

VITA

ADRIENNE COLELLA

ADDRESS:

A.B. Freeman School of Business
Tulane University
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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,
A. B. Freeman Chair in Doctoral Studies and Research
A.B. Freeman School of Business
Tulane University
- 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)

ADRIENNE COLELLA

9/85-6/88 Graduate Teaching Associate
The Ohio State University, Department of Psychology

RESEARCH POSITIONS:

- 6/86-9/86 Research Intern
Personnel Decisions Research Institute,
Minneapolis, Minnesota
Projects: Criterion Development, Meta-Analysis of Non-Cognitive
Performance Predictors
- 9/84-3/85 Research Associate
Ohio State University Seed Grant to Robert J. Vance
Project: Applying Artificial Intelligence Methodology to Job Analysis
- 3/85-10/85 Research Associate
Air Force Grant to Robert J. Vance
Project title: Development and Implementation of Cost-Effectiveness and
Utility Methodologies for the AF Performance Measurement Project

REFEREED JOURNAL PUBLICATIONS:

- Paetzold, R.L., Garcia, M.F., Colella, A., Triana, M., & Ziebro, M. (in press) Perception of people with disabilities: When is accommodation fair? Basic and Applied Social Psychology.
- Garcia, M.F., Posthuma, R., & Colella, A. (in press) Fit perception: The role of similarity, liking, and expectations. Journal of Occupational & Organizational Psychology.
- Ren, L., Paetzold, R., & Colella, A. A meta-analytic review of the disability selection discrimination literature. (In Press), Human Resource Management Review
- 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.

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- 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:

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Number of supporters versus number of supporting arguments. Law and Psychology Review, 8, 115-127.

BOOKS:

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:

Brief, A., Colella, A., & Smith, A (forthcoming). Where the action is: Studying unfair discrimination and its causes in and around organizations. In the Handbook of Prejudice, Stereotyping, and Discrimination, J. F. Dovidio, M. Hewstone, P. Glick, V. M. Esses (Eds.).

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

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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:

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.

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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:

Paetzold, R.L., Garcia, M. F., & Colella, A. Peer perceptions of accommodation fairness: The effects of disability, accommodation, and outcome in competitive task situations. (Under review at [Journal of Applied Social Psychology](#))

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Garcia, M.F., Colella, A., Paetzold, R., Ren, L., Triana, M., & Zimbardo, M. When accommodation is viewed as unfair: No level playing field. (Under review at Journal of Applied Psychology).

Colella, A., Garcia, M.F., Reidel, L., & Triana, M. Paternalism: Hidden discrimination? (Under revision for Academy of Management Review)

Gonzalez, J., & Colella, A. The content, drivers, and process of organizational diversity change. (Under revision for Academy of Management Review)

Reidel, L., Garcia, M.F., Colella, A., & Triana, M. The impact of sex and sexism on reactions to paternalism. Paper to be submitted to Human Relations.

Projects at the Development, Data Collection or Analysis Stage:

Development of a paternalism measure (study completed, paper being written)

Field and laboratory studies on pay secrecy (in development)

CONFERENCE PRESENTATIONS:

Reidel, L., Garcia, M.F., Colella, A., & Triana, M. (2006). The effects of gender and sexism on reactions to paternalism. Paper to be 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 to be presented as part of an All Academy Symposium. Academy of Management Meetings, Honolulu, HI.

Colella, A., Paetzold, 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., Zardkoobi, A., Paetzold, R., & Wesson, M. (2003). Pay secrecy revisited: An integrative model. Paper presented at the Academy of Management Meetings. Seattle, WA.

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- 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

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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.

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- 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.

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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.

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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:

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-present); Journal of Organizational Behavior (2002-present); The Industrial Psychologist (TIP) (1993 -1995)

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

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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:

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:

ADRIENNE COLELLA

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

Discussant on a discrimination symposium at the 2007 SIOF meetings.

Chair of the KARE discussion panel at the 2007 SIOF 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 SIOF 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.

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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:

Invited speaker at the Department of Labor's ODEP 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

ADRIENNE COLELLA

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

ADRIENNE COLELLA

Developmental Disabilities Council. New Brunswick, NJ. January, 1993. (with A. S. DeNisi)

University Service:

Tulane

Executive Committee Member of the Center for Public Service
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)

ADRIENNE COLELLA

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 Service (unpaid)

Organizer of KARE: Katrina Aid & Relief Effort: Pro-bono consulting services
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, OSU Poll
Consultant on Selection Development Project (10/86-2/87), Ohio Civil Service
Job Analyst (9/85-12/85), Columbus Civil Service Commission
Consultant on Interviewer Training Feedback Project (9/83-11/83), Standard Oil

PROFESSIONAL ORGANIZATIONS:

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

UNIVERSITY COURSES TAUGHT:

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

ADRIENNE COLELLA

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:

* indicates on-going

*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

ADRIENNE COLELLA

Prudential Life Insurance Co. - Treatment of Employees with Disabilities

HONORS:

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