

C.V.

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Date of Birth: January 26, 1960

Educational History

1. University of Massachusetts, Amherst, Massachusetts
Major: Psychology
Degree: BA May, 1980
2. University of Arizona, Tucson, Arizona
Major: Social Psychology
Degree: MA May, 1983
Thesis Title: *Social Context Influences on Environmental Cognition*
3. University of Arizona, Tucson, Arizona
Majors: Social Psychology and Organizational Behavior (Department of Management, School of Business)
Degree: PhD August, 1986
Dissertation Title: *Work and Family Conflict as Influences on the Creativity*

Professional Positions

- Professor of Organizational Psychology & Native Studies, Portland State University, August 2005-present.
- Director Industrial/Organizational Psychology Program, Colorado State University, 2003-2005.
- Professor of Organizational Psychology, Colorado State University, 2000-2005.
- Visiting Professor of Psychology, Director of Alaska Native/Native American Psychology, University of Alaska 2001-July, 2003.
- Associate Professor of Organizational Psychology, Colorado State University 1994-2000.
- Visiting Faculty member/Fulbright Fellow, Schulich Business School, York University, Canada, August 1995 to June 1996.
- Assistant Professor of Organizational Psychology, Colorado State University 1988-1994.
- Postdoctoral Fellow in Social and Organizational Psychology, Columbia University, August 1986 to August 1988.

Recent Courses Taught

- Organizational Behavior/Psychology
- Culture and Diversity in the Workplace

- Leadership in Organizations
- Creativity, Innovation and Change
- Organizational Consulting
- Occupational Health Psychology
- Community and Economic Sustainability

Honors and Awards

Sequoyah Fellow, American Indian Science and Engineering Society

Fulbright-Kahonoff Fellow, 1995-1996.

Fulbright Foundation Distinguished Fellow Award, 2004-2005.

Erasmus Mundus Visiting Scholar, University of Valencia, Fall 2007

Erasmus Mundus Visiting Scholar, University of Bologna, March 2008.

Grants (as P.I. Only)

1. 2007-2010-National Science Foundation Science and Society Program grant for research/application on collaborative planning for environmental and community sustainability between Environmental Scientists and community members in Alaska and British Columbia.
2. 2007-2008 – Portland State University Career Development Award.
3. 2006-2007-Canadian Government Canadian Studies award supporting work on Climate-Change/Environmental-Management Decision Making
4. 2004-2005 – National Science Foundation catalyst grant supporting work on Climate-Change/Environmental-Management Decision Making.
5. 2004-2005 – National Institute of Occupational Safety and Health Research Initiation award to study organization leaders' perceptions of the fit of worker health with major aspects of organizational systems and major organizational outcomes.
6. 2003-2004 – Fulbright Foundation Distinguished Fellow Award.
7. 2002-2003 – National Science Foundation for creation of Psychology/Native Community Development programming with Haskell Indian Nations University and Northwest Indian College.
8. 2002-2003 – National Science Foundation for a workshop on integrating behavioral and “hard” science to address Native community goals and needs.
9. 2002-2003 – University of Alaska System President's Special Emphasis Award.
10. 2001-2002 – Health Research Services Administration. Funding to initiate an Alaska Native/Native American Psychology Program.
11. 1999-2000 – Southern Ute Tribe; Gift to support development of programs to increase mathematical, scientific and technological skill development among Southern Ute Indian Tribe members.
12. 1998-2001 – National Science Foundation for research on influences on American Indian involvement with, and success at, science.
13. 1996-1999 – National Science Foundation for a national conference on integrating mathematics, science, and technology education with other needs of American Indian communities, development of associated Video series, and development of book of conference proceedings.
14. 1995-1996 – Fulbright-Kahonoff Fellowship.
15. 1993-1994 – U.S. Department of Labor Glass Ceiling Commission supporting development of a report on issues for Native American employment and economic

development.

16. 1994-1995 – Colorado State University Committee on the Undergraduate Experience award supporting development and offering of a new Psychology of Creativity course.
17. 1990/1991 – National Science Foundation Research Initiation Grant for research on causes and career-choice effects of ideas and beliefs about advanced technology among college students.
18. 1989/1990 – Colorado State University Career Enhancement Award supporting research on cultural effects on attitudes toward and involvement with modern technology.
19. 1988/1989 – Colorado State University Career Enhancement Award for research on minority work stress.

20. 1986 – Arizona Solar Energy Commission supporting research on enhancing the perceived self-relevance of innovative technologies and promoting retention of information about solar energy issues.

Publications

Books/Monographs

- James, K. (under review). *Creativity, Innovation And Entrepreneurship: Fundamentals and Applications*. Wiley/Blackwell.
- James, K. (2001). *Science and Native American Communities*. University of Nebraska Press. (Sole author of 7 chapters, Editor of 18 other chapters.)
- James, K., Wolf, W., Lovato, C., Byers, S. (1995). *Barriers to workplace advancement experienced by Native Americans*. U.S. Department of Labor, Glass Ceiling Commission Monograph Series. Washington, D.C.: U.S. Department of Labor.

Journal Special Issue

- Guest Editor, Special Issue of the *Journal of Organizational Behavior* for an issue on Organizational Management and Terrorism and Disaster. Scheduled to appear in 2010.

Articles and Chapters

- James, K. (in press). Organizations and creativity. In M. Mumford (Ed.) *The Handbook of Organizational Creativity*. Amsterdam, New York: Elsevier.
- James, K. & Lahti, K. (in press). Organizational justice, trust in leadership, and organizational social capital. *Social Science Information*.
- James, K., Taylor, A. & Hoehfeld, E.. (in press). Managing the dark-side of creativity: Leadership for positive and negative creativity. In Kaufman, J., Cropley, D., Runco, M. & Cropley, A. *The Dark Side of Creativity*. New York: Academic Press.
- James, K., Hiza, M., Hall, D. & Doppelt, R. (in press). Organizational environmental justice and community sustainability. In S. Gilliland, D. Steiner, & D. Skarlicki (Eds.), *Research in Social Issues in Management*. Greenwich, CT: Information Age Publishing.
- James, K. & Drown, D. (2008). Whether “Malevolent” or “Negative,” Creativity is Relevant to Terrorism Prevention: Lessons From 9/11 And Hazardous-Material Trucking. *Creativity Research Journal*, 20, 120-128.
- James, K. (2008). Creative anti-terrorism strategies: Promoting collective efficacy for hazardous material trucking terrorism prevention. *Journal of Occupational Health Psychology*, 13, 24-31.
- James, K. & Eisenberg, J. (2007). Culture and creativity in organizations: an integration of commonalities, divergences, and levels. In Ai Girl (ed.). *Creativity in organizations and learning*.
- James, K. (2007). Sustainability lessons from American Indian experience and culture. *Oregon's Future*, 13, 14-16.
- James, K. & Cardador, J. (2007). Cognitions and beliefs about technology and science: Measurement, validation, and career training decisions. *Journal of Career Assessment*, 15, 463-482.
- James, K. (2007). Congruence and clash of scientific and spiritual identities: consequences for scientists, organizations, and organizational leadership. *Journal of Management, Spirituality & Religion*, 4, 187-211
- James, K., Smith, A. & Doppelt, B. (2007). Changing Organizational Ethics And Practices

- Toward Climate And Environment. In S. Moser & L. Dilling (Eds.), *Beyond Message: Communicating Climate Change – Facilitating Social Change* (pp. 303-318). Cambridge, Eng., New York, NY: Cambridge University Press.
- Cropanzano, R., Li, A. & James, K. (2007). Intraunit justice and interunit justice and the people who experience them. In F. Dansereau & F. J. Yammarino (Eds.). *Research in Multilevel Issues* (Vol. 6, pp. 415-438). Englewood Cliffs, NJ: Erlbaum.
- James, K. (2006). Identity, values, and American Indian beliefs about science and technology: A first wave of data. *American Indian Culture and Research Journal*, 30, 45-58.
- James, K. (2006). Canadian Cultures. *American Psychological Society (Association for Psychological Science) Observer*, 19, 17-20.
- James, K. (2006). Antecedents, Processes, And Outcomes Of Collective (Group-Level) Politics In Organizations. In E. Vigoda-Gadot & A. Drory (Eds.), *The Handbook Of Organizational Politics* (pp. 53-74). Cheltenham, UK: Elgar.
- James, K. (2006) Science, Social Justice, and Native Communities. In G. Laderman and A. Eisen (Eds). *Science, religion, and society: An encyclopedia of history, culture, and controversy*. Armonk, NY: M.E. Sharpe, Inc.
- James, K. (2005). Culture and individual and group creativity in organizations. *Korean Journal of Thinking and Problem Solving*, 15, 77-95.
- Asmus, C. & James, K. (2005). Group structure, individual social loafing, and creativity in task teams. *Creativity Research Journal*, 17, 349-355.
- Eisenberg, J. & James, K. (2005). Work Affect and Individual and Collective Creativity. In N. Ashkanasky (Ed.). *Research on Emotion in Organizations, Volume 1: The Effect Of Affect In Organizational Settings* (pp. 241-261). Oxford, UK: Elsevier.
- James, K. (2004). Corruption in Academe: The Organizational Psychology of Native Experiences in Higher Education. In D. Mishesuah (Ed.), *Indigenizing the academy* (pp 48-68). Lincoln, NE: University of Nebraska Press.
- James, K., Brodersen, M. & Eisenberg, J. (2004). Workplace affect and workplace creativity: A review and preliminary model. *Human Performance*, 17, 169–194.
- James, K. & Eisenberg, J. (2004). Personal identity and group identity influences on algorithmic and original task performance. *Creativity Research Journal*, 16, 91–104.
- James, K. (2002). There are doorways in these huts: An empirical study of educational programs, Native student needs, and higher education institution effectiveness in British Columbia and Ontario. *Journal of American Indian Education*, 40, 24-35.
- James, K (2002). Creativity and innovation. *Winds of Change*, 17, 6 & 75.
- James, K. & Asmus, C. (2001). Personality, cognitive skills and creativity in different life domains. *Creativity Research Journal*, 13, 149-159.
- James, K. (2001). Individualism/collectivism and immune function. *Journal of Health Psychology*, 6, 145-149.
- James, K. (2001). Indian Identity, Indian Values, and Science. In D. Chavers, Editor, *Research on American Indian Education*. Albuquerque, NM: Catching the Dream Foundation.
- James, K. (2000). Justice in Aboriginal communities. *American Indian Culture and Research Journal*, 24, 236-239.
- James, K. (2000). American Indians, science, and technology. *Social Science Computer Review*, 18, 196-213.
- James, K., Clark, K., & Cropanzano, R. (1999). Positive and negative creativity in groups, institutions, and organizations: A model and theoretical extension. *Creativity Research Journal*, 12, 211-227.

- Clark, K. & James, K. (1999). Justice and positive and negative creativity. *Creativity Research Journal*, 12, 311-320.
- James, K. (1998). Justice in Aboriginal Communities. *Native Canadian Psychologist*, 6, 1-2.
- James, K. (1998). Merging education with American Indian community needs. *Winds of Change*, 13, 6.
- James, K. (1997). Social identity and health-related costs for organizations: A comparative study of minority and majority workers. *Journal of Occupational Health Psychology*, 2, 108-117.
- James, K. & Greenberg, J. (1997). Spatial test performance among women: Social context influences on individual ability. *Basic and Applied Social Psychology*, 19, 411-425.
- James, K., Khoo, G., & Harbold, D. (1996). Minority women and technology. *Technology Studies*, 3, 94-120.
- James, K. (1996). Neither Technology nor Discussions of it are Context Free: Examples from Science and from Native American and Native Canadian Societies. *Technology Studies*, 3, 130-137.
- James, K., Chen, D. & Cropanzano, R. (1996). Culture And Leadership Among Taiwanese And U.S. Workers: Do Values Influence Leadership Ideals? In M.N. Ruderman, M.W. Hughes-James, and S.E. Jackson (Eds.), *Selected Research on Work Team Diversity* (pp. 33-52). Washington, D.C., Greensboro, NC: American Psychological Association/Center for Creative Leadership.
- James, K. (1996). A Tale Of Four Doctorates: Managing Within Group Differences In Learning Styles (pp. 45-48). In E. Ernst-Kosseck (Ed.) *Managing Diversity: Human Resource Strategies for Transforming the Workplace, A Field Guide*. New York: Basil-Blackwell.
- Clark, K., Bormann, C.A., Cropanzano, R., & James, K. (1995). Assessing coping strategies: Validation evidence for three coping measures. *Journal of Personality Assessment*, 65, 434-455.
- James, K. (1995). Goal conflict and individual creativity. *Creativity Research Journal*, 8, 285-290.
- James, K., Chavez, E., Beauvais, F., Edwards, R., & Oetting, G. (1995). School achievement and dropout among Anglo and Indian females and males. *American Indian Culture and Research Journal*, 19, 181-206.
- James, K. (1995). Social Identity, Work Stress, And Minority Workers' Health. In G. Puryear-Keita & S.L. Sauter (Eds.), *Job stress 2000: Emerging issues* (pp. 127-145). Washington, D.C.: American Psychological Association.
- James, K. & Cropanzano, R. (1994). Dispositional group loyalty and individual action for the benefit of an ingroup: Experimental and correlational evidence. *Organizational Behavior and Human Decision Processes*, 60, 179-205.
- James, K., Lovato, C., & Khoo, G. (1994). Social identity correlates of minority workers' health. *Academy of Management Journal*, 37, 383-396.
- James, K., Lovato, C., & Cropanzano, R. (1994). Correlational and known-group comparison validation of a workplace prejudice/discrimination inventory. *Journal of Applied Social Psychology*, 24, 1573-1592.
- Cropanzano, R., James, K., & Konovsky, M.A. (1993). Dispositional affectivity as a predictor of work attitudes and job performance. *Journal of Organizational Behavior*, 14, 595-606.
- James, K. (1993). Stereotyping self with internalized group conceptions: Context and esteem precursors. *Personality and Social Psychology Bulletin*, 19, 117-121.
- James, K. (1993). Perceived self-relevance of technology as an influence on attitudes and information retention. *Journal of Applied Behavioral Science*, 29, 56-75.

- James, K. (1993). The Social Context Of Organizational Justice: Cultural, Intergroup And Structural Effects On Justice Behaviors And Perceptions. In R. Cropanzano (Ed.), *Justice in the workplace: Approaching fairness in human resource management* (pp. 21-50). Hillsdale, NJ: Erlbaum.
- Cropanzano, R., James, K., & Citera, M. (1993). A Goal-Hierarchy Model Of Personality, Motivation, And Leadership. In L.L. Cummings & B.M. Staw (Eds.), *Research in organizational behavior* (Vol. 15, pp. 267-322). Greenwich, CT: JAI Press.
- James, K., Chen, J. & Goldberg, C. J. (1992). Organizational conflict and individual creativity. *Journal of Applied Social Psychology, 22*, 545-566.
- James, K. & Khoo, G. (1991). Ethnic identity and minority workers in primarily non-minority organizations. *Hispanic Journal of the Behavioral Sciences, 13*, 169-192.
- James, K. (1990). Process and cultural impediments to health-care innovation. *Hospital & Health Services Administration, 35*, 395-407.
- Cropanzano, R. & James, K. (1990). Some methodological considerations for behavioral-genetic analyses of job attitudes. *Journal of Applied Psychology, 75*, 433-439. Note: Authorship on this paper was randomly determined, both authors contributed equally.
- James, K. & Cropanzano, R. (1990). Perceived equity of a colleague's outcome: Effects on performance. *Social Justice Research, 4*, 169-185.
- James, K. (1989). Family role salience and environmental cognition. *Journal of Environmental Psychology, 9*, 45-55.
- James, K. & Greenberg, J. (1989). Ingroup salience, intergroup comparison, and individual performance and self-esteem. *Personality and Social Psychology Bulletin, 15*, 604-616.
- James, K. (1986). Priming and social categorizational factors: Impact on awareness of emergency situations. *Personality and Social Psychology Bulletin, 12*, 462-467.

Videotape Series

Producer and Editor of a series of 20 videotapes on integrating educational initiatives for American Indians with American Indian community goals and needs, 1998.

Other Professional Publications

- James, K. & Mowafy, L. (1983). *Report to the Wholistic Health Care Center: An Empirical Investigation of Social and Environmental Forces in an Innovative Health Care Facility*. University Committee on Environment and Behavior, the University of Arizona.
- James, K. (1986). *Psychological and social aspects of adoption of innovative technologies: A report to the Arizona Solar Energy Commission*. Phoenix: Arizona Solar Energy Commission.
- James, K. (1992). *Attitudes toward technology as an influence on selection of scientific and technological careers*. A Report to the National Science Foundation.
- Federico, W., James, K. & Magante, S. (1994). A tribal technology training Initiative. *The CERT (Council of Energy Resource Tribes) Report*, Winter 1994-1995, p. 5.

Memberships in Professional Organizations

1. Academy of Management
2. American Indian Science and Engineering Society, Sequoah Fellow
3. American Psychological Association
4. Center for the Advancement of Research Methods and Analysis
5. Quality Education for Minorities Network

6. Society for Occupational Health Psychology
7. Society for the Advancement of Chicanos and Native Americans in Science, Life Member
8. Society of Indian Psychologists
9. Society for Industrial and Organizational Psychology
10. Western Psychological Association

Selected Recent Invited (Funded) Presentations

- Chair and Presenter: Pre-Conference Workshop, Annual Meeting of the Society for Industrial/Organizational Psychology: “Globalizing I/O Psychology; Research, Teaching & Application in a Global World”
- Presenter and participant, International Security Workshop: “Terrorism, Trade and the Threat to Prosperity: Adapting North American Security and Border Relations to Terrorist Threats.” Simon Fraser University, Burnaby, British Columbia, March 23-34, 2007.
- Presenter and participant, International Canadian Studies Summer Institute (two-week long program in the British Columbia and Yukon Provinces of Canada). June-July, 2006.
- Presenter, Fourth International Roundtable on Organizational Justice, Tucson, AZ, November 2006.
- Chair and presenter, Luncheon for the founding of the Society of Occupational Health Psychology, 6th American Psychological Association/National Institutes of Health Work Stress and Health Conference, Miami, February-March, 2006.
- James, K. *Climate change and Native communities*. Presentation hosted by the Dean of Social Science, the University of Calgary. Calgary, CA, March 2005.
- James, K. *Science and Native communities*. Presentation to as part of the United States Geological Survey’s 125th anniversary celebration. Flagstaff, AZ, November, 2004.
- James, K. *Science and Native communities*. Invited address at Harvey Mudd College/The Claremont Colleges. Claremont, CA, March, 2004.
- James, K. *Work stress and the cardiovascular health of Latino workers: Studies from the U.S. and Canada*. Invited presentation, Society for the Advancement of Chicanos and Native Americans in Science, Anaheim, CA, September, 2002.
- E. Castaneda, James, K., Hill-Karrer, J., Kemper, S., Linton. M.. *Symposium: Psychology, the Science of the Future*. Society for the Advancement of Chicanos and Native Americans in Science, Phoenix, AZ, September, 2001.
- James, K. *Secrets of Success in Academia from Graduate School to Tenure and Beyond*. Society for the Advancement of Chicanos and Native Americans in Science, Phoenix, AZ, September, 2001.
- James, K. *Ethical Treatment of the Intellectual Property of Native (Indigenous) Peoples*. National Science Foundation Workshop on Teaching Ethics in Computer Science, Golden, CO, June, 2001.
- James, K. Integrating traditional knowledge and current culture into Environmental Science education programs for American Indians. Tribal Environmental and Natural Resources Management Program Tribal College Instructors Workshop. Bellingham, WA, June 30-July 2, 2000.

Selected Recent Other Presentations and Symposia

- Symposium on Globalizing Education in I/O Psychology, Society for Industrial/Organizational Psychology, New York, April 2007.

Symposium on Multilevel Organizational Creativity, (Chair & paper presenter), Academy of Management Conference, Atlanta, August 2006.

Symposium on Safety initiatives in the Transportation Industry, 6th American Psychological Association/National Institutes of Health Work Stress and Health Conference, Miami, February-March, 2006.

Symposium on Individual Differences and Creativity, Society for Industrial/Organizational Psychology, Dallas, May 2006.

Symposium on Identity and Creativity, (Chair & paper presenter), Academy of Management Conference, New Orleans, August 2005.

Symposium on Diversity and Creativity (Chair & paper presenter), Academy of Management Conference, New Orleans, August 2004.

Professional Development Workshop on Mentoring across Cultural and Group Boundaries. Academy of Management Conference, Seattle, August 2003.

Symposium on Organizational Diversity and Health (Chair & paper presenter), Academy of Management Conference, Seattle, August 2003.

James, K. Assessing value conflicts at work. Paper presented in a symposium on Advance in the assessment of workplace diversity, Society for Industrial/Organizational Psychology Annual Meeting, Toronto, Canada, April 2002.

James, K. On the malleability of identity and performance. Paper presented at the Academy of Management Annual Meeting, Denver, August 2002.

James, K. Strategies for Teaching Science to American Indian Students. American Indian Science and Engineering Society National Convention, Albuquerque, November, 2001.

James, K. Dancing with time. Academy of Management Annual Meeting, Toronto, August 2000.

James, K. Identity, Values, and American Indian Views of Science. Modern Native America Conference, Flagstaff, Arizona, August 2000.

James, K. Workshop on Creativity and Innovation for American Indians. American Indian Science and Engineering Society National Convention, Minneapolis, November 19-21, 1999.

James, K. Symposium on Workplace Discrimination and Harassment. Convention of the Society for Industrial/Organizational Psychology, Dallas, April, 1998.

James, K. Creativity from the Native Perspective. Canadian Psychological Association, Calgary, Alberta, June, 1998.

Eisenberg, J. & James, K. Cultural Moderators of the Effects of Reward and Appraisal on Creative Performance and Innovation. International Work Psychology Conference, Sheffield, England, July, 1998.

Editorial and Other Professional Service

1. Member, Board of Directors of the Pacific Northwest Canadian Studies Association, August 2006-present.
2. Member, Board of Directors of the Gender and Diversity Division, Academy of Management, 2003-2006.
3. Chair, National Research Council/Ford Foundation Diversity Doctoral Fellowships Review Panel, 2004-2007.
4. Past editorial board member for *Journal of Applied Social Psychology*. Currently member for *American Indian Quarterly*, the *Journal of Indigenous Studies*, and the *Journal of Management*.

5. Ad-hoc reviewer for *Academy of Management Journal*, *Academy of Management Review*, *American Indian Culture Research Journal*, *Basic and Applied Social Psychology*, *Environment and Behavior*, *Human Performance*, *Journal of Applied Psychology*, *Journal of Applied Social Psychology*, *Journal of Management*, *Journal of Management Behavior*, *Journal of Organizational Behavior*, *Journal of Occupational Health Psychology*, *Journal of Personality and Social Psychology*, *Journal of Social and Clinical Psychology*, *Organizational Behavior and Human Decision Processes*, *Personality and Social Psychology Bulletin*, and *Social Justice Research*.
6. Member, Planning Committee for the American Psychological Association/National Institute of Occupational Safety and Health's 6th Work Stress and Health Conference, Miami, March 2006.
7. Founding Board of Directors member for the Society for Occupation Health Psychology, 2003-2006.
8. Member of the National Institute of Occupational Safety and Health (NIOSH) Safety and Occupational Health Study Section (grant review panel), 1999-2004.
9. Member, Board of Directors for the Cultural Heritage and Education Institute (central Alaskan regional Athabascan non-profit organization)
10. Keynote speaker for the Alaska Native Science and Engineering Society Science Fair, December, 2001.
11. Reviewer for the National Research Council/Ford Foundation Pre-Doctoral and Postdoctoral Fellowship Program, 2000, 2001, and 2004.
12. Member of the National Science Foundation's Human and Social Dynamic's grant review panel, 2004.
13. Reviewer for the National Science Foundation's Behavioral and Economic Science Division, 1998, 1999, 2000.
14. Reviewer and site visitor for the National Science Foundation's Model Institutions of Excellence Program, 1999.
15. Reviewer for the Canadian Government's Social Science Research Council grant program, 1999-2001.
16. Chair of the Colorado State University President's Commission on Ethnic Diversity Issues, January, 1999-June, 2001.
17. Member of the Colorado State University Diversity Advisory Committee, 1998-2001.
18. Member of the Quality Education for Minorities Network, Technical Assistance Project, American Indian/Alaskan Native Work Group, 1995-1999.
19. Member of the Advisory Board for the Southwestern Indian Polytechnic Institute Environmental Health Program, 1996-1999.

Teaching Specialties

- Organizational Behavior/Psychology
- Culture and Diversity in the Workplace
- Leadership in Organizations
- Creativity, Innovation and Change
- Workplace Justice, Conflict & Ethics
- Occupational Health Psychology
- Community and Economic Sustainability

Selected Consulting Activities

1. Arizona State Solar Energy Commission: Evaluation of public education materials and programs.
2. Community Public Health Clinic, Tucson, AZ: Evaluation of cultural and process impacts on an effort to institute wholistic health care.
3. Hewlett-Packard, Loveland, CO: Assistance with planning of a plant-wide diversity initiative.
4. Pima County, AZ County Government (Neal Herrick, project director): Facilitation of personnel policy change considerations within a joint management-union Quality of Worklife program.
5. National Aeronautics and Space Administration: Assisted with an evaluation of NASA's corporate culture and communication systems.
6. Memorial Care Management Services, Inc.: Assisted with planning implementation of a wholistic health care program in a group of non-profit hospitals.
7. Phelps-Dodge Corporation (w/Taylor Cox & Associates): Assessment of organizational culture, climate, and human resource issues in order to assist with a major organizational change and innovation effort.
8. Alcoa Corporation (w/Taylor Cox & Associates): Assessment of organizational culture, climate, and human resource issues in order to assist with a major organizational change and innovation effort.
9. Kawneer Corporation (w/Taylor Cox & Associates): Assessment of organizational culture, climate, and human resource issues in order to assist with a major organizational change and innovation effort.
10. Southern Ute Tribe: Assistance with reorganization of the tribe's education department and integration of educational programming with community and economic development efforts.
11. Northwest & Alaska Tribal Technical Assistance Program.

Referees

Russell Cropanzano, Ph.D.
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