

**ROMMEL O. SALVADOR**  
**CURRICULUM VITA**  
California State University, Fullerton  
Department of Management  
800 N. State College Blvd., SGMH 5313  
Fullerton, CA 92831

**EDUCATION**

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**Ph.D., Business Administration (Management), 2008**  
University of Central Florida, Orlando

**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**  
*Concentration in Statistics*  
De La Salle University, Manila

**ACADEMIC EMPLOYMENT**

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**Assistant Professor of Management, 2014-present**  
California State University | Fullerton

**Assistant Professor of Hospitality and Tourism Management, 2011-2014**  
University of Massachusetts | Amherst

**Assistant Professor of Management, 2008-2011**  
University of Washington | Tacoma

**Teaching Assistant/Instructor, Department of Management, 2006-2008**  
University of Central Florida

**Teaching Assistant/Instructor, A.B Freeman School of Business, 2002-2006**  
Tulane University

**Teaching Assistant, Department of Statistical Science, 2001-2002**  
Southern Methodist University

**Instructor, Business Management Department, 1999-2000**  
**Instructor, Mathematics Department, 1992-1995**  
De La Salle University | Manila

## COURSES TAUGHT

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### California State University, Fullerton

- ***Organizational Behavior (MGMT 340)***
  - Undergraduate: average total evaluation rating 3.7/4.0, taught five sections since Fall 2014
- ***Human Resource Management (MGMT 343)***
  - Undergraduate: average total evaluation rating 3.6/4.0, taught three sections since Fall 2014
- ***Training and Development (MGMT 436)***
  - Undergraduate: average total evaluation rating 3.6/4.0, taught four sections since Fall 2014

### University of Massachusetts, Amherst

- ***Sustainable Service Management (HT-MGT 397S)***
  - Undergraduate: average total evaluation rating 4.7/5.0, taught twice
- ***Faculty First Year Seminar (FFYS 197SCH, "When People Get Together")***
  - Designed this particular freshman seminar
  - Undergraduate: average total evaluation rating 4.8/5.0, taught five times
- ***Hospitality Personnel Management (HT-MGT 260)***
  - Undergraduate: average total evaluation rating 4.4/5.0, taught six times
- ***Hotel Supervision (HT-MGT 344)***
  - Undergraduate: average total evaluation rating 4.3/5.0, taught three times

### University of Washington | Tacoma

- ***Business Ethics and Social Responsibility***
  - MBA Core Course: total evaluation rating = 4.7/5.0, taught once
- ***Managing Corporate Responsibility***
  - Undergraduate: average total evaluation rating = 4.8/5.0, taught once
- ***Managing Organizations (Principles of Management)***
  - Undergraduate: average total evaluation rating = 4.3/5.0, taught eight times
- ***Business Policy and Strategic Management***
  - Undergraduate: average total evaluation rating = 4.0/5.0, taught five times

### University of Central Florida

- ***Organizational Behavior***
  - Undergraduate: average total evaluation rating = 4.5/5.0, taught three times
- ***Strategic Management***
  - Undergraduate: average total evaluation rating = 4.6/5.0, taught four times

### De La Salle University, Manila

- ***Statistics for Business Majors***
- ***International Business***
- ***Human Resource Planning, Recruitment, and Selection***

## PEER-REVIEWED PUBLICATIONS

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1. Salvador, R., Merchant, A. & Alexander, E. (2014). Faith and fair trade: The moderating role of contextual religious salience. *Journal of Business Ethics*, 121, 353-371.
2. 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]
3. 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.*
4. 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.*
5. 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]
6. Folger, R. & Salvador, R. (2008). Is management theory too "self-ish?" *Journal of Management*, 34, 1127-1151.  
  
*Reprinted in Ciulla, J., Uhl-Bien, M., & Werhane, P.J. (Eds.). (2013). Leadership Ethics. London: Sage Publications Ltd.*
7. 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.
8. 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.
9. 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.
10. 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

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

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

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1. Salvador, R., Cartier, E., & Burke, M.J. (2016, May). A meta-analysis of the effectiveness of food safety training. Poster presented at the 28<sup>th</sup> Annual Convention of the *Association for Psychological Science*, Chicago, IL.
2. Salvador, R. (2015, April). Moral sensitization and the decision to apologize. Paper presented at the *2015 Annual Conference of the Western Decision Sciences Institute*, Kahului, HI.
3. Kim, K., Salvador, R., & Oh, H. (2014, July). Attraction and attrition among millennial employees in hospitality and tourism. Paper presented at the *2014 Annual Conference of the International Council on Hotel, Restaurant, and Institutional Education*, San Diego, CA.
4. Salvador, R., Merchant, A., & Alexander, E. (2013, August). Faith and fair trade: The moderating role of contextual religious salience. Paper presented at the *2013 Academy of Management Annual Meeting*, Orlando, FL.
5. Smith, A., Brief, A., Christian, M., Salvador, R., & Netchaeva, E. (2013, August). *Sexuality and everyday mistreatment at work: The role of gendered organizations*. Paper presented at the *2013 Academy of Management Annual Meeting*, Orlando, FL.
6. Salvador, R., Alexander, E., & Bhappu, A. (2013, July). *Decision comprehensiveness and team performance: The moderating role of perceived similarity*. Poster presented at the *121<sup>st</sup> Annual Convention of the American Psychological Association*, Honolulu, HI.
7. Salvador, R. & Cartier, E. (2013, July). Cumulative evidence on the effectiveness of food safety training. Paper presented at the *2013 Annual Conference of the International Council on Hotel, Restaurant, and Institutional Education*, St. Louis, MO.

## PEER-REVIEWED CONFERENCE PRESENTATIONS (CONT.)

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8. 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 **2012 Academy of Management Annual Meeting**, Boston.
9. Salvador, R., Merchant, A. & Alexander, E. (2012, July). Religious commitment and fair trade: The moderating role of contextual religious salience. Paper presented at the **3<sup>rd</sup> Annual Conference on Social Responsibility**, sponsored by the Center for Leadership and Social Responsibility, University of Washington, Tacoma, WA.
10. 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.
11. 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.
12. Zellmer-Bruhn, M., Maloney, M., Bhappu, A. & Salvador, R. (2011, July). Are we who I thought we were? Examining individual similarity perception change. Paper presented at the **6<sup>th</sup> Annual Interdisciplinary Network for Group Research (INGroup) Conference**, Minneapolis, MN.
13. 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.
14. Salvador, R. & Burrows, J. (2010, May). *Negotiating by God's rules: Religious identification and unethical bargaining tactics*. Poster presented at the 22<sup>nd</sup> Annual Convention of the **Association for Psychological Science**, Boston, MA.
15. Salvador, R. (2010, March). *Perceived organizational forgiveness and the punishment of ethical misconduct: Toward a conceptual model*. Paper presented at WAM 2010, the 50<sup>th</sup> annual meeting of the **Western Academy of Management**, Kona, HI.
16. 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.
17. 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 21<sup>st</sup> Annual Convention of the **Association for Psychological Science**, San Francisco, CA.

## PEER-REVIEWED CONFERENCE PRESENTATIONS (CONT.)

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18. 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 24<sup>th</sup> annual meeting of the *Society for Industrial and Organizational Psychology*, New Orleans, LA.
19. 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.
20. 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*.
21. 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.
22. 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.
23. 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.
24. Salvador, R. (2006, November). *Revisiting the link between religiosity and ethical decision-making: How internalization matters*. Paper presented at the 37<sup>th</sup> annual meeting of the *Decision Sciences Institute*, San Antonio, TX.
25. 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 134<sup>th</sup> annual meeting and exposition of the *American Public Health Association*, Boston, MA.
26. 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 1<sup>st</sup> *Annual Interdisciplinary Network for Group Research (INGroup) Conference*, Pittsburgh.



## PEER-REVIEWED CONFERENCE PRESENTATIONS (CONT.)

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27. 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.
28. 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.
29. 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.
30. 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

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Salvador, R. (2016, April). *Firm Environmental Orientation and Task-Related Employee Pro-environmental behaviors*. Presented at the **2016 Pre-Conference Workshop on Sustainability**, sponsored by the Society for Industrial and Organizational Psychology, Anaheim, CA.

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.

## SERVICE

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### Contributions to the Larger Professional Community

#### *Editorial Review Board Member, Peer-Reviewed Journals*

Journal of Management (Jan 2015-present)

Journal of Hospitality and Tourism Research (Apr 2014-present)

Journal of Tourism and Hospitality (Sep 2012-Jun 2014)

#### *Ad-hoc Reviewer, Peer-Reviewed Journals*

Aug 2014-present

Business and Society

Business Ethics Quarterly

## SERVICE (CONT.)

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### Contributions to the Larger Professional Community

#### *Ad-hoc Reviewer, Peer-Reviewed Journals*

##### Aug 2014-present

Journal of Business Ethics  
Journal of Occupational and Organizational Psychology  
South Asian Journal of Global Business Research

##### Prior to Aug 2014

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

*Associate Editor*, Management, Spirituality, and Religion Interest Group, 2016 Academy of Management Annual Conference

*Conference Session Chair*, Western Decision Sciences Institute, April 2015

### Service to the CSUF Management Department

*Chair*, Departmental Ad-hoc Committee on Journal Quality (Oct 2015-Jun 2016)

*Member*, Policy Committee (Sep 2015-present)

*Member*, Curriculum Committee (Sep 2014-May 2015)

*Faculty Mentor*, Human Resource Management Concentration Students (Spring 2015)

### Service to the CSUF Mihaylo College of Business and Economics

*Member*, MBA Programs Committee (2015-2016)

### Graduate Program Service Activities

*Member*, Ph.D. Dissertation Committee, Kirk Silvernail (2013-2015)

*Chair*, Ph.D. Comprehensive Exam Committee, Elizabeth Cartier (Summer 2013)

*Chair*, First Year Qualifying Exam Committee, Elizabeth Cartier (Summer 2012)

*Member*, M.S. Thesis Committee, Erin Mosher (2012-2013)

*Member*, First Year Qualifying Exam Committee

- Tiffany Shin (Summer 2013)
- Robin Back (Summer 2012)

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

*Member*, Faculty Search Committee, Food Services Tenure-track Position (2012-2013)

## GRANTS, AWARDS, AND HONORS

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2016 Summer Scholar, Institute on "Moral Psychology and Education: Putting the Humanities to Work," National Endowment for the Humanities



## GRANTS, AWARDS, AND HONORS (CONT.)

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- 2015 California State University Fullerton Junior Intramural Research Award (\$5,000)
- 2013-14 Mellon Mutual Mentoring Team Grant, Center for Teaching and Faculty Development, University of Massachusetts, Amherst (with Deepankar Basu, Richard Chu, and Emily Wang, \$10,000)
- 2013 Awardee, Sustainability Curriculum Initiative, University of Massachusetts, Amherst (\$1,000)
- 2012-13 Fellow, Interdisciplinary Studies Institute, University of Massachusetts, Amherst (\$2,000)
- 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 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 (\$20,000)

## GRANTS, AWARDS, AND HONORS (CONT.)

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- 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

## INDUSTRY ENGAGEMENTS

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- 2016 **Facilitator**, *Bringing Learning to Work* Session on Managing Ethical Dilemmas Association of California Cities – Orange County, Costa Mesa, CA
- 2015 **Facilitator**, *Bringing Learning to Work* Session on Workplace Safety Contract Services Group, Inc., Fullerton, CA
- 2012 **Intern**, Summer Faculty Internship Program Hyatt Hotels Corporation (Downtown Seattle Properties)
- 2011 **Presenter**, Relative Effectiveness of Training Methods Symposium on Innovations in Messaging and Communications Center for Research on Occupational and Environmental Toxicology, Portland, OR

## APPLIED EXPERIENCE

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**Assistant Superintendent**, 1999-2000  
Lasallian Schools Supervision Services, Inc., Manila

**Director, Career Services**, 1999  
De La Salle University, Manila

## **APPLIED EXPERIENCE (CONT.)**

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**Post Graduate Trainee, Funds Management Division, 1998**  
MLC Management, Ltd., Sydney

**Coordinator, Student Development, 1995**  
De La Salle University, Manila

## **MEDIA MENTIONS**

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### **Strategic Flirtation**

Brooks, C. (2013, August 7). Flirting at work is a catch 22 for women. Yahoo! News: Live Science. Retrieved from <http://news.yahoo.com/flirting-catch-22-women-123703558.html>

### **The Neuroscience of Ethical Decision-Making**

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**

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Workshop on Teaching Professional Ethics  
*Georgetown University, Washington D.C., May 2016*

G4 Sustainability Reporting Workshop  
*Deloitte, Seattle, WA July 2014*

Certificate in Social Entrepreneurship, 2013  
*United States Association for Small Business and Entrepreneurship*

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*

## **PROFESSIONAL DEVELOPMENT ACTIVITIES (CONT.)**

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2<sup>nd</sup> 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.*

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.*

Updated: June 27, 2016