoocharoon (Committee Chair, College of Business Administration)  
 Karen Anderson (Committee Chair, College of Business Administration)  
 George Meier (Committee Chair, College of Business Administration)  
 John Maxwell (Member, M.S. in Pharmacology)

College of Business Administration

1974	Committee on Admission and Records
1974	Committee for Development of INPRO (team teaching of core courses with a business computer game simulation)
1975	Committee on Student Discipline
1976	Undergraduate Academic Program Committee
1977	Committee on Student Relations
1977	Undergraduate Academic Program Committee
1979	Executive Committee
1979	Undergraduate Academic Planning Committee
1980	Search Committee: Denton Thorne Endowed Chair
1981	Search Committee: Denton Thorne Endowed Chair
1980	Head: Committee for Review of the Dean (five year review)
1986	College Committee on By-laws
1986	College Coordinating Committee
1989-90	Ph.D. Curriculum Development Committee
1990	Coordinator in the Ph.D. Program, Human Resource Management Tract
1990	College Coordinating Committee
1991	Committee on College By-laws
1992-present	Member, Center for Human Resource Management
1994-1995	Chair, Student Judiciary Committee
1997-present	Member, UAPC
1997-1998	Member, Search Committee, Assistant Dean
1997	Member, Committee for Evaluation of Career Center
1998	Member, Professional Topics Committee, MBA Program

1998-current Undergraduate Academic Program Committee  
 2000-current Committee for the Development of an Online MBA Program

# Department

1973 Chair: Committee on Course Development.  
 Development of three courses in  
 organizational behavior for MAS degree.  
 1975 Chair: Course development for extension courses:  
 seminars for women executives  
 1979 Area Coordinator OB/OT  
 1979 Promotion and Tenure Committee (Chair)  
 1979 Faculty Recruitment Committee  
 1979 Ph.D. Program Proposal Committee  
 1979 Advisory Committee  
 1980 Head: Faculty Search Committee  
 1980 Personnel Committee  
 1980 Faculty Recruitment Committee  
 1980 Chair: OB/OT area  
 1981 Head: Search Committee  
 1981 Departmental Advisory Committee  
 1983-1984 Chair, Department Committee on Computers  
 1986 Educational Policy Committee  
 1987-1988 Ph.D. Review Committee  
 1990-1991 Ph.D. Committee and Ph.D. Curriculum Coordination  
 Committees  
 1990 Coordinator, Ph.D. Qualifying Examination  
 1993-1994 Department Advisory Committee  
 1994-1995 Department Advisory Committee  
 1996 Department Search Committee  
 1997-1998 Chair: Cluster I for Department Goals (BA 110,  
 Student Retention, Skill Based Resume  
 Development)  
 1998-1999 Member, Strategic Planning Committee

## **COURSE DEVELOPMENT**

In course evaluations, I consistently rank as above average, (ranks of above 4 on a five point scale or within the top ten percent) in required college evaluations.

### New Courses Developed: Undergraduate

Women in Management  
 Motivation and Morale  
 Organizational Theory  
 Affirmative Action  
 Organizational Change and Development  
 Managerial Excellence Through Cultural Diversity  
 Introduction to Business Administration

Career Planning and Development  
 Cultural Diversity  
 Online MBA Program and course in Organizational Behavior

Graduate and Doctoral Courses:

Corporate Planning  
 Administrative Theory and Organizational Design  
 Organizational Change  
 Human Resource Planning  
 Seminar in Human Resource Management  
 Seminar in Organizational Behavior  
 Policy  
 Doctoral Research Seminar: Theory in the Research Act  
 Seminar in Strategy  
 Business Ethics  
 Organizational Behavior (online)

Professional Topics:

Computer Simulation of Global  
 Management  
 Physician Certificate Program  
 Organizational Change and Development  
 Negotiation Strategies  
 Total Quality Management

As a part of their graduate or faculty seminar series, I have made presentations at these Universities:

University of Michigan  
 Northwestern University  
 University of Chicago  
 University of Denver  
 University of Warsaw, Poland  
 University of Wroslau, Poland  
 DePaul University  
 National College of Education  
 University of Illinois College of Medicine  
 Loyola University

Public Service Courses and Training Programs:

I have designed or participated in the design of many training courses, including those for personnel professionals, Agency Heads in the State of Illinois, Job Training in the City of Chicago, team development in hospitals and organizations, mentoring, leadership, data analysis, cultural diversity training, programs for troubled youth and their parents, and employment for welfare recipients.

Applications: I have developed interactive computer modules for instruction in organizational development and behavior

and for career planning.  
I have also developed sets of exercises for use in  
courses in career development, cultural diversity and  
organizational behavior.

## CONSULTING

I have served as a consultant to a variety of organizations,  
including the following:

- Atlanta Metropolitan Youth Council
- Marquette University, Victimization Study
- American Management Association
- Altruism International
- Copely Memorial Hospital
- ASPA Accreditation Programs
- Borg-Warner
- Loyola Medical Center
- Chicago Head Start Program
- Chicago Job Training Program
- Scott-Foresman
- Prentice-Hall
- Wiley Book Publishers
- Small Business Institute of the University of Illinois
- State of Illinois
- Harcourt Brace Book Publishers
- Blackwell Publishers
- City of Chicago
- State of Illinois