

Vita
of
DIANNA L. STONE

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EDUCATIONAL DATA

1981 Ph.D. Purdue University
(Major areas of study: Organizational Behavior, Industrial/Organizational
Psychology, Research Methods)

1977 B. A. Psychology, Purdue University

EMPLOYMENT DATA

2006- present Professor, Department of Management, University of
Texas at San Antonio (Currently teaching courses in Human Resources
Management and Organizational Behavior)

1998-2006 Professor, Department of Management, University of Central
Florida, Joint appointment in Department of Psychology
(Taught masters and doctoral level courses in Human Resources
Management)

1990 -1998 Associate Professor, Department of Management,
University at Albany, Affiliate appointment in
Department of Psychology. (Taught graduate and
executive courses in Human Resources Management,
Field Projects, Change Management, and
Organizational Behavior)

- 1988 - 1990 Associate Professor, Department of Management, Bowling Green State University. Affiliate appointment in Department of Psychology, (Taught undergraduate, graduate, and executive courses in Organizational Behavior, Human Resources Management and Organizational Development.)
- 1984 - 1986 Assistant Professor, Department of Management, Virginia Polytechnic Institute and State University. (Taught 500 person section of Introductory Management)
- 1981 - 1984 Assistant Professor, Institute of Management and Labor Relations, Rutgers University. (Taught graduate level courses in Human Resources Management, Organizational Behavior, Statistics, and Research Methods.)
- 1977 - 1981 Instructor and David Ross Fellow, Purdue University. (Taught undergraduate statistics and Personnel Management.)

PUBLICATIONS: REFEREED ARTICLES, BOOK CHAPTERS, BOOKS:

Johnson, R., Stone, D. L., & Phillips, T. A. (in press). The relations among ethnicity, gender, and beliefs, attitudes and intentions to pursue careers in information technology. *Journal of Applied Social Psychology*.

Lukaszewski, K., Stone, D. L., & Stone-Romero, E. F. (in press). The effects of choice of human resource systems and type of information collected on perceptions of privacy and satisfaction with systems. *Journal of Business and Psychology*.

Phillips, T. N., Stone, D. L., & Isenhour, L. C. (in press). Privacy and electronic human resource management. In G. Martin, M. Reddington, & H. Alexander (Eds). *Technology, outsourcing, and human resource management*. Oxford, England: Neineman

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Stone, D. L., Stone-Romero, E. F., & Lukaszewski, K. M. (2007). The influence of cultural values on the acceptance and effectiveness of human resource management processes and practices. *Human Resource Management Review, 17*, 152-165.

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Stone-Romero, E. F., & Stone, D. L. (2007). *Preface. The Influence of Culture on Human Resource Processes and Practices*. In D. L. Stone & E. F. Stone-Romero (Eds.). *The Influence of Culture on Human Resource Processes and Practices*. New York: Taylor and Francis.

Stone-Romero, E. F., & Stone, D. L. (2007). Culture and human resource management: Prospects for the future. In D. L. Stone & E. F. Stone-Romero (Eds.). *The Influence of Culture on Human Resource Processes and Practices*. New York: Taylor and Francis.

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Stone-Romero, E. F., & Stone, D. L. (2007). Current perspectives on privacy in organizations. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.) *Managing social and ethical issues in organizations*. (pp. 325-362). Greenwich, CT: Information Age Publishers.

Stone, D. L., Stone-Romero, E. F., Johnson, R., & Hartman, M. (2007). Executive summary: Hispanic-American and Anglo-American cultural values and job choice preferences. *The Business Journal of Hispanic Research, 1*, 21-25.

- Stone, D. L., Stone-Romero, E. F., & Lukaszewski, K. (2006). Factors affecting the effectiveness and acceptance of eHR systems. *Human Resource Management Review*, *16*, 229-244.
- Stone, D. L., Johnson, R., Stone-Romero, E. F., & Hartman, M. (2006). A comparative study of Hispanic-American and Anglo-American cultural values and job choice preferences. *Management Research*, *4*, 7-22.
- Stone, D. L., & Stone-Romero, E. F. (2006). Unbiased hiring practices. In J. Greenhaus & G. A. Callinan (Ed). *Encyclopedia of career development*. (Vol. 2, pp. 833-834) Beverly Hills, CA: Sage.
- Stone, D. L. (2006). Electronic human resources management. In S. Rogelberg (Ed.). *Encyclopedia of industrial and organizational psychology* (pp. 171-173). San Francisco: Sage..
- Stone, D. L. (2006). Human resources strategy. In S. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology* (pp. 331-332). San Francisco: Sage.
- Stone-Romero, E. F., Stone, D. L., & Lukaszewski, K. (2006). The influence of disability on the role taking process. In A. Konrad, P. Prasad, & J. Pringle (Eds). *Handbook of workplace diversity*, (pp. 401-430). Thousand Oaks, C: Sage.
- Stone, D. L., Lukaszewski, K., & Isenhour, L. (2005). e-Recruiting: Online strategies for attracting talent. In H. G. Gueutal & D. L. Stone (Eds.) *The brave new world of eHR: Human resources management in the digital age* (pp. 54-103). San Francisco: Jossey Bass.
- Gueutal, H. G., & Stone, D. L. (2005) (Eds.). *The brave new world of eHR: Human resources management in the digital age*. San Francisco: Jossey Bass.
- Gueutal, H. G., & Stone, D. L. (2005). Introduction to the brave new world of eHR. In H. G. Gueutal & D. L. Stone (Eds.). *The brave new world of eHR: Human resources management in the digital age* (pp xv-xix). San Francisco: Jossey-Bass.
- Stone-Romero, E. F., & Stone, D. L. (2005). How does group-based discrimination affect organizational justice, justice perceptions, and reactions to injustice? In J. Greenberg & J. Colquitt (Eds.). *Handbook of organizational justice* (pp. 439-468). Mahwah, NJ: Lawrence Erlbaum.
- Stone, D. L., (2005). Employee involvement. In S. Cartwright (Ed.). *The Blackwell encyclopedia of management: Human resource management*, Vol. V. (2d ed. pp. 110-111). Malden, MA: Blackwell.

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Colella, A., & Stone, D. L. (2005). Workplace discrimination toward persons with disabilities: A call for some new research directions. In R. Dipboye & A. Colella (Eds.) *Discrimination at work: the Psychological and organizational bases* (pp. 227-255). Mahwah NJ: Lawrence Erlbaum.

Hosoda, M., Stone-Romero, E. F., & Stone, D. L. (2004). The effects of coworker race and task demand on task-related outcomes as mediated by the workers context based affect. *Journal of Applied Social Psychology*, 34, 2298-2323.

Stone, D. L., Salas, E., & Isenhour, L. (2004). The impact of the internet on human resources management policies and practices. In H. Bidgoli (Ed.) *The Internet encyclopedia* (pp. 454-476). New York: John Wiley & Sons.

Stone, D. L., Stone-Romero, E. F. & Isenhour, L. (2004). The future of eHR: Advantages, disadvantages, and cultural influences on its acceptance and effectiveness. In G. Hertel & U. Konradt (Eds.). *Electronic human resources management: Personnel work via Inter- and Intranet* (pp. 326-346). Germany: Hogrefe Publishers.

Stone, D. L., & Stone-Romero, E. F. (2003). Influence of culture on role taking in culturally diverse organizations. In F. Crosby & M. Stockdale (Eds.) (pp. 78-89) *Diversity in organizations*. Walden, MA: Blackwell.

Stone, D. L. (2003) (Ed.). *Advances in human performance and cognitive engineering research: eHR, technology, and virtual organizations*. Vol. 3. London: Elsevier.

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Stone, D. L., Stone-Romero, E. F., & Lukaszewski, K. (2003). The functional and dysfunctional consequences of using technology to achieve human resources goals. In D. Stone (Ed.). *Advances in human performance and cognitive engineering research* (pp. 37-68) Vol 3. London: Elsevier.

Stone-Romero, E. F., Stone, D. L., & Hyatt, D. (2003). Privacy and personnel selection techniques. *Journal of Social Issues*, 59, 343-368.

Stone-Romero, E. F., Stone, D. L., & Salas, E. (2003). The role of culture on work-related scripts and role taking in organizations. *Applied Psychology: An International Review*, 52, 328-362.

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Eddy, E., Stone, D. L., & Stone-Romero, E. F. (1999). Effects of information management policies on reactions to human resources information systems: A test of privacy and social justice perspectives *Personnel Psychology, 52*, 335-358.

Stone, D. L., Lukaszewski, K., & Eddy, E. (1998). Privacy and human resource information systems. *International Association for Human Resource Information Management Journal, II* (2), 44-50.

Stone-Romero, E. F., & Stone, D. L. (1998). Privacy. In C. Cooper & C. Argyris (Eds.) *Encyclopedia of management*, (p. 314). Malden, MA: Blackwell.

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- Stone, D. L. (1997). The impact of ADA on human resources management. *Human Resources Management Review*, 2(1), 1-7.
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- Stone-Romero, E. F., Stone, D. L., & Grewal, D. (1997). Development of a multidimensional measure of perceived product quality. *Journal of Quality Management*, 2, 87-112.
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- Jones, G., & Stone, D. L. (1995). Perceived discomfort associated with working with persons with disabilities. *Perceptual and Motor Skills*, 81, 911-919.
- Lilienfeld, S. O., Andrews, B., Stone-Romero, E. F., & Stone, D. L. (1994). The relationship between a self-report honesty test and personality measures in prison and college samples. *Journal of Research in Personality*, 28, 154-169.
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- Stone, E. F., & Stone, D. L. (1990). Privacy in organizations: Theoretical issues, research findings, and protection strategies. In G. Ferris & K. Rowland (Eds.), *Research in personnel*

and human resources management, Vol. 8, (pp. 549-411). Greenwich, CT: JAI Press.

Stone, E. F., Stone, D. L., & Gueutal, H. G. (1990). The influence of cognitive ability on responses to questionnaire measures. *Journal of Applied Psychology*, 75, 418-427.

Stone, D. L., & Kotch, D. A. (1989). Individuals' attitudes toward organizational drug testing policies and practices. *Journal of Applied Psychology*, 74, 518-521.

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Stone, D. L., & Stone, E. F. (1987). The effects of missing application blank information on personnel selection decisions: Do privacy protection strategies bias the outcome? *Journal of Applied Psychology*, 72, 452-456.

Stone, D. L. (1986). Relationship between introversion-extroversion, values regarding control over information and perceptions of invasion of privacy. *Perceptual and Motor Skills*, 62, 371-376.

Stone, D. L., & Stone, E. F. (1985). The effects of feedback consistency and feedback favorability on self-perceived task competence and perceived feedback accuracy. *Organizational Behavior and Human Decision Processes*, 36, 167-185.

Stone, D. L., Gueutal, H. G., & McIntosh, B. (1984). The effects of feedback sequence and expertise of the rater on perceptions of feedback accuracy. *Personnel Psychology*, 37, 487-506.

Stone, E. F., & Stone, D. L. (1984). The effects of multiple sources of performance feedback on perceptions of task competence and feedback accuracy. *Journal of Management*, 10, 371-388.

Stone, D. L., Kemmerer, B. E., & Gueutal, H. G. (1984). Relationship between rigidity, self-esteem, and attitudes about computer-based information systems. *Psychological Reports*, 4, 489-501.

Stone, E. F., & Stone, D. L. (1979). *Information privacy: A bibliography with key word and author indices*. West Lafayette, IN: Purdue University. (609 pages)

Roberts, M., Meier, R., Santogrossi, D., & Stone, D.L. (1978). Relationship of student characteristics and performance in a personalized system of instruction course. *Teaching of Psychology*, 5, 108-112.

OTHER PUBLICATIONS (NON-REFEREED)

Stone, D. L. (2005). Strategies for attracting and retaining Hispanic-Americans. *Negocio es* (English translation: Business is). 24-27.

Stone, D. L. (2003). Proposed change in Article VIII (2) of the SIOP Bylaws. *The Industrial Psychologist*, 18-19. Bowling Green, OH: Society for Industrial and Organizational Psychology.

Stone, D. L., Stone-Romero, E. F., & Salas, E. (2001). Hispanic and Anglo perceptions of working in a multicultural organization. *Que Pasa Hispanic Magazine*, (p. 81), Orlando, FL: Magellan Media.

Stone, D. L., & Lukaszewski, K. (1997). Doctoral programs in human resources management. In C. Riordan & S. Maurer (Eds.) *Human resources management division newsletter*, Athens, GA.

Jones, G., & Stone, D. L. (1996). A review of doctoral programs in human resources management. In S. Maurer & C. Riordan (Eds.) *Human resources management division newsletter*, Virginia Beach, VA.

Stone, D. L., & Behson, S. (1996). A review of doctoral programs in human resources management. In R. Gatewood & S. Maurer (Eds.), *Human resources management division newsletter*, Athens, GA.

Behson, S., & Stone, D. L. (1995). Doctoral programs in human resources management. In S. Maurer & R. Gatewood (Eds.) *Human resources management division newsletter*, Virginia Beach, VA.

Stone, D. L., & Behson, S. (1995). Benchmarking undergraduate programs in human resources management. In R. Gatewood & S. Maurer (Eds.) *Human resources management division newsletter*, Athens, GA.

Stone, D. L., & Behson, S. (1994). Undergraduate programs in human resources management. In S. Maurer & R. Gatewood (Eds.) *Human resources management division newsletter*, Virginia Beach, VA.

Stone, D. L., & Michaels, C. (1994). A review of masters programs in human resources management. In R. Gatewood & S. Maurer (Eds.) *Human resources management division newsletter*, Athens, GA.

Stone, D. L. (1993). Graduate programs in human resources management. In R. Gatewood & S. Maurer (Eds.) *Human resources management division newsletter*, Athens, GA.

Gueutal, H. G., Stone, E. F., Stone, D. L., & Hurley, M. (1984). *Intent to remain with the US Army Reserves: The influence of commitment and non-commitment bases of attachment*. Rensselaer Polytechnic Institute Monograph. (80 pages).

PROCEEDINGS (REFEREED)

Stone, D. L., & Newell, S. E. (in press.). The influence of cultural values on Hispanics' entrepreneurial activity. *Proceedings of the meeting of U. S. Association of Small Business and Entrepreneurship*. San Antonio, TX.

Newell, S. E., Clarke, R., & Stone, D. L. (2006). Baby boomers turn 60: The future of the professoriate. *Proceedings of the meeting of the Southern management association*, Clearwater, FL, 812-814.

Kavanagh, M., Michel, M., Lyons, B., Van Ness, R., Wagner-Marsh, F., Newell, S. E., Stone, D. L., & Williams, M. (2006). AACSB assurance of learning: Experiences, observations, and lessons learned. *Proceedings of the meeting of the Southern management association*, 165-167.

Isenhour, L. C., Lukaszewski, K., & Stone, D. L. (2006). e-Recruiting: Research at the intersection of technology and the acquisition of talent. *Proceedings of the Western Business Management Association*, 27-37.

Newell, S. E., Stone, D. L., Isenhour, L. C., Wagner-Marsh, F. (2005). Teaching in collective societies: Lessons from the field. *Proceedings of the meeting of the Southern Management Association*, Charleston, SC.

Stone, D. L., Isenhour, L., C. & Salas, E. (2003). The impact of the internet on human resources management policies and practices. *Proceedings of the meeting of the Southern Management Association*. Clearwater, FL

Lukaszewski, K., & Stone, D. L. (1998). The effects of the perceived accuracy of data, justification provided, and type of data collected on reactions to human resource information systems. *Proceedings of the Eastern Academy of Management*, 49-52.

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Stone, D. L., & Behson, S. (1996). Effects of the type of inventory and purpose of the request

on reactions to personality assessment. *Proceedings of the Eastern Academy of Management*, 59-62.

Deadrick, D. L., Gardner, D. G., & Stone, D. L. (1995). Construct validity of the performance distribution assessment method of performance appraisal. *Proceedings of the Southern Management Association*, 78-91.

Stone, D. L., & Eddy, E. (1995). The effects of procedural and individual factors on reactions to honesty testing. In M. Mangaliso and J. Weiner (Eds.) *Proceedings of the Eastern Academy of Management*, 128-131.

Stone, D. L., Stone-Romero, E. F., Falbe, C., Morfopolous, R., & Newell, S. (1994). The Mohawk Project: An example of a partnership between a university and a Native American

Tribe. In L. Maniero & D. Palmer (Eds.). *Managing for our future: Proceedings of the Eastern Academy of Management*, 61-62.

Stone, D. L., & Bowden, C. (1989). Effects of job applicant drug testing practices on reactions to drug testing. In F. Hoy (Ed.) *Academy of Management Best Paper Proceedings*, 124-127.

Stone, D. L., & Kirlough, K. (1989). Some correlates of reactions to peer ratings. In D. L. Stone & E. F. Stone (Eds.), *Proceedings of the Midwest Academy of Management*, 213-217.

Stone, D. L., & Foose, C. (1988). The influence of leader support and professional commitment on organizational commitment. In T. L. Keon & A. C. Bluedorn, (Eds.), *Proceedings of the Midwest Academy of Management*, 50-54.

Darrow, A. L., Newell, S. E., & Stone, D. L. (1987). Exploring the dynamics of competition and cooperation in a turbulent environment. In N. J. Beutell & D. J. Lenn (Eds.), *Proceedings of the Eastern Academy of Management*, 127-128.

Stone, D. L., & Stone, E. F. (1985). The effects of missing application blank data on personnel selection decisions: Do privacy protection strategies bias the outcome? In D. Ray (Ed.), *Proceedings of the Southern Management Association Meeting*, 187-189.

Stone, E. F., Stone, D. L., Gueutal, H. G., & Hurley, M. (1985). Intent to remain with an organization: The effects of commitment and non-commitment bases of attachment. In H.

Vernon-Wortzel, & C. Dexter (Eds.), *Proceedings of the Eastern Academy of Management*, 100-104.

Stone, D. L., & Stone, E. F. (1983). The effect of feedback consistency and feedback

favorability on self-perceived task competence and perceived feedback accuracy. In K. H. Chung (Ed.), *Proceedings of the Academy of Management*, 120-125.

Stone, E. F., & Stone, D. L. (1982). The effects of multiple sources of performance feedback on perceptions of task competence and feedback accuracy. In K. H. Chung (Ed.) *Proceedings of the Academy of Management*, 170-174.

UNDER EDITORIAL REVIEW

Isenhour, L. C., Lukaszewski, K. M., & Stone, D. L. (accepted with revisions). e- Recruiting: Research at the intersection of technology and talent acquisition. *Western Journal of Human Resources Management*. (Paper won Best Paper Award at meeting of the Western Business Management Conference)

ACADEMIC PAPER PRESENTATIONS OR SYMPOSIUM CONTRIBUTIONS (REFEREED)

Stone, D. L., & Newell, S. E. (2008, January). *The influence of cultural values on Hispanics' entrepreneurial activity*. Paper presented at the meeting of United States Association of Small Business and Entrepreneurship (USASBE), San Antonio, TX.

Lukaszewski, K., Stone, D. L., & Hosoda, M. (2007, August). *The effects of the type of disability on job-related stereotypes and expectancies*. Paper presented at the national meeting of the Academy of Management, Philadelphia, PA.

Stone, D. L. & Lukaszewski, K. (2007, April). *The influence of cultural values on recruitment and selection processes in organizations*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Stone, D. L., Williams, K., & Lukaszewski, K. M. (2007, April). *The effects of a community-based intervention on employers' beliefs and intentions to hire people with disabilities*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Stone, D. L., Stone-Romero, E. F., Padilla, J., & Davis, M. A. (2007, April). *The effects of immigrant status and ethnicity on job suitability ratings*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Stone, D. L. (2006, October). *The influence of intergenerational values on intentions to pursue careers in academia*. In S. E. Newell & R. Clarke, Chairs, Baby boomers turn 60: The

future of the professoriate. Paper presented at the meeting of the Southern Management Association, Clearwater, FL.

Wagner-Marsh, F., Newell, S. E., & Stone, D. L. (2006, October). *Assessment strategies in human resources management programs*. Paper presented at the meeting of the Southern Management Association, Clearwater, FL.

Isenhour, L. C., Lukaszewski, K., & Stone, D. L. (2006, October). *e-Recruiting: The intersection of technology and talent acquisition*. Paper presented at the meeting of the Western Business Management Conference, Las Vegas, NV.

Stone, D. L., Stone-Romero, E. F., Phillips, T. N., & Wicks, K. (2006, May). *Factors affecting the perceived discrimination of immigrants*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Stone-Romero, E. F., Stone, D. L., & Lukaszewski, K. (2006, May). *Culture and role taking among people with disabilities in organizations*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Stone, D. L., Johnson, R., Stone-Romero, E. F., & Markova, G., (2006, May). *Employee satisfaction with human resource information systems*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Lukaszewski, K., Stone, D. L., & Stone-Romero, E. F. (2006, May). *Factors affecting the perceived invasive and fairness of human resource system policies*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Davis, M. E., Thornton, C., & Stone, D. L. (2006, April). *The relationship between optimism and job performance*. Poster presented at the Graduate Student Forum, Orlando, FL. (Paper won best poster award)

Newell, S. E., Stone, D. L., Isenhour, L., Wagner-Marsh, F., Melon, E., Castenada, E., Navas, D., DiazGranados, D., & Fernandez, V. (2005, November). *Teaching in collective societies: Lessons from the field*. Presentation at the meeting of the Southern Management Association, Charleston, SC.

Stone, D. L., & Klimoski, R. (2005, August). *The HR Town Meeting: The status of theory and research in human resources management*. Presentation at the meeting of the Academy of Management, Honolulu, Hawaii.

Johnson, R., Stone, D. L., & Phillips, T. A. (2005, August). *African-American and Anglo-American beliefs, attitudes, and intentions to pursue careers in information technology*. Paper to be presented at the meeting of the Academy of Management, Honolulu, Hawaii.

Stone, D. L., Melon, E., Castaneda, E., Navas, D., DiazGranados, D., & Fernandez, V.. (2005, November). *Teaching in collective societies: Lessons from the field*. Presentation at the meeting of the Southern Management Association, Charleston, SC.

Stone, D. L., Lukaszewski, K., & Isenhour, L. C. (2005, April). Online strategies for attracting talent. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Stone, D. L., Stone-Romero, E. F., Phillips, T. A., Wicks, K. (2005, April). The relations among race, cultural values, and the experienced discrimination of immigrants in the U S. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Stone, D. L., Johnson, R., Navas, D. L., & Stone-Romero, E. F. (2005, March). Hispanic-American and Anglo-American beliefs, attitudes, and intentions to pursue careers in information technology. Paper presented at the IO-OB conference, Melbourne, FL.

Wicks, K. K., & Stone, D. L. (2005, March). A model of the relationship between ethnicity and beliefs and attitudes toward information technology. Paper presented at the IO-OB conference, Melbourne, FL.

Johnson, R., Stone, D. L., & Phillips, T. A. (2005, March). African-American and Anglo-American self-efficacy beliefs and subjective norms about information technology. Paper presented at the IO-OB conference, Melbourne, FL.

Navas, D. S., Castaneda, E., Melon, E., DiazGranados, D., Fernandez, V., & Stone, D. L. (2005, April). The influence of culture on the training process: A review of the literature. Paper presented at the Graduate Student Forum, University of Central Florida, Orlando, FL, Paper won best paper award.

Stone, D. L., Ford, R., Watson, M., & Klimoski, R. (2004, August). The most pressing issues in human resources management. Presentation at the meeting of the Academy of Management, New Orleans, LA.

Stone, D. L., Stone-Romero, E. F., Lukaszewski, K. (2004, August). The self-identity of individuals with disabilities. Paper presented at the meeting of the Academy of Management, New Orleans, LA.

Stone-Romero, E. F. & Stone, D. L., (2004, August). The psychological and physiological consequences of unfair discrimination in organizations. Paper presented at the meeting of the Academy of Management, New Orleans, LA.

Stone, D. L., & Stone-Romero, E. F. (2004, April). *Social-identity based predictions of*

performance ratings and related outcomes. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Stone-Romero, E. F., & Stone, D. L. (2004, April). *Effects of ingroup versus outgroup status on unfair treatment in organizations.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Stone-Romero, E. F., & Stone, D. L. (2004, April). *Role taking in culturally heterogeneous organizations.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Stone, D. L., Isenhour, L., C. & Salas, E. (2003, November). *The impact of the internet on human resources management policies and practices.* Paper presented at the meeting of the Southern Management Association, Clearwater, FL.

Stone, D. L., Lukaszewski, K., & Stone-Romero, E. F. (2003, August) *The identity of people with disabilities.* Paper presented at the national meeting of the Academy of Management, Seattle, WA.

Stone, D. L., Klimoski, R., & Watson, M. (2003, August). *Crafting a value statement in human resources management.* Presentation at the national meeting of the Academy of Management, Seattle, WA.

Stone, D. L., Stone-Romero, E., & Lukaszewski, K. (2003, April). *The functional and dysfunctional consequences of eHR.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Stone-Romero, E. F., & Stone, D. L. (2003, April). *Cross-cultural reactions to feedback.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lukaszewski, K. & Stone, D. L. (2003, April). *The effects of the ability to choose type of system, and type of data on reactions to a human resources information system.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology.

Stone, D. L., & Stone-Romero, E. F. (2002, August). *The psychological underpinnings of human resources management.* Presentation at the meeting of the Academy of Management, Denver, CO.

Stone, D. L. & Stone-Romero, E. F. (2002, April). *Emotional responses to individuals with disabilities: Insights from Terror Management Theory.* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Stone-Romero, E. F., Stone, D. L., & Hartman, M. (2002, April). *Stereotypes of ethnic groups: Own versus assumed views of others*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Stone, D. L. (2002, April). *Hispanic-Americans and human resources practices*. Presentation at the meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Hartman, M., Stone-Romero, E. F., Stone, D. L., & Salas, E. (2001, November). *A review of the research on Hispanic-Americans in organizations*. Paper presented at the meeting of the Southern Management Association, New Orleans, LA.

Stone-Romero, E. F., Stone, D. L., Salas, E., Hartman, M., & Muniz, E. (2000, August). *Perceptions of work values and work behaviors among Hispanic-Americans and Anglo-*

Americans. Paper presented at the meeting of the Iberoamerican Academy of Management, Washington, DC.

Hosoda, M., Stone, D. L., & Stone-Romero, E. (2001, August). *The interactive effects of disability, race and gender on job assignment decisions*. Paper presented at the meeting of the Academy of Management, Washington, D. C.

Stone, D. L. (2001, August). *Diminishing the digital divide: Women, minorities, and information technology*. Presentation at the meeting of the Academy of Management, Washington, D. C.

Stone, D. L., Salas, E., & Stone-Romero, E. F. (2000, July). *Human resources strategies for attracting and retaining Hispanic-Americans in U. S. organizations*. Paper presented at the Interamerican Society of Psychology, Santiago, Chili.

Stone-Romero, E. F., Stone, D. L., Salas, E., Hartman, M., & Muniz, E. (2000, April). *Differences in Hispanic-Americans' and Anglo-Americans' perceptions of work group behavior*. Paper presented at the meeting of Society for Industrial and Organizational Psychology, San Diego, CA.

Stone, D. L., Lukaszewski, K., & Stone-Romero, E. F. (2001, April). *Human resources information systems and privacy*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Hosoda, M., & Stone, D. L. (2001, April). *Race, gender and job satisfaction*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Stone, D. L. (2000, October). *Human resources practices as barriers to the employment of people with disabilities*. Paper presented at the meeting of the Southern Management Association, Orlando, FL.

Stone, D. L. (2000, October). *A job analysis for the role of professor and department chair*. Paper presented at the meeting of the Southern Management Association, Orlando, FL.

Stone, D. L. (2000, August). *Gente del Corazon: The influence of Hispanic culture on organizational culture and practices*. Paper presented at the Academy of Management, Toronto, CA.

Stone, D. L., & Stone-Romero, E. F. (2000, August). *Unattractiveness as the basis for race, age, and disability discrimination*. Paper presented at the Academy of Management, Toronto, CA.

Stone, D. L. (2000, April). *Extending research on stigmas in organizations*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Stone-Romero, E. F., Stone, D. L., & Muniz, E. (2000, April). *The influence of stereotype threat on the test performance of Hispanic-Americans and Anglo-Americans*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Stone, D. L., & Stone-Romero, E. F. (2000, April). *Strategies for resolving conflicts about privacy*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Stone, D. L. (1999, August). *Extending research on disability issues*. Paper presented at the meeting of the Academy of Management, Chicago, IL.

Stone-Romero, E. F., Stone, D. L., & Hyatt, D. (1999, August). *Genetic screening and privacy*. Paper presented at the meeting of the Academy of Management, Chicago, IL.

Stone, D. L. (1999, April). *Trends in research on disability issues in organizations*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Stone, D. L., Lukaszewski, K., & Stone-Romero, E. F. (1999, April). *The relationship between diversity and customer satisfaction: An empirical study*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Stone, D. L., Newell, S. E., Ljachovitski, D., & Stone-Romero, E. F. (1999, April). *A*

comparison of North American and Easter European managers' negotiation styles. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Stone, D. L., & Stone-Romero, E. F. (1998, August). *The use of accountability theory as a means of overcoming unfair discrimination in organizations.* Paper presented at the Academy of Management, San Diego, CA.

Stone, D. L., Williams, K., Lukaszewski, K. & Feigelson, M. (1998, August). *An evaluation of a community-based intervention designed to increase the employment of people with disabilities.* Paper presented at the Academy of Management, San Diego, CA.

Stone, D. L., & Lukaszewski, K. (1998, May). *A comparison of employee and HRIS professionals' reactions to the collection of data for an HRIS.* Paper presented at the International Human Resource Information Management Conference, Nashville, TN.

Lukaszewski, K., & Stone, D. L. (1998, May). *The effects of the perceived accuracy of data, justification and type of data collected on reactions to human resource information systems.* Paper presented at the Eastern Academy of Management Meeting, Amherst, MA.

Mamman, A., & Stone, D. L. (1998, February). *Individual differences and quality management.* Paper presented at the Conference on Quality Management, Tempe, AZ.

Newell, S., & Stone, D. L. (1998, February). *A model of factors affecting the successful implementation of ISO 9000.* Paper presented at the Conference on Quality Management, Tempe, AZ.

Stone, D. L., Lukaszewski, K., & Eddy, E. (1997, August). *Privacy and human resources information systems.* Paper presented at the Academy of Management, Boston, MA.

Stone-Romero, E. F., Stone, D. L., & Radosevich, D. (1997, April). *An empirical test of a model of TQM effectiveness.* Paper presented at the meeting of the Society of Industrial and Organizational Psychology, St. Louis, MO.

Stone, D. L., Eddy, E., & Stone-Romero, E. F. (1997, April). *A scaling of employee monitoring methods in terms of invasion of privacy.* Paper presented at the Society for Industrial and Organizational Psychology, St. Louis, MO.

Stone, D. L., Cummings, K., Glenar, J., & Erlich, F. (1997, March). *Factors affecting staff retention in a human services agency.* Paper presented at the Young Adult Institute Conference, New York, NY.

Erlich, F., Glenar, J., Stone, D., & Cummings, K. (1997, April). *The effects of work values and employees' attitudes toward persons with disabilities on turnover in a human service agency*. Paper presented at the meeting of the Association of Mental Retardation, service agency. New York, NY.

Stone, D. L. (1996, August). *Diversity and fairness in organizations*. Presentation at the meeting of the Academy of Management, Cincinnati, OH.

Stone, D. L., Hosoda, M., Eddy, E., & Morfopolous, R. (1996, May). *Job-related stereotypes and expectancies ascribed to persons with varying types of disabilities*. Paper presented at the meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.

Stone-Romero, E. F., & Stone, D. L., (1996, April). *Values: A neglected issue in organizational justice research*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Stone, D. L., & Behson, S. (1996, April). *The effects of type of inventory, purpose of the request and timing on reactions to personality assessment*. Paper presented at the Industrial and Organizational Psychology and Organizational Behavior Student Conference, Bowling Green, OH. Paper awarded the Lyman Porter Research Award.

Deadrick, D. L., Gardner, D. G., & Stone, D. L. (1995, November). *Construct validity of the performance distribution assessment method of performance appraisal*. Paper presented at the meeting of the Southern Management Association, Orlando, FL.

Stone, D. L. (1995, August). *A review of research on reactions to drug testing and honesty testing*. Paper presented at the meeting of the Academy of Management, Vancouver, BC.

Kacmar, M., Stone, D. L., & Wayne, S. (1995, August). *A team-based model of collaborative research*. Presentation at the meeting of the Academy of Management, Vancouver, British Columbia.

Stone, D. L., & Eddy, E. (1995, May). *The effects of individual and procedural factors on reactions to honesty testing*. Paper presented at the meeting of the Eastern Academy of Management, Ithaca, NY.

Stone, D. L., Stone-Romero, E. F., & Eddy, E. (1995, May). *The perceived invasiveness of biodata*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Stone, D. L. (1994, November). *Trends in human resources management*. Presentation at the Southern Management Association, New Orleans, LA.

Stone, D. L., & Michaels, C. (1994, August). *The effects of the nature of the disability and competition on the inclusion of disabled individuals in work groups*. Paper presented at the meeting of the Academy of Management, Dallas, TX.

Jones, G., & Stone, D. L. (1994, August). *Barriers to social acceptance of disabled individuals in work groups*. Paper presented at the meeting of the Academy of Management Dallas, TX.

Stone, D. L., Michaels, C., & Jones, G. (1994, June). *Factors affecting the exclusion of disabled individuals in work groups*. Paper presented at the meeting of Administrative Sciences Council of Canada, Nova Scotia, CA.

Hosoda, M., & Stone, D. L. (1994, June). *Current stereotypes ascribed to men and women and favorability of attributes*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Stone, D. L. (1994, April). *A model of factors affecting the acceptance of disabled individuals in work groups*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Stone, D. L., & Jones, G. (1994, April). *Reactions to biodata as a function of the purpose of the request and gender of the applicant*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Stone, D. L., Stone, E. F., & Hyatt, D. (1994, April). *Some correlates of invasion of privacy in a personnel selection context*. Paper presented at the meeting of the Society of Industrial and Organizational Psychology, Nashville, TN.

Stone, D. L., & Michaels, C. (1993, August). *Factors affecting the acceptance of disabled individuals in work groups*. Paper presented at the meeting of the Academy of Management, Atlanta, GA.

Stone, D. L. (1993, August). *Human resources issues in total quality management*. Presentation at the meeting of the Academy of Management, Atlanta, GA.

Stone, D. L. (1993, April). *Obstacles to implementing total quality management*. Paper presented at the Annual Conference on Organizational Development, Bowling Green, OH.

Stone, D. L., Michaels, C., & Jones, G. (1993, May). *Effects of framing and item type on reactions to honesty testing*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Kirkpatrick, S., & Stone, D. L. (1993, May). *Effects of purpose and verification on*

individuals' reactions to biodata. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Stone, D. L., (1992, August). *Research on disabilities: Methodological issues and research needs*. Presentation at the meeting of the Academy of Management, Las Vegas, NV.

Stone, D. L., Stone, E. F., & Lilienfeld, S. (1992, June). *A scaling of honesty test items in terms of invasion of privacy*. Paper presented at the meeting of the American Psychological Society, San Diego, CA.

Stone, E. F., Gardner, D. G., & Stone, D. L. (1992, June). *Development of a questionnaire to measure information privacy-related values, beliefs, and attitudes*. Paper presented at the meeting of the American Psychological Society, San Diego, CA.

Stone, D. L., & Jones, G. (1992, April). *Effects of the transparency of the test, and justification provided on reactions to honesty testing*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Stone, E. F., & Stone, D. L. (1992, April). *Honesty testing and invasion of privacy*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Stone, D. L. (1992, April). *Status of research on gender*. Presentation at the meeting of the Society for Industrial and Organizational Psychology, Montreal, Canada.

Newell, S. E., Stone, D. L., Goodman, R., & Peterson, R. (1991, October). *Challenges of negotiation of Europe East*. Paper presented at the meeting of the Strategic Management Society, Toronto, Canada.

Stone, D. L., Stone, E. F., & Carpenter, J. W. (1991, June). *Methods of and rationale for drug testing interactively affect individuals' reactions*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Stone, E. F., Stone, D. L., & Grewal, D. (1991, June). *Development of a multidimensional measure of perceived product quality*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Lilienfeld, S. O, Andrews, B., Stone, E. F., Stone, D. L., & Lykken, D. (1991, June). *Examination of the construct validity of the Reid Report Inventory in prisoners*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Stone, D. L. (1991, April). *Drug testing and invasion of privacy*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Stone, D. L., & Herringshaw, C. (1991, April). *Effects of the purpose of the test, perceived relevance, and use of test results on reactions to honesty testing*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Stone, D. L., & Bommer, W. (1990, August). *Effects of drug testing selection method and justification provided for the test on reactions to drug testing*. Paper presented at the meeting of the Academy of Management, San Francisco, CA.

Stone, D. L. (1990, April). *Privacy and personnel selection procedures*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Stone, D. L. (1990, April). *Effects of purpose and job types on reactions to personality assessment*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Stone, E. F., & Stone, D. L. (1990, April). *Effects of loss of privacy on physical and mental health*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Miami, FL.

Stone, D. L., & Bowden, C. (1989, August). *Effects of job applicant drug testing practices on reactions to drug testing*. Paper presented at the meeting of the Academy of Management, Washington, DC.

Stone, D. L., O'Brien, T., & Bommer, W. (1989, June). *The effects of amount of advanced notice, type of drug testing, and surveillance on attitudes toward drug testing and job acceptance intentions*. Paper presented at the meeting of the American Psychological Society, Washington, DC.

Stone, D. L., & Vine, P. L. (1989, April). *Some procedural determinants of attitudes toward drug testing*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Stone, E. F., Stone, D. L., & Hyatt, D. (1989, April). *Personnel selection procedures and invasion of privacy*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Stone, D. L., & Kirlough, K. (1989, April). *Some correlates of reactions to peer ratings*. Paper presented at the meeting of the Midwest Academy of Management, Columbus, OH.

Newell, S. E., Stone, D. L., & Goodman, R. (1988, October). *Cognitive biases and limitations in strategic decision making: Examples from U. S. Steel*. Paper presented at the meeting of the Strategic Management Society, Amsterdam, The Netherlands.

Stone, D. L., & Kotch, D. (1988, April). *Individuals' reactions to organizational drug testing policies and practices*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Stone, D. L. (1988, April). *The informational and motivation functions of performance feedback*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Stone, D. L. (1988, April). *The stigmatizing effects of handicaps on personnel decision-making*. In E. F. Stone (Chair), *Stigmas in Personnel Decision Making*, symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Stone, D. L., & Foote, C. (1988, April). *The influence of leader support and professional commitment on organizational commitment*. Paper presented at the meeting of the Midwest Academy of Management, Toledo, OH.

Stone, D. L., & Vest, M. J. (1987, April). *Some correlates of the perceived fairness of performance ratings: Rating favorability and the discrepancy between individual-supervisory performance standards*. Paper presented at the meeting of the Midwest Academy of Management, Bloomington, IN.

Stone, D. L. (1987, April). *The effects of physical handicaps and stigmas on personnel decision making*. In E. F. Stone (Chair), Symposium conducted at the meeting of the Midwest Decision Sciences Institute, Toledo, OH.

Stone, E. F., Stone, D. L., & Hammer, L. B. (1987, April). *The effects of feedback instrumentality on reactions to performance feedback*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Darrow, A. L., Newell, S. E., & Stone, D. L. (1987, May). *Exploring the dynamics of competition and cooperation in a turbulent environment*. Paper presented at the meeting of the Eastern Academy of Management, Boston, MA.

Stone, D. L. (1986, August). *The effects of non-disclosure of handicap data on personnel selection decisions*. Paper presented at the meeting of the Academy of Management, Chicago, IL.

Stone, E. F., Stone, D. L., & Gueutal, H. G. (1986, April). *The effects of cognitive ability on the reliability of questionnaire data*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Stone, D. L., & Stone, E. F. (1985, November). *The effects of missing application blank data on personnel selection decisions: Do privacy protection practices bias the outcome?* Paper

presented at the meeting of the Southern Management Association, Orlando, FL.

Stone, E. F., Stone, D. L., Gueutal, H. G., & Hurley, M. (1985, May). *Intent to remain with an organization: The effects of commitment and non-commitment bases of attachment*. Paper presented at the meeting of the Eastern Academy of Management, Albany, NY.

Stone, D. L., & Stone, E. F. (1983, August). *The effects of feedback favorability and feedback consistency on self-perceived task competence and perceived feedback accuracy*. Paper presented at the meeting of the Academy of Management, Dallas, TX.

Stone, D. L., & Settle, T. (1983, May). *The use of experiential methods in teaching organizational behavior*. Presentation at the Industrial Relations Teaching Conference, Philadelphia, PA.

Stone, E. F., & Stone, D. L. (1982, August). *The effects of multiple sources of performance feedback on perceptions of task competence and feedback accuracy*. Paper presented at the meeting of the Academy of Management, New York, NY.

NON-REFEREED PRESENTATIONS

Stone, D. L. & Stone-Romero, E. F. (2007, October). *The influence of diversity on recruitment and retention practices*. Presentation at the Conference of the National Society of Hispanic MBAs. Houston, TX.

Stone, D. L. (2007, September). *Key factors affecting personal success*. Conference of college and university advisors. San Antonio, TX.

Stone, D. L. (2007, August). *Goals and strategies for the Business Journal of Hispanic Research*. Presentation at the meeting of the National Society of Hispanic MBAs, San Antonio Chapter. San Antonio, TX.

Stone, D. L., & Stone-Romero, E. F. (2007, July). *The influence of culture on human resource processes and practices*. Presentation at the Equal Employment Opportunity Commission Annual Conference, San Antonio, TX.

Stone, D. L., & Stone-Romero, E. F. (2007, May). *The influence of culture on recruitment and selection practices*. Presentation at the LEAD Conference sponsored by the National Society of Hispanic MBAs, and University of Texas at San Antonio. San Antonio, TX.

Stone, D. L. (2007, January). *Strategies for personal success*. Presentation at the Texas Diversity Council's Women's Leadership Conference, San Antonio, TX.

- Stone, D. L. (2005, October). *Cultural differences and implications for educators*. Presentation at Volusia County School System Conference, FL.
- Stone, D. L. (2004, April) *Research on Hispanic professionals*. Presentation at the meeting of the meeting of the Hispanic Graduate Student Association, Orlando, FL.
- Stone, D L., (2003, November). *Proactive career strategies*. Presentation at the Doctoral Consortium, Southern Management Association, Clearwater, FL.
- Stone, D. L. (2003, August). *Future issues in eHR*. Presentation at the HR Division Doctoral Consortium, Academy of Management, Seattle, WA.
- Stone, D. L. (2002, August). *Directions for future research on eHR*. Presentation at the Human Resources Division Doctoral Consortium, Academy of Management, Denver, CO.
- Stone-Romero, E. F., & Stone, D. L. (2002, March). *The effects of cultural scripts on role taking and role behavior in organizations*. Presentation at the Industrial and Organizational Psychology Organizational Behavior Student Conference, Tampa, FL.
- Stone, D. L. (2002, March). *Strategies for facilitating change*. Presentation at the Naval Air Warfare Center, Training Systems Division, Orlando, FL.
- Stone, D. L. (2001, November). *Selecting an academic position*. Presentation at the Doctoral Consortium, Southern Management Association, New Orleans, LA.
- Stone, D. L. (2001, November). *Career strategies*. Presentation at the Junior Faculty Consortium, Southern Management Association, New Orleans, LA.
- Stone, D. L. (2001, August). *Developing opportunities for research*. Presentation at the Human Resources Division Doctoral Consortium, meeting of the Academy of Management, Washington, DC.
- Stone, D. L. (2001, August). *Survival and renewal in academia*. Presentation at the Human Resources Division Junior Faculty Consortium, meeting of the Academy of Management, Washington, DC.
- Stone, D. L., Gueutal, H. G., & Lukaszewski, K. (2000, August). *The impact of technology on the HR function: Implications for teaching HRM*. Presentation at the teaching workshop, Human Resources Division of the Academy of Management, Toronto, CA.
- Stone-Romero, E. F., Stone, D L., & Muniz, E. (2000, April). *Stereotype threat and the employment of Hispanic-Americans*. Presentation at the Naval Air Warfare Center, Training

Systems Division, Orlando, FL.

Stone, D. L. (1999, August). *The role of professional service in the academic career*. Presentation at the Human Resources Division Junior Faculty Consortium, meeting of the Academy of Management, Chicago, IL.

Stone, D. L., & Stone-Romero, E. F. (1999, May). *The religious underpinnings of social justice*. Presentation at the conference on extending theories of social justice, Nice, France.

Stone, D. L. (1998, August). *Job search strategies*. Presentation at the Human Resources Doctoral Consortium, meeting of the Academy of Management, San Diego, CA.

Stone, D. L. (1997, August). *Career strategies*. Presentation at the Human Resources Division Doctoral Consortium, meeting of the Academy of Management, San Diego, CA.

Stone, D. L. (1998, February). *Human resources management and quality enhancement strategies*. Paper presented at the Quality Management Conference, Phoenix, AZ.

Stone, D. L. (1997, August). *Diversity and firm performance*. Presentation at the Human Resources Division workshop at the meeting of the Academy of Management, Boston, MA.

Stone, D. L. (1997, August). *Career issues in human resources management*. Presentation at the Human Resources Division Doctoral Consortium, the Academy of Management, Cincinnati, OH.

Stone, D. L. (1996, August). *Career strategies for new faculty*. Presentation at the Human Resources Division New Faculty Consortium, the Academy of Management, Cincinnati, OH.

Gueutal, H. G., & Stone, D. L. (1996, August). *Using field projects for training MBA's and generating resources*. Presentation at the Human Resources Division workshop at the meeting of the Academy of Management, Cincinnati, OH.

Stone, D. L. (1996, April). *Key changes and challenges facing organizational development professionals*. Keynote address, Organizational Development Conference, Bowling Green, OH.

Stone, D. L., & Colella, A. (1995, August). *Diversity in organizations*. Presentation at the Human Resources Division Doctoral Consortium, the Academy of Management, Vancouver, British Columbia.

Stone, D. L. (1995, October). *A review of research on privacy and personnel selection*. Invited address, New York State Institute of Labor Relations, Cornell University, Ithaca, NY.

Stone, D. L. (1994, April). *Obstacles to implementing total quality management in organizations*. Invited address, Organizational Development Conference, Bowling Green, OH.

Stone, D. L., & Erlich, F. (1992, October). *Quality management in human service organizations*. Presentation at the meeting of the Association of Mental Retardation, Albany, NY.

Stone, D. L. (1992, April). *Empirical research on reactions to drug and honesty testing in organizations*. Invited presentation, Department of Psychology, University of Connecticut, Storrs, CT.

Stone, D. L. (1990, October). *Empirical research on privacy in organizations*. Invited address, Rutgers University, New Brunswick, NJ.

Stone, D. L. (1990, June). *Overcoming resistance to computers*. Keynote address, annual meeting of the IFPS Users Association, Pittsburgh, PA.

Stone, D. L. (1989, June). *Drug testing in the workplace*. Invited presentation, meeting of the Toledo, Ohio Rotary Club.

Stone, D. L. (1988, December). *The effectiveness of organizational development interventions*. Invited address, meeting of the Ohio Personnel Association, Sandusky, OH.

Stone, D. L. (1988, August). *Increasing student involvement in the classroom*. Invited presentation, Student Services Conference, Bowling Green, OH.

Stone, D. L. (1988, May). *The effects of stigmas on personnel decision making*. Invited presentation, Oakland University.

Stone, D. L. (1986, May). *The dissertation experience: Writing a good proposal*. Invited presentation at the Eastern Academy of Management Doctoral Consortium, Philadelphia, PA.

Stone, D. L. (1985, April). *Sex discrimination in the workplace*. Invited presentation at the Women's Week Conference, Blacksburg, VA.

Stone, D. L. (1982, June). *The psychological and physiological consequences of family and work role conflict*. Presentation at the American Association of University Women, Family and Work Life Conference, New Brunswick, NJ.

Stone, D. L. (1982, June). *Legal and illegal inquiries in the employment interview*. Invited address, meeting of Association of Recruiters, Princeton, NJ.

Stone, D. L. (1978, September). *Privacy and the personnel function*. Invited address, meeting of the Indiana State Chamber of Commerce, Indianapolis, IN.

IN PREPARATION

Stone, D. L., Johnson, R., & Stone-Romero, E. F.. *Understanding the digital divide: Hispanic-Americans' beliefs, attitudes and intentions to pursue careers in information technology*.

Stone-Romero, E. F., Isenhour, L. C., & Stone, D. L. *The relation between cultural values and job choice trade-off preferences*

Stone, D. L., Stone-Romero, E. F., Hosoda, M., Lukaszewski, K. Methodological artifacts associated with research on unfair discrimination against ethnic minorities. To be submitted to special issue of *Human Resource Management Review*

Stone, D. L., Hosoda, M., & Lukaszewski, K. A meta-analysis of the research on unfair discrimination against ethnic minorities. To be submitted to special issue of *Human Resource Management Review*

Stone, D. L., & Phillips, T. N. *The relations between cultural values, skin color, and the perceived discrimination of immigrants*.

Stone, D. L., & Stone-Romero, E., *African-American and Anglo-American differences in job choice factors*.

Stone-Romero, E. F.& Stone, D. L.. *Hispanic and Anglo perceptions of working in a multicultural organization*.

Stone, D. L., Lukaszewski, K., & Williams, K. *The effects of a community-based intervention on beliefs and attitudes about employing people with disabilities*.

Stone-Romero, E. F., Stone, D. L., & Muniz, E. *The effects of stereotype threat on the test performance of Hispanic-Americans and Anglo-Americans*.

Stone, D. L., Johnson, R., & Stone-Romero, E. F. *Employee's beliefs, attitudes and intentions to use a human resource information system: A field study*.

Stone, D. L., Lukaszewski, K., & Stone-Romero, E. *The effects of privacy policies on reactions to human resources information systems*.

Stone, D. L., & Michaels, C. *The influence of competitive reward systems on the inclusion of people with disabilities in organizations.*

PROFESSIONAL ASSOCIATIONS

1979 - present	Academy of Management
1983 - present	Society for Industrial and Organizational Psychology
1988 - present	American Psychological Society
1983 - present	American Psychological Association
1994 - present	Society for the Psychological Study of Social Issues
1986 -1998	Eastern Academy of Management
1987 - 1991	Midwest Academy of Management
1984 - present	Southern Management Association
2007 - present	National Society for Hispanic MBAs

HONORARY SOCIETIES, AWARDS, SCHOLARSHIPS

2007	Elected Fellow, American Psychological Society (new name: Association of Psychological Science)
2006	Best Paper Award Western Business Management Conference on Digital Issues in Human Resources Management, Las Vegas, NV
2006	International Community Award, Orlando, Florida
2006	Best Poster Award, Graduate Student Forum, University of Central Florida
2002	Galloway Research Award, University of Central Florida
2002	Named One of the Top Ten Women in the Orlando, Florida by P.A.C.E. Organization
2000	Galloway Research Award, University of Central Florida

- 2000 Hispanic-American Student Association Award, University of Central Florida
- 1999 Galloway Research Award, University of Central Florida
- 1998 Fellow, American Psychological Association
- 1998 Fellow, Society for Industrial and Organizational Psychology
- 1998 Outstanding Research Award, University at Albany
- 1997 Outstanding Achievement Award, Disability Student Services, University at Albany
- 1996 Lyman Porter Research Award (with Scott Behson)
- 1996 Outstanding Service Award, University at Albany
- 1995 Graduate Student Association Award, University at Albany
- 1993 Outstanding Service Award, University at Albany
- 1990 MBA Association Award for Best Thesis Advisor
Bowling Green State University
- 1989 MBA Association Outstanding Faculty Award
Bowling Green State University
- 1988 MBA Association Outstanding Faculty Award
Bowling Green State University
- 1987 MBA Association Outstanding Faculty Award
Bowling Green State University
- 1981 Outstanding Graduate Student Instructor, Purdue University
- 1981 Phi Kappa Phi
- 1980 Beta Gamma Sigma
- 1979 Outstanding Graduate Student Instructor, Purdue University
- 1979 David Ross Fellowship

1977 Phi Beta Kappa

1977 Top 500 Undergraduate Student, Degree Awarded with Highest Distinction

1975 Psi Chi

EDITORIAL EXPERIENCE:

Editor, *Journal of Managerial Psychology* (September, 2007 to present)

Guest Editor, Special issue of *Human Resource Management Review* on “Critical issues in human resource management”. (with Diana Deadrick). (June 2007 - September, 2008)

Guest Editor, Special issue of *Human Resource Management Review* on the “Status of theory and research in human resource management: Where have we been and where are we going”? Vol. 17, Published June, 2007.

Associate Editor, *The Business Journal of Hispanic Research*, (October 2006 - present)

Associate Editor, *Advances in Human Performance and Computer Engineering Research* (2000-2006)

Associate Editor, *Journal of Quality Management* (2000 - 2002)

Guest Editor, special edition of *Human Resources Management Review* on ”The impact of ADA on human resources management”. (1996-1997)

Member Editorial Board, *Human Resources Management Review* (1996 - present)

Member Editorial Board, *Human Resources Management* (2004 - present)

Member Editorial Board, *Equal Employment Opportunities International* (2005 - present)

Member Editorial Board, *Journal of Quality Management* (1996 - 2000)

Member Editorial Board, *Journal of Management* (1987 - 1995)

Program Chair, Human Resources Division, Academy of Management (1990-1991)

Program Chair for Industrial and Organizational Psychology track, American Psychological Association (1993-1994).

RESEARCH INSTITUTE AND PARTNERSHIP ACTIVITIES

Co-Director and Founder, PRIMO, Partnership for Research on the Influence of Multiculturalism in Organizations (interdisciplinary research partnership with E. F. Stone-Romero) (2003-2006)

OTHER PROFESSIONAL ACTIVITIES

Chair, All-Academy Professional Development Workshops, Academy of Management (2007-2008)

Member, Executive Committee, Gender and Diversity Division, Academy of Management (2007-2010)

Chair, Member Relations Committee, Human Resources Division, Academy of Management (2005 - 2006).

Member, Nominating Committee, Human Resources Division, Academy of Management, (2005-2006)

Financial Officer, Society for Industrial and Organizational Psychology (2003-2004)

Member, Executive Committee, Society for Industrial and Organizational Psychology (2003-2004)

Chair, Member Relations Committee, Human Resources Division, Academy of Management (2002-2005)

Member, Executive Committee, Human Resources Division of the Academy of Management (1984-2003)

Chair, Information Technology Committee, Human Resources Division of the Academy of Management (2000-2001)

Member, Scholarly Research Award Committee, Human Resources Division of the Academy of Management (2000-2001)

Member, Heneman Distinguished Career Award Committee, Human Resources Division, Academy of Management (1999-2000)

Chair, Past Chairs Committee, Human Resources Division, Academy of Management

(1996-1998)

Member, Scholarly Achievement Award Committee, Academy of Management
(1997-1998)

Member, Nominating Committee, Human Resources Division, Academy of Management
(1995-1996)

Member, Heneman Distinguished Career Award Committee, Human Resources
Division, Academy of Management (1996-1998)

Chair, Heneman Distinguished Career Award Committee, Human Resources
Division Academy of Management (1993-1995)

Chair, Video Subcommittee, Education and Training Committee, Society for
Industrial and Organizational Psychology, (1994-1996)

Chair, Nominating Committee, Human Resources Division, Academy of Management
(1993-1994)

Chair, Human Resources Division, Academy of Management (1992-1993)

Chair, Industrial and Organizational Psychology Track, American Psychological
Society Annual Meeting (1991-1992)

Program Chair, Human Resources Division, Academy of Management (1990-1991)

Chair, Doctoral Consortium, Human Resources Division, Academy of
Management (1983-1984; 1987-1989)

Chair, Registration Committee, Society for Industrial and Organizational Psychology
(1988-1990)

Member, Program Committee, Society for Industrial and Organizational Psychology
(1987-1988)

Member, Annual Conference Committee, Society for Industrial and Organizational
Psychology (1985-1988)

Member, Nominating Committee, Human Resources Division, Academy of
Management (1984-1985; 1987-1988; 1994-1995)

Reviewer, Human Resources Division, Academy of Management (1986-1999)

Gender and Diversity Division (2006-2007), Eastern Academy of Management (1992-1998)
Midwest Academy of Management (1987-1988), Organizational Behavior Division, Academy
of Management (1986-1987; 1994-1996), Midwest Decision Sciences Institute (1987-1988)

Discussant, Symposium on Diversity (2002), Symposium on Quality Management (1996);
Symposium on Measurement in Human Resources (1994); Symposium on Privacy (1991),
Symposium on Motivation (1988), Symposium on Social Justice (1987)

Ad Hoc Reviewer for *Journal of Applied Psychology*, *Academy of Management
Journal*, *Personnel Psychology*, *Academy of Management Review*, *Journal of
Applied Social Psychology*, *Psychological Science*, *Journal of Organizational
Behavior*, *Perceptual and Motor Skills*, *Academy of Management Journal*

COMMUNITY ACTIVITIES

Advisory Board, National Association of Hispanic MBA's, Orlando Chapter. (2005 - 2006)

Member, Hispanic Summit Planning Committee, Orlando Chamber of Commerce (2004-2005)

Member, Hispanic Summit Academic Advisory Committee, Orlando Chamber of Commerce
(2004-2006)

Member, Committee to select the most outstanding women in Orlando, FL, Pace Organization
(2003-2004)

Member, Hispanic-American Professional and Businesswomen's
Association, Orlando, FL (2000-2006)

Member, Hispanic Leader's Roundtable, Orlando, FL (2000-2002)

Member, Minority Business Roundtable, Orlando Chamber of Commerce (2000-2002)

Secretary, Living Resources Foundation Board, Schenectady, NY (1993-1998)

Member, Steering Committee, Capital District Awards and Conference on
Employing People with Disabilities, Albany, NY (1996-1998)

Member, Keepers of the Circle, Native American Community Group, Albany, NY

Member, Award Committee for Top-Ten Employers in the Capital District, Albany, NY
(1990-1991)

FUNDED RESEARCH AND FIELD PROJECT FUNDING

Provost Grant (2004-2005) \$15,000. University of Central Florida for PRIMO research. (with E. F. Stone-Romero)

Faculty Summer Grant (2003-2004) \$12,500. University of Central Florida to study African-American and Anglo-American beliefs, attitudes and intentions to pursue careers in IT. (with R. Johnson).

Metropolitan Center Grant (2000) \$10,000, University of Central Florida, to study Hispanic-American work values and behaviors. (with E. F. Stone-Romero and E. Salas)

Faculty Summer Grant (1999) \$7500, College of Business, University of Central Florida to study influence of stereotype threat on test performance of Hispanic-Americans

Faculty Research Award (1997) \$2500, School of Business, University at Albany, to study privacy and human resources information systems

Note that field project funds listed below were used to support the Human Resources/Information System (HRIS) MBA Program and the Department of Management, University at Albany

Field Project Funding (1994-1998), \$20,000, Albany International Corporation, to develop a career tracking information system, and implement PeopleSoft

Field Project Funding (1997-1998), \$5,000, Data Study Corporation, to study factors affecting the implementation of human resources information systems

Field Project Funding (1997-1998), \$4,000, MapInfo, to develop an affirmative action plan and revise compensation system

Field Project Funding (1996-1998), \$8,000, Albany Medical Center, to reengineer the staffing process

Field Project Funding (1995, 1997), \$17,500, KFC, to conduct a best practices survey (with H. Gueutal)

Field Project Funding (1996-1998), \$10,000, Matthew Bender Corporation, to develop a human resources intranet system (with H. Gueutal)

Field Project Funding (1996), \$4,000, NY State Teachers' Retirement System, to conduct a survey of TQM effectiveness (with E. F. Stone-Romero)

Field Project Funding (1995-1996), \$5,000, Intermagnetics General Corporation, to conduct an HRIS vendor analysis

Field Project Funding (1995-1996), \$3,500, Town of Bethlehem, NY, to implement an HRIS

Field Project Funding (1994-1996), \$5,000, Parsons Child and Family Center, to conduct an employee attitude and benefits survey

Field Project Funding (1991-1994), \$10,500, Rehabilitation Support Services, to assist agency with development of human resources policies and programs

Grant, Institute for Health Care Management (1993), \$1,600, to conduct literature review and develop research proposal on TQM in health care

Field Project Funding (1992-1993), \$5,000, BASF Corporation, to implement a time and attendance tracking system

Grant, (1989), \$2,300, Department of Management, Bowling Green State University, to study reactions to drug testing

Grant, (1989), \$250, Industrial and Organizational Psychology Academic Enhancement Program, Bowling Green State University, to study information privacy (with E. F. Stone)

Faculty Research Grant (1988), \$3,000, Bowling Green State University, to study job applicants' reactions to drug testing.

Grant (1988), \$600, Industrial and Organizational Psychology Academic Enhancement Program, Bowling Green State University, to study attitudes toward selection practices (with E. F. Stone)

Grant, (1981), \$4,100, David Ross Foundation, Purdue University , to study information privacy

Grant (1979), \$4,100, David Ross Foundation, Purdue University, to study the modeling of job attitudes

Grant (1978), \$22,000, Information Privacy Research Center, Purdue University, to develop a computerized bibliography on information privacy (with E. F. Stone)

DOCTORAL DISSERTATIONS

Dianna Jackson, Management, University of Texas at San Antonio (Chair, Advisory

Committee, current)

T. Nichole Phillips, Management, University of Central Florida (Chair, current)

Denise Sweeney, Management, University of Texas at San Antonio (Member, completed 2007)

Elizabeth Muniz, Psychology, University of Central Florida (Member, completed 2007)

Linda Isenhour, Management, University of Central Florida (Chair, completed 2006)

Gergana Markova, Management, University of Central Florida (Member, completed 2006)

Karen Vislocky, Education, University of Central Florida (Member, completed, 2005)

Damon Bryant, Psychology, University of Central Florida, (Member, completed 2004)

Timothy Harper, Organizational Studies, University at Albany (Member, completed 2003)

Jennifer Glenar Fisher, Industrial and Organizational Psychology, University at Albany, (Co-Chair, completed 2002)

Kimberly Lukaszewski, Organizational Studies, University at Albany, (Chair, completed, 2001)

Paul Thurston, Organizational Studies, University at Albany (Chair, completed 2001)

Angelo Mastrangelo, Organizational Studies, University at Albany (Co-Chair, completed 2000)

Erik Eddy, Organizational Studies, University at Albany (Chair, completed 1997)

Joan Luciano, Organizational Studies, University at Albany (Member, completed 1997)

Krystin Mitchell, Industrial and Organizational Psychology (Member, completed 1997)

Megumi Hosoda, Industrial and Organizational Psychology, University at Albany (Co-Chair, completed 1996)

Debra Streeter, Industrial and Organizational Psychology, University at Albany (Member, completed 1995)

Carole Michaels, Organizational Studies, University at Albany (Chair, completed 1994)

Diana Deadrick, Management, Virginia Tech (Member, completed 1986)

David Hoover, Management, Virginia Tech (Member, completed 1985)

Pam Libby, Social Psychology, Rutgers University (Member, completed 1984)

Margaret McManus, Social Psychology, Rutgers University (Member, completed 1984)

Penny Bird, Labor Studies, Rutgers University (Chair, completed 1984)

MASTERS AND UNDERGRADUATE THESES

Chaired 37 Masters' theses and research projects at Bowling Green State University

Chair of thesis committee for Jason Padilla, honors student, University of Central Florida (2006)

Member of honors thesis committee, Viola Fernandez, University of Central Florida

RESEARCH INTERESTS

Diversity in Organizations

Electronic Human Resources Management

Privacy in Organizations

Reactions to Selection Techniques

TEACHING INTERESTS

Organizational Behavior

Human Resource Management

Change Management

Diversity in Organizations