

AUDREY JEANETTE MURRELL, Ph.D.

University of Pittsburgh
Katz Graduate School of Business and College of Business Administration
2214 Sennott Square - Pittsburgh, Pennsylvania 15260
(412) 624-6882 (work); (412) 254-4480 (personal)
Skype: audreymurrell Twitter: @ProfAJMurrell

Education

Ph.D. University of Delaware (Psychology), 1987. DISSERTATION TITLE: *Belief Similarity as the Basis for the Formation of Group Boundaries and the Reduction of Intergroup Bias.*

M.S. University of Delaware (Psychology), 1985. THESIS TITLE: *Perceived Control and Victim Derogation: Is the World Still Just?*

B.S. Howard University, 1983, *magna cum laude*. MAJOR: *Psychology*, MINOR: *Sociology*

Employment

Academic Positions:

2019 to **present** – Acting Dean, University Honors College, University of Pittsburgh, Pittsburgh, PA

2018 to **present** - Professor of Business Administration, Joseph M. Katz Graduate School of Business, University of Pittsburgh.

2019 to **present** – Senior Research Fellow, David Berg Center for Ethics and Leadership, University of Pittsburgh, Katz/CBA School of Business, Pittsburgh, PA.

1999 to **Present** - Secondary appointment, Graduate School of Public and International Affairs, University of Pittsburgh.

1989 to **Present** - Secondary appointment, Department of Psychology, University of Pittsburgh.

2013 to 2019 – Associate Dean, College of Business Administration, University of Pittsburgh, Pittsburgh, PA

2016 to 2019 – Director, David Berg Center for Ethics and Leadership, University of Pittsburgh, Katz/CBA School of Business, Pittsburgh, PA.

2014 to 2019 – Kenneth R. Woodcock Faculty Fellow, Katz/CBA School of Business, University of Pittsburgh, Pittsburgh, PA.

1994 to 2018 - Associate Professor of Business Administration, Joseph M. Katz Graduate School of Business, University of Pittsburgh.

2007 to 2013 – Director, David Berg Center for Ethics and Leadership, University of Pittsburgh, Katz/CBA School of Business, Pittsburgh, PA.

1992 to 2010 - Secondary appointment, Department of Women's Studies, University of Pittsburgh. Steering Committee Member, 1992 to 1995.

2005 to 2007 – Research Director, Women in the Workforce Program, University of Pittsburgh, Center for Social and Urban Research, Pittsburgh, PA.

1998 to 2002 - Coordinator, Organizational Behavior and Human Resources Interest Group, University of Pittsburgh, The Katz School

1989 to 1994 - Assistant Professor of Business Administration, Joseph M. Katz Graduate School of Business,

University of Pittsburgh.

1989 to 1990 - Instructor, Department of Psychology, Carlow College, Pittsburgh, PA.

1987 to 1989 - Assistant Professor of Psychology, Department of Psychology, University of Pittsburgh.

Honors and Awards

- 2018 – Provost Award for Diversity and Inclusion in the Curriculum, University of Pittsburgh – Pittsburgh, PA
- 2018 – “Daisy Lampkin Award” Spirit of the 19th Amendment Honoree – Celebrate & Share, Inc. Pittsburgh, PA
- 2018 - “Women of Influence” Award – Pittsburgh Business Times, Pittsburgh, PA
- 2016 – Academy of Management Practice Theme Committee’s Research Center Impact Award to the David Berg Center for Ethics and Leadership at the University of Pittsburgh
- 2016 - BYU Management Society, Pittsburgh Chapter – “Women Professional Leadership Award”
- 2011 - City of Pittsburgh, Office of the Mayor - Citizens’ Service Award which proclaimed Aug. 12th, “Dr. Audrey Murrell Day” within the city of Pittsburgh, PA
- 2009 – Western PA Small Business Network – Minority Small Business Champion of the Year
- 2008 – Iris Marion Young Award for Political Engagement, University of Pittsburgh, Pittsburgh, PA
- 2004 – Student Choice Award, University of Pittsburgh, Teaching & Service Recognition, Pittsburgh, PA
- 2004 - Irwin-McGraw Hill Distinguished Paper Award, Southwest Academy of Management
- 2002 - Girl Scouts of Southwestern Pennsylvania, “ Women of Distinction” Award, Pittsburgh, PA
- 2001 - Susan B. Anthony, “Women of Vision” Award, Women’s Leadership Assembly, Pittsburgh, PA
- 2000 - Chancellor’s Affirmative Action and Diversity Award, University of Pittsburgh, Pittsburgh, PA
- 2000 - Athena Awards Finalist, Pittsburgh Chamber of Commerce, Pittsburgh, PA
- 1999 - United Way of Allegheny County, Community Champion Award, Pittsburgh, PA
- 1999 - H.J. Zoffer Medal for Meritorious Service Award, University of Pittsburgh, Katz Business Alumni
- 1998 - Chancellor's Award for Distinguished Public and Community Service, University of Pittsburgh
- 1993 - Society of Experimental Social Psychology, election to membership status
- 1987 - Nomination for Kurt Ryder Award for Outstanding Dissertation in the Humanities, University of Delaware
- 1987 - Outstanding Young Women in America
- 1983 - Phi Beta Kappa, Gamma Chapter
- 1982 - National Honors Society in Psychology, Psi Chi (President - Howard University Chapter, 1983)
- 1982 - Who Who's Among American College and University Students
- 1982 - National Institute of Mental Health Competitive Award, Dept. of Psychology, University of Delaware
- 1982 - National Institute of Mental Health/ADAMAH Research Fellowship, Howard University

Research Areas

Gender and Diversity in Organizations. Factors that impact career outcomes for women and African Americans at work, including issues such as mentoring, career advancement, workplace discrimination and supplier diversity.

Social Responsibility in Organizations. Increasing the understanding and effectiveness of social responsibility efforts by corporations including issues such as CSR, social in management and social justice.

Social Identity Theory & Applications. The formation, maintenance and consequences of social identity within groups and organizations, including work groups, social groups, demographic groups and sports groups.

Academic Publications

Books

Murrell, A.J., Petrie, J.L. and Soudi, A. (under contract). Diversity Across Disciplines: Research on People, Policy, Process and Paradigm. Charlotte, NC: Information Age Publishing, Inc.

Murrell, A.J. and Blake-Beard, S. (2017). Mentoring Diverse Leaders: Creating Change for People, Processes and Paradigms. New York, NY: Routledge Publishers.

Murrell, A.J., Trammel-Forte, S. and Bing, D. (2008). Intelligent Mentoring: How IBM Adds Value through People, Knowledge and Relationships. New York, NY: Pearson Publishers.

Murrell, A.J., Crosby, F. and Ely, R. (1999). Mentoring Dilemmas: Developmental Relationships within the Multicultural Organization. New York, NY: Lawrence Erlbaum Publishers.

Referred Journal Articles

Murrell, A.J. and Bangs, R. (in press). Reducing disparities for women and minority businesses: A call for social virtuousness. Accepted for publication in: Frontiers Psychology: Gender and Diversity in the Workplace (special issue).

Petrie, J., Jones, R. and Murrell, A.J. (2018). Measuring Impact While Making a Difference: A Financial Literacy Service Learning Project as Participatory Action Research. Authors: Jennifer Petrie, Ray Jones and Audrey Murrell. Accepted for publication in: Journal of Service Learning in Higher Education, 8:32-45.

Zhao, X. and Murrell, A.J. (2016). Revisiting the corporate social performance- financial performance link: A replication of Waddock and Graves. Strategic Management Journal, 37(11): 2378-2388.

Jones, R., Murrell, A.J. and Smith, E. (2013). An offer we can refuse? CSR and the environmental impact of Marcellus Shale drilling. Journal of Organizational Behavior Education, 6: 5-28.

Zagenczyk, T., Scott, K., Gibney, R., Murrell, A.J. & Thatcher, J. (2010). Social influence and perceived organizational support: A social network analysis. Organizational Behavior and Human Decision Processes, 111, 127-138.

Murrell, A.J., Olson, J.E., Frieze, I.H. (2010). Sexual harassment and gender discrimination: A longitudinal study of female managers. Journal of Social Issues, 51(1), 139-149.

Zagenczyk, T. and Murrell, A.J. (2009). It is better to receive than to give: Advice network effects on job and work-unit attachment. Journal of Business & Psychology, 24(2), 139-152.

Murrell, A.J., Blake-Beard, S., Porter, D.M., and Perkins-Williams, A. (2008). Inter-organizational formal mentoring: Breaking the concrete ceiling sometimes requires support from the outside. Human Resource Management, 47(2), 275-294.

Zagenczyk, T.J., Gibney, R., Murrell, A.J., & Boss, S. (2008). Friends don't make friends good citizens, But advisors do. Group & Organization Management, 33, 760-780.

Zagenczyk, T.J., Murrell, A.J., & Gibney, R. (2008). The effect of the physical work environment on the development of linking and communal social capital. International Journal of Organizational Analysis, 15, 119-135.

Logsdon, J.M. and Murrell, A.J. (2008). Beyond "I Have a Dream": Dr. Martin Luther King, Jr.'s contributions to management scholarship and practice. Business & Society, 47, 411-424.

Bangs, R., Murrell, A.J. and Higgins, M. (2007). Minority business bidding for local government contracts: The complexity availability. Social Work in Public Health, Vol 23(2), 247-262.

Murrell, A.J. and Zagenczyk, T. (2006). The gendered nature of role model status: An empirical study. Career Development International, 11(6), 560-578.

Frieze, I.H., Olson, J.E., Murrell, A.J. and Selvan, M. (2006). Work values and their effect on work behavior and work outcomes in female and male managers. Sex Roles, 54(1/2), 89-93.

Frooman, J. and Murrell, A.J. (2005). Stakeholder influence strategies: The roles of structural and demographic determinants. Business and Society, 44(1), 3-31.

Wolf, R., Weick, K., Usher, R., Terborg, J., Poppo, L., Murrell, A.J., Dukerich, J., Crown, D., Dickson, K., Jourdan, J. (2005). Sport and organizational studies: Exploring synergy. Journal of Management Inquiry, 14(2), 182-210.

Murrell, A.J. and Hayes-James, E. (2001). Gender and diversity within organizations. Sex Roles, 45 (5/6). 243-257.

- Murrell, A.J. (2001). Career achievement: Opportunities and barriers. Encyclopedia of Gender.
- Jones, R. and Murrell, A.J. (2001). Signaling positive corporate social performance. Business and Society, 40(1), 59-78.
- Murrell, A.J. (2000). Traditional versus contemporary forms of discrimination. Encyclopedia of Psychology.
- Dietz-Uhler, B. and Murrell, A.J. (1999). Examining fan reactions to game outcomes: A longitudinal study of social identity. Journal of Sport Behavior, 22(1), 15-27.
- Dietz-Uhler, B. and Murrell, A.J. (1999). Evaluation of affirmative action applicants: Perceived fairness, human capital or social identity? Sex Roles, 38(11/12), 933-951.
- Jones, R., Murrell, A.J. and Jackson, J. (1999). Pretty versus powerful: Attributions of women athletes' performance in the U.S. Olympics. Journal of Sport and Social Issues, 23(21), 183-192.
- Dietz-Uhler, B. and Murrell, A.J. (1998). Effects of social identity and threat on self-esteem and group attributions. Group Dynamics: Theory, Research and Practice, 2(1), 24-35.
- Sethi, R. Dietz-Uhler, B. and Murrell, A.J. (1997). Alumni identification in public versus private universities. Journal of Public Management and Social Policy, 3(1), 77-85.
- Murrell, A.J. and Jones, R. (1997). Assessing affirmative action: Past, present and future. Journal of Social Issues, 52(4), 77-92.
- Murrell, A.J. (1996). Women of color and the issue of sexual harassment. In, P. Stockdale (Ed.), Women and Work, (Vol. 6, pp. 51-66). Sage Publications.
- Murrell, A.J., Frieze, I.H. and Olson, J.E. (1996). Mobility strategies and career outcomes: A longitudinal study of MBAs". Journal of Vocational Behavior, 49, 324-335.
- Murrell, A.J., Olson, J.E., and Frieze, I.H. (1995). Gender discrimination and sexual harassment: A longitudinal study of women managers. Journal of Social Issues, 51(1), 139-149.
- Haunschild, P.F., Moreland, R.L. and Murrell, A.J. (1994). Sources of resistance to mergers between groups. Journal of Applied Social Psychology, 24, 1150-1178.
- Murrell, A.J. and Curtis, E.M. (1994). Causal attributions of black and white quarterbacks in the NFL: A look in the sport pages. Journal of Sport and Social Issues, 18(3), 224-233.
- Murrell, A.J. and Mingrone, M.J. (1994). Correlates of temporal perspective. Perceptual and Motor Skills, 78, 1331-1334.
- Murrell, A.J. Dietz-Uhler, B.L., Dovidio, J.F., Gaertner, S.L., and Drout, C. (1994). Aversive racism and resistance to affirmative action: Perceptions of justice are not necessarily color blind. Basic and Applied Social Psychology, 15(1), 71-86.
- Murrell, A.J. (1994). Black women and white women in the professions. Gender and Society, 8(2), 266-267. (book review)
- Murrell, A.J. (1994). An innovative view of conflict in organizations. Contemporary Psychology, 39(1). (book review)
- Murrell, A.J., Stewart, A.C. and Engel, B.T. (1993). Devil's advocacy versus consensus: The impact of task structure and strategic decision process on strategic decision making. Journal of Business Communication, 30(4), 399-414.
- Murrell, A.J. and Jones, J.M. (1993). Perceived control and victim derogation: Is the world still just? Journal of Social Behavior and Personality, 8(3), 545-554.
- Murrell, A.J. and Dietz-Uhler, B.L. (1993). Gender identity and adversarial sexual beliefs as predictors of attitudes

toward sexual harassment. Psychology of Women Quarterly, 17(2), 169-175.

Dietz-Uhler, B. and Murrell, A.J. (1993). Resistance to affirmative action: A test of four explanatory models. Journal of College Student Development, 34, 352-357.

Neo, M. and Murrell, A.J. (1993). Valenced emotions in satisfaction: A look at affect in shopping. In L. McAlister and M. Rothschild (Eds.), Advances in Consumer Research, Vol. 20.

Dietz-Uhler, B.L. and Murrell, A.J. (1992). College students' perceptions of sexual harassment: Are gender differences decreasing? Journal of College Student Development, 33(6), 540-546.

Murrell, A.J. and Gaertner, S.L. (1992). Cohesion and sport team effectiveness: The benefit of a common group identity. Journal of Sport and Social Issues, 16(1), 1-14.

Murrell, A.J. and Dietz, B.L. (1992). Fan support of sport teams: The effect of a common group identity. Journal of Sport and Exercise Psychology, 14, 28-39.

Murrell, A.J. and Sprinkle, J. (1992). The impact of negative attitudes toward computers on employee satisfaction and commitment within a small company. Computers in Human Behavior, 8, 1-7.

Leana, C., Ahlbrandt, R.S. and Murrell, A.J. (1992) The effects of participation in an employee involvement program on unionized workers' attitudes, perceptions, and preferences for decision-making structures. Academy of Management Journal, 35(4), 861-873.

Ahlbrandt, R.S. Leana, C., and Murrell, A.J. (1992). Employee involvement programmes improve corporate performance. Long Range Planning, 25(5), 91-98.

Murrell, A.J. Frieze, I.H. and Frost, J.L. (1991). Aspiring to careers in male and female dominated professions: A study of black and white college women. Psychology of Women Quarterly, 15(1), 103-126.

Gaertner, S.L., Mann, J.A., Dovidio, J.F., Murrell, A.J., and Pomare, M. (1990). How does cooperation reduce intergroup bias? Journal of Personality and Social Psychology, 59(4), 692-704.

Gaertner, S.L., Mann, J.A., Murrell, A.J. and Dovidio, J.F. (1989). Reducing intergroup bias: The benefits of recategorization. Journal of Personality and Social Psychology, 57(2), 239-249.

Murrell, A.J. (1989). The distribution of social orientation within a black sample. In J. L. McAdoo (Ed.), Empirical Research on Black Psychology, (Vol. 12, pg. 32-37). Washington, D.C.: National Institute of Mental Health.

Special Journal Issues - Editorships

Murrell, A.J. and Logsdon, J. (2008). Martin Luther King's Contributions to Management Scholarship and Practice. Business & Society, Volume 47.

Murrell, A.J. and Hayes-James, E. (2001). Gender and Diversity within Organizations. Sex Roles, Volume 45(5-6).

Murrell, A.J., (1997). Reform, Higher Education and the 21st Century. Journal of Public Management and Social Policy, Volume 3(1).

Book Chapters

Murrell, A.J., Jones, R., and Petrie, J. (in press). "Uncovering the Hidden Face of Affinity Fraud: Predatory Bias, Social Identity and the Need for Inclusive Leadership". To appear in the book entitled: *Race, Work and Leadership in the 21st Century*, Harvard Business School Publishing.

Murrell, A.J., Jones, R., and Petrie, J. (in press). "Developing inclusive ethical leaders: An experiential service learning approach to leadership development among undergraduate business students". To appear in, *Inclusive Leadership: Transforming Diverse Lives, Workplaces and Societies*, published by Routledge Press.

Bangs, R. and Murrell, A.J. (in press). "Using diversity research to change social policy: The case of racial discrimination in local government contracting". To appear in, Murrell, A.J., Petrie, J.L. and Soudi, A. (Eds.), *Diversity Across Disciplines: Research on People, Policy, Process and Paradigm*. Charlotte, NC: Information Age Publishing, Inc.

Jones, R., Petrie, J., and Murrell A. (in press) "The Intersection of Diversity and Business Ethics Research: Examining the Special Case of Predatory Affinity Fraud" In Murrell, A., Petrie, J., Soudi, A. (Eds). *Diversity Across the Disciplines: Research on People, Policy, Process, and Paradigm*. Charlotte: Information Age Publishing.

South Paul, J.E., Campbell, K. and Murrell, A.J. (in press). Enhancing Diversity within Academic Health Centers: Moving from Obstacles to Opportunities. " To appear in, Murrell, A., Petrie, J., Soudi, A. (Eds). *Diversity Across the Disciplines: Research on People, Policy, Process, and Paradigm*. Charlotte: Information Age Publishing.

Murrell, A.J. and South-Paul, J.E. (2017). "The Emerging Power of Peer Mentoring within Academic Medicine". In, A. Murrell, and S. Blake-Beard, S. (2017). *Mentoring Diverse Leaders: Creating Change for People, Processes and Paradigms*. New York, NY: Routledge Publishers.

Blake-Beard, S., Murrell, A.J., Krothapalli, V., Halem, S. and Kweder, M. (2015). "Examining POS as a catalyst for Mentoring Across Dimensions of Diversity". In, L. Morgan-Roberts, M. Davidson & L. Wooten (Eds.), *Positive Organizations in a Global Society*. New York, NY; Routledge.

Murrell, A.J. and Zagenczyk, T. (2007). "Gender, Race and Role Model Status: Exploring the Impact of Informal Developmental Relationships on Management Careers". In, M. Karsten (Ed.), *Gender, Ethnicity and Race in the Workplace*, Westwood, CT: Greenwood/Praeger Publishers.

Blake-Beard, S., Murrell, A.J. and Thomas, D.A. (2007). "Unfinished Business: The Impact of Race on Understanding Mentoring Relationships". In, B. Rose-Ragins and K. Kram (Eds.), *Handbook on Mentoring*, Thousand Oaks, CA: Sage Publications.

Jones, R. and Murrell, A.J. (2006). "Teaching Gender and Diversity in Organizations" In, J. Branche, E.R. Cohn, and J.W. Mullennix (Eds.), *Diversity across the Curriculum: A Guide for Faculty in Higher Education*, Hoboken, NJ: Anker (Wiley) Publishing, Inc.

Murrell, A.J. and Tangri, S. (1999), "Mentoring at the Margins." In, A.J. Murrell, F. Crosby, and R. Ely (Eds.), *Mentoring Dilemmas: Developmental Relationships with Multicultural Organizations*, New York, NY: Lawrence Erlbaum Publishers.

Murrell, A.J. (1999). "Black women, careers and family. In, N.J. Burgess, E. Brown, and S. Turner (Eds.), *African American Women: An Ecological Perspective*, Ann Arbor, MI: Garland Press.

Murrell, A.J. (1997). "To identify or not to identity: Preserving, ignoring and sometimes destroying social identity". In, S. Fiske and J. Eberhardt, (Eds.), *Racism: The problem and the response*, Thousand Oaks, CA: Sage Publications.

Monographs, Reports & Other Publications

Murrell, A.J., Bangs, R., and Constance-Huggins, M. (2013). Utilization of MBE and WBE in local government contracts in Chicago. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Bangs, R., Murrell, A.J. and Constance-Huggins, M. (2012). MBE and WBE access to local government contracts in Boston. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Murrell, A.J. and Blake-Beard, S. (2006). Executive Leadership Council guide to effective mentoring relationships. ELC Foundation for Leadership and Research: Washington, D.C.

Bangs, R., Lietz, I., Singletary, J. and Murrell, A.J. (2006). Minority business shares of prime contracts approved by

the board of Pittsburgh Public Schools. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Bangs, R., and Murrell, A.J. (2005). Increasing prime contract opportunities for MBEs within Pittsburgh Public Schools. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Bangs, R., and Murrell, A.J. (2005). Increasing prime contract opportunities for MBEs within Allegheny Country. Report sponsored by the Center on Race and Social Problems School of Social Work, University of Pittsburgh.

Hansen, S., Murrell, A.J., and Weldon, S.L. (1999). The status of women in the Pittsburgh region: Economy, politics and violence. In R. Bangs (Ed.), The State of the Region: Economic, Demographic and Social Conditions and Trends in Southwestern Pennsylvania.

Murrell, A.J. (1995). Test item file for Behavior in Organizations: Understanding and managing the human side of work (Fifth Edition) by J. Greenberg and R. Baron. Englewood Cliffs, N.J.: Prentice-Hall.

Research Funding

2017-2018 – Office of the Provost, University of Pittsburgh – Pittsburgh, PA. “Faculty Research Symposium and Retreat on Research in Diversity and Inclusion”. Amount: \$203,000.

2009 to 2011 – Lipson Faculty Development Fund – Pittsburgh, PA. “A bystander intervention approach to ethical decision making” (with Ray Jones, Co-PI). Amount: \$10,000.

2006 to 2009 – Fulfilling the Dream Fund, New York, NY. “Measuring Discrimination in Public Contracting: A Comparison of Three Urban Cities”. (with Ralph Bangs, Co - PI). Amount: \$200,000.

2007 – David Berg Center for Leaders & Ethics, Pittsburgh, PA. “Sim Biz: Using game theory to understand ethical decision making among college undergraduates”. Amount: \$3,000.

2007 - University of Pittsburgh, Faculty Research Grant. “Sim Biz: Using game theory to understand ethical decision making among college undergraduates”. Amount: \$3,000.

2006 – Woodcock Faculty Development Grant, Pittsburgh, PA. “Developing Enterprising Students Through a Living - Learning Community”. Amount: \$25,000.

2005 – H.J. Heinz Endowments, Pittsburgh, PA. “Women and Employment: Analyzing the Pittsburgh Earnings Gap”. (with Sabina Dietrick, Susan Hansen & Chris Briem, Co-Investigators). Amount: \$50,000.

2005 – Maurice Falk Fund, Pittsburgh, PA. “Discrimination in Public Contracting”. Amount: \$10,000.

2004 - University of Pittsburgh, Center on Race and Social Problems. “Increasing Bidding among Minority Prime Contractors”. Amount: \$10,000.

2003 - University of Pittsburgh, Center on Race and Social Problems. “Perceived Organizational Support: A Study of African American Managers”. Amount: \$8,000.

2003 - University of Pittsburgh, University Center for Social and Urban Research (Steve Manners Award). “The Old Boys Network Revisited: A Study of Minority Contractors”. Amount: \$9,000.

2003 – University of Pittsburgh, Center on Race and Social Problems. “Racial Discrimination in Public Contracting”. Amount: \$10,000.

2002 – University of Pittsburgh, Women’s Studies Program. “Women Philanthropists as Tempered Radicals”. Amount: \$1,200.

2001 - Heinz Family Foundation, Pittsburgh, PA. "Gender and career outcomes: A longitudinal study of male and female managers". Amount: \$2500.

- 2000 - University of Pittsburgh, International Business Center, Pittsburgh, PA. "Women and careers: A study of the United States, Peru and Slovakia". Amount: \$5850.
- 2000 - University of Pittsburgh, Office of the Provost, Pittsburgh, PA. "Using classic and contemporary literature and film for teaching management and leadership to college undergraduates". Innovation in teaching award. Amount: \$4995.
- 1999 - Society for the Psychological Study of Social Issues, Ann Arbor, MI. "Examining the Impact of Stakeholder Relationship and the Effectiveness of Affirmative Action within the Radio Broadcast Industry". Amount: \$5000.
- 1999 - Minority Media and Telecommunication Council, Washington, D.C. "EEOC Compliance and the Effectiveness of Affirmative Action: A Look at the Radio Broadcast Industry." Amount: \$3000.
- 1998 - American Association of University Women. "Future Community Leaders". Amount: \$4800.
- 1994 - Institute for Industrial Competitiveness. "Management succession and organizational identification: From inertia to transformation". Amount: \$9200.
- 1994 - Hewlett International Small Grants Program. "Part-time work in the Netherlands". Amount: \$1,875.
- 1994 - International Business Center, University of Pittsburgh. "The contingent work force: A look at women in the Netherlands". Amount: \$1,840.
- 1994 - John G. Bowman Intercultural Exchange Endowment Fund. "A look at part-time work among women in the Netherlands". Amount: \$1,000.
- 1992 to 1993 - University of Pittsburgh, Office of Research. "Behavior and Attitudinal Correlates of Career Aspirations Among Female Undergraduates". Amount: \$11,210.
- 1992 - Joseph M. Katz Graduate School of Business, University of Pittsburgh. "Resistance to Affirmative Action: A Look at African Americans". Faculty Research Grant.
- 1991 - Joseph M. Katz Graduate School of Business, University of Pittsburgh. "Aversive Racism and Resistance to Affirmative Action". Faculty Research Grant.
- 1990 - Joseph M. Katz Graduate School of Business, University of Pittsburgh. "The Issue of Preferential Treatment". Faculty Research Grant.
- 1989 to 1990 - National Science Foundation, Washington, D.C. (No. RII-8817198). The Effectiveness of Group Mergers. Amount: \$12,000.
- 1988 to 1989 - University of Pittsburgh, Office of Research and Development and Faculty of Arts and Sciences. The Reduction of Intergroup Conflict. Amount: \$2330.
- 1987 - Maurice Falk Medical Fund, Pittsburgh, PA. Research on racism and intergroup relations. Amount: \$1400.

Courses Taught

Undergraduate Level

Organizational Behavior	Business Communications
Gender and Work	Teamwork in Organizations
Diversity in Organizations	Careers in Organizations
Organizational Psychology	Introduction to Psychology
Fundamentals of Social Psychology	Psychological Experience of African-American Women
Research Design and Computer Applications	Experimental Psychology
Leadership in a Social Environment	Service Learning in Organizations International
Dimensions of Organizational Behavior	

Graduate Level

Organizational Behavior
Behavioral Science in Business
International Dimensions of HRM
Social Entrepreneurship
Cross-Cultural Management

Group Dynamics & Decision-Making
Business Communications/Interpersonal Skills
Research Design and Statistical Analysis
Business Ethics and Social Performance
Organizational Leadership

Executive Education

2004 to 2014. University of Pittsburgh (Katz/CEE), MBA Essentials Program. Design and facilitate sessions on organizational effectiveness.

2010 to 2013. University of Pittsburgh (GSPIA), Nigerian Leadership Institute. Design and facilitate sessions on mentoring and leadership effectiveness.

2006 to 2008. University of Pittsburgh, Executive Leadership Program for Women, PPG Industries. Design and facilitate workshop on networking, power and influence for women in R&D.

2004 to 2007. Executive Leadership Council, Washington, D.C. Design and facilitation of management training program and longitudinal mentoring initiative; also senior management leadership training on effective networking.

1998 to 2005. Management in Technology Organizations. University of Pittsburgh, Center for Executive Education, Katz School. Participated as program faculty; presented information on leadership and communication effectiveness.

2004 to 2005 - Fed-Ex Ground, Pittsburgh, PA. Design and facilitated training workshop on effective project management.

1999 - Executive Leadership Institute for Women. University of Pittsburgh, Center for Executive Education, The Katz School. Served as Academic Director and program faculty; presented information on diversity and career management within organizations.

1999 – Mentoring and Leadership Development for Women. University of Pittsburgh, Center for Executive Education, Katz School. Served as Academic Director and program faculty; presented information on mentoring, diversity and career development.

1998 to 2000 - Weekend Executive Education Program. University of Pittsburgh, Center for Education and Economic Development, Bratislava. Instructed course on International Dimensions of Human Resource Management.

1994 to 1997 - Allegheny Health, Education and Research Foundation, Executive Leadership Institute. Served as the Academic Director in charge of curriculum development, program implementation and participant feedback and evaluation.

Professional Consulting

2009 to *present* – ASCENT Program for Multicultural Women, Faculty Instructor, Women’s Leadership Program.

2004 to 2016 – UCLA Anderson School of Business, Faculty Instructor, African American Leadership Institute.

2011 to 2015 – UPMC Health Systems/University of Pittsburgh Health Sciences. Faculty Coordinator of PATHS Faculty Mentoring Initiative.

2013 to 2015 – Novartis Institute for Biomedical Research. Strategic design of mentoring programs for post-doctoral fellow, graduate student and faculty exchange programs. Boston, MA and Basel, Switzerland.

2004 to 2012 – National Association of Minorities in Communication, Faculty Instructor, African American Leadership Institute.

2004 to 2008 - IBM Corporate Learning, Raleigh/Durham, NC. Consultation on mentoring design and enhancement

for IBM global services.

2004 to 2007 - Executive Leadership Council, Washington, D.C. Development and facilitation of mentoring program for middle-level managers.

2006 to 2007 – Eli Lilly & Company. Develop and delivery training program on effective formal mentoring programs.

2000 to 2005 – ALCOA Technical Center, Pittsburgh, PA. Consultation on mentoring and career development.

2001 – Heinz USA, Pittsburgh, PA. Consultation and establishment of the GOAL Women’s Mentoring Network.

2000 – Kent State University, East Liverpool, Ohio. Consultation on strategic planning and faculty development.

1998 - Pittsburgh chapter, YWCA. Consultation on diversity within non-profit organizations.

1996 - Human Engineer Research Laboratories, Pittsburgh PA. Consultation on organizational planning, career development and student mentoring.

1996 - University of Pittsburgh, Office of Residence Life, Pittsburgh, PA. Workshop on diversity and student relations.

1995 - Congressional Briefing, Washington, D.C. Panelist for congressional briefing on the issue of affirmative action. Briefing held at the Capital Building in Washington, D.C. and was co-sponsored by Senator Arlen Specter (D-Pa) and the American Psychological Association, Office of Science in the Public Interest.

1995 - Conference Coordinator - "Human Resources vs. Labor Costs: The Changing Nature of People at Work". Developed proposal, funding and administered conference for 30 invited participants in Tuscon, AZ.

1994-1996 - Duquense University, Division of Continuing Education, Saturday College. Consultation on the development and implementation of concentration on organizational behavior targeted toward the non-traditional, adult student market.

1995 - Carnegie Library Systems, Pittsburgh, PA. Conducted a workshop on strategies for job reclassification, their process and impact.

1995 - QUEST, Inc. Conducted research on the issue of women and women of color as consumers in the 21st century.

1993 - National Association of Minority Engineering Programs, Chicago, 111. Conducted workshop on mentoring and professional development of minorities within organizations.

1992-1993 - Minority Enterprise Corporation, Pittsburgh, PA. Coordinator of Business Acquisition Study for minority-owned business in Allegheny County.

1992 - National Association of Minority Engineering Programs, Chicago, 111. Conducted workshop on effective strategies for recruitment and retention of a diverse work force.

1992 - Nursing Recruitment Coalition, Pittsburgh, PA. Coordinator and facilitator for leadership workshop series for pre-nursing and nursing students.

1990 - Gannon University. Graduate School of Business, Erie, PA. Research consultation on the validation of the Relative Perceived Power (RPP) instrument.

1990 - Weirton Steel Corporation, Weirton, W.VA. Preparation of briefing outlining the history, relevant pieces of legislation, and social psychological implications of affirmative action policies.

1987 - Maurice Falk Medical Fund, Pittsburgh, PA. Preparation of briefing on research, meetings and individuals concerned with the psychological study of racism.

1987 - Department of Sports Medicine, University of Delaware. Statistical and computer assistance for research on eating disorder tendency in female college athletes.

1987 - Department of Nursing, University of Delaware. Statistical and computer assistance for research on psychological aspects of post-partum depression in women.

1983 - Minority Fellowship Program of the American Psychological Association. Preparation of briefing for the National Conference on the Child Abuse and Neglect.

Other Professional Activities

2011 to *present* – Member, Nag’s Heart Women’s Leadership Collaborative, University of Santa Cruz

2009 to *present* – Advisory Board, ASCENT Inc. – Center for Multicultural Women, Tuck School of Business

2005 to 2010 – Advisory Board, Center on Race and Social Problems, University of Pittsburgh

2009 to 2014 – Faculty Affiliate, Simmons College, School of Business, Center for Gender in Organizations

2002 – MBE/DBE/WBE Appeals Commission for Allegheny County, PA

2000 – Allegheny County Transition Team, Community College and Workforce Development

2000 – Leadership Pittsburgh, Program Chair for Leadership Development Initiatives

1998 - Hampton University, School of Business and Library and Information Science, Hampton, VA. Conducted workshop on planning and human resource development and on publishing in a business school environment.

1996 - INROADS, Inc. of Pittsburgh, PA. Conducted a workshop on career assessment and planning for college-bound students

1992- University of Pittsburgh and Carnegie Mellon University, Pittsburgh, PA. Joint workshop series on teaching and research approaches for diverse populations

1991- University of Pittsburgh, Katz Graduate School of Business, Pittsburgh, PA. Learning Community Workshop for Executive Management Training Program

1989 - College of Humanities and Fine Arts, Fisk University, Nashville, Tenn. Workshop on effective lecturing techniques in large enrollment classes

1989 - Department of Dance, Fisk University, Nashville, Tenn. Statistical and survey design assistance for the assessment of undergraduate program preferences

1989 - University of Pittsburgh, Black FAS Graduate Student Association. Workshop on Contemporary Black Research Issues

1989 - University of Pittsburgh, School of Medicine, Pittsburgh, PA. Personal skills workshop for the 1989 Pre-matriculation Program. Topic: How to Survive in Medical School

1988 - Department of Psychology, University of Pittsburgh. Graduate Student Recruitment at the Association of Black Psychologists Annual Meeting, Washington, D.C.

1985 - Office of Instructional Planning, University of Delaware. Workshop for the First Annual Training program of Teaching Assistants

1985 - University of Delaware, Department of Psychology. Annual Minority Graduate Recruitment Program, co-sponsored by the Office of Minority Affairs

1983 - University of Delaware, Department of Psychology. Recruitment at the Annual Graduate Student Conference

sponsored by the Delaware Valley Chapter of the Association of Black Psychologists

Professional Organizations

Memberships

Academy of Management Association
Society for the Psychological Study of Social Issues
Society for Experimental Social Psychology
International Association of Business and Society
Executive Women's Council, Pittsburgh, PA.
Leadership Pittsburgh, Class XVII

Offices Held

Division Chair, Gender and Diversity in Organizations, Academy of Management, 2000-2001
Division Chair-Elect, Gender and Diversity in Organizations, Academy of Management, 1999-2000
Program Chair, Gender and Diversity in Organizations, Academy of Management, 1998-1999
Executive Committee, Society for the Study of Social Issues, 1993-1996
Executive Committee, Women in Management Division of the Academy of Management, 1994-1996
Newsletter Editor, Organizational Behavior Division of the Academy of Management, 1994-1998
Chair, Doctoral Consortium, Women in Management Division, 1996
Co-Chair, Historical and Archival Committee, Women in Management Division, 1992-1993.
Chair, Historical and Archival Committee, Women in Management Division, 1993-1994.

Community Board Memberships

Present Women and Girls' Foundation of Southwestern Pennsylvania
Institution for Entrepreneurial Excellence

Previous

CCO Board of Directors – Board member
Crestfield Camp and Conference Center Board of Directors – Board member
Veterans Research Foundation of Pittsburgh
North Side Christian Health Center – (Board Chair, 2010-2012)
Urban Youth Action, Inc. – (Board Chair, 2008 – 2010)
American Red Cross, National Diversity Advisory Council, Washington, DC
Family Services of Western Pennsylvania (Board Chair, 2002-2004)
American Red Cross of SWPA (Board Secretary, 2002)
Family Hospice and Palliative Care – Community Advisory Board Member
Pittsburgh Presbyterian Foundation
Leadership Pittsburgh, Inc.
Manchester Citizens Corporations (CDC) of Pittsburgh, PA
Minority Enterprise Corporation of Southwestern, PA
Three Rivers Adoption Council of Pittsburgh, PA
American Lung Association, Pittsburgh, PA
Shooting Star Productions, Pittsburgh, PA
Jubilee Association, Inc. - Jubilee Soup Kitchens and Shelter, Pittsburgh, PA
Frontline Youth Foundation, Pittsburgh, PA
FISA Foundation - Pittsburgh, PA

References Available Upon Request