

Patrick F. McKay, Ph.D.

School of Management and Labor Relations
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EDUCATION

- Ph.D. University of Akron, Akron, OH, May 15, 1999
Major: Industrial/Organizational Psychology
Dissertation title: *Stereotype threat and its effects on the cognitive ability test performance of African-Americans: The development of a theoretical model.*
- M.A. University of Akron, Akron, OH, December 14, 1996
Major: Industrial/Organizational Psychology
Thesis title: *A task-specific information processing test and personality: The possibility of incremental validity?*
- B.S. Fayetteville State University, Fayetteville, NC, May 12, 1993
(Magna cum Laude)
Major: Psychology
Minor: Sociology

ACADEMIC APPOINTMENTS

- 7/07–Present **Associate Professor of Human Resource Management** (with tenure), School of Management and Labor Relations, Rutgers University, Piscataway, NJ.
- 8/01–7/07 **Assistant Professor of Organizations and Strategic Management** (Promoted to Associate Professor with tenure), Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee, Milwaukee, WI.
- 8/99–5/01 **Assistant Professor of Psychology**, University of North Carolina at Wilmington, Department of Psychology, Wilmington, NC
- 8/98–12/98 **Adjunct Professor**, Baldwin-Wallace College, Berea, OH

PROFESSIONAL EMPLOYMENT

7/94–6/99 **Human Resource Consultant**, Barrett & Associates, Akron, OH.

AWARDS AND HONORS

Saroj Parasuraman Outstanding Publication Award, 2009, Gender and Diversity in Organizations division of the Academy of Management for the article, *Mean racial-ethnic differences in work performance: The moderating role of diversity climate* (McKay, P. F., Avery, D. R., & Morris, M. A.) published in *Personnel Psychology*

The award recognizes the published research article judged to have the highest potential to significantly impact understanding of gender and diversity within organizations.

Assurant Health Research Fellow Award, 2007, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee

The award included two years (\$11,000 per year) of summer research and travel support.

Dorothy Harlow Distinguished Paper Award, 2007, from the Gender and Diversity in Organizations division of the Academy of Management conference for the paper, *The interaction of subordinates' and managers' diversity climates on store unit sales performance* (McKay, P. F., Avery, D. R., and Morris, M. A.).

Business Advisory Council Scholarly Achievement Award for Junior Faculty, 2006, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee (\$5,000.00 honorarium received)

Gold Star Teaching Award, 2006 (Spring Semester), Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee

Gold Star Teaching Award, 2004 (Spring Semester), Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee

PUBLICATIONS AND IN-PRESS ARTICLES

Avery, D. R., McKay, P. F., Wilson, D. C., Volpone, S. D., & Killham, E. (in press). Does voice go flat? How tenure diminishes the impact of voice. *Human Resource Management*.

McKay, P. F., Avery, D. R., & Morris, M. A. (2009). A tale of two climates: Diversity climate from subordinates' and managers' perspectives and their role in store unit sales performance. *Personnel Psychology*, 62, 767–791.

Wilson, D. C., Moore, D. W., McKay, P. F., & Avery, D. R. (2008). Affirmative action programs for women and minorities: Expressed support affected by question order. *Public Opinion Quarterly*, *72*, 514–522.

Tonidandel, S., Avery, D. R., Bucholtz, B., & McKay, P. F. (2008). An alternative explanation for the asymmetrical effects in relational demography research. *Personnel Psychology*, *61*, 617–633.

McKay, P. F., Avery, D. R., & Morris, M. A. (2008). Mean racial-ethnic differences in work performance: The moderating role of diversity climate. *Personnel Psychology*, *61*, 349–374.

This article was selected for the 2009 Saroj Parasuraman Award by the Gender and Diversity in Organizations division of the Academy of Management. The award recognizes the published research article judged to have the highest potential to significantly impact understanding of gender and diversity within organizations.

The article has been the subject of two media stories:

Minority Sales Personnel Have Better Results in Workplaces with Supportive Diversity Climates (2008, November 15). Clif Boutelle, SIOP Public Relations. Retrieved from http://www.siop.org/Media/News/minority_sales.aspx

Rutgers Research: Improve Diversity and Reap Fiscal Benefit (2008, November 13). Fredda Sacharow, Rutgers University Media Relations. Retrieved from <http://news.rutgers.edu/medrel/news-releases/2008/11/rutgers-research-imp-20081113>

Avery, D. R., McKay, P. F., & Wilson, D. C. (2008). What are the odds? How demographic similarity affects the prevalence of perceived employment discrimination. *Journal of Applied Psychology*, *93*, 235–249.

Avery, D. R., McKay, P. F., & Wilson, D. C. (2007). Engaging the aging workforce: How age, workgroup age composition, and satisfaction with older and younger coworkers affect employee engagement. *Journal of Applied Psychology*, *92*, 1542–1556.

Avery, D. R., McKay, P. F., Wilson, D. C., & Tonidandel, S. (2007). Unequal attendance: The relationships between race, organizational diversity cues, and absenteeism. *Personnel Psychology*, *60*, 875–902.

McKay, P. F., Avery, D. R., Tonidandel, S., Morris, M. A., Hernandez, M., & Hebl, M. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology*, *60*, 35–62.

Article summarized by Madigan, J., & Dickson, M. W. in the “Good Science-Good Practice” Forum (2007, October), *The Industrial-Organizational Psychologist*, *45*, 67–70.

Article reprinted as an Executive Summary (December, 2007) in *The Business Journal of Hispanic Research*, *1*, 108–113.

Article was a finalist for the Academy of Management Human Resources Division’s 2007 Scholarly Achievement Award.

McKay, P. F., & Avery, D. R. (2006). What has race got to do with it? Unraveling the role of race/ethnicity in job seekers’ reactions to site visits. *Personnel Psychology*, *59*, 395–429.

McKay, P. F., & McDaniel, M. A. (2006). A re-examination of Black-White Mean differences in work performance: More data, more moderators. *Journal of Applied Psychology*, *91*, 538-554.

Avery, D. R. & McKay, P. F. (2006). Target practice: An organizational impression management approach to attracting minority and female job applicants. *Personnel Psychology*, *59*, 157–187.

Abstracted in *HR Professional’s* “Research Forum”

McKay, P. F., & Avery, D. R. (2005). Warning! Diversity recruitment could backfire. *Journal of Management Inquiry*, *14*, 330–336.

McKay, P. F., Doverspike, D., Bowen-Hilton, D., & McKay, Q. D. (2003). The effects of demographic variables and stereotype threat on Black/White differences in cognitive ability test performance. *Journal of Business and Psychology*, *18*, 1–14.

McKay, P. F., Doverspike, D., Bowen-Hilton, D., & Martin, Q. D. (2002). Stereotype threat effects on the Raven Advanced Progressive Matrices scores of African-Americans. *Journal of Applied Social Psychology*, *32*, 767–787.

McKay, P. F., & Doverspike, D. (2001). African-Americans’ test-taking attitudes and their effect on cognitive ability test performance: Implications for public personnel management selection practice. *Public Personnel Management*, *30*, 67–75.

Doverspike, D., Taylor, M. A., Shultz, K. S., & McKay, P. F. (2000). Responding to the challenge of a changing workforce: Recruiting nontraditional demographic groups. *Public Personnel Management*, *29*, 445–459.

INVITED PEER-REVIEWED REVISIONS

Goldberg, C. B., Zhang, L., & McKay, P. F. Leader-member exchange development: It's a matter of time and newcomer race-ethnicity. Manuscript is under preparation for 2nd review at *Academy of Management Journal*.

McKay, P. F., Avery, D. R., Liao, H., & Morris, M. A. Does diversity climate lead to customer satisfaction? It depends on the service climate and business unit demography. Manuscript is under 3rd review at *Organization Science*.

Volpone, S. D., Avery, D. R., & McKay, P. F. Appraising the appraisal system: Linkages between race/ethnicity, appraisals reactions, and engagement. Manuscript is under 2nd review at *Journal of Applied Social Psychology*.

PAPERS UNDER FIRST REVIEW

Hong, Y., Jiang, K., McKay, P. F., Avery, D. R., & Wilson, D. C. Saying “no” to sexual harassment: Anti-sexual harassment activities and their relationships with work attitudes and psychological well-being. *Organizational Behavior and Human Decision Processes*.

Avery, D. R., McKay, P. F., & Hunter, E. M. Demography and disappearing merchandise: How older workforces influence retail shrinkage. *Personnel Psychology*.

Volpone, S. D., Stewart, R. W., Luksyte, A., Avery, D. R., Hernandez, M., McKay, P. F., & Hebl, M. R. Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *Journal of Applied Psychology*.

Avery, D. A., Volpone, S. D., McKay, P. F., King, E. B., & Wilson, D. C. Is relational demography relative? How employment status influences effects of supervisor-subordinate demographic similarity. *Journal of Management*.

WORKING PAPERS

McKay, P. F., Avery, D. R., Castellano, W. G., & Morris, M. A. It's cheaper to keep them: A model of the perceived organizational value for diversity-voluntary turnover relationship. Manuscript is in preparation for submission to the *Academy of Management Journal*.

King, J. B., Williamson, I. O., Stewart, M. M., & McKay, P. F. Social identity theory and religious bias toward workplace others. Manuscript is in preparation for submission to the *Journal of Applied Psychology*.

McKay, P. F., Outtz, J. L., & Rogers, S. E. Beyond ability: The effect of institutional racial environment on law school performance. Manuscript is under preparation for submission to *Administrative Science Quarterly*.

Avery, D. R., McKay, P. F., Tonidandel, S., Volpone, S. D., & Morris, M. A. Demographic representativeness: A fresh look at the access-and-legitimacy paradigm. Manuscript is under preparation for submission to *Administrative Science Quarterly*.

Avery, D. R., McKay, P. F., Wilson, D. C., & Volpone, S. Attenuating the effect of seniority on intent to remain: The role of perceived organizational inclusiveness. Target journal yet to be determined.

RESEARCH IN PROGRESS

Chung-Herrera, B., Randel, A., & McKay, P. F. Racial-ethnic differences in leadership perceptions: The role of ethnic identity and personality (Tentative title). Stage: Data analyses.

McKay, P. F., & Avery, D. R. Race and site visit reactions: Effects on organizational attraction and job pursuit intentions (Tentative title). Stage: Data collection.

NON-REFEREED ARTICLES/BOOK CHAPTERS

Avery, D. R., & McKay, P. F. (in press). Doing diversity right: An empirically based approach to effective diversity management. In G. Hodgkinson & J. K. Ford (Eds.). *International review of industrial and organizational psychology*. London, UK: Wiley.

McKay, P. F. (2009). Perspectives on adverse impact in work performance: What we know and what we could learn more about. In J. L. Outtz (Ed.), *Adverse impact: Implications for organizational staffing and high stakes selection* (pp. 249–270). Mahwah, NJ: Erlbaum.

McKay, P. F., & Davis, J. L. (2007). Traditional selection methods as resistance to diversity in organizations. In K. M. Thomas (Ed.), *Diversity resistance in organizations: Manifestations and solutions* (pp. 151–174). Boca Raton, FL: Taylor & Francis.

Avery, D. R., & McKay, P. F. (2007, April). How our similarity makes us different: A minority perspective on the community impact on work-family balance. *The Industrial-Organizational Psychologist*, 45, 85–90.

PUBLISHED PROCEEDINGS

McKay, P. F., Avery, D. R., & Morris, M. A. (2007, August). The interaction of subordinates' and managers' diversity climates on store unit sales performance. *Academy of Management Conference Best Papers Proceedings*.

CONFERENCE PRESENTATIONS

- McKay, P. F., Hong, Y., Jiang, K., Avery, D. R., & Wilson, D. C. (2009, August). Saying “no” to sexual harassment: Anti-sexual harassment activities and their relationships with work attitudes and psychological well-being. Paper presented as part of the symposium, *Removing the guesswork from diversity management: An analysis of diversity policies and implications*, at the annual Academy of Management Conference, Chicago, IL.
- Avery, D. R., McKay, P. F., Tonidandel, S., Volpone, S. D., & Morris, M. A. (2009, August). Demographic representativeness. Paper presented as part of the symposium, *The future of diversity research: The tension between pragmatic and social justice arguments*, at the annual Academy of Management Conference, Chicago, IL.
- King, J. B., Williamson, I. O., Stewart, M. M., & McKay, P. F. (2009, June). Social identity theory and religious bias toward workplace others. Manuscript presented at the annual Eastern Academy of Management-International Conference, Rio de Janeiro, Brazil.
- Avery, D. R., McKay, P. F., Tonidandel, S., Volpone, S. D., & Morris, M. A. (2009, June). Demographic representativeness: Extending the business case for diversity. Manuscript presented at the Hospitality Industry Diversity Institute’s “Best Practices and Research Initiatives Conference,” Conrad N. Hilton College of Hotel and Restaurant Management, University of Houston, Houston, TX.
- Volpone, S. D., Avery, D. R., & McKay, P. F. (2009, June). Appraising the appraisal system: Linkages between racioethnicity, appraisal reactions, and engagement. Manuscript presented at the Hospitality Industry Diversity Institute’s “Best Practices and Research Initiatives Conference,” Conrad N. Hilton College of Hotel and Restaurant Management, University of Houston, Houston, TX.
- McKay, P. F., Avery, D. R., Castellano, W. G., & Morris, M. A. (2009, April). Model of the perceived organizational value for diversity-voluntary turnover relationship. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Volpone, S., Avery, D. R., McKay, P. F., King, E. B., & Wilson, D. C. (2009, April). Withdrawal of full- and part-time employees: Examining supervisor-subordinate. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Avery, D. R., Volpone, S., & McKay, P. F. (2009, April). The impact of mixed messages on diversity recruitment. Manuscript presented as part of the symposium, *Evidence-based diversity management: Strategies for managing diversity organizations*, at the annual Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

- McKay, P. F., Avery, D. R., Liao, H., & Morris, M. A. (2008, August). Race matters even more: How minority representation moderates diversity climate effects on customer satisfaction. Manuscript presented as part of the symposium, *How and when can organizations reap the benefits of diversity? Some new questions, some new answers*, at the annual Academy of Management Conference, Anaheim, CA.
- Avery, D. R., McKay, P. F., Wilson, D. C., & Volpone, S. D. (2008, August). Attenuating the effect of seniority on intent to remain: The role of perceived inclusiveness. Manuscript presented at the annual Academy of Management Conference, Anaheim, CA.
- McKay, P. F., Avery, D. R., & Wilson, D. C. (2008, April). To stay or not to stay? How race moderates the community satisfaction-overall job attitudes interactive relationship with place attachment. Manuscript presented as part of the symposium, *The diversity of organizational diversity: Generalizing findings across diverse groups*, at the annual Society for Industrial and Organizational Psychology Conference, San Francisco, CA.
- Avery, D. R., Volpone, S. D., & McKay, P. F. (2008, April). Engaging workforce 2000: Linkages between racioethnicity, appraisals perceptions, and engagement. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, San Francisco, CA.
- McKay, P. F., Avery, D. R., & Morris, M. A. (2007, August). The interaction of subordinates' and managers' diversity climates on store unit sales performance. Manuscript presented at the annual Academy of Management Conference, Philadelphia, PA. Manuscript received the Dorothy Harlow Distinguished Paper Award from the Gender and Diversity in Organizations division.
- McKay, P. F., Avery, D. R., & Morris, M. A. (2007, August). Racial differences in employee sales performance: The moderating role of diversity climate. Manuscript presented at the annual Academy of Management Conference, Philadelphia, PA.
- McKay, P. F., & Outtz, J. L. (2007, April). Institutional racial environment and racial differences in law school performance. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, New York, NY.
- Avery, D. R., McKay, P. F., & Wilson, D. C. (2007, April). How age, workgroup age composition, and satisfaction with older and younger coworkers affect employee engagement. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, New York, NY.
- Tonidandel, S., Avery, D. R., Bucholtz, B., & McKay, P. F. (2007, April). How far off is euclidean distance? Artifacts in relational demography. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, New York, NY.

- Avery, D. R., McKay, P. F., & Wilson, D. C. (2007, April). What are the odds: How demographic similarity affects the likelihood of experiencing employment discrimination. Manuscript presented as part of the symposium, *Individual and organizational strategies for the reduction of discrimination*, at the annual Society for Industrial and Organizational Psychology Conference, New York, NY.
- McKay, P. F., Avery, D. R., & Wilson, D. C. (2006, August). Perceived workplace discrimination and racial differences in positive non-work-to-work spillover. Manuscript presented at the annual Academy of Management Conference, Atlanta, GA.
- McKay, P. F., Avery, D. R., Morris, M. A., Hernandez, M., & Hebl, M. R. (2006, May) Diversity climate perceptions and racial differences in managerial retention. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, Dallas, TX.
- Avery, D. R., McKay, P. F., Hernandez, M., Hebl, M. R., & Morris, M. A. (2006, May). The draw of diversity: how diversity climates affect job pursuit. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, Dallas, TX.
- McDaniel, M. A., McKay, P. F., & Rothstein, H. R. (2006, May). Publication bias and racial effects on job performance: The elephant in the room. Manuscript presented at the symposium *Publication bias in I/O Psychology: The elephant in the room* at the annual Society for Industrial and Organizational Psychology Conference, Dallas, TX.
- McDaniel, M.A., McKay, P.F., & Rothstein, H. (2005, May). Publication bias in personnel psychology: The elephant in the room. Paper presented at the Twelfth European Congress of Work and Organizational Psychology, Istanbul, Turkey.
- McKay, P. F., Curtis, J. R., Snyder, D., & Satterwhite, R. (2005, April). Panel ratings of tape-recorded interview responses: Interrater reliability? Racial differences? Paper presented at the annual Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.
- McKay, P. F., & McDaniel, M. A. (2005, April). Cognitive loading of criteria and racial differences in job performance. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.
- Avery, D. R., & McKay, P. F. (2004, August). One size doesn't fit all: An accommodative approach to targeted recruitment." Manuscript presented at the annual Academy of Management Conference, New Orleans, LA.
- McKay, P. F., & McDaniel, M. A. (2003, April). A Re-examination of Black-White differences in job performance. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.
- McKay, P. F. (2002, August). Traditional selection methods as resistance to diversity in

organizations. Presented as part of the “Diversity Resistance in Organizations” symposium at the annual Academy of Management Conference, Denver, CO.

McKay, P. F., & Gonzalez, J. A. (2002, August). The reformation-recruitment-retention model for building a diverse labor force. Presented at the “Meeting Ourselves and Others: Perspectives in Diversity Research and Diversity Practices” Conference, Göteborg, Sweden.

McKay, P. F., Doverspike, D., Bowen-Hilton, D., & McKay, Q. D. (2002, April). An application of stereotype threat theory to personnel selection. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, Toronto, Canada.

McKay, P. F., Doverspike, D., Bowen-Hilton, D., & Martin, Q. D. (1999, April). Stereotype threat effects on the Raven’s Scores of African-Americans. Manuscript presented at the annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

GRANTS AWARDED

School of Management and Labor Relations Internal Grant. 2009. Project title: Race and site visit reactions: Effects on organizational attraction and job pursuit intentions (Tentative title). Rutgers University. Award: \$6,000.

Summer Research Initiative, 2000. Project title: A task-specific information processing test and conscientiousness: The possibility for incremental validity? University of North Carolina at Wilmington. Award: \$3,000.00

Charles L. Cahill Award for Faculty Research, 2000. Project title: A task-specific information processing test and conscientiousness: The possibility for incremental validity? University of North Carolina at Wilmington. Award: \$2,500.00

PROFESSIONAL MEMBERSHIPS

Academy of Management
Society of Industrial and Organizational Psychology
American Psychological Association
Personnel/Human Resources Research Group (PHRRG)

PROFESSIONAL SERVICE

Editorial Board Membership:

Academy of Management Review (2009–present)
Journal of Applied Psychology (2009–present)
Journal of Management (2007–present)

Ad hoc Reviewing:

Academy of Management Journal
Personnel Psychology
Strategic Management Journal
Organizational Behavior and Human Decision Processes
Group & Organization Management
Human Resource Management Review
Human Relations
Personality and Social Psychology Bulletin
Public Opinion Quarterly
Journal of Managerial Psychology
Journal of Business Ethics
Applied Psychology: An International Review
Assessment
Annual conference of the Society for Industrial-Organizational Psychology
Annual meeting of the Academy of Management

Committees and Other Professional Organization Activities:

2009–Present, Member, Executive Committee of the Gender and Diversity in Organizations division of the Academy of Management

2009 (August), Discussant, Coalition for Faculty Diversity Publishing Workshop, annual Academy of Management Conference, Chicago, IL

2009, Member, Dorothy Harlow Distinguished Paper Award Committee, Annual Conference of the Academy of Management, Gender and Diversity in Organizations (GDO) Division

2006, Member, Strategic Planning Committee, Society for Industrial-Organizational Psychology

2006–2007, Member, Executive Sub-Committee of the Committee for Ethnic-Minority Affairs, Society for Industrial-Organizational Psychology

2002, Panelist, Academy of Management, Gender and Diversity in Organizations division doctoral consortium “Finding Your Network,” Denver, CO

UNIVERSITY SERVICE

University-Level:

2008, June 2–6, Rutgers University Faculty Traveling Seminar

2005–2006, Member, Search Committee, Human Resources Director, University of Wisconsin-Milwaukee

2002–2005, Member, Leadership Committee, University of Wisconsin-Milwaukee Task Force on Racioethnicity

2000–2001, Member, Faculty Senate, University of North Carolina at Wilmington

1999–2000, Member, African-American Faculty of the University of North Carolina at Wilmington, University of North Carolina at Wilmington

School/Department-Level:

2009 (Fall Semester), Member, Appointment & Promotion Committee, School of Management and Labor Relations, Rutgers University

2009–Present, Member, Center for Human Resource Strategy Committee, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2009–Present, Member, Doctoral Program Committee, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2009–Present, Member, Assistant Professor Faculty Search Committee, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2008–2009, Member, Senior Lecturer Search Committee, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2008–2009, Director, Human Resource Management Minor Degree Program, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2008–2009, Member, Assistant Professor Faculty Search Committee, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2008–2009, Member, Diversity and Inclusion in the Workplace Graduate Certificate Committee, School of Management and Labor Relations, Rutgers University.

2008–2009, Member, Bachelor of Science in Labor Studies and Employment Relations Program's Direct Admissions Sub-Committee, School of Management and Labor Relations, Rutgers University

2008–2009, Member, PhD. Program Re-Design Sub-Committee, Department of Human Resource Management, School of Management and Labor Relations, Rutgers University

2007–Present, Member, Inclusive Organizations Institute Development Committee, School of Management and Labor Relations, Rutgers University

2004, 2005, Member, Doctoral Preliminary Exam Committee, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee

2003–2007, Member, Undergraduate Program Committee, University of Wisconsin-Milwaukee

2002–2003, Member, Master’s of Science Program Committee, University of Wisconsin-Milwaukee

2001, Committee Member, Southern Association of Colleges and Schools, Department of Psychology Self-Study, University of North Carolina at Wilmington

2001, Member, Search Committee for Developmental Psychology faculty position, Department of Psychology, University of North Carolina at Wilmington

Invited Lectures and Appearances:

Recruiting and Retaining a Diversity Faculty: The role of diversity climate. Invited workshop delivered at Raritan Valley Community College, October 2, 2009.

Racial-ethnic mean differences in performance: Going beyond the “deficit hypothesis.” Invited presentation to the Industrial-Organizational Psychology Club, Department of Psychology, University of Akron, May 1, 2009.

Diversity initiatives for HR professionals. Professional development workshop delivered for Rutgers University’s Center for Management Development, Rutgers University School of Management and Labor Relations, Rutgers University, April 1, 2009.

Diversity climate effects on work and organizational performance. Invited speaker for the Zicklin School of Business Department of Management’s “Thursday Seminar” Series, Baruch College, November 6, 2008.

Diversity climate is greater than the sum of its diversity. Invited research presentation given for the Social and Organizational Psychology doctoral colloquium, Teacher’s College, Columbia University, October 7, 2008.

Diversity climate is greater than the sum of its diversity. Invited research presentation given as part of the “Building Inclusive Organizations” symposium sponsored by the Alumni and Friends of School of Management and Labor Relations, Rutgers University, May 16, 2008.

Managing diversity in the workplace. Professional development workshop delivered for Rutgers University’s Center for Management Development to the Ocean County Social Services Department, Toms River, NJ, March 20, 2008

Diverse organizations and diversity markets. Invited research presentation (with Niki T. Dickerson) delivered to the Industrial Relations/Human Resource Dialogue, School of Management and Labor Relations, Rutgers University, April 22, 2008.

Doing diversity right. Workshop delivered (with Derek R. Avery) during the Friday Lecture Series at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA, April 11, 2008.

It's cheaper to keep them: A model of the diversity climate perceptions-voluntary turnover relationship. Invited research presentation to the annual meeting of the Personnel/Human Resources Research Group (PHRRG), A. B. Freeman School of Business, Tulane University, February 22, 2008.

Diversity climate effects on job/firm performance. Invited research presentation to the annual meeting of the New Jersey Labor and Employment Relations Association (LERA), Sheraton Hilton Hotel, Edison, NJ, February 4, 2008.

Diversity climate effects on job/firm performance. Invited research presentation to the Alumni and Friends of the School of Management and Labor Relations, Rutgers University, January, 17, 2008.

Diversity climate effects on job/firm performance. Invited research presentation to the State Advisory Council for the School of Management and Labor Relations, Rutgers University, November 15, 2007.

It's not just a numbers game: Diversity climate and its role in job/firm performance. Invited research presentation for the "Corporate Forum," sponsored by the Center for Women and Work, Rutgers University, November 2, 2007.

Mean racial-ethnic differences in employee sales performance: The moderating role of diversity climate. Invited research presentation for the "Forum on Race and Ethnicity," sponsored by the Center for Race & Ethnicity, Rutgers University, October 5, 2007.

2007 (Spring Semester), Delivered the "People: Our Most Important Asset" presentation during the Sheldon B Lubar School of Business's Open House, on behalf of the Bachelor's in Business Administration Human Resources Management major program, University of Wisconsin-Milwaukee.

Racial-ethnic differences in performance: The role of diversity management. Invited research presentation to the ILRHR 960 Workshop in Human Resource Studies doctoral seminar, Cornell University, School of Industrial and Labor Relations, February 23, 2007.

Mean racial-ethnic differences in sales performance: The moderating role of diversity climate. Presented at the Research Seminar Series, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee, February 16, 2007.

2006 (Spring Semester), Delivered the "People: Our Most Important Asset" presentation during the University of Wisconsin-Milwaukee, Sheldon B Lubar School of Business's Open House, on behalf of the Bachelor's in Business Administration Human Resources Management major program.

2007, 2006, 2005 Moderator, Delta Sigma Pi and Kohl's Department Stores "A Business Symposium" panel discussion, University of Wisconsin-Milwaukee.

2005 (Fall Semester), Guest Speaker, Success Team Committee, Peer Outreach & Mentoring, “Becoming a Student” presentation, University of Wisconsin-Milwaukee.

2006, 2005, Delivered the “People: Our Most Important Asset” presentation during the, Sheldon B. Lubar School of Business’s Open House, on behalf of the Bachelor’s in Business Administration Human Resources Management major program, University of Wisconsin-Milwaukee.

2005 (Summer), Instructor of Human Resource Management workshop, Future Leaders Program, School of Business Administration, University of Wisconsin-Milwaukee.

Race, place, and work attitudes: The interactive effects of race and perceived quality of community amenities on workplace satisfaction? Presented at the Research Seminar Series, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee, October 21, 2005.

Panel ratings of tape-recorded interview responses: Interrater reliability? Racial differences? Presented at the Research Seminar Series, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee, March, 10, 2005.

A Re-examination of Black-White differences in job performance. Presented at a Masters of Human Resources Labor Relations Lunchtime Forum, Bolton Hall, University of Wisconsin-Milwaukee, December 3, 2003.

Validity of an information processing test and conscientiousness in predicting task performance. Presented at the Research Seminar Series, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee, October 10, 2002.

2000 (Summer), Invited Lecture, “Preparing Now for Competition Later.” Protégés and Leaders Program, Office of Campus Diversity, University of North Carolina at Wilmington.

2000, Invited Lecture, “Discussion of Careers in Psychology.” Taking Your Place Institute, Marine Quest Youth Program, University of North Carolina at Wilmington.

PUBLIC SERVICE

2001, Invited Lecture, “The Natural Man,” The Men’s Symposium, Men Teaching Other Men the Virtues of a Changing Society, Cumberland Union Free Will Baptist Church, Linden, NC

COURSES TAUGHT

Data-Based Decisions (Masters-level Statistics course)

Human Resource Strategy I

Managing Workforce Flow

Selected Problems: Diversity

Organizational Behavior (Guest Lecturer, Doctoral Seminar)

Staffing/Human Resources

Staffing Organizations (Graduate)

Industrial Psychology
Psychological Tests and Measurement
Introduction to Psychology

RESEARCH AND INTERNSHIP SUPERVISION

Master's Thesis:

2009, Committee Chair, Sean Rogers, "Is all the world of work a stage? Identity management behavior and career outcomes among demographic minority professional workers," Rutgers University School of Management and Labor Relations.

2009, Committee Chair, Kaifeng Jeng, "When do employees voice in teams? Moderating role of team context: Perceived team supports, trust in leadership, employee engagement, and voice behavior," Rutgers University School of Management and Labor Relations.

2001, Member, Kelli A. McAmis, "The Importance of Self-Efficacy in Substance Abuse Treatment: Early Treatment Predictors of Abstinence Self-Efficacy," University of North Carolina at Wilmington Department of Psychology.

Graduate Independent Research Projects:

2008, Karen D'Mello, "Turnover Audit: The Cost of Turnover." Masters of Human Resource Management Independent Study, Rutgers University School of Management and Labor Relations.

2008, Rashmi Bhan, "Diversity and Inclusion." Masters of Human Resource Management Independent Study, Rutgers University School of Management and Labor Relations.

2007, Barjinder Singh, "How diversity climate shapes employee behaviors: Assessing the role of organizational attitudes, gender and race," Doctoral Independent Study Project, University of Wisconsin-Milwaukee Sheldon B. Lubar School of Business.

2005, Mark A. Winters, "Effects of employment motivation on work attitudes," Masters Independent Study Project, University of Wisconsin-Milwaukee Sheldon B. Lubar School of Business.

2004, Randy A. Spahos, "Social support, person-environment fit, organizational attitudes, and employee turnover," University of Wisconsin-Milwaukee Sheldon B. Lubar School of Business.

Doctoral Dissertations:

Member, Dissertation Committee, Mark James, "Rainbow barrier behaviors: Scale development and validation," University of Wisconsin-Milwaukee, Sheldon B. Lubar School of Business. Successfully defended August, 2009.

Member, Dissertation Committee, Jeff Vanevenhoven, "A cross cultural examination of the environment - A current taxonomy of perceived uncertainty sources," University of Wisconsin-Milwaukee Sheldon B. Lubar School of Business. Successfully defended June, 2008.

Internships

Supervised 30+ Undergraduate Human Resource Major Internships, Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee (2001–2007).

RELEVANT GRADUATE COURSES

Quantitative Methods I
Quantitative Methods II
Advanced Psychological Tests and Measurements
Personnel Selection and Performance Appraisal
Training and Organizational Development
Seminar in Information Processing
Advanced Research Methods
Multivariate Statistics
Graduate Seminar: Structural Equation Modeling (LISREL)
Graduate Seminar: Job Evaluation and Equal Pay
Graduate Seminar: Diversity in Organizations

REFERENCES

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