

## VITA

Jennifer M. George

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**PRESENT  
POSITION**

Mary Gibbs Jones Professor of Management and  
 Professor of Psychology

**EDUCATION**

New York University, Graduate School of Business Administration,  
 M.Ph., 1986, Ph.D. in Management and Organizational Behavior, 1987.  
 Dissertation: The Affective and Cognitive Components of Job  
 Satisfaction: Their Dispositional and Group Antecedents and Their  
 Behavioral Consequences

New York University, Graduate School of Business Administration,  
 M.B.A. in Finance, 1979. Participant in Management Assistance Project.

Wesleyan University (Middletown, Connecticut), B.A. in  
 Psychology/Sociology, 1977.

University of Valencia, Spain; University of San Francisco Summer  
 Sessions Abroad, 1975.

Michigan State University, Lyman Briggs College, Honors College,  
 Dean's List, attended from 1973-1975.

**TEACHING  
INTERESTS**

Organizational behavior.

**RESEARCH  
INTERESTS**

Affect, mood, and emotion in the workplace; nonconscious  
 processes; personality influences; groups and teams; creativity; prosocial

behavior; customer service; values; work-life linkages; stress and well-being.

## **HONORS, AWARDS, AND GRANTS**

Fellow, Academy of Management, 2011

Author of the 3<sup>rd</sup> most-read article (based on number of full-text and PDF views) during 2012, and the 14<sup>th</sup> most cited article as of January 1, 2013, in *Human Relations*. (Article is George, 2000). Sources:  
<http://hum.sagepub.com/reports/most-read>;  
<http://hum.sagepub.com/reports/most-cited>.

Ranked 34 in a listing of the “150 Most-Cited Authors in the Field of Management (1981-2004)” in a set of 30 management journals. For the period from January 2000 – July 2004, ranked 15 for citations received during this time period for articles published during this time period. Source: P. M. Podsakoff, S. B. MacKenzie, N. P. Podsakoff, & D. G. Bachrach (2008). Scholarly influence in the field of management: A bibliometric analysis of the determinants of university and author impact in the management literature in the past quarter century. *Journal of Management*, 34, 641-720.

Most highly cited article in a list of the “Top 20 Most Highly Cited Equally Industrial-Organizational Articles From 2001-2005.” Source: R. N. Landers (2009). A quantitative examination of trends in I-O Psychology 2001-2005. *The Industrial-Organizational Psychologist*, 46 (4), 15-23.

Outstanding Reviewer Award, *Academy of Management Review*, 2007-2008.

Best Paper Award for 2000, *Human Relations*; George, J. M. (2000). Emotions and leadership: The role of emotional intelligence. *Human Relations*, 53, 1027-1055.

Award from the Organizational Behavior Division of the Academy of Management for “Exceptional Leadership and Service as a Task Force Chair in the Division’s Strategic Teaching Initiative,” 1997-1999.

Fellow, Society for Industrial and Organizational Psychology, Inc., 1998

Fellow, Association for Psychological Science (formerly American Psychological Society), 1998

Fellow, American Psychological Association, 1998

Faculty Research Fellow, Lowry Mays College & Graduate School of Business, Texas A&M University, 1998-1999

Irwin/McGraw Hill, Most Successful New Title Award, 1998

Summer Research Grant, Lowry Mays College & Graduate School of Business, 1998

Member, Society for Organizational Behavior, 1997

William V. Muse Faculty Fellowship in Management, Texas A&M University, 1997-1999.

Faculty Development Leave, Texas A&M University, Spring 1997.

Research grant from the Center for the Study of Western Hemispheric Trade, Texas A&M University, 1996.

Research grant from the Program to Enhance Scholarly and Creative Activities, Texas A&M University, 1996.

Outstanding Reviewers of the Year Award, Journal of Organizational Behavior, 1994.

CBA/GSB Faculty Research Fellow, College of Business Administration and Graduate School of Business, Texas A&M University, 1991-92.

Summer Research Grant from the College of Business Administration and Graduate School of Business, Texas A&M University, 1991.

Summer Research Grant (with Jay Barney) from the Center for Entrepreneurship, Texas A&M University, 1991.

Minigrant from Texas A&M University, 1990.

Outstanding Competitive Paper Award, Organizational Behavior Division, Academy of Management, 1989

Research funding from Pier 1 Imports, 1988-1989.

Minigrant from Texas A&M University, 1988.

The Herman E. Krooss Award, 1988. This award is presented to the Ph.D. graduate at New York University's Graduate School of Business Administration who has completed the course of studies with distinction and has presented an outstanding doctoral dissertation.

Beta Gamma Sigma National Honorary Society, 1988

Joseph H. Taggart Fellowship, 1986-1987

Allied Foundation Fellowship, 1985-1986

University Scholarship, New York University, 1985-1986

Organizational Behavior, Organization Development, and Organization and Management Theory Doctoral Consortium, Academy of Management, 1985.

U.S. Patent Number 4452457 for a financial board game, 1984. This game simulates the stock market and its interactions with investors.

## **RESEARCH PUBLICATIONS**

George, J. M., & Dane, E. (2016). Affect, emotion, and decision making. Organizational Behavior and Human Decision Processes, 136, 47-55.

George, J. M., & Dane, E. (2014). Taking a deeper look at hard times and worker well-being. Industrial and Organizational Psychology: Perspectives on Science and Practice, 7, 573-576.

Dane, E., & George, J. M. (2014). Unpacking affective forecasting and its ties to project work in organizations. Academy of Management Review, 39, 181-201.

George, J. M. (2014). Compassion and capitalism: Implications for organizational studies. Journal of Management, 40, 5-15.

Chan-Serafin, S., Brief, A. P., & George, J. M. (2013). How does religion matter and why? Religion and the organizational sciences. Organization Science, 24, 1585-1600.

George, J. M. (2013). Mood, emotion, and personality. In N. D. Christiansen & R. P. Tett (Eds.), Handbook of Personality at Work, pp. 671-691. New York: Routledge, Taylor & Francis Group.

George, J. M. (2011). Dual tuning: A minimum condition for

understanding affect in organizations? Organizational Psychology Review, 1, 147-164

George, J. M. (2011). The wider context, costs, and benefits of work engagement. European Journal of Work and Organizational Psychology, 20, 53-59.

George, J. M., & Dane, E. (2011). Workers as whole people with their own objectives. Industrial and Organizational Psychology: Perspectives on Science and Practice, 4, 109-111.

George, J. M. (2010). More engagement is not necessarily better: The benefits of fluctuating levels of engagement. In S. L. Albrecht (Ed.), The handbook of employee engagement: Perspectives, issues, research, and practice (pp. 253-263). Cheltenham, UK: Edwin Elgar.

King, E. B., Hebl, M. R., George, J. M., & Matusik, S. F. (2010). Understanding tokenism: Antecedents and consequences of a psychological climate of gender inequity. Journal of Management, 36, 482-510.

Desai, S. D., Brief, A. P., & George, J. M. (2010). Meaner managers: A consequence of income inequality. In R. M. Kramer, A. E. Tenbrunsel, & M. H. Bazerman (Eds.), Social decision making: Social dilemmas, social values, and ethical judgments (pp. 315-332). New York: Taylor & Francis.

George, J. M. (2009). The illusion of will in organizational behavior research: Nonconscious processes and job design. Journal of Management, 35, 1318-1339.

Matusik, S. F., George, J.M., & Heeley, M. B. (2008). Values and judgment under uncertainty: Evidence from venture capitalist assessments of founders. Strategic Entrepreneurship Journal, 2, 95-115.

George, J. M. (2008). Creativity in organizations. In J. P. Walsh & A. P. Brief (Eds.), Annals of the Academy of Management, 1, 439-477.

George, J. M. (2008). Emotions and leadership: The role of emotional intelligence. In C. Cooper (Ed.), New Directions in Organizational Behavior, Vol. 2. London: Sage. [This is a reprint of: George, J. M. (2000). Emotions and leadership: The role of emotional intelligence. Human Relations, 53, 1027-1055.]

George, J. M., & Zhou, J. (2007). Dual tuning in a supportive context: Joint contributions of positive mood, negative mood, and supervisory

behaviors to employee creativity. Academy of Management Journal, 50, 605-622.

George, J. M., & King, E. B. (2007). Potential pitfalls of affect convergence in groups: Functions and dysfunctions of group affective tone. In E. A. Mannix, M. A. Neale, & C. P. Anderson (Eds.), Research on Managing Groups and Teams, Volume 10, Affect and Groups (pp. 97-123). San Diego: Elsevier JAI.

George, J. M. (2007). Dialectics of creativity in complex organizations. In T. Davila, M. J. Epstein, & R. Shelton (Eds.), The Creative Enterprise: Managing Innovative Organizations and People, Volume 2, Culture (pp. 1-15). Westport, CT: Praeger.

George, J. M. (2007). Personality, Five-Factor Model. In S. R. Clegg & J. R. Bailey (eds.), International Encyclopedia of Organization Studies. UK: Sage Publications.

George, J. M. (2007). Emotions and leadership: The role of emotional intelligence. In A. Manstead (Ed.), Psychology of Emotions, Volume 2. London: Sage Publications. [This is a reprint of: George, J. M. (2000). Emotions and leadership: The role of emotional intelligence. Human Relations, 53, 1027-1055.]

George, J. M., & Brief, A. P. (2007). Feeling good-doing good: A conceptual analysis of the mood at work – organizational spontaneity relationship. In N. Anderson (Ed), Fundamentals of HRM, Volume 3. London: Sage Publications. [This is a reprint of: George, J. M., & Brief, A. P. (1992). Feeling good-doing good: A conceptual analysis of the mood at work-organizational spontaneity relationship. Psychological Bulletin, 112, 310-329.]

George, J. M., & Jones, G. R. (2007). Experiencing work: Values, attitudes, and moods. In J. Silvester (Ed.), Organisational Psychology: Critical Concepts in Psychology. UK: Routledge. [This is a reprint of George, J. M., & Jones, G. R. (1997). Experiencing work: Values, attitudes, and moods. Human Relations, 50, 393-416.]

Wright, P. M., George, J. M., Farnsworth, S. R., & McMahan, G. C. (2007). Productivity and extra-role behavior: The effects of goals and incentives on spontaneous helping. In N. Anderson (Ed), Fundamentals of HRM, Volume 2. London: Sage Publications. [This is a reprint of: Wright, P. M., George, J. M., Farnsworth, S. R., & McMahan, G. C. (1993). Productivity and extra-role behavior: The effects of goals and incentives on spontaneous helping. Journal of Applied Psychology, 78, 374-381.]

Zhang, Y., George, J. M., & Chan, T-S. (2006). The paradox of dueling identities: The case of local senior executives in MNC subsidiaries. Journal of Management, 32, 400-425.

Jett, Q. R., & George, J. M. (2005). Emergent strategies and their consequences: A process study of competition and complex decision making. In G. Szulanski, J. Porac, & Yves Doz (Eds.), Advances in Strategic Management, 22, 387-411. Oxford, UK: Elsevier.

King, E. B., George, J. M., & Hebl, M. (2005). Linking personality to helping behaviors at work: An interactional perspective. Journal of Personality, 73, 585-607.

George, J. M. (2004). Book review of K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), *Positive Organizational Scholarship: Foundations of a New Discipline* (San Francisco, CA: Berrett-Kohler, 2003). Administrative Science Quarterly, 49, 325-330.

George, J. M., & Brief, A. P. (2003). Personality and work-related stress. In B. Schneider and B. Smith (Eds.), Personality and Organizations. Mahwah, NJ: Erlbaum.

Jett, Q. R., & George, J. M. (2003) Work interrupted: A closer look at the role of interruptions in organizational life. Academy of Management Review, 28: 494-507.

Zhou, J., & George, J. M. (2003). Awakening employee creativity: The role of leader emotional intelligence. The Leadership Quarterly, 14: 545-568.

George, J. M., & Zhou, J. (2002). Understanding when bad moods foster creativity and good ones don't: The role of context and clarity of feelings. Journal of Applied Psychology, 87, 687-697.

George, J. M. (2002). Affect regulation in groups and teams. In R. Lord, R. Klimoski, and R. Kanfer (Eds.), Emotions and Work (pp. 183-217). San Francisco, CA: Organizational Frontiers Series, Jossey-Bass.

Bradley, J., Brief, A. P., & George, J. M. (2002). More than the Big Five: Personality and careers. In D. Feldman (Ed.), Work careers (pp. 27-62). Organizational Frontiers Series, Jossey-Bass.

George, J. M., & Zhou, J. (2001). When openness to experience and conscientiousness are related to creative behavior: An interactional approach. Journal of Applied Psychology, 86, 513-524.

Forgas, J. P., & George, J. M. (2001). Affective influences on judgment, decision making, and behavior in organizations: An information processing perspective. Organizational Behavior and Human Decision Processes, 86, 3-34.

Zhou, J., & George, J. M. (2001). When job dissatisfaction leads to creativity: Encouraging the expression of voice. Academy of Management Journal, 44, 682-696.

George, J. M., & Jones, G. R. (2001). Towards a process model of individual change in organizations. Human Relations, 54, 419-444.

George, J. M., & Jones, G. R. (2000). The role of time in theory and theory building. Journal of Management, 26, 657-684.

George, J. M. (2000). Emotions and leadership: The role of emotional intelligence. Human Relations, 53, 1027-1055.

George, J. M., Jones, G. R., & Gonzalez, J. A. (1998). The role of affect in cross-cultural negotiations. Journal of International Business Studies, 29, 749-772.

Jones, G. R., & George, J. M. (1998). The experience and evolution of trust: Implications for cooperation and teamwork. Academy of Management Review, 23, 531-546.

George, J. M. (1998). Salesperson mood at work: Implications for helping customers. Journal of Personal Selling & Sales Management, XVIII (3), 23-30.

George, J. M., & Jones, G. R. (1997). Experiencing work: Values, attitudes, and moods. Human Relations, 50, 393-416.

George, J. M., & Jones, G. R. (1997). Organizational spontaneity in context. Human Performance, 10, 153-170.

George, J. M. (1997). AIDS awareness training; AIDS/AIDS-related complex. In L. H. Peters, S. A. Youngblood, & C. R. Greer (Eds.), The Blackwell Dictionary of Human Resource Management, 1997 (pp. 6-7). Oxford, UK: Blackwell Publishers.

George, J. M., & Jones, G. R. (1996). The experience of work and turnover intentions: Interactive effects of value attainment, job satisfaction, and positive mood. Journal of Applied Psychology, 81, 318-325.



George, J. M., & Brief, A. P. (1996). Motivational agendas in the workplace: The effects of feelings on focus of attention and work motivation. In B. M. Staw & L. L. Cummings (Eds.), Research in Organizational Behavior, Volume 18, pp. 75-109. Greenwich, CT: JAI Press.

George, J. M. (1996). Trait and state affect. In K. Murphy (Ed.), Individual differences and behavior in organizations, pp. 145-171. San Francisco: Jossey-Bass.

George, J. M. (1996). Group affective tone. In M. West (Ed.), Handbook of work group psychology, pp. 77-93. Chichester, UK: John Wiley & Sons Ltd.

George, J. M., & Brief, A. P. (1996). Negative affectivity and coping with job loss. Academy of Management Review (Dialogue), 21, 7-9.

George, J. M. (1995). Asymmetrical effects of rewards and punishments: The case of social loafing. Journal of Occupational and Organizational Psychology, 68, 327-338.

George, J. M. (1995). Leader positive mood and group performance: The case of customer service. Journal of Applied Social Psychology, 25, 778-794.

George, J. M. (1995). Affect; anxiety; emotion. In N. Nicholson (Ed.), Encyclopedic Dictionary of Organizational Behavior (pp. 9; 16; 150-151). Oxford, UK: Blackwell Publishers.

Brief, A. P., & George, J. M. (1995). Psychological stress and the workplace: A brief comment on Lazarus' outlook. In P. Perrewe & R. Crandall, Occupational stress handbook, pp. 15-19. New York: Taylor & Francis (Adapted from Brief & George, 1991).

Brief, A. P., Konovsky, M. A., George, J. M., Goodwin, R., & Link, K. (1995). Inferring the meaning of work from the effects of unemployment. Journal of Applied Social Psychology, 25, 693-711.

George, J. M., & James, L. R. (1994). Levels issues in theory development. Academy of Management Review (Dialogue), 19, 636-640.

George, J. M., & James, L. R. (1993). Personality, affect, and behavior in groups revisited: Comment on aggregation, levels of analysis, and a recent application of within and between analysis. Journal of Applied Psychology, 78, 798-804.

Wright, P. M., George, J. M., Farnsworth, S. R., & McMahan, G. C. (1993). Productivity and extra-role behavior: The effects of goals and incentives on spontaneous helping. Journal of Applied Psychology, 78, 374-381.

Burke, M. J., Brief, A. P., & George, J. M. (1993). The role of negative affectivity in understanding relationships between self-reports of stressors and strains: A comment on the applied psychology literature. Journal of Applied Psychology, 78, 402-412.

Brief, A. P., Butcher, A. H., George, J. M., & Link, K. E. (1993). Integrating bottom-up and top-down theories of subjective well-being: The case of health. Journal of Personality and Social Psychology, 64, 646-653.

George, J. M., Reed, T. F., Ballard, K. A., Colin, J., & Fielding, J. (1993). Contact with AIDS patients as a source of work-related distress: Effects of organizational and social support. Academy of Management Journal, 36, 157-171.

Jones, G. R., Kosnik, R., & George, J. M. (1993). Internalization and the firm's growth path: On the psychology of organizational transactions. In R. W. Woodman & W. A. Pasmore (Eds.), Research in Organizational Change and Development, pp. 105-135. Greenwich, CT: JAI Press.

George, J. M., & Brief, A. P. (1992). Feeling good-doing good: A conceptual analysis of the mood at work-organizational spontaneity relationship. Psychological Bulletin, 112, 310-329.

George, J. M. (1992). Extrinsic and intrinsic origins of perceived social loafing in organizations. Academy of Management Journal, 35, 191-202.

George, J. M. (1992). The role of personality in organizational life: Issues and evidence. Journal of Management, 18, 185-213.

George, J. M. (1991). State or trait: Effects of positive mood on prosocial behaviors at work. Journal of Applied Psychology, 76, 299-307.

George, J. M. (1991). Time structure and purpose as a mediator of work-life linkages. Journal of Applied Social Psychology, 21, 296-314.

George, J. M., Brief, A. P., & Webster, J. (1991). Organizationally intended and unintended coping: The case of an incentive compensation plan. Journal of Occupational Psychology, 64, 193-205.

George, J. M., & Jones, G. R. (1991). Towards an understanding of

customer service quality. Journal of Managerial Issues, III, 220-238.

Brief, A. P., & George, J. M. (1991). Psychological stress and the workplace: A brief comment on Lazarus' outlook. Journal of Social Behavior and Personality, 6 (7), 15-20.

Doran, L. I., Stone, V. K., Brief, A. P., & George, J. M. (1991). Behavioral intentions as predictors of job attitudes: The role of economic choice. Journal of Applied Psychology, 76, 40-45.

George, J. M. (1990). Personality, affect, and behavior in groups. Journal of Applied Psychology, 75, 107-116.

George, J. M., & Bettenhausen, K. (1990). Understanding prosocial behavior, sales performance, and turnover: A group level analysis in a service context. Journal of Applied Psychology, 75, 698-709.

George, J. M., & Brief, A. P. (1990). The economic instrumentality of work: An examination of the moderating effects of financial requirements and sex on the pay-life satisfaction relationship. Journal of Vocational Behavior, 37, 357-368.

Brett, J. F., Brief, A. P., Burke, M. J., George, J. M., & Webster, J. (1990). Negative affectivity and the reporting of stressful life events. Health Psychology, 9, 57-68.

Nord, W. R., Brief, A. P., Atieh, J. M., & Doherty, E. M. (1990). Studying the meaning of work: The case of work values. In A. P. Brief & W. R. Nord (Eds.), Meanings of occupational work: A collection of essays, pp. 21-64. Lexington, MA: Lexington Books. (Adapted from Nord, Brief, Atieh, & Doherty, 1988.) (Note: J. M. George was formerly J. M. Atieh).

Nord, W. R., Brief, A. P., Atieh, J. M., & Doherty, E. M. (1990). Work values and the conduct of organizational behavior. In B. M. Staw & L. L. Cummings (Eds.), Work in organizations, pp. 255-296. Greenwich, CT: JAI Press. (Reprint of Nord, Brief, Atieh, & Doherty, 1988.)

George, J. M. (1989). Mood and absence. Journal of Applied Psychology, 74, 317-324.

Burke, M. J., Brief, A. P., George, J. M., Roberson, L., & Webster, J. (1989). Measuring affect at work: Confirmatory analyses of competing mood structures with conceptual linkage to cortical regulatory systems. Journal of Personality and Social Psychology, 57, 1091-1102.

George, J. M., Brief, A. P., Webster, J., & Burke, M. (1989). Incentive compensation as an injurious condition of work: A study of labelling. Journal of Organizational Behavior, 10, 155-167.

Brief, A. P., Burke, M. J., George, J. M., Robinson, B., & Webster, J. (1988). Should negative affectivity remain an unmeasured variable in the study of job stress? Journal of Applied Psychology, 73, 193-198.

Nord, W. R., Brief, A. P., Atieh, J. M., & Doherty, E. M. (1988). Work values and the conduct of organizational behavior. In B. M. Staw and L. L. Cummings (Eds.), Research in Organizational Behavior, Vol. 10, pp. 1-42. Greenwich, CT: JAI Press.

Brief, A. P., & Atieh, J. M. (1987). Studying job stress: Are we making mountains out of molehills? Journal of Occupational Behaviour, 8, 115-126.

Atieh, J. M., Brief, A. P., & Vollrath, D. A. (1987). The Protestant work ethic - conservatism paradox: Beliefs and values in work and life. Personality and Individual Differences, 8, 577-580.

## BOOKS

Jones, G. R., & George, J. M. (2018). Contemporary Management, 10<sup>th</sup> edition. New York: McGraw-Hill Education.

Jones, G. R., & George, J. M. (2017). Essential of Contemporary Management, 7<sup>th</sup> edition. New York: McGraw-Hill Education.

Jones, G. R., & George, J. M. (2016). Contemporary Management, 9<sup>th</sup> edition. New York: McGraw-Hill Education.

Jones, G. R., & George, J. M. (2015). Essential of Contemporary Management, 6<sup>th</sup> edition. New York: McGraw-Hill Education. [Also translated and published in Chinese]

Jones, G. R., & George, J. M. (2014). Contemporary Management, 8<sup>th</sup> edition. New York: McGraw-Hill Irwin.

Jones, G. R., & George, J. M. (2013). Essentials of Contemporary Management, 5<sup>th</sup> edition. New York: McGraw-Hill Irwin. [Also, translated and published in Chinese]

George, J. M., & Jones, G. R. (2012). Understanding and Managing Organizational Behavior, 6<sup>th</sup> edition. Upper Saddle River, NJ: Pearson Prentice Hall. [Also, published as an International Edition]

Jones, G. R., & George, J. M. (2011). Contemporary Management, 7<sup>th</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin. [Also, published as a Global Edition]

Jones, G. R., & George, J. M. (2011). Essentials of Contemporary Management, 4<sup>th</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin. [Also, published as a Canadian edition; translated and published in Portuguese; translated and published in Chinese]

Jones, G. R., & George, J. M. (2009). Contemporary Management, 6<sup>th</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin. [Also, translated and published in Spanish]

Jones, G. R., & George, J. M. (2009). Essentials of Contemporary Management, 3<sup>rd</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin. [Also, translated and published in Chinese]

George, J. M., & Jones, G. R. (2008). Understanding and Managing Organizational Behavior, 5<sup>th</sup> edition. Upper Saddle River, NJ: Pearson Prentice Hall. [Also, translated and published in Chinese; published as an Indian Subcontinent Adaptation]

Jones, G. R., and George, J. M. (2008). Contemporary Management, 5<sup>th</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin. [Also, translated and published in Chinese]

Jones, G. R., & George, J. M. (2007). Essentials of Contemporary Management, 2<sup>nd</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin.

Jones, G. R., & George, J. M. (2006). Contemporary Management, 4<sup>th</sup> edition. Burr Ridge, IL: McGraw-Hill Irwin.

George, J. M., & Jones, G. R. (2005). Understanding and Managing Organizational Behavior, 4<sup>th</sup> edition. Upper Saddle River, NJ: Pearson Prentice Hall.

Jones, G. R., & George, J. M. (2004). Essentials of Contemporary Management. Boston, MA: Irwin McGraw-Hill. [Also, translated and published in Chinese]

Jones, G. R., & George, J. M. (2003). Contemporary Management, 3<sup>rd</sup> edition. Boston, MA: Irwin McGraw-Hill. [Also, translated and published in Chinese]

George, J. M., & Jones, G. R. (2002). Understanding and Managing Organizational Behavior, 3<sup>rd</sup> edition. Upper Saddle River, NJ: Prentice Hall. [Also, translated and published in Chinese]

Jones, G. R., George, J. M., & Hill, C. W. L. (2000). Contemporary Management, 2<sup>nd</sup> edition. Boston, MA: Irwin McGraw-Hill. [Also, translated and published in Chinese]

George, J. M., & Jones, G. R. (2000). Essentials of Managing Organizational Behavior. Upper Saddle River, NJ: Prentice Hall. [Also, translated and published in Russian]

George, J. M., & Jones, G. R. (1999). Understanding and Managing Organizational Behavior, 2<sup>nd</sup> edition. Reading, MA: Addison-Wesley.

Jones, G. R., George, J. M., & Hill, C. W. L. (1998). Contemporary Management. Boston, MA: Irwin McGraw-Hill. [Also, published in a Canadian issue]

George, J. M., & Jones, G. R. (1996). Understanding and Managing Organizational Behavior. Reading, MA: Addison-Wesley.

## **PROCEEDINGS AND PRESENTATIONS**

Desai, S. D., Brief, A. P., & George, J. M. (2010). When executives rake in millions: Meanness in organizations. Paper presented at the biennial meeting of the Behavioral Decision Research in Management Conference.

Desai, S. D., Brief, A. P., & George, J. M. (2010). When executives rake in millions: Meanness in organizations. Paper presented at the annual meeting of the International Association for Conflict Management.

Swift, M. L., Matusik, S. F., & George, J. M. (2009). Understanding when knowledge sharing benefits knowledge sources' creativity. Paper presented at the annual meeting of the Academy of Management.

Desai, S. D., Brief, A. P., & George, J. M. (2008). Meaner managers: A consequence of income inequality. Power, Social Responsibility, and Ethics symposium, Academy of Management.

George, J. M., and King, E. B. (2006). Potential Pitfalls of Affect Convergence in Teams: Functions and Dysfunctions of Group Affective Tone. Paper presented at the 10<sup>th</sup> Annual conference on Research on Managing Groups and Teams in Organizations. Stanford University.

Matusik, S. F., George, J. M., & Heeley, M. B. (2006). Values and the assessment of human capital: Evidence from venture capitalists. Paper

presented at the Annual Meeting of the Academy of Management.

King, E. B., Beier, M. E., Matusik, S. E., George, J. M., & Hebl, M. (2006). Influence of volitional arrangements and personality on attitudes and performance. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology.

King, E. B., Hebl, M., George, J. M., & Matusik, S. E. (2006). Understanding tokenism: Antecedents and consequences of psychological climate for gender inequity. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology.

George, J. M. (2004). Presenter in Panel of Editors, OMT/OB/ODC/MOC Junior Faculty and Doctoral Student Corsorita, Academy of Management Annual Meeting.

George, J. M. (2004). Faculty presenter at the New Doctoral Consortium, Academy of Management Annual Meeting.

George, J. M., & King, E. B. (2004). When affective convergence may be dysfunctional: Effects of group affective tone on creativity. Paper presented at the Academy of Management Annual Meeting.

Zhang, Y. A., George, J. M., & Chan, T. S. (2004). Turnover intentions of local senior executives in MNC overseas subsidiaries. Paper presented at the Academy of Management Annual Meeting.

Matusik, S. F., George, J. M., & Heeley, M. B. (2004). The variable value of start-up experience, social capital, and human capital. Paper presented at the Babson-Kauffman Entrepreneurship Research Conference.

Zhou, J., & George, J. M. (2003). Discussant: "Worker Response to Constraint." Academy of Management Annual Meeting.

Jett, Q., & George, J. M. (2003). Strategy in action: A process perspective of rivalry, surveillance, and complex decision making. Paper presented at the AiSM INSEAD Conference on Expanding Perspectives on the Strategy Process.

King, E. B., George, J. M., & Hebl, M. R. (2003). Extraversion mitigates the impact of neuroticism on mood at work. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

George, J. M., Zhou, J. (2002). Leading the creative process: Leader emotional intelligence and employee creativity. Paper presented at the Annual Meeting of the Academy of Management.

King, E. B., Hebl, M. R., George, J. M., & Matusik, S. F. (2002). Negative consequences of gender discrimination in male-dominated organizations: A field study. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

George, J. M., & Zhou, J. (2001). Understanding when bad moods foster creativity and good ones don't: The role of context and clarity of feelings. Paper presented at the Academy of Management Annual Meeting.

Jett, Q., & George, J. M. (2001). Interactive simulation as a method for studying the process of decision making. Paper presented at the Academy of Management Annual Meeting.

George, J. M. (2001). Discussant for session, "New Directions for Personality Research in Organizations." Academy of Management Annual Meeting

George, J. M., & Zhou, J. (2000). When openness to experience and conscientiousness are related to creativity in the workplace: An interactional approach. Paper presented at the Academy of Management Annual Meeting.

George, J. M. (2000). Discussant for "Emotional Labor Symposium." Academy of Management Annual Meeting.

Zhou, J., & George, J. M. (2000). When job dissatisfaction leads to creativity: Encouraging the expression of voice. Society for Industrial and Organizational Psychology Annual Meeting.

George, J. M., & Jones, G. R. (1999). The role of time in theory and theory building in organizational behavior. Paper presented at the Academy of Management Annual Meeting.

George, J. M., Jones, G. R., & Gonzalez, J. A. (1998). The role of affect in cross-cultural negotiations. Paper presented at the Academy of Management Annual Meeting.

Jones, G. R., & George, J. M. (1998). The role of affect in information processing, organizational learning, and strategic choice. Paper presented at the Academy of Management Annual Meeting.

George, J. M. (1998). Positive affectivity, negative affectivity, and emotional intelligence. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.



Jones, G. R., & George, J. M. (1997). The evolution of trust and its implications for cooperation and teamwork. Paper presented at the Southwest Academy of Management Annual Meeting.

George, J. M., & Jones, G. R. (1996). The interactive effects of values, attitudes, and moods on turnover intentions: A preliminary test of the VAM model. Southwest Academy of Management Proceedings, 1996.

George, J. M., & Jones, G. R. (1995). Experiencing work: Values, attitudes, and moods. Paper presented at the Academy of Management Annual Meeting.

George, J. M. (1995). Asymmetrical effects of rewards and punishments: Implications for social loafing. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

George, J. M. (1994). Leader positive mood and group performance: The case of customer service. Paper presented at the Academy of Management Annual Meeting.

Jones, G. R., Kosnik, R., & George, J. M. (1994). Internalization and the firm's growth path: On the psychology of organizational transactions. Paper presented at the Academy of Management Annual meeting.

Wright, P. M., George, J. M., Farnsworth, S. R., & McMahan, G. C. (1992). The effects of goals and incentives on spontaneous helping. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

Brief, A. P., Konovsky, M. A., Goodwin, R., George, J. M., & Link, K. (1992). Inferring the meaning of work from the effects of unemployment. Paper presented at the Academy of Management Annual Meeting.

Burke, M. J., Brief, A. P., & George, J. M. (1992). The role of negative affectivity in understanding relationships between self-reports of stressors and strains. Paper presented at the American Psychological Association/National Institute for Occupational Safety and Health Conference, Washington, D.C.

George, J. M. (1991). Extrinsic and intrinsic origins of social loafing in organizations. Paper presented at the Academy of Management Annual Meeting.

George, J. M., Reed, T. F., Ballard, K. A., Colin, J., & Fielding, J. (1991).

Contact with AIDS patients as a source of work-related distress: Moderating effects of support and estrangement. Academy of Management Best Papers Proceedings and presented at the Best Papers in Health Care Administration Session.

George, J. M. (1991). State or trait: Positive mood and prosocial behaviors at work. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

George, J. M. (1990). Work, time, and life satisfaction. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

Jones, G. R., Kosnik, R. D., & George, J. M. (1990). Internalization and growth: On the psychology of organizational transacting. Paper presented at the Academy of Management Annual Meeting.

George, J. M., & Brief, A. P. (1989). The economic instrumentality of work: An examination of the moderating effects of financial requirements and sex on the pay-life satisfaction relationship. Academy of Management Best Papers Proceedings.

George, J. M., Brief, A. P., & Webster, J. (1989). Organizationally functional and dysfunctional coping: The case of an incentive compensation plan. Paper presented at the Academy of Management Annual Meeting.

George, J. M. (1989). Personality, affect, and behavior in groups. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting.

Reed, T. F., George, J. M., Ballard, K. A., Colin, J., & Fielding, J. (1989). Perceived social support and the consequences for nurses of caring for people with AIDS. Proceedings of the 42nd Annual Meeting of the Industrial Relations Research Association.

George, J. M. (1988). Job attitudes and withdrawal: Affective and cognitive antecedents of absenteeism and turnover. Paper presented at the Academy of Management Annual Meeting.

George, J. M., Brief, A. P., Webster, J., & Burke, M. J. (1988). Incentive compensation as an injurious condition of work: A study of labelling. Paper presented at the Academy of Management Annual Meeting.

Motowidlo, S. J., Brief, A. P., George, J. M., & Ashworth, S. D. (1988). Correlates of prosocial behavior in sales performance. Paper presented at

the Academy of Management Annual Meeting.

Brett, J., Brief, A. P., Burke, M. J., George, J. M., & Webster, J. (1988). Negative affectivity and the reporting of stressful life events. Paper presented at the American Psychological Association Annual Meeting, Atlanta.

Brief, A. P., Burke, M. J., Atieh, J. M., Robinson, B. S. & Webster, J. (1987). Should negative affectivity remain an unmeasured variable in the study of job stress? Paper presented at the Academy of Management Annual Meeting.

Brief, A. P., & Atieh, J. M. (1986). Studying job stress: Are we making mountains out of molehills? Academy of Management Best Papers Proceedings.

Brief, A. P. & Atieh, J. M. (1986). Incentive compensation: Another workplace stress. Paper presented at the American Sociological Association Annual Meeting.

Atieh, J. M. (1986). Work values: Beyond the Protestant work ethic. Paper presented at the Southern Regional Industrial Relations Seminar.

## **EDITORIAL ACTIVITIES**

Member of the Editorial Review Board for Academy of Management Journal, 2010-present.

Member of the Editorial Review Board for Journal of Applied Psychology, 2008-present.

Member of the Editorial Review Board for Administrative Science Quarterly, 2005-present.

Member of the Editorial Review Board for Organizational Behavior and Human Decision Processes, 2001-present.

Member of the Editorial Review Board for Organization Science, 2008-present.

Member of the Editorial Review Board for Journal of Management, 2008-2017.

Member of the Editorial Review Board for the Journal of Managerial Issues, 1996-present.

Member of the Advisory Board, Journal of Trust Research, 2008-present.

Member of the Editorial Review Board, The Open Management Journal,  
Bentham Science Publishers Ltd., 2007- present.

Member of the Editorial Review Board for Academy of Management Review, 2002-2014.

Associate Editor, Journal of Applied Psychology, 2002-2008.

Member of the Editorial Review Board for International Journal of Selection and Assessment, 2001-2006.

Advisory Board Member, Encyclopedia of Industrial/Organizational Psychology, S. G. Rogelberg (Ed.), Sage, 2005.

Member of the Editorial Review Board for the Journal of Management, 1993-2003.

Member of the Editorial Review Board of the Organizational Frontiers Series, Society for Industrial and Organizational Psychology, Inc., 2000-2003.

Member of the Editorial Review Board for the Journal of Applied Psychology, 1994-2001.

Consulting Editor, Journal of Organizational Behavior, 1996-2000.

Member of the Editorial Review Board for the Academy of Management Journal, 1991-1993.

Reviewer for Special Issue of Academy of Management Review, "Theory Development."

Reviewer for Special Issue of Academy of Management Review, "Multilevel Theory and Research Approaches."

Ad hoc reviewer for:

Personnel Psychology

Journal of Personality and Social Psychology

Psychological Methods

Basic and Applied Social Psychology

Journal of Occupational and Organizational Psychology

Psychological Bulletin

Journal of Applied Social Psychology

Journal of Vocational Behavior

Academy of Management Journal  
Behavior Research Methods, Instruments, & Computers  
Applied Psychology: An International Review  
Psychological Reports Perceptual and Motor Skills  
Journal of Management Studies  
Psychological Reports  
Perceptual and Motor Skills  
Personality and Social Psychology Bulletin  
Journal of Management Inquiry  
Motivation and Emotion  
Human Performance  
Journal of Creativity Research  
Journal of Creative Behavior  
Journal of Experimental Social Psychology  
American Psychologist  
Journal of Trust Research

Grant reviewer for

National Science Foundation  
 Hong Kong Research Grants Council  
 Research Foundation of the City University of New York  
 The Netherlands

**SERVICE  
INTERNAL**

Program Director, PhD in Business, Jesse H. Jones Graduate School of Business, Rice University, 2008-2017.

Chair, PhD Program Committee, Jesse H. Jones Graduate School of Business, Rice University, 2008-2017.

Area Coordinator, Organizational Behavior Group, Jesse H. Jones Graduate School of Business, Rice University, 2007-2016.

Jones Citizenship Awards Committee, Jesse H. Jones Graduate School of Business, Rice University, 2014-2016.

Promotion & Tenure Committee, Jesse H. Jones Graduate School of Business, Rice University, 2000 - 2004, 2006 – 2010, 2011- 2015.

Chair, Promotion & Tenure Committee, Jesse H. Jones Graduate School of Business, Rice University, 2007-2010, 2011- 2015.

Honorary Titles Committee, Jesse H. Jones Graduate School of Business, Rice University, 2006 – 2010, 2011 - 2015.

Chair, Honorary Titles Committee, Jesse H. Jones Graduate School of Business, Rice University, 2011- 2015.

Dean of Graduate and Post-Doctoral Studies Search Committee, Rice University, 2013.

Faculty Council, Jesse H. Jones Graduate School of Business, Rice University, 2011 – 2013.

Dean's Advisory Committee, Jesse H. Jones Graduate School of Business, Rice University, 2010-2011.

Committee for Review of Dean William Glick, Rice University, 2009.

Program Development for Ph.D. Committee, Jesse H. Jones Graduate School of Management, Rice University, 2007- 2008.

Dean's Counsel, Jesse H. Jones Graduate School of Management, Rice University, 2005- 2007.

Organizational Behavior Recruiting Coordinator, Jesse H. Jones Graduate School of Management, Rice University, 2005 - 2007.

Curriculum Committee, Jesse H. Jones Graduate School of Management, Rice University, 2006 – 2007.

ADVANCE Assessment/Tracking/Dissemination Committee, Rice University, 2006 – 2011.

University Promotion and Tenure Committee, Rice University, 2002 – 2004, 2005 – 2006.

Presidential Committee on Status of Women Faculty, Rice University, 2005 - 2007.

Faculty Leadership Subcommittee of Presidential Committee on Status of Women Faculty, Rice University, 2005 - 2006.

Research Council, Rice University, 2001 - 2007.

MBA-Day Program Core Committee, Jones Graduate School of Management, Rice University, 2005.

University Council, Rice University, 2002 - 2004

Gender Environment Advisory Committee, Rice University, 2002-2005.

Research Strategies Committee, Jesse H. Jones Graduate School of Management, Rice University, 2002-2004.

Participant in Gender Climate Focus Group, Rice University, 2003.

Recruiting Coordinator, Organizational Behavior group, Jesse H. Jones Graduate School of Management, Rice University, 2002.

MBA Program Committee, Jesse H. Jones Graduate School of Management, Rice University, 2000-2001.

Research Committee, Jesse H. Jones Graduate School of Management, Rice University, 1999-2000.

Area Leader, Organizations Group, Department of Management, Texas A&M University, 1997-1999.

Executive Committee, Department of Management, Texas A&M University 1997-1999.

Chair of the Prelim Exam Review and Evaluation Task Force, Department of Management, Texas A&M University, 1998-1999.

Undergraduate Curriculum Review Committee, Department of Management, Texas A&M University, 1998-1999.

CBA/GSB Research Committee, Texas A&M University, 1994-1999.

Department Head Search Advisory Committee, Department of Management, Spring, 1997.

Screening Committee for Human Resource Management faculty positions, Department of Management, 1996.

Reviewer/Panelist, Interdisciplinary Research Initiatives, Office of Vice President for Research and Associate Provost for Graduate Studies, Texas A&M University, 1996.

Doctoral Program Committee, Department of Management, Texas A&M University, 1993-1997.

Women's Studies Program Review Committee, Texas A&M University, 1992-1996.

Graduate Student Fellowships Subcommittee, Women's Studies Program

Review Committee, 1995-1996.

Participant in the Executive Forum, Center for Human Resource Management, Department of Management, Texas A&M University, Spring 1996.

Prelim Content/Ph.D. Curriculum Subcommittee, Doctoral Program Committee, 1995.

Screening Committee for Organizational Behavior Faculty position, Department of Management, Texas A&M University, 1995.

Jameson Prize Subcommittee, Women's Studies Program Review Committee, Texas A&M University, 1994-1995.

Search Advisory Committee for the Director of the CBA Fellows Program, Texas A&M University, 1993-1994.

Faculty Mentor, Doctoral Program Committee, Department of Management, Texas A&M University, 1993-1995.

Department Head Search Committee, Department of Management, Texas A&M University, 1992-1993.

Coordinator of the MGMT 383/MGMT 424 Interface Task Force, Texas A&M University, 1992.

Committee to Review the CBA Fellows Program, College of Business Administration and Graduate School of Business, Texas A&M University, 1991-1992.

Doctoral Program Committee, Department of Management, Texas A&M University, 1989-1991.

Management 630, 631, and 632 Task Force, Texas A&M University, 1989.

363 Textbook Selection Committee, Department of Management, Texas A&M University, 1989.

Reynolds' Scholarship Committee, Department of Management, Texas A&M University, 1988.

**SERVICE  
EXTERNAL**

Member of the Academy of Management Journal 2014 Best Article



Award Committee, 2015.

Member of the OB Division Best Dissertation Paper Award Committee, Academy of Management, 2012.

Member of the OB Division Best Dissertation Paper Award Committee, Academy of Management, 2011.

Member of the Cummings Scholar Award Committee of the Organizational Behavior Division of the Academy of Management, 2007.

Member of the Distinguished Early Career Contributions Award Committee, Society for Industrial and Organizational Psychology, 2007.

Program Committee for Research Conference on “Creativity, Entrepreneurship, and Organizations of the Future,” Harvard Business School, December 2007.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 2005.

Member of the Terry Book Award Committee, Academy of Management 2002-2003.

Member of the Awards Committee, Society for Industrial and Organizational Psychology, 2002-2003.

Panelist, Organizational Behavior/Organization and Management Theory Junior Faculty Consortium, Academy of Management, 2002.

Member of the Outstanding Paper in Organizational Behavior Award Committee, Organizational Behavior Division, Academy of Management, 2002.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 2002.

Society for Industrial and Organizational Psychology Program Committee, 2002.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 2001.

Member of the Outstanding Paper in Organizational Behavior Award Committee, Organizational Behavior Division, Academy of Management, 2000.

Panelist, "All Times Are Not the Same: A Workshop on Temporal Questions in Organizational Research and Methods for Studying Them," Academy of Management Annual Meeting, 2000.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 2000.

Co-Chair, New Research Task Force, Organizational Behavior Division, Academy of Management, 1997-1999.

Steering Committee, Organizational Behavior Division Teaching Initiative, Academy of Management, 1997-1999.

Organizer and Presenter, Incorporating New Research Into the Teaching of Organizational Behavior, Organizational Behavior Division, Academy of Management Annual Meeting, 1999.

Panelist, Organizational Behavior/Organization and Management Theory Junior Faculty Consortium, Academy of Management, 1999.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1999.

Society for Industrial and Organizational Psychology Program Committee, 1998.

Organizer and Presenter, Incorporating New Research Into the Teaching of Organizational Behavior, Organizational Behavior Division, Academy of Management Annual Meeting, 1998.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1998.

Society for Industrial and Organizational Psychology Program Committee, 1997.

Mentor for ethnic minorities, Academy of Management, 1994-1997.

Society for Industrial and Organizational Psychology Program Committee, 1996.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1996.

Member of the Research Methods Program Committee, Academy of Management, 1996.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1995.

Faculty presenter at the 1994 Organizational Behavior and Organization and Management Theory Junior Faculty Consortium, Academy of Management, 1994.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1994.

Member of the Outstanding Paper in Organizational Behavior Award Committee, Organizational Behavior Division, Academy of Management, 1993.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1993.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1992.

Member of the Research Methods Division Program Committee, Academy of Management, 1992.

Faculty presenter at the Doctoral Consortium of the 1991 Society for Industrial and Organizational Psychology Annual Meeting.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1991.

Member of the Organizational Behavior Division Program Committee, Academy of Management, 1990.

Member of the Research Methods Division Program Committee, Academy of Management, 1990.

Member of the Southern Management Association Program Committee, 1988.

Member of the Southwest Academy of Management Program Committee, 1988.

## **TEACHING EXPERIENCE**

Professor, Jesse H. Jones Graduate School of Business, Rice University, Fall, 1999 – present. Courses taught: Organizational

**AND STUDENT  
COMMITTEES**

Behavior (MBA core course), Competitive Advantage Through People (Executive MBA core course), Managing for Creativity and Innovation in Organizations (MBA elective), Action Learning Project, Complexities of People & Organizations (MBA Full-time, MBA for Professionals, and EMBA elective).

Professor, Department of Management, Lowry Mays College and Graduate School of Business, Texas A&M University, Fall, 1997 - 1999; Associate Professor, Fall 1992 - Summer, 1997; Assistant Professor, Fall, 1987 - Summer, 1992.

Courses taught: Organizational Behavior (undergraduate level), Behavior in Organizations (master's level), Seminar in Organizational Behavior (doctoral level).

Instructor, Department of Psychology, Barnard College, Columbia University, Autumn Term, 1986. Course taught: Organizational Psychology.

Member of Doctoral Committees, Jones Graduate School of Business, Rice University: **Wei Shi**

Member of Doctoral Committees, Department of Psychology, Rice University: Derek Avery, Jessica Bigazzi Foster, Kristin Griffith, Eden King.

Member of Doctoral Committees, Department of Economics, Rice University: Alexander Ruiz.

Member of Doctoral Committees, Department of Political Science, Rice University: Ngoc Phan.

Chair of Doctoral Committees, Department of Management, Texas A&M University: Andrea Griffin (until 1999) and Scott Williams.

Member of Doctoral Committees, Department of Management, Texas A&M University: Jorge Gonzalez, Lucinda Lawson, Barbara Bartkus, and Lowell Busenitz.

Member of Doctoral Committees, Department of Psychology, Texas A&M University: Todd Carlisle, Dennis Gettman, Jose Hernan David, Bruce Miyashiro.

Member of numerous Masters' Committees, Texas A&M University.

**OTHER WORK  
EXPERIENCE**

January 1981 - July 1981

Senior Financial Analyst, CBS Educational and Professional Publishing, New York, New York.

Responsible for long and short term financial planning and analysis for assigned subsidiaries in the International Publishing Department. Worked on special projects including a proposal for the establishment of a new subsidiary.

January 1980 - June 1980

Marketing Expense Control Analyst, General Foods Corporation, White Plains, New York.

Reviewed all marketing promotions prior to release to determine financial soundness, availability of funds, and appropriateness. Prepared and analyzed marketing budgets and determined the financial impact of current and past marketing promotions.

June 1979 - January 1980

Capital Analyst/Industrial Analyst, General Foods Corporation, White Plains, New York.

Analyzed and expedited all capital projects for the Food Products Division. Worked with plant personnel, division engineering, operations management, and corporate management to coordinate the division's capital program. Responsible for financial planning and analysis for division's industrial plants.

June 1978 - August 1978

M.B.A. Intern, CBS Consumer Publications, New York, New York.

Researched in depth the three printing processes, letterpress, offset, and gravure, in order to discover the comparative advantages and disadvantages of each process and arrive at acceptable breakeven points and feasibility ranges.

June 1978 - August 1978

M.B.A. Intern, Magazine Publishers Association, New York, New York.

Attended weekly seminars conducted by magazine executives. Visited several magazine publishers and discussed the firm visited, the industry, and other areas of mutual concern with upper level management.

**PROFESSIONAL  
AFFILIATIONS**

Fellow, Academy of Management

Fellow, American Psychological Association

Fellow, Association for Psychological Science (formerly American Psychological Society)

Fellow, Society for Industrial and Organizational Psychology, Inc.

Society for Organizational Behavior