

ROMMEL (BOMBIE) SALVADOR

Department of Hospitality & Tourism Management
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EDUCATION

Ph.D. Business Administration, 2008

Concentration: Management

Minor: Sociology

University of Central Florida, Orlando

Dissertation: *Perceived Organizational Forgiveness and Punitive Intent*

Committee: Robert G. Folger (Chair), Marshall Schminke, David Mayer, Stephen Sivo

M.B.A., 1998

The Australian Graduate School of Management

University of New South Wales, Sydney

B.S. Applied Mathematics/B. Secondary Education, *Summa Cum Laude*, 1992

Major: Actuarial Science & Statistics

De La Salle University, Manila

ACADEMIC EMPLOYMENT

University of Massachusetts | Amherst

Assistant Professor, Hospitality and Tourism Management

Isenberg School of Management, 2011-present

University of Washington | Tacoma

Assistant Professor, Management

Milgard School of Business, 2008-2011

University of Central Florida

Teaching Assistant/Instructor, Department of Management, 2006-2008

ACADEMIC EMPLOYMENT (CONT.)

De La Salle University | Manila

Instructor, Business Management Department, 1999-2000

Instructor, Mathematics Department, 1992-1995

AWARDS, HONORS, AND GRANTS

- 2012-13 Fellow, Interdisciplinary Studies Institute, University of Massachusetts, Amherst
- 2012-13 Mellon Mutual Mentoring Team Grant, Center for Teaching and Faculty Development, University of Massachusetts, Amherst (with Elaine Wang and Elizabeth Miller, \$10,000)
- 2012 Faculty Intern, Hyatt Hotels Corporation
- 2012 Outstanding Reviewer Award, Academy of Management (Management Education and Development Division)
- 2011 Finalist, Most Inspirational Faculty, Milgard School of Business Celebration of Excellence, University of Washington Tacoma
- 2011 Dean's Commendation for Outstanding Teaching, University of Washington Tacoma, Milgard School of Business (Winter Quarter)
- 2010 Dean's Commendation for Outstanding Teaching, University of Washington Tacoma, Milgard School of Business (Autumn Quarter)
- 2010 Outstanding Reviewer Award, Academy of Management (Organizational Behavior Division)
- 2010 Finalist, Most Inspirational Faculty, Milgard School of Business Celebration of Excellence, University of Washington Tacoma
- 2010 Finalist, Best Paper Award, International Association of Conflict Management, for "When and how do differences matter? An exploration of perceived similarity in teams," *Organizational Behavior and Human Decision Processes*, Vol. 107
- 2010 Curriculum Development Grant ("*Integrating Ethical Leadership and Organizational Social Responsibility*"), Center for Leadership and Social Responsibility, University of Washington Tacoma (\$1,000)
- 2009 Research Fellow, Center for Leadership and Social Responsibility, University of Washington Tacoma

AWARDS, HONORS, AND GRANTS (CONT.)

- 2009 Master Professor Award, Glo-Bus Strategic Management Simulation, McGraw-Hill/Irwin, Inc.
- 2009 Beta Gamma Sigma Honor Society Membership
- 2009 Curriculum Development Grant (“*Promoting Ethical Decision Making*”), Center for Leadership and Social Responsibility, University of Washington Tacoma (\$1,000)
- 2009 Founder’s Endowment Grant (“*Departmental Computer Lab Transformation Into Flexible Learning Space Classroom*”), University of Washington Tacoma (\$17,000)
- 2007 Founder’s Award for Emerging Scholars in Business Ethics, Society for Business Ethics
- 1997 Stein Partnership Pty Ltd Prize for Most Outstanding Performance in Total Quality Management, MBA Program, Australian Graduate School of Management
- 1997 Australian Finance Company Prize for Most Outstanding Performance in Finance, MBA Program, Australian Graduate School of Management
- 1993 Ten Outstanding Students of the Philippines

RESEARCH INTERESTS

Socially-responsible management

- Ethical leadership and decision-making
- Managing diversity in organizations
- Occupational health and safety training
- Decision-making for sustainability

TEACHING INTERESTS

- Human Resource Management
- Leadership and Supervision
- Sustainable Service Management
- Organizational Behavior

PEER-REVIEWED PUBLICATIONS

1. Salvador, R., Folger, R., & Priesemuth, M. (2012). Organizational apology and defense: Effects of guilt and managerial status. *Journal of Managerial Issues*, 24, 124-139. [Lead article]
2. Burke, M.J., Salvador, R., Smith-Crowe, K., Chan-Serafin, S., Smith, A.N., & Sonesh, S.C. (2011). The dread factor: How hazards and safety training influence learning and performance. *Journal of Applied Psychology*, 96, 46-70.

Article featured in "Good Science-Good Practice" by J. Madigan and T. Giberson, The Industrial & Organizational Psychologist (TIP), 48, 110-113.
3. Salvador, R. & Folger, R. (2009). Business ethics and the brain. *Business Ethics Quarterly*, 19, 1-31. [Lead article]

Reprinted in Crane, A. & Matten, D. (Eds.). (2012). New Directions in Business Ethics. London: Sage Publications Ltd.
4. Mayer, D. M., Kuenzi, M., Greenbaum, R., Bardes, M., & Salvador, R. (2009). How low does ethical leadership flow? Test of a trickle-down model. *Organizational Behavior and Human Decision Processes*, 108, 1-13. [Lead article]
5. Folger, R. & Salvador, R. (2008). Is management theory too "self-ish?" *Journal of Management*, 34, 1127-1151.
6. Zellmer-Bruhn, M., Maloney, M.M, Bhappu, A., & Salvador, R. (2008). When and how do differences matter? An exploration of perceived similarity in teams. *Organizational Behavior and Human Decision Processes*, 107, 41-59.
7. Burke, M.J., Chan-Serafin, S., Salvador, R., Smith, A. & Sarpy, S.A. (2008). The role of national culture and organizational climate in safety training effectiveness. *European Journal of Work and Organizational Psychology*, 17, 133-152.
8. Burke, M.J., Sarpy, S.A., Smith-Crowe, K., Chan-Serafin, S., Salvador, R., & Islam, G. (2006). Relative effectiveness of worker safety and health training methods. *American Journal of Public Health*, 96, 315-324.
9. Phelan, S.A., Ferreira, M.P., & Salvador, R. (2002). The first twenty years of the Strategic Management Journal. *Strategic Management Journal*, 23, 1161-1168.

OTHER PUBLICATIONS

Salvador, R. (2012). Do environmentally responsible endeavors pay off? *Journal of Tourism and Hospitality*, 2, 1:e106.

OTHER PUBLICATIONS (CONT.)

Furman, R., Negi, N., & Salvador, R. (2010). An introduction to transnational social work. In N. Negi & R. Furman (Eds.), *Transnational Social Work Practice* (pp. 3-19). New York: Columbia University Press.

Just, L.A. & Salvador, R. (2003). Marketing meets design: A conference summary. *Marketing Science Institute (MSI) Reports (No. 03-001)*. Cambridge, MA: Marketing Science Institute.

PEER-REVIEWED CONFERENCE PRESENTATIONS

1. Waller, M.J., Salvador, R., & Sutcliffe, K. (2012, August). *Adaptation to discontinuous nonroutine events: Dual threats and the mediator of fear*. In Z. Lei (Chair), Information-laden processes under complexity and uncertainty: Individual and team perspectives. Symposium conducted at the annual meeting of the *Academy of Management*, Boston, MA.
2. Salvador, R., Merchant, A. & Alexander, E. (2012, July). Religious commitment and fair trade: The moderating role of contextual religious salience. Paper presented at the *3rd Annual Conference on Social Responsibility*, sponsored by the Center for Leadership and Social Responsibility, University of Washington, Tacoma, WA.
3. Salvador, R., Folger, R. & Priesemuth, M. (2012, April). How guilt and managerial status influence organizational communication following failure. Poster presented at the annual conference of the *Society for Industrial and Organizational Psychology*, San Diego, CA.
4. Salvador, R. (2011, August). Organizational forgivingness influences the punishment of ethical misconduct. Paper presented at the *2011 Academy of Management Annual Meeting*, San Antonio, TX.
5. Zellmer-Bruhn, M., Maloney, M., Bhappu, A. & Salvador, R. (2011, July). Are we who I thought we were? Examining individual similarity perception change. Paper to be presented at the *6th Annual Interdisciplinary Network for Group Research (INGroup) Conference*, Minneapolis, MN.
6. Salvador, R., Folger, R. & Priesemuth, M. (2010, August). *I feel guilty...so we're sorry: Moral emotions and organizational apology*. Paper presented at the *2010 Academy of Management Annual Meeting*, Montreal, Canada.
7. Salvador, R. & Burrows, J. (2010, May). *Negotiating by God's rules: Religious identification and unethical bargaining tactics*. Poster presented at the 22nd Annual Convention of the *Association for Psychological Science*, Boston, MA.
8. Salvador, R. (2010, March). *Perceived organizational forgiveness and the punishment of ethical misconduct: Toward a conceptual model*. Paper presented at WAM 2010, the 50th annual meeting of the *Western Academy of Management*, Kona, HI.

PEER-REVIEWED CONFERENCE PRESENTATIONS (CONT.)

9. Burke, M.J., Salvador, R., Smith, A.N., Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2009, August). *The dread factor: How hazards and safety training influence training outcomes*. Paper presented at the 2009 Annual Meeting of the *Academy of Management*, Chicago, IL.
10. Salvador, R., Chan-Serafin, S., Brief, A. & Smith-Crowe, K. (2009, May). *Hello God, goodbye gays: The amplifying role of religious salience in the workplace*. Poster presented at the 21st Annual Convention of the *Association for Psychological Science*, San Francisco, CA.
11. Salvador, R. & Folger, R. G. *Organizational Forgiveness and Punishing Ethical Misconduct*. (2009, April). In R. DeShon & R. Sinha (Co-Chairs), *Injustice and Recovery: Understanding Forgiveness at the Workplace*. Symposium presented at the 24th annual meeting of the *Society for Industrial and Organizational Psychology*, New Orleans, LA.
12. Sivo, S.A., Fan, X., & Salvador, R. (2009, April). *Conditional Utility of Widely Used Fit Indices for Small and Large Models: CFAs and SEMs*. Paper presented at the 2009 Annual Meeting of the *American Educational Research Association*, San Diego, CA.
13. Salvador, R. (2007, August). *The effectiveness of business ethics instruction: A meta-analytic review*. Paper presented at the annual meeting of the *Society for Business Ethics*, Philadelphia, PA. *Recipient of the Founders' Award, Society for Business Ethics*.
14. Salvador, R., Smith-Crowe, K., Chan-Serafin, S., & Brief, A. (2007, August). *Religious identity and destructive conformity*. In D.E. Warren & A.K. Vadera (Co-Chairs), *Doing good or doing evil? Identity and deviance in organizations*. Symposium conducted at the annual meeting of the *Academy of Management*, Philadelphia, PA.
15. Salvador, R., Greenbaum, R., Bardes, M., Porter, R., Caldwell, J., Gresock, A. & Folger, R. (2007, August). *Is it your company or your boss? Perceptions of justice, support, and their focus*. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA.
16. Mayer, D. M., Kuenzi, M., Greenbaum, R., Bardes, M., Salvador, R., & Caldwell, J. (2007, August). *How low does ethical leadership flow? Examining the effects of supervisors and top management*. In D. M. Mayer (Chair), *New developments in ethical leadership: Multilevel and international perspectives*. Symposium conducted at the annual meeting of the *Academy of Management*, Philadelphia, PA.
17. Salvador, R. (2006, November). *Revisiting the link between religiosity and ethical decision-making: How internalization matters*. Paper presented at the 37th annual meeting of the *Decision Sciences Institute*, San Antonio, TX.

PEER-REVIEWED CONFERENCE PRESENTATIONS (CONT.)

18. Burke, M.J., Chan-Serafin, S., Salvador, R., Smith, A., & Sarpy, S.A. (2006, November). *An examination of the roles of organizational culture and national culture in the transfer of safety training*. Poster presented at the 134th annual meeting and exposition of the **American Public Health Association**, Boston, MA.
19. Bhappu, A., Salvador, R., & Zellmer-Bruhn, M. (2006, July). *Evidence of the anchoring and adjustment heuristic: Perceived similarity in diverse teams*. Paper presented at the **Ist Annual Interdisciplinary Network for Group Research (INGroup) Conference**, Pittsburgh, PA.
20. Waller, M.J. & Salvador, R. (2005, August). *Temporal aspects of panic in organizations*. In A.J. Shipp & A. Bluedorn (Co-Chairs), *Time, Time, Time, See what's become of me: Management research through a new temporal vision*. Symposium conducted at the annual meeting of the **Academy of Management**, Honolulu, HI.
21. Burke, M.J., Chan-Serafin, S., Salvador, R., Sarpy, S.A., Maurizio, A., & Smith, A. (2005, April). The effects of national culture and organizational climate on safety and health training. In F. Zijlstra & M.J. Burke (Co-Chairs), *Climate Research in the USA and Europe: Traditional approaches and research synthesis*. Symposium conducted at the annual meeting of the **Society for Industrial and Organizational Psychology**, Los Angeles, CA.
22. Burke, M.J., Sarpy, S.A., Smith-Crowe, K., Chan, S., Salvador, R., & Islam, G. (2003, March). The effectiveness of worker health and safety training: A meta-analytic investigation. Paper presented at the *Work, Stress and Health: New Challenges in a Changing Workplace* conference sponsored by the **American Psychological Association** and the **National Institute of Occupational Safety and Health**, Toronto, Canada.
23. Phelan, S., Ferreira, M. & Salvador, R. (2001, August). *The first twenty years of the Strategic Management Journal*. Paper presented at the annual meeting of the **Academy of Management**, Washington, DC.

INVITED PRESENTATIONS

- Salvador, R. (2011, June). *Relative Effectiveness of Training Methods: Comparative Results from Meta-analyses of the Workplace Safety Training Literature*. Presented at the **Symposium on Innovations in Messaging and Communications**, sponsored by the Center for Research on Occupational and Environmental Toxicology, Oregon Health and Sciences University, Portland, OR.
- Salvador, R. (2010, February). *On begging forgiveness and asking permission: An idea statement*. Presented at the **2010 Behavioral Ethics Research Workshop**, sponsored by the University of Central Florida, Orlando, FL.

COURSES TAUGHT

University of Massachusetts, Amherst

- ***Hospitality Personnel Management***
 - Undergraduate: average overall instructor rating 4.5/5.0, taught twice
- ***Hotel Supervision***
 - Undergraduate: average overall instructor rating 4.2/5.0, taught once
- ***Seminar in Hospitality Research***
 - Graduate (PhD): team taught Spring 2012
- ***Faculty First Year Seminar (When People Get Together)***
 - Undergraduate: average overall instructor rating 4.7/5.0, taught once

University of Washington | Tacoma

- ***Business Ethics and Social Responsibility***
 - MBA Core Course: instructor rating = 4.8/5.0, taught once
- ***Managing Corporate Responsibility***
 - Undergraduate: instructor rating = 4.8/5.0, taught once
- ***Managing Organizations (Principles of Management)***
 - Undergraduate: average overall instructor rating = 4.3/5.0, taught 8 times
- ***Business Policy and Strategic Management***
 - Undergraduate: average overall instructor rating = 4.0/5.0, taught 5 times

University of Central Florida

- ***Organizational Behavior***
 - Undergraduate: average overall instructor rating = 4.5/5.0, taught three times
- ***Strategic Management*** (discussion sections)
 - Undergraduate: average overall instructor rating = 4.6/5.0, taught four times

De La Salle University, Manila

- ***Business Policy***
- ***International Business***
- ***Human Resource Planning, Recruitment, and Selection***
- ***Statistics and Probability***

SERVICE

Service to the University of Massachusetts Amherst

Member, Ph.D. Program Admissions Committee, Hospitality and Tourism Management

Member, First Year Qualifying Exam Committee

- Elizabeth Cartier (Summer 2012)
- Robin Back (Summer 2012)

Member, M.S. Thesis Committee, Erin Mosher (2012)

Member, Faculty Search Committee, Food Services Tenure-track Position

Presenter, Isenberg School of Management Research Seminar Series

SERVICE (CONT.)

Service to the Profession

Ad-hoc Reviewer, Peer-Reviewed Journals

Academy of Management Review
Organization Science
Organizational Behavior and Human Decision Processes
Journal of Management
Journal of Hospitality and Tourism Education
Business Ethics Quarterly
Canadian Journal of Administrative Sciences
International Journal of Conflict Management
Journal of Management Education

Ad-hoc Reviewer, Professional Association Annual Meetings

Academy of Management
Southern Management Association
Society for Business Ethics
18th Annual Graduate Education & Graduate Student Research Conference in
Hospitality and Tourism
2013 World Marketing Congress, Academy of Marketing Science
Western Academy of Management
European Association of Work and Organizational Psychology
Interdisciplinary Network for Group Research, *INGroup*

Committee Member

Registration, New Doctoral Student Consortium, AOM Meetings, August 2004

APPLIED EXPERIENCE

Assistant Superintendent, 1999-2000

Lasallian Schools Supervision Services, Inc., Manila

Director, Career Services, 1999

De La Salle University, Manila

Graduate Trainee, Funds Management Division, 1998

MLC Management, Ltd., Sydney

Coordinator, Student Development, 1995

De La Salle University, Manila

MEDIA MENTIONS

Henegan, T. (2009, October 15). Brain science starting to impact varied fields. Reuters Life!
Retrieved from <http://www.reuters.com/article/lifestyleMolt/idUSTRE59E21J20091015>

PROFESSIONAL DEVELOPMENT ACTIVITIES

Environmental Sustainability at Work: Advancing Research, Enhancing Practice
Society for Industrial and Organizational Psychology, New Orleans, LA, Oct 2012

Research Consortium, Career Advancement Academy
International Council on Hotel, Restaurant, and Institutional Education, Providence, RI, Aug 2012

Global Ethics Symposium and Teaching Workshop
Bentley University Center for Business Ethics, Waltham, MA, May 2012

Grounded Theory Method and Analysis
Center for the Advancement of Research Methods and Analysis, Detroit, MI, May 2012

Multilevel Modeling: Foundations and Applications
University of Kansas, June 2011

2nd Annual Conference on Teaching Ethics at Universities
Brigham Young University, May 2011

Essentials of HR Law 2011
Fred Pryor Seminar, October 2010

Summer Institute in Cultural Neuroscience
University of Michigan, July 2010

Teaching Ethics at Universities
Brigham Young University, May 2010

Multi-level Analysis
Center for the Advancement of Research Methods and Analysis, Detroit, MI, January 2010

Intensive Ten-Day Neuroscience Workshop
University of Pennsylvania, August 2009

Virtual Summer Institute for Political Psychology
Stanford University, July 2006

Doctoral Mentoring Workshop
Association for the Sociology of Religion, Philadelphia, PA, August 2005.

Organizational Behavior Doctoral Consortium
Academy of Management, Honolulu, HI, August 2005.

Organizational Behavior Teaching Conference (OBTC) Doctoral Institute
Organizational Behavior Teaching Society, Scranton, PA, June 2005.

PROFESSIONAL DEVELOPMENT ACTIVITIES (CONT.)

Negotiation and Teamwork Teaching Workshop

Dispute Resolution Research Center, Northwestern University, October 2004.

New Doctoral Student Consortium

Academy of Management, Seattle, WA, August 2003.

Social Change Workshop for Graduate Students

Institute for Humane Studies, University of Virginia, June 2003.

PROFESSIONAL AFFILIATIONS

- Academy of Management
- American Psychological Association
- Association for Psychological Science
- Society for Personality and Social Psychology
- International Council on Hotel, Restaurant, and Institutional Education
- Social Psychology Network
- Society for Business Ethics
- Society for Industrial and Organizational Psychology

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