

VITA (August, 2022)

ADRIENNE COLELLA

ADDRESS:

Home:
831 Dumaine Street
New Orleans, LA 70116
ph (504) 218-8251

Office:
A.B. Freeman School of Business
Tulane University
New Orleans, LA 70118
ph (504) 865-5308
e-mail: Acolella@Tulane.edu

EDUCATION:

- Ph.D. The Ohio State University, 1989
Industrial/Organizational Psychology
Minor in Quantitative Psychology
Dissertation title: A new role for newcomer pre-entry expectations during organizational entry: Expectation effects on job perceptions
- M.A. The Ohio State University, 1987
Industrial/Organizational Psychology
Thesis title: The relationship between feedback and goal setting: Feedback effects on goal acceptance and internal goals
- B.A. Miami University, 1983
Major: Psychology
Graduated Cum Laude, Phi Beta Kappa

ACADEMIC POSITIONS:

- 7/05-present Professor,
James McFarland Distinguished Chair in Business
A.B. Freeman School of Business
Tulane University
- May, 2013 Visiting Scholar, Bocconi University
- May, 2012 Visiting Scholar
University of St. Gallen's Center for Disability and
Integration
- 8/97- 6/05 Associate Professor, Mays Faculty Fellow
Department of Management
Mays Business School
Also: Joint Appointment in Department of Psychology
Texas A&M University
- 1996-97 Acting Director of the Center for Women at Work

School of Management and Labor Relations
Rutgers University

- 7/89-6/97 Assistant Professor, Department of Management, Rutgers University (also Member of the Graduate Faculty, School of Management and Labor Relations, Rutgers University)
- 9/85-6/88 Graduate Teaching Associate
The Ohio State University, Department of Psychology

REFEREED JOURNAL and PROCEEDINGS PUBLICATIONS:

- Colella, A. & Santuzzi, A. (in press). Known and unknown mental illness: Uncovering the multiple routes to workplace inequities. Journal of Management.
- Triana, M., Gu, P., Chapa, O., Orlando, R. & Colella, A. (2021). Sixty years of discrimination and diversity research in human resource management: A review with suggestions for future research directions. Human Resource Management, 60 (1): 145-204.
- Beatty, J., Baldrige, D., Kilkarni, M., Boehm, S., & Colella, A. (2019) Taking stock: Reviewing research on the treatment of persons with disabilities in organizations. Human Resource Management. 38: 119-137.
- M. Ameri, D. Kruse, L. Schur, A. Colella, & M. Adya. (2018). See Me, Not the Disability: Examining Employer Responses to Applicants with Disabilities. American Economic Association Papers and Proceedings (May 2018).
- Vornholt, K., Villotti, P., Muschalla, B., Bauer, J., Colella, A., Zijlstra, F., Van Ruitenbeek, G., Uitdewilligen, S. & Corbière, M. (2018) Disability and employment – overview and highlights, European Journal of Work and Organizational Psychology, 27:1, 40-55, DOI: [10.1080/1359432X.2017.1387536](https://doi.org/10.1080/1359432X.2017.1387536)
- Colella, A, King, E., & Hebl, M. (2017). One Hundred Years of Discrimination Research in JAP: A Sobering Synopsis. Journal of Applied Psychology.
- Schur, L., Colella, A., & Adya, M. (2016). Introduction to special issue on people with disabilities in the workplace. The International Journal of Human Resource Management, 27, 1471-1476.
- Wagstaff, M.F.G., Colella, A., Triana, M.D.C, Smith, A., Baskerville-Watkins, M. (2015) Subordinates' Perceptions of Supervisor Paternalism: A Scale Development. Journal of Managerial Psychology, 30, 659-674.
- Triana, M.D.C., Garcia, M.F., & Colella, A. (2010) Managing diversity: How organizational efforts to support diversity moderate the effects of perceived racial discrimination on affective commitment. Personnel Psychology, 63, 817-843.

- Garcia, M.F., Posthuma, R., & Colella, A. (2008) Fit perception: The role of similarity, liking, and expectations. Journal of Occupational & Organizational Psychology, 81, 173-189.
- Paetzold, R.L., Garcia, M.F., Colella, A., Triana, M. D.C., & Ziebro, M. (2008) Perception of people with disabilities: When is accommodation fair? Basic and Applied Social Psychology, 30, 27-35.
- Ren, L., Paetzold, R., & Colella, A. (2008). A meta-analytic review of the disability selection discrimination literature., Human Resource Management Review, 19, 191-203.
- Paetzold, R. L., García, F.M., & Colella, A. (2008). Peer perceptions of accommodation unfairness. Journal of Occupational Psychology, Employment and Disability, 10, 13-26.
- Colella, A. Zardkoohi, A., Paetzold, R., & Wesson, M. (2007). Pay secrecy exposed. Academy of Management Review, 32, 55-71.
- Garcia, M.F., Paetzold, R.L., & Colella, A. (2005). The relationship between personality and peers' judgments of the appropriateness of accommodations for individuals with disabilities. Journal of Applied Social Psychology, 35, 1418-1439.
- Colella, A., & Paetzold, R., and Belliveau, M. (2004) Factors affecting coworkers' procedural justice inferences of the workplace accommodation of employees with disabilities. Personnel Psychology, 57, 1-23.
- Colella, A. (2001) Coworker distributive fairness judgments of the workplace accommodation of employees with disabilities. Academy of Management Review, 26, 100-116.
- Colella, A. & Varma, A. (2001) The impact of subordinate disability on leader-member exchange dynamics. Academy of Management Journal, 44, 304-315.
- Griffin, A., Colella, A. & Goparaju, S. (2000) Newcomer and organizational socialization tactics: An interactionist perspective. Human Resources Management Review, 4, 453-474.
- Colella, A., & Varma, A. (1999) Disability-job fit stereotypes and the evaluation of persons with disabilities at work. Journal of Occupational Rehabilitation, 9, 79-95.
- Colella, A., DeNisi, A.S., & Varma, A. (1998) The impact of ratee's disability on performance judgments and choice as partner: The role of disability-job fit stereotypes and interdependence of rewards. Journal of Applied Psychology, 83, 102-111.
- Colella, A., DeNisi, A., & Varma, A. (1997) Appraising the performance of employees with disabilities: A review and model. Human Resource Management Review, 7, 27-53.

- Stone, D.L., & Colella, A. (1996) A framework for studying the effects of disability on work experiences. Academy of Management Review, 21, 352-401.
- Colella, A. (1994) The organizational socialization of employees with disabilities: Critical issues and implications for workplace interventions. The Journal of Occupational Rehabilitation, 4(2), 87-106.
- Bobko, P., & Colella, A. (1994) Setting performance standards: A review and research propositions. Personnel Psychology, 47, 1-30.
- Kluger, A.N., & Colella, A. (1993) Beyond the mean bias: The effect of warning against faking on biodata item variances. Personnel Psychology, 46, 763-780.
- Russell, C.J., Colella, A., & Bobko, P. (1993) Expanding the dimensions of utility: The financial and strategic impact of personnel selection. Personnel Psychology, 46, 781-802.
- DeNisi, A.S., & Colella, A. (1991). Challenges for organizational recruitment: Managing newcomer expectations to reduce turnover. Commentary, 9, 9-14.
- Vance, R.J., & Colella, A. (1990). The utility of utility analysis. Human Performance, 3, 123-139.
- Vance, R.J., & Colella, A. (1990). Effects of two types of feedback on goal acceptance and personal goals. Journal of Applied Psychology, 75, 68-76.
- Miller, A.G., Schmidt, D., Meyer, C., & Colella, A. (1984). The perceived value of constrained behavior: Pressures toward biased inference in the attitude attribution paradigm. Social Psychology Quarterly, 47, 160-171.
- Stasser, G., Stella, N., Hanna, C., & Colella, A. (1984). The majority effect in jury deliberations: Number of supporters versus number of supporting arguments. Law and Psychology Review, 8, 115-127.

BOOKS:

- Bruyere, S. & Colella, A. (eds). (2022) Neurodiversity in the Workplace. SIOP Frontiers Series Volume. Oxon, UK: Taylor & Francis.
- Hitt, M.A., Miller, C., Colella, A., & Triana, M. (2018 revised) Organizational behavior, 5th edition, Hoboken, NJ: Wiley.
- Colella, A. & King, E. (editors). (2018) Handbook of I/O Psychology and Workplace Discrimination. Oxford University Press.
- Hitt, M.A., Miller, C., & Colella, A. (2015) Organizational behavior, 4th edition, Hoboken, NJ: Wiley.
- Hitt, M.A., Miller, C., & Colella, A. (2011) Organizational behavior, 3rd edition, Hoboken, NJ: Wiley.

Hitt, M.A., Miller, C., & Colella, A. (2008) Organizational behavior: A strategic approach, 2nd edition, Hoboken, NJ: Wiley.

Dipboye, R.L. & Colella, A. (Eds). (2005). Discrimination at work: The psychological and organizational bases. Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Hitt, M.A., Miller, C., & Colella, A. (2006) Organizational behavior: A strategic approach, Hoboken, NJ: Wiley.

BOOK CHAPTERS:

Bruyere, S.M. & Colella A. (2022) Introduction. In Bruyere, S. & Colella, A. (eds). Neurodiversity in the Workplace. SIOP Frontiers Series Volume. In progress, estimated finish date early 2121. Oxon, UK: Taylor & Francis.

Colella, A. & Bruyere, A. (2022) Conclusion. In Bruyere, S. & Colella, A. (eds). Neurodiversity in the Workplace. SIOP Frontiers Series Volume. In progress, estimated finish date early 2121. Oxon, UK: Taylor & Francis.

Colella, A., & King, E. (2018). Introduction to the Oxford Handbook of Workplace Discrimination.

King, E. & Colella, A. (2018). Conclusion to the Oxford Handbook of Workplace Discrimination.

Cleveland, J.N., Murphy, K.R. & Colella, A. (2017). Who defines performance, contribution and value. In J.L. Farr & N.T. Tippins (Eds.), Handbook of Employee Selection, Revised Edition (pp.535-571). New York: Routledge.

Colella, A., McKay, P., Daniels, S., & Signal, S. (2012) Employment Discrimination. Employment Discrimination. In S. Kozlowski (Ed.), The Oxford University Press Handbook of Organizational Psychology (vol. 2, pp. 1034-1102).

Colella, A. & Bruyere, S. (2011). Disability and employment. In the American Psychological Association's Handbook of Industrial/Organizational Psychology (Vol. 1). S. Zedeck, et. al. (eds). Pp. 473-504.

Cleveland, J. & Colella, A. (2010). Who defines performance, contribution, and value? In J.L. Farr & N.T. Tippins (Eds.), Handbook of employee selection. Routedge Academic.

Smith, A., Brief, A., & Colella, A. (2010). Bias in organizations. In the Handbook of Prejudice, Stereotyping, and Discrimination, J. F. Dovidio, M. Hewstone, P. Glick, V. M. Esses (Eds.), pp. 441-456.

Colella, A. and Stone, D. (2005). Disability discrimination. In Dipboye, R.L. and Colella, A. (Eds.), Discrimination at work: The psychological and organizational bases. Mahwah, NJ: Lawrence Erlbaum Associates, Inc. pp. 227-254.

- Dipboye, R.L. & Colella, A. (2005) An introduction. In Dipboye, R.L. and Colella, A. (Eds.), Discrimination at work: The psychological and organizational bases. Mahwah, NJ. pp. 1-10.
- Dipboye, R.L. & Colella, A. (2005) The dilemmas of workplace discrimination. In Dipboye, R.L. and Colella, A. (Eds.), Discrimination at work: The psychological and organizational bases. Mahwah, NJ. Pp. 425-462.
- Hartman, M. & Colella, A. (1999). Interview with Lois Juliber. In M. Hartman (Ed.), Women and leadership. New Brunswick, NJ: Rutgers University Press.
- DeNisi, A.S., & Colella, A. (1998). Human Resource Selection. In R.C. Dorf (Ed.), The Handbook of technology management. GRC Press, Inc., pp. 18-5 – 18-9.
- Colella, A. (1996). The organizational socialization of employees with disabilities: Theory and research. In G.R. Ferris (Ed.), Research in personnel and human resources management (Vol. 14, pp. 351-417). Greenwich, CT: JAI Press.
- Wanous, J.P., & Colella, A. (1989). Organizational entry research: Current status and future directions. In K.M. Rowland & G.R. Ferris (Eds.), Research in personnel and human resources management, Greenwich, CT: JAI Press.
- Reprinted in G.R. Ferris & K.M. Rowland (Eds.) (1990). Organizational entry. Greenwich, CT: JAI Press.

SELECTED OTHER PUBLICATIONS and PROCEEDINGS:

- Colella, A. (1997). Hiring employees with disabilities. In L. Peters, S. Youngblood, & R. Greer (Eds.), Blackwell Dictionary of Human Resource Management. Blackwell Publishers, Oxford, UK, pp. 141-142.
- Reprinted in C.L. Cooper & C. Argyris (Eds.), Encyclopedia of Management. Blackwell Publishers, Oxford, UK, 1998, pp. 267-268.
- Colella, A. (1997). Performance standards. In L. Peters, S. Youngblood, & R. Greer (Eds.), Blackwell Dictionary of Human Resource Management. Blackwell Publishers, Oxford, UK, pp. 256-257.
- Reprinted in C.L. Cooper & C. Argyris (Eds.), Encyclopedia of Management. Blackwell Publishers, Oxford, UK, 1998, pp. 272-273.
- Colella, A. (1995). Disability. In N. Nicholson (Ed.), Blackwell Dictionary of Organizational Behavior. Blackwell Publishers, Oxford, UK. pp. 139-140.
- Colella, A., DeNisi, A.S., & Lund, M. (1993). The job socialization of employees with disabilities: The role of expectations. Proceedings for "From Research to Policy: The Employment of Persons with Disabilities in New Jersey", a conference in honor of Elizabeth Boggs.

GRANTS & CONTRACTS:

Mock, N.B., Haas, L.J., Colella, A., & Kahn, M. 2008. Assessment of Gender Diversity among Faculty at Tulane University. Newcomb College Center for Research on Women. TREFII grant. \$18,000.

Colella, A. & Paetzold, R. (2002) Field study of coworker justice perceptions of accommodating a coworker with disabilities. Mays College Summer Research Program (\$10,000.00).

Colella, A., Paetzold, R. Simmons, E., Garcia, F. (2001) Institute for Science, Technology, and Public Policy, The George W. Bush School, Texas A&M University. (\$580) Title: Coworkers' Assessments of the Fairness of Providing Workplace Accommodations to Persons with Disabilities.

Colella, A. (Principal Investigator) Texas A&M University Faculty Mini-Grant (1997-1998), (\$1450.00). Title: The Impact of Disability, Interdependence of Rewards, and Outcome on Reaction to Accommodation.

Colella, A. (Principal Investigator) New Jersey Developmental Disabilities Council: Research Area IV: Employment of Disabled Persons (1995-1996), (\$48,212.00). Title: The Socialization of Employees with Disabilities at Work.

Colella, A. (Principal Investigator) New Jersey Developmental Disabilities Council: Research Area IV: Employment of Disabled Persons (1994), (\$49,983.00). Title: The Orientation and Work Socialization of Workers with Disabilities: Research and Development of Interventions to Increase Satisfaction, Performance, and Retention.

Colella, A. (Principal Investigator) New Jersey Developmental Disabilities Council: Research Area IV: Employment of Disabled Persons (1993), (\$49,500.00). Title: The Orientation and Work Socialization of Workers with Disabilities: Research and Development of Interventions to Increase Satisfaction, Performance, and Retention.

Colella, A. (Principal Investigator) New Jersey Developmental Disabilities Council: Research Area IV: Employment of Disabled Persons (1992), (\$37,870.00). Title: The Recruiting and Work Socialization of Disabled Employees: Research and Development of Interventions to Increase Satisfaction, Performance, and Retention.

Colella, A. (Investigator) with P. Bobko (Principal Investigator). Battelle/Army Research Institute (1991), (\$33,500). Title: Multidisciplinary Review and Critical Analysis of Standard Setting Methodologies in Practice.

Colella, A. (Principal Investigator). Grant to Obtain a Grant, Office of Research and Sponsored Programs, Rutgers University (1990-1991) (\$400.00). Title: The Role of Job Expectations in Early Job Adjustment.

Colella, A. (Co-Principal Investigator), with P. Bobko & C. Russell (Co-principal Investigators). Battelle/Navy Personnel R & D Center Contract (1989-90), (\$37,656). Title: Developing and Evaluating a Hybrid Performance Criterion Framework.

Colella, A. (Co-Principal Investigator) with Avraham N. Kluger. Coordinating Council of Business Studies Grant, Rutgers University (1989-1990) (\$2,800). Title: The Effects of Goal Difficulty and Ego Involvement of Feedback Choice.

Colella, A. (Co-Principal Investigator) with Angelo S. DeNisi. Coordinating Council of Business Studies Grant, Rutgers University (1989-1990) (\$2,800). Title: Alternative Mediators of Realistic Job Preview Effects.

WORKING PAPERS and PAPERS UNDER REVIEW:

Wagstaff, F.M.G. & Colella, A. "Diversity is Wonderful." Rejected at the Academy of Management Review, but with positive comments. Under review at Journal of Management Studies.

Von Schrader, S., Colella, A., et al. "Workplace Perceptions of Federal Employees: Interactions among Disability, Sex, and Military Experience". Under 2nd review at Journal of Disability Policy Studies.

Ameri, M., Sherer, L., Adya, L., Colella, A., & Kruse, D. "From Deployment to Employment: A Field Experiment on Disability, Veteran, and Gender Status in Hiring Outcomes". Under second review at Journal of Disability Policy Studies.

Von Schrader, S., Colella, A., & Bruyere, S. "Best Practices for the Inclusion of Persons with Disabilities: Evidence from the Federal Sector". Actually, there are several papers in this project-we are in the process of determining how to best present them.

Longmire, N., Colella, A., & Vogus, T. "Relationship Diversity). First draft stage.

CONFERENCE PRESENTATIONS:

Colella (2022) (Discussant) Rethinking workplace inclusion of persons with disabilities through multiple levels and lenses. Under review for Academy of Management meetings.

Colella (2022). (Discussant) Facilitators of Positive Work Experience for Employees with Disabilities. To be presented at the 2022 SIOP Conference, Seattle, WA.

Longmire, N. H., Vogus, T. A., & Colella, A. (2021, August). Causes and consequences of experiencing relational misfit at work. Annual Meeting of the Academy of Management.

Van Schrader, S. & Colella, A. (August, 2020) Disability Project Results. EEOC's EXCEL Training Conference. On line.

Colella, A. (Chair) (2020). Creating a Neurodiverse Workplace: Issues in Recruiting and Hiring. Discussion panel presented at the 2020 SIOP Conference, Austin, TX. – cancelled.

Colella, A. (speaker) (2019) How Can Organizations Promote the Inclusion of Individuals on the Autism Spectrum? Inclusion of Individuals on the Autism Spectrum. Symposium presented at the 2019 Academy of Management meetings, Boston, MA.

Colella, A. (Discussant) (2019) Advances in Disability Research: Toward Greater Understanding of Inclusive Organizations Advances in Disability Research. Symposium presented at the 2019 Academy of Management meetings, Boston, MA.

Colella, A. (April, 2019) Strategies to Support the Integration and Success of Workers with Disabilities. Symposium presented at the Annual Society of Industrial and Organizational Psychology Meetings, Washington, D.C.

Colella, A. (April, 2019) Autism and Work: Creating a Neurodiverse Workplace. Panel Discussion presented at the Annual Society of Industrial and Organizational Psychology Meetings, Washington, D.C.

M. Ameri, D. Kruse, L. Schur, A. Colella, & M. Adya. (January, 2018). See Me, Not the Disability: Examining Employer Responses to Applicants with Disabilities. Paper presented at the Annual American Economic Association Meetings, Philadelphia, PA.

Colella, A. (April, 2016) "Business Acumen or Stories about How to be Relevant: A B-School Perspective". To be presented at The Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

Colella, A. (April, 2015) "Working with mental Health Issues". The Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.

Colella, A. (October, 2014) Keynote address: Barriers and enablers to the employment of persons with disabilities. EAWOP small group conference on Disability Employment, University of Maastricht, Netherlands.

Colella, A. (May, 2014). What goes unseen: Mental disabilities in the workplace. Symposium discussant. Society for Industrial and Organizational Psychology, Honolulu, HI.

Colella, A. (May, 2013) Twenty Years of Disability and Employment Research. Keynote address. European Association of Work Psychology. Muenster, Germany.

Colella, A. (April, 2013) Presenter in the Symposium: "I've Got Tenure Now What? Advancing Women Past the Midpoint". Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Colella, A. (April, 2013) Chair of the Symposium: "A Cross-Cultural Research Incubator on Disability and Work". Society for Industrial and Organizational Psychology Conference, Houston, Texas.

Colella, A. (April, 2013) Panelist: "International Panel on Disability and Employment" . Society for Industrial and Organizational Psychology Conference, Houston, Texas.

- Colella, A. (2012) Presenter in the Symposium "Women With Unique Perspectives: Power, Progress, and Priorities". Presented at the Society for Industrial and Organizational Psychology Conference, San Diego, CA.
- Smith, A., Baskerville-Watkins, M. Garcia, M.F., Colella, A., & Triana, M. (2010). Workplace paternalism. Paper presented at the Society for Industrial and Organizational Psychology Conference, Atlanta, GA.
- Daniels, S., Colella, A., & Nishii, L. (2010). Subordinate Minority Status as an Antecedent to Supervisor Paternalism: Examining the Influence on Employee Work Experiences and Turnover. Paper presented at the Academy of Management Meetings, Montreal, CA.
- Garcia, M.F, Triana, M.D.C., Colella, A., Baskerville-Watkins, M., Smith, A. (2010). Employee's perceived supervisor paternalism: A scale development and validation. Paper presented at the Academy of Management Meetings, Montreal, CA.
- Reidel, L., Garcia, M.F., Colella, A., & Triana, M. (2006). The effects of gender and sexism on reactions to paternalism. Paper presented at the Society for Industrial and Organizational Psychology Conference, Dallas, TX.
- Colella, A., Garcia, M.F., Reidel, L., & Triana, M. (2005). Measuring paternalism. Paper presented as part of an All Academy Symposium. Academy of Management Meetings, Honolulu, HI.
- Colella, A., Patezold, R., & Garcia, M.F. (2005) Perceptions of People with Disabilities: When is "Reasonable" Accommodation Fair? Paper to be presented at the Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.
- Colella, A. & Garcia, M.F. (2004). Paternalism: Hidden discrimination? Paper presented at the Academy of Management Meetings, New Orleans, LA.
- Colella, A., Paetzold, R., Ren, R. (2004). A meta-analytic review of the disability selection discrimination literature. Paper presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL.
- Colella, A. Zardkoohi, A., Paetzold, R., & Wesson, M. (2003). Pay secrecy revisited: An integrative model. Paper presented at the Academy of Management Meetings. Seattle, WA.
- Garcia, M.F., Paetzold, R.L., & Colella, A. (2002). Coworkers' personality and their fairness perceptions of accommodating employees with disabilities. Paper presented at the Academy of Management Meetings, Denver, Co.
- Colella, A., Paetzold, R, Simmons, E., & Garcia, M.F. (2001). Justice perceptions of accommodation: An empirical test. Paper presented at the Academy of Management Meetings, Washington D.C.

- Paetzold, R. & Colella, A. (2001). Procedural justice perceptions of reasonable accommodations for disabilities. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Colella, A., & DeNisi, A.S. (May, 2000), Research on disability discrimination in work organizations. Paper presented at the first Work Discrimination Conference, Rice University, Houston, TX.
- Griffin, A., Colella, A., & Goparaju, S. (1999). The interaction of individual newcomer and organizational socialization tactics. Paper presented at the Annual Academy of Management Meetings. Chicago, IL.
- Colella, A. & Goparaju, S. (1999) Reactions to accommodation: Effects of disability, reward, and outcome. Paper presented at the Annual Society for Industrial/Organizational Psychology Conference. Atlanta, GA.
- Varma, A., Colella, A., & DeNisi, A.S. (1998) Different perspectives on LMX and ingratiation: The impact of subordinate's disability. Presented at the Southern Academy of Management Meetings, New Orleans, LA.
- Colella, A. (1998). The work group perspective: Coworker responses to group member accommodation. In D. Harrison (chair), Multiple stakeholders' perspectives on accommodating people with disabilities at work. "All Academy" Symposium presented at the Annual Academy of Management meetings, San Diego, CA.
- Colella, A., & DeNisi, A.S. (1998). Impact of appraisal purpose on evaluations of employees with disabilities. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Colella, A., Varma, A., & DeNisi, A.S. (1997). Different perspectives on LMX and ingratiation: Impact of subordinate's disability. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Varma, A., Colella, A., & DeNisi, A. (1996). Performance evaluation of individuals with disabilities: The role of ingratiation. In J. Barnes-Farrell (Chair), Understanding reactions to workers with disabilities: Person, context and interactions. A symposium presented at the Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Varma, A., Colella, A., & DeNisi, A. (1995). Selection of individuals with disabilities into work groups: Effects of consequences for selectors. In A. Varma (Chair), Selection of disabled applicants: A look at some new variables. Symposium presented at the Annual American Psychological Association Meetings, NY, NY.
- Colella, A. & DeNisi, A.S. (1994). Socialization of workers on the job. Paper presented at the Rutgers CMD Conference, Disability and work: How human resource officers can contribute to the bottom line. New Brunswick, NJ.
- Colella, A. (1994). The socialization of newcomers with disabilities: What we know and

- what we need to know. In E.W. Morrison & T. Bauer (Chairs), Current issues in socialization research: Where are we and where are we going? Symposium presented at the National Academy of Management Meetings, Dallas Texas.
- Colella, A. DeNisi, A.S., Varma, A., & Lund, M. (1994). Evaluations and personnel decisions regarding persons with disabilities: The role of stereotypical fit. In G.E. Jones (Chair), Understanding barriers to employing individuals with disabilities: Current research and research needs. Symposium at the Academy of Management Meetings, Dallas.
- Colella, A. & DeNisi, A. (1994). Conducting research on the employment of persons with disabilities: Problems and needs. In D. Stone (Chair), Research on access and treatment of disabled individuals in organizations. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Colella, A. & DeNisi, A. (1994). Some new perspectives on the relationship between newcomer expectations and subsequent job reactions. In S. Kozlowski (Chair), Transitions during organizational socialization: Newcomer expectations, information seeking, and learning outcomes. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.
- Colella, A., DeNisi, A.S., & Lund, M. (1993) The job socialization of employees with disabilities: The role of expectations. In A. Colella (Chair), Managing a new workforce: The role of persons with disabilities in the workplace. Symposium presented at the Academy of Management National Meetings, Atlanta, GA.
- Kluger, A.N., & Colella, A. (1993). The construct behind faking biodata tests: Social desirability or job desirability? In S.L. Martin (Chair), New research on socially desirable responding in employee selection. Symposium presented at the Annual Conference of the Society for I/O Psychology, San Francisco, CA.
- Kluger, A.N., & Colella, A. (1993). The effect of faking on biodata item means and variances. Paper presented at the eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Colella, A., & Bobko, P. (1992). Employee reactions to performance standards. In A. Colella (Chair), Taking a close look at performance standards: Theory and new research directions. Academy of Management Meetings, Las Vegas, NE.
- Colella, A., & DeNisi, A.S. (1992). The impact of new employees' job expectations on their subsequent job adjustment. Paper accepted at the 25th International Congress of Psychology, Brussels, Belgium.
- Colella, A., & DeNisi, A.S. (1991). The effects of early job expectations on subsequent work adjustment. Paper presented at the Canadian Psychological Association Meetings, Calgary, Canada, June 13-15.
- Colella, A., & DeNisi, A.S. (1991). Initial levels of expectations and subsequent levels of perceptions: A more complete look at met expectations. In A. Colella (Chair), Realistic job previews, expectations, and met expectations: Some alternative

- views. Symposium presented at the sixth Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO., April 26-28.
- Colella, A., & Wanous, J.P. (1989). Differences in recruiting source effectiveness: A real test of the realism hypothesis. In J. Breugh, M.M. Harris, & S.M. Taylor (Chairs), Organizational recruitment research: Taking stock and setting future directions. Symposium presented at the 1989 Meeting of the Academy of Management, Washington, D.C.
- Colella, A. (1989). A new role for newcomers' pre-entry expectations in the organizational entry process. In J.P. Wanous & A. Colella (Co-Chairs), New approaches to organizational socialization. Symposium presented at the fourth Annual Conference of the Society for I/O Psychology, Boston, MA, April 29-30.
- Mahlman, R., Vance, R.J., Colella, A., Waung, M., & Urban, M. (1989). A dynamic test of cognitive goal setting processes. Paper presented at the fourth Annual Conference of the Society for I/O Psychology, Boston, MA, April 29-30.
- Colella, A., & Vance, R.J. (1988). Feedback effects on goal acceptance and internal goal setting. Paper presented at the 3rd Annual Society of Industrial and Organizational Psychology Conference, Dallas, Texas, April.
- Vance, R.J., Coovert, M.D., & Colella, A. (1988). Expert system for job analysis: An evaluation. Paper presented at the 3rd Annual Society of Industrial and Organizational Psychology Conference, Dallas, Texas.
- Colella, A. (1988). Feedback effects on assigned goal acceptance and personal goals. Paper presented at the Research and Scholarly Activities Forum, Columbus, Ohio.
- Colella, A. (1987). The effect of being female on obtaining and exerting referent power. Paper accepted at the I/O and O.B. Graduate Student Conference, University of Tennessee.
- Colella, A. (1986). Utility analysis: Implications for the AF performance measurement project and critique of methodology. In R.J. Vance (Chair), First results of the U.S. Air Force measurement project. Symposium conducted at the first Annual Conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
- TECHNICAL REPORTS:
- Colella, A., & DeNisi, A.S. (August, 1996) The Orientation and Work Socialization of Workers with Disabilities: Phase IV. Final Report submitted to The Bureau of Economic Research, and the New Jersey Council for Developmental Disabilities.
- Kluger, A.N., & Colella, A. (May, 1995; December, 1993). Predicting nursing assistant turnover: Reports #2 and #3. Reports to the Masonic Nursing Homes of New Jersey and Elizabethtown, PA.
- Colella, A., & DeNisi, A.S. (April, 1995) The Orientation and Work Socialization of Workers with Disabilities: Phase III. Final Report submitted to Monroe Berkowitz,

The Bureau of Economic Research, and the New Jersey Council for Developmental Disabilities.

- Colella, A., & DeNisi, A.S. (December, 1993) Research and development of interventions to increase satisfaction, performance, and retention of employees with disabilities. Phase II: The role of expectations by and about new employees in the socialization process. Final Report submitted to the Bureau of Economic Research, and the New Jersey Council for Developmental Disabilities.
- Colella, A., & DeNisi, A.S. (July, 1993) Research and development of interventions to increase satisfaction, performance, and retention of employees with disabilities. Phase II: the role of expectations by and about new employees in the socialization process. Progress Report submitted to Monroe Berkowitz, The Bureau of Economic Research, and the New Jersey Council for Developmental Disabilities.
- Colella, A., DeNisi, A.S., & Lund, M. (November, 1992) The orientation and work socialization of workers with disabilities: Research and development of interventions to increase satisfaction, performance, and retention. Final Report submitted to Monroe Berkowitz, The Bureau of Economic Research, and the New Jersey Council for Developmental Disabilities.
- Colella, A., & Kluger, A.N. (1992) MHNJ nurses assistant project: Report #1. Technical Report presented to the Masonic Home of New Jersey, Burlington, NJ.
- Colella, A., DeNisi, A.S., & Lund, M. (July, 1992) The orientation and work socialization of workers with disabilities: Research and development of interventions to increase satisfaction, performance, and retention. Progress Report submitted to Monroe Berkowitz, The Bureau of Economic Research, and the New Jersey Council for Developmental Disabilities.
- Bobko, P., & Colella, A. (1991) Setting performance standards: A review of related literatures and identification of future research needs. ARI Technical Report 941. Army Research Institute, Alexandria, VA.
- Bobko, P., Colella, A., & Russell, C.J. (1990). Estimation of selection utility with multiple predictors in the presence of multiple performance criteria, differential validity through time, and strategic goals. Final report submitted to the Navy Personnel Research and Development Center, San Diego, CA.
- Colella, A. (1989). Results of the bank teller survey. Final reports submitted to Society Bank and BancOhio of Columbus, Ohio.
- Klimoski, R.J., Colella, A., & Bucholtz, M. (July, 1987). Results of the 1987 Ohio State University Staff Survey. Final report submitted to the Ohio State University Staff Advisory Committee.
- Vance, R.J. Becker, T., Colella, A., Jones, B., Marion, C., & Wright, T. (February, 1987). The development of selection exams for administrative assistants I, II, and III using content oriented methodology. Final report submitted to the Selection & Evaluation Development Unit of the Ohio Department of Administrative Services.

Colella, A. (April, 1986). A review and integration of the utility analysis literature. Final report submitted to the Air Force Office of Scientific Research.

Vance, R.J., & Colella, A. (April, 1986). Development and implementation of cost-effectiveness and utility methodologies for the AF Performance Measurement Project. Final report submitted to Air Force Office of Scientific Research.

Colella, A. (September 1984). Recommendations for the improvement of the current performance appraisal system. Final report submitted to the senior vice president, human resources, the Huntington National Bank.

SERVICE ACTIVITIES:

Member of the American Psychological Association's Search Committee for the new editor of the Journal of Applied Psychology. 2018-2019.

Guest Editor:

Special Issue of International Human Resource Management on disabilities, publication date 2016.

Editorial Board Member:

Journal of Applied Psychology (1994 - present); Academy of Management Journal (1996 - 2002); Personnel Psychology (1999-present); Human Resource Management Review (1997-present); Human Resource Management (1999-2010); Journal of Organizational Behavior (2002-present); The Industrial Psychologist (TIP) (1993 -1995); Human Performance (2007-present); Journal of Management (2007-present); SIOP Frontiers Series (2007-2012)

Ad Hoc Reviewer for the following academic journals & conferences:

Academy of Management Journal, Academy of Management Review, Journal of Management, Journal of Applied Social Psychology, International Journal of Selection and Assessment, Journal of Applied Behavioral Science, Group and Organization Management, Human Performance, Organizational Behavior and Human Decision Processes; Human Resource Management Division for the Academy of Management Meetings (1991 -present), Organizational Behavior Division for the Academy of Management Meetings (1994-present), Society for Industrial and Organizational Psychology (1992 - present)
National Science Foundation Proposal Reviewer

Professional Association Committees:

Academy of Management Alexander Dissertation Award Committee (2021)

SIOP Anti-Racism Grant Committee (2020-2021)

SIOP Foundation Visionary Grant Steering Committee Chair (2019-ongoing)

Journal of Organizational Behavior-Best Paper Committee (current)

SIOP Foundation Board of Trustees Member (2016-2019, re-elected 2019-2022), Communications Officer, Chair of the SIOP Visionaries Steering Committee.

ARC, SIOP-Special Committee to evaluate Advocacy consultants and process (member, 2015-2018, chair, 2019-220)

Past-President, SIOP (2012-2013)
President, SIOP (2011-2012)
President-Elect, SIOP (2010-2011)
U.S. Delegate to the Alliance
of Organizational Psychology (2011-present)
Membership Chair, SIOP (2008-2010)
Elected Member-at-Large, SIOP Executive Committee (2005-2008)
Various Award committees for SIOP and the HR Division of the Academy of
Management
Co-Chair HR Doctoral Consortium Committee (2003)
Program Chair for the Society of Industrial and Organizational Psychology
Annual Conference (2002).
Member of Best Paper Award Committee, HR Division, Academy of
Management (2002)
Member of the Member Survey Committee, Academy of Management (2002)
Program Chair in training for the Society of Industrial Psychology Annual
Conference (2001)
Member of Owens Award Committee, SIOP (2000)
Elected Member of Executive Committee, HRM Division of Academy of
Management (2000-2003)
Co-chair HRM Junior Faculty Consortium (2000, 2001)
Member Best Paper Committee HRM Division (2000)
Chair of SIOP Membership Committee (1998-2000)
Chair, Member Relations Committee, HR Division, Academy of
Management (1997-present)
Member of Election Committee for the HR Division (1999)
Chair of SIOP Awards Committee (1996-1998)
Member of HR Division of Academy of Management Nominations Committee
(1998-99)
Member of SIOP Awards Committee (1995)
Co-Chair of Doctoral Consortium Committee, Human Resources Division of the
Academy of Management (1994-1997)
Member of Organizational Behavior Division of the Academy of Management
Program Committee (beginning 1994)
Elected Member of Executive Committee, Human Resources Division of
the Academy of Management (1994-1997; 2000-present)
Member Scholarly Achievement Award Committee, HRM
Division, Academy of Management (1993-1995)
Member Program Committee, HRM division, Academy of Management (1991-
present).
Member Program Committee, Society for Industrial and Organizational
Psychology, (1992 - present)

Chaired Symposia and Paper Sessions:

Colella, A. (2012) Discussant on the symposium "Disability in the
Workplace: Contemporary Challenges Beyond ADA Compliance". Society
for Industrial and Organizational Psychology Conference, San Diego, CA.

Discussant on a disability symposium at the 2007 Academy of Management
Meetings.

Discussant on a discrimination symposium at the 2007 SIOP meetings.

Chair of the KARE discussion panel at the 2007 SIOP meetings.

Numerous sessions at the Academy of Management Meetings and the Society of Industrial and Organizational Psychology Conference. (specific sessions pre- 2000 are listed below)

Psychological Contracts. Paper session at the International Association for Chinese Management Research, Beijing, China 2004.

International HRM: Culture, Contingency And Transaction Cost Perspectives. Paper session at the AIB meetings, Puerto Rico, 2002.

Organizational Entry and Socialization. Paper session the National Academy of Management Meetings, Washington, D.C., 2001

Organizational Selection. Paper session presented at the National Academy of Management Meetings, Toronto, Canada, 2000

New Takes on the Organizational Entry Journey. Symposium presented at the National Academy of Management Meetings, Chicago, IL, 1999. With Andrea Griffin.

Complying with the ADA: Progress, Problems, and Practical Advice. Panel Discussion presented at the SIOP Conference, Atlanta, GA, 1999.

Contextual Influences on Performance Appraisal. Paper session presented at the Academy of Management Meetings, Cincinnati, OH, 1996.

Personnel Staffing. Paper Session presented at the Academy of Management National Meetings, Vancouver, BC, 1995.

Managing a new workforce: The role of persons with disabilities in the workplace. Symposium presented at the Academy of Management Meetings, Atlanta, GA, 1993.

Taking a close look at performance standards: Theory and new research directions. Symposium presented at the National Academy of Management Meetings, Las Vegas, NE, 1992.

Recruiting, job search, and job choice. Paper session presented at the National Academy of Management Meetings, Miami, FL, 1991.

Realistic job previews, expectations, and met expectations: Some alternative views. Symposium presented at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO, 1991.

Attitudes, Values, and Beliefs in Organizations. Poster session presented at the Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO, 1991.

New approaches to organizational socialization. Symposium presented at the Conference of the Society for Industrial / Organizational Psychology, Boston, MA, 1989. Co-chair: John P. Wanous

Invited Talks:

NSF Conference, Vanderbilt University (June, 2018) “the Neurodiverse Workplace”

Volunteers of America, New Orleans (October, 2018) “Disability and Employment”

Bocconi University. Milan, Italy (July 2015)

University of Maastricht, Netherlands. (October, 2014)

Association of Art Museum Directors, New Orleans, LA. (January, 2014)

European Association of Work Psychology, Muenster, Germany (June, 2013)

University of St. Gallen, Switzerland (May, 2012)

Various talks as SIOP President (2011-2012)

“Networking” HR Division Doctoral Consortia, August, 2007

Keynote speaker at the Chilean Conference on Global Diversity, Chile, May, 2007.

Invited speaker at the Department of Labor’s ODEP summit conference on Disability and Employment. Washington, DC, September 2006.

Keynote Speaker, INTERNATIONAL WORKSHOP ON HUMAN RESOURCE MANAGEMENT, Sevilla Spain, May, 2005

“Navigating the Journey from Doctoral Student to Faculty Member” University of Catania, Sicily, Italy March, 2005

“Socialization in an International Context” Xavier University, Calcutta, India January, 2005

“Getting Tenure”, HR Division Junior Faculty Consortium, August, 2003. 2004. 2005, 2006

“ Journal Reviewing”, University of Texas, San Antonio, April, 2003

“Disability Research” & “Job Analysis”, Peking University, May 2002

"Workplace Accommodation", Portland State University and the Busch School, Texas A&M, 2002

AOM HRM Junior Faculty Consortia, Denver, CO., 2002

The ADA and fairness, talk presented to B-CS SHRM chapter, 2001

AOM OB Division session on IRB review, Washington, D.C., 2001

AOM HRM Junior Faculty Consortium, Washington D.C., 2001

AOM HRM Doctoral Consortium, Toronto, Canada, 2000

"Disability Discrimination" Rice University, Houston, TX, 2000

"Workplace Accommodation" Texas A&M Psychology Department, 2000

"Workplace Accommodation" Hebrew University, Jerusalem, Israel, December, 1999

Various local and state radio programs and newspaper interviews. All on the topic of disability issues at work.

"The Socialization of Employees with Disabilities" talk presented at Colorado State University, University of Texas at Dallas, Virginia Commonwealth University, Prudential Insurance Co.

Interview on Managing Diversity for Ch 12 News New Jersey

"Issues Facing Employees with Disabilities" talk presented at Baruch University, Department of Psychology. April 27, 1995.

"Entering a Diverse Working World" talk presented to members of Sigma Iota Epsilon, Rutgers University. March 23, 1995.

"Socialization of Workers on the Job" talk presented at the Center for Management Development & Bureau of Economic Research Conference for HR Officers: "Disability and Work: How Human Resource Officers can Contribute to The Bottom Line". June 7, 1994.

Rutgers Career Services: Organizational entry experiences of newcomers with disabilities April 4, 1994

Paul Norton Show (NJ channel 6): Discussion of employment issues concerning persons with disabilities. December, 1993.

Dorie Lenz show (PA channel 17): Discussion of employment issues concerning persons with disabilities. October, 1993.

A job application is not enough: Work socialization and persons with disabilities. Presented at the Elizabeth Boggs Conference: Disability Research and Policy in NJ. New Brunswick, NJ, November, 1993.

Participant in the HR division doctoral consortium session on careers.
National Academy of Management Meetings, Atlanta, GA, August, 1993.

The work socialization of employees with disabilities. Presentation to the NJ Developmental Disabilities Council. New Brunswick, NJ. January, 1993.
(with A. S. DeNisi)

University Service:

Tulane

Management Area Coordinator (2020-)
Chair, Associate Dean for EDI Search Committee
Tulane Research Council (Fall 2020-2021)
Freeman School Strategy for Tomorrow Committee (2021-)
BSM Committee (on-going)
Tulane's Strategy for Tomorrow Committee (2022-)
Center for Academic Equity Director Search Committee (Chair) (2019-2020)
Ad hoc work with consultants to develop position description for new Vice Provost position in charge of diversity and inclusion. (2019)
President's Commission on Race and Tulane Values (2016-2019)
Chair of Faculty Diversity Committee (2016-2018)
University Committee on Engaged Scholarship (2015-2016)
Graduate Oversight Committee (Chair, 2015-2016)
BSM Curricula Committee (Chair, 2017-2018)
BSM Curricula Committee (current)
Honor Board Committee (current)
Promotion and Tenure Committee (Chair, 2014)
Faculty Grievance Committee (Chair)
Graduate Policy Committee
Director, Burkenroad Institute (2007-2013)
Management Area Coordinator (2006-2014)
Ph.D. Doctoral Policy Committee (2006-2010)
Freeman School Strategic Planning team (2012-2013)
Faculty Search Committee, NCI (2011-2012)
Chair NCI Executive Director Search Committee
Executive Committee Member of the Center for Public Service (2007-2011)
Chair Behavioral Science Faculty Recruiting Committee
Management Area Ph.D. Coordinator
Graduate Curriculum Committee
PhD Policy and Admissions Committee
Latin American PhD Policy Committee
PhD Behavioral Science Curriculum Committee

Texas A&M University:

Member University IRB Committee
Chair, Doctoral Policy Committee, Dept. of Mgmt. (beginning summer 2001 to 2005)
Member of Management Department Executive Committee (1999-2005)
Member of Scholarship Committee, Mays College and Graduate School of Business (2000-2001)

Behavioral Area Head (1999-2001)
Member of MSHRM program Committee (1997-2005)
Member of various departmental ad hoc committees and task forces
Member of the Department of Management's Doctoral Policy Committee
(1998-2005), Acting Coordinator Fall 1999
Member of the CMIS Review Committee, Mays College and Graduate
School of Business, (1997-1998)
Member of HR Recruiting Committee, Department of Management (1997-
2004)
Member of MS/HRM Curriculum Task Force, Dept. of Mgmt. (1997-2001)

Rutgers University:

Institute for Women's Leadership Advisory Committee (1996 - 1997)
Member of Livingston College Executive Committee (1994 - 1996)
Member of Livingston College Admissions Committee (1995)
Member of School of Business Ad Hoc Personnel Committee (1995)
Member of School of Business Affirmative Action Committee (1994-1997)
Member of Management Dept. Curriculum Committee (1990-1997)
Member of the Student Review Committee (1992-1996) School of
Business
Member of School of Bus. Curriculum Committee (1990-1996)
Representative to the School of Business Judicial Board (1990-1996)
Member of Ph.D. Program and Scholastic Standing Committee, IMLR
(1991-1996)
Member of Dept. of Management's Faculty Search Committee (1990-
1993)
Mentor in Livingston College Student Mentoring Program (1990 - 1993)
Member of Ph.D. Policy Committee, IMLR (1990-1997)
Member of IMLR Faculty Search Committee (1990-1991)
Member of Dept. of Management's Ad Hoc Curriculum Committee (1990-
1991)
Coordinator of the Management Department's Colloquium Series (1989-
1990)
Livingston College Fellow (1989-1996), Rutgers University

Organizational & Community Service (unpaid)

Board Chair, Family Services of Greater New Orleans (2015-current)
FSGNO Gala Committee (current)
Financial Officer, Family Services of Greater New Orleans (2012-2014)
Board member, Longvue House and Gardens (2012)
Host, Project Lazarus (2006-2014)
Member, Gala Committee, Key for the Cure (2009-2012)
Board Member, Family Services of Greater New Orleans (2006-current)
Operations and Management Committee, Strategic Planning Committee
chair
Organizer of KARE: Katrina Aid & Relief Effort: Pro-bono consulting
Services (2005-2007)
Interviewed for the Texas A&M Systems HR Educational series (2001)
Habitat for Humanity: Seminar on Job Analysis (2001)

New Jersey Developmental Disabilities Council: Grant Evaluator (1997)
New Jersey Statewide Training Council Member (1996 - 1997)
Consultant to the Masonic Home of New Jersey, of Elizabethtown, PA.,
and of Newtown, CT. Nursing Homes (1991-1996)
Consultant on Staff Survey Project (1987), The Ohio State University,

PROFESSIONAL ORGANIZATIONS:

Academy of Management (Human Resources, OB Divisions)
American Psychological Association (Fellow)
Society for Industrial and Organizational Psychology (Fellow)
Association for Psychological Science (Fellow)
Southern Academy of Management
Society For Human Resource Management

UNIVERSITY COURSES TAUGHT:

At Tulane University

MGMT 6060 Human Resource Management
MGMT 7250 Strategic Human Resource Management
Undergraduate Organizational Behavior (MGMT 3010)
Doctoral Seminar in Human Resource Management (Domestic & Latin American Programs)
Doctoral Seminar in Organizational Behavior (Domestic Program & Latin American Program)
Doctoral Seminar in Advanced Organizational behavior (Latin American Program)

At Texas A&M University

Doctoral Seminar in Human Resource Management
MGMT 630 (Organizational Behavior, graduate level)
MGMT 620 (Strategic Human Resource Management, graduate level)
MGMT 622 (Staffing, graduate level)
MGMT 425 (Staffing, undergraduate level)
MGMT 373 (Human Resource Management, undergraduate level)

At Rutgers University

Principles of Management (undergraduate)
Advanced Organizational Behavior (undergraduate)
Human Relations (undergraduate)
Management of Diversity
Undergraduate Independent Study in Management
Supervision of IMLR Master's student Internships

At Ohio State University

Introductory Psychology (undergraduate)
Introductory Statistics (graduate)
Analysis of Variance (graduate)

Correlation and Regression (graduate)

Graduate ADVISORY OR DISSERTATION COMMITTEES:

Ongoing

Jorge Salazar (Chair) Freeman School, Tulane

Completed

Mason Ameri (outside member)	SLIR, Rutgers University
Alfredo Molina (Chair)	Freeman School, Tulane
Patricia Monteferrante (Chair)	Freeman School, Tulane
Caitlin Smith	Freeman School, Tulane
Guy Cliquet (Member)	Freeman School, Tulane
Alison Hall (Chair)	Freeman School, Tulane
Shanna Daniels (Chair)	Freeman School, Tulane
Shirley Sonesh	Freeman School, Tulane
Carlos Ramirez (Chair)	Freeman School, Tulane
Ana Arborela (Chair)	Freeman School, Tulane
Alexis Smith (Chair)	Freeman School, Tulane
Marla Baskerville Watkins (Chair)	Freeman School, Tulane
Suzanne Chan	Freeman School, Tulane
Lily Ren (Chair)	Dept. of Management, Texas A&M
Laura Reidel (Chair)	Dept. of Management, Texas A&M
Celile Gogus (Chair)	Dept. of Management, Texas A&M
John Bingham (Member)	Dept. of Management, Texas A&M
Carrie Belsito (Member)	Dept. of Management, Texas A&M
Tori Youngcourt (Member)	Dept. of Psychology, Texas A&M
Pedro Leiva (Member)	Dept. of Psychology, Texas A&M
Fernanda Garcia (Chair)	Dept. of Management, Texas A&M
Todd Dewitt (member)	Dept. of Management, Texas A&M
Soo Min Toh (member)	Dept. of Management, Texas A&M
Shun Jae Kim (member)	Dept. of Management, Texas A&M
Andrea Griffin (Member)	Dept. of Management, Texas A&M
Srikanth Goparaju (Member)	Dept. of Management, Texas A&M
Jose David (Member)	Dept. of Psychology, Texas A&M
Suzanne Bell (Member)	Dept. of Psychology, Texas A&M
Maria Luisa Sanchez-Ku (Member)	Dept. of Psychology, Texas A&M
Leigh Paulus (Member)	Dept. of Psychology, Texas A&M
Jason Robinett (member)	Engineering, Texas A&M
Jorge Gonzalez (Member)	Dept. of Management, Texas A&M
Arup Varma (Co-chair)	SMLR, Rutgers University
Richa Sharma	Dept. of Psychology, University of Delhi, India
Allison Pond (Member)	Dept. of Communications, Texas A&M

SUPERVISION OF VARIOUS UNDERGRADUATE AND GRADUATE INDEPENDENT STUDY PROJECTS; GCR ONE OR TWO TIMES A YEAR

MANAGEMENT DEVELOPMENT PROGRAMS:

Center for Management Development, Rutgers
Interviewing Skills Program
Socialization of Disabled Workers
Prudential Life Insurance Co. - Treatment of Employees with Disabilities

HONORS:

Association for Psychological Science Fellow
James McFarland Distinguished Chair, Tulane (2010-present)
Newcomb Fellow
Lavelle Research Award, Tulane University (2008)
Fellow of the American Psychological Association
Fellow of the Society for Industrial and Organizational Psychology
Mays Faculty Fellow (endowed position for Assistant and Associate Professors)
(2001 –2005) and (2005-2009)
Mays College Research Achievement Award (2001-2002)
Research featured in Texas A&M's Advance Publication (2000)
1997: Excellent reviewer award from the Academy of Management Journal
1990, 1992-95: 4 time recipient of Rutgers Faculty Academic Service Increment
Program award
1993 recipient of Rutgers FASP leave award
1992 finalist in the Thomas Mott Teaching Award competition - Rutgers
University, School of Business
1990-91 recipient of a Henry Rutgers Research Fellowship, Rutgers University.
1989-90 recipient of a Henry Rutgers Research Fellowship, Rutgers
. 1988-89 recipient of the William Green Memorial Fellowship for dissertation
projects.
1988-89 recipient of the Graduate Student Alumni Research
Award
Presenter at the 1988 OSU Research and Scholarly Activities Forum
Finalist in the 1985-86 OSU Graduate Teaching Awards competition
Phi Kappa Phi, Academic Honor Society
Phi Beta Kappa
Phi Eta Sigma, Freshman Honor Society