

**SHARON GLAZER, Ph.D.**

w(408) 924-5639 • sharon.glazer@sjsu.edu

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**Research Endeavors:** *Cross-cultural research in organizational behavior, with expertise in organizational stress and interest in human/work values, work-related time perceptions, social support, organizational commitment, turnover, respite, organizational communication, and structural alignment.*

**EDUCATION**

**Ph.D., Industrial and Organizational (I/O) Psychology**, 1999

Central Michigan University (CMU), Mt. Pleasant, Michigan 48858

DISSERTATION: A Cross-Cultural Study of Job Stress Among Registered Nurses

(Chairperson: Terry A. Beehr, Ph.D.)

\*1998-1999 Outstanding Thesis and Dissertation Award

**M.S., Applied (I/O) Psychology**, 1995

University of Baltimore, Baltimore, Maryland 21201

THESIS: Antecedents and Consequences of Job Stress Among Israeli Registered Nurses:

A Structural Equations Model (Chairperson: Margaret Potthast, Ph.D.)

**B.A., Psychology**, 1992

University of Maryland Baltimore County, Catonsville, Maryland 21250

**ACADEMIC POSITIONS**

**VISITING PROFESSOR**, University of Coimbra, Faculty of Psychology, Portugal, March 2010

**SENIOR RESEARCH SCIENTIST** (Contingent Status I), University of Maryland, Center for Advanced Study of Language, College Park, MD, July 2009-June 2010

**VISITING PROFESSOR**, University of Valencia, Faculty of Psychology, Spain, June 2009

**VISITING PROFESSOR and PERSONNEL PSYCHOLOGY WINTER SCHOOL COORDINATOR (Week 2)**, University of Barcelona, Faculty of Psychology, Spain, March 2009

**VISITING PROFESSOR**, University of Bologna, Faculty of Psychology, Italy, Spring 2007

**VISITING PROFESSOR**, René Descartes University of Paris V, Institute of Psychology, France, Winter/Spring 2007

**ASSOCIATE PROFESSOR**, San José State University (SJSU), Dept. of Psychology, CA, 2005 - present

**ASSISTANT PROFESSOR**, SJSU, Dept. of Psychology, San José, CA, 2000 - 2005

**ASSOCIATE GRADUATE FACULTY**, Central Michigan University, College of Graduate Studies, Mt. Pleasant, MI, September 1999 - present

**PROFESSIONAL (NON-ACADEMIC) POSITIONS**

**ORGANIZATION DEVELOPMENT CONSULTING & TRAINING**

Clients:

**San Jose State University Human Resources** (Trainer), San Jose, CA, 2008

◇ Project: Cross-Cultural Communication (1-day workshop)

**Yavneh Day School** (Principal Consultant), Los Gatos, CA, 2008; 2010

◇ Project: Organizational Assessment of Yavneh Day School

**PricewaterhouseCoopers** (Principal Consultant), Tax Department, San Jose, CA, 2005-2007

- ◇ Project: Quality of Work Life (Assess, Recommend, Implement, and Evaluate Organizational Change for Improvement of Leadership, Communication, and Overall Employee Work Life)  
**NASA Ames Research Center** (Principal Consultant), Moffett Field, CA, 2005
- ◇ Project: Stress: Identification, Coping, and Management (1/2 day workshop)  
**Branham Homeowners Association** (Principal Consultant), San Jose, CA, 2004-2005; 2007-2008
- ◇ Project: Quality of Life for Residents

### **AWARDS AND RECOGNITION**

**Distinguished Honorable Mention from Provost for Excellence in Service-Learning**, SJSU, **2008**  
**Best Paper Award**, UCLA and Oxford Universities inaugural Research in Entrepreneurship: Bridging Theory & Practice Conference, Anderson School of Management and Said Business School, **2005**

### **INTERNATIONAL GRANTS and FELLOWSHIPS**

#### **VIRTUALLY ABROAD PROGRAM FELLOW (\$2000)**

SJSU, *International and Extended Studies, San José, CA, 2009-2010*

#### **THE SPANISH MINISTRY OF RESEARCH AND INNOVATION (1200 Euros + Travel costs)**

*Valencia, Spain, June 2009*

#### **ERASMUS MUNDUS INTENSIVE JOINT LEARNING UNIT PERSONNEL PSYCHOLOGY COORDINATOR (Week 2) FOR MASTERS in WORK, ORGANIZATIONAL, and PERSONNEL PSYCHOLOGY (WOP-P), (1200 Euros + lodging), Barcelona, Spain, March 2009**

#### **ERASMUS MUNDUS SCHOLARSHIP FOR MASTERS in WOP-P**

*European Commission Fellowship, 2006-2007*

#### **INTERNATIONAL STUDIES FELLOW (.20 course release)**

*SJSU, Center for Faculty Development, San José, CA, 2005-2006*

### **DOMESTIC GRANTS, FELLOWSHIPS, and SUBCONTRACTS**

#### **UNIVERSITY PLANNING COUNCIL (.20 release for 1 AY semester)**

*San José State University, Provost's Office, San José, CA, 2007-08; 2008-09; 2009-10*

### **FOREIGN LANGUAGES**

Hebrew, Hungarian, French, Italian, Russian

### **PUBLICATIONS**

#### **ORIGINAL PAPERS IN REFERRED PROFESSIONAL JOURNALS (students underlined)**

Beehr, T. A., **Glazer, S.**, Fischer, R., Linton, L. L., & Hansen, C. P. (2009). Antecedents for achievement of alignment in organizations. *Journal of Occupational and Organizational Psychology*, 82, 1-20.

Fischer, R., Ferreira, M.C., Assmar, E., Redford, P., Harb, C., **Glazer, S.**, Cheng, B. S., Jian, D.Y., Wong, C., Kumar, N., Kaertner, J., Hofer, J. & Achoui, M. (2009). Individualism-collectivism as descriptive norms: Development of a subjective norm approach to culture measurement. *Journal of Cross-Cultural Psychology*, 40(3), 187-213.

**Glazer, S.**, & Kruse, B. (2008). The role of organizational commitment in occupational stress models. *International Journal of Stress Management*, 15 (4), 329-344.

**Glazer, S.**, & De La Rosa, G. M. (2008). Immigrant status as a potential correlate of organizational commitment. *International Journal of Cross-Cultural Management*, 8 (1), 5-22.

- Glazer, S., & Gyurak, A.** (2008). Sources of occupational stress among nurses in five countries. *International Journal of Intercultural Relations*, 32 (1), 49-66.
- Glazer, S.** (2006). Social support across cultures. *International Journal of Intercultural Relations*, 30(5), 605-622.
- Glazer, S.** (2005). Six of one, half a dozen of the other: Fixed versus rotating shifts might not really matter when it comes to work-related variables. *International Journal of Stress Management*, 12, 142-163.
- Glazer, S., & Beehr, T.A.** (2005). Consistency of the implications of three role stressors across four countries. *Journal of Organizational Behavior*, 26, 467-487.
- Kannan Narasimhan, R., & Glazer, S. (2005). Nurturing corporate entrepreneurship: A cross-cultural analysis of organizational elements that foster corporate entrepreneurship. *International Journal of Entrepreneurship Education*, 3 (1), 31-56.

#### **INVITED PUBLICATION FOR SOCIETY**

- Glazer, S.** (2009, April/July). An international collaborative experience for Masters students in WOP-P and I/O Psychology. *The International Association of Applied Psychology (IAAP) Bulletin*, 21 (2-3), 10-11.

#### **BOOK CHAPTERS**

- Ivanitskaya, L. V., **Glazer, S.**, & Erofeev, D. A. (2009). Group dynamics. In J. A. Johnson (Ed.), *Health Organizations: Theory, Behavior, and Development* (pp. 109-136). Boston: Jones & Bartlett.
- Glazer, S.** (2008). Cross-cultural issues in stress and burnout. In J. R. B. Halbesleben (Ed.), *Handbook of Stress and Burnout in Health Care* (pp. 79-93). Huntington, NY: Nova Science Publishers.
- Beehr, T. A., & **Glazer, S.** (2005). Organizational role stress. In J. Barling, K. Kelloway, & M. Frone (Eds.), *Handbook of Work Stress* (pp. 7-33). Thousand Oaks, CA: Sage.

#### **WORKS IN PROGRESS** **IN PROGRESS**

- Berlin, J. P., & **Glazer, S.** (in progress). Social support and facet satisfaction across cultures. To be submitted to *International Journal of Intercultural Relations*.
- Buchanan, T., & **Glazer, S.** (in progress). *Values as moderators of stressor-strain relationships among urban school teachers*. To be submitted to *Group and Organization Management*
- Glazer, S.** (in progress). *Basic values in relation to role stressors and anxiety*.
- Glazer, S.** (in progress). *Work values discrepancy as moderator of stressor-strain relationships*.
- Glazer, S.**, Bowling, N. A., & Anderson, D. (in progress). The role of culture in moderating effects of supervisor support on the relationship between role ambiguity and organizational satisfaction: A 19-country study.
- Glazer, S.**, Fischer, R., & Beehr, T. A., & Hansen, C. P. (in progress). *A comparison of perceived structural alignment across employees at subsidiaries of a multinational firm*.

- Glazer, S., Ganai, O. F., & Smeraldo, C. P.** (in progress). *Cultural explanations for work-related stress: Finding meaningfulness in life.*
- Glazer, S., & Palekar, A.** (in progress). *A cultural perspective of temporal orientations in relation to organizational behavior.*
- Glazer, S., & Terrazas, J. M.** (in progress). *A cross-cultural analysis of role ambiguity.*
- Kawakami, R., & Glazer, S.** (in progress). *Stress among faculty in a university with a climate for diversity. Cultural Diversity and Ethnic Minority Psychology.*
- Zajack, M., & Glazer, S.** (in progress). *Value congruence and occupational stress during corporate takeover.* To be submitted to *Journal of Business and Psychology.*

### **PROFESSIONAL CONFERENCE PRESENTATIONS**

- Zajack, M., & Glazer, S.** (2009, August). *If you take the person out of p-o, what do you get? O-fit? A case study.* Paper presented at The 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Glazer, S., Palekar, A., & Rattan, N.** (2008, July). *Value Congruence and Job Stress among Asian Indians in USA and India.* Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.
- Glazer, S., Mishra, J., & Palekar, A.** (2008, July). *Time perspective as moderator of stressor-strain relationship.* Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.
- Palekar, A., & Glazer, S.** (2008, July). *Polychronicity and job-related stress among Asian Indians in India and USA.* Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.
- Staffanson, M., & Glazer, S.** (2008, July). *Implications of social support and culture in the context of work-related stress.* Paper presented at the XIX International Congress of the International Association for Cross-Cultural Psychology, Bremen, Germany.
- Berlin, J., & Glazer, S.** (2007, July). *Social support and job satisfaction across 13 countries.* Paper presented at the International Association for Intercultural Research Conference, Groningen, Netherlands.
- Wittenkamp, C., & Glazer, S.** (2007, July). *Work centrality and work values: A 22-European nation study.* Paper presented at the International Association for Intercultural Research Conference, Groningen, Netherlands.
- Pickworth, R., & Glazer, S.** (2006, July). *Employee value congruence with supervisors and coworkers: A cross-cultural study.* In R. Fischer & M. C. Ferreira (Co-Chairs), *Values, organizational practices and the global village: Challenges, opportunities and new departures for cross-cultural organizational psychology.* Symposium conducted at the International Congress of Applied Psychology, Athens, Greece.
- Glazer, S., Fischer, R., Beehr, T.A., & Hansen, C.** (2006, July). *Structural alignment across units of employees at subsidiaries of a multinational firm.* In R. Fischer & M. C. Ferreira (Co-Chairs), *Organizations, values and culture: Multilevel approaches.* Symposium presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.

- Glazer, S., Simonovich, H., & Moore, I. (2006, July). Value congruence as a function of Asian international students' adaptation. In N. Sussman (Chair), *Asians on the move: The consequences of the cultural transition cycle*. Symposium presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.
- Hazan, N., & Glazer, S. (2006, July). *Cultural Differences in the Relationship between Time Perceptions and Occupational Stress*. Paper presented at the XVIII Congress of the International Association for Cross-Cultural Psychology, Isle of Spetses, Greece.
- Lam, T., & Glazer, S. (2006, March). *Technology as a moderator of the role stressor-burnout relationship*. Paper accepted for presentation at the 6th International Conference on Occupational Stress and Health – Work, Stress, and Health 2006: Making a Difference in the Workplace, Miami, FL.
- Glazer, S., (2005, November). *A multi-cultural virtual team project*. Paper presented at the 2<sup>nd</sup> Annual CSU-International Research Forum, Pomona, CA.
- Kannan Narasimhan, R., & Glazer, S. (2005, June). *Nurturing corporate entrepreneurship: A cross-cultural analysis of organizational elements that foster corporate entrepreneurship*. Paper presented at the UCLA-Oxford Research Conference on Entrepreneurship, Los Angeles, CA.
- Buchanan, T., & Glazer, S. (2005, April). *Values as moderators of role stressor and physiological strain relationships*. Poster presented at the Society for Industrial and Organizational Psychology conference, Los Angeles, CA.
- Glazer, S., Laurel, A. R., & Kannan Narasimhan, R. (2005, April). *A conceptual framework for studying safety climate and culture of commercial airlines*. Paper presented at the 13th International Symposium on Aviation Psychology, Oklahoma City, OK.

## **EDITORIAL WORK**

Journal Reviewer: *Applied Psychology: An International Review*, 2008-present  
*European Journal of Work and Organizational Psychology*, 2009-present  
*Group Dynamics*, 2008-present  
*Human Relations*, 2005-present  
*Human Resource Management Journal*, 2003-present  
*International Journal of Cross-Cultural Management*, 2005-present  
*International Journal of Intercultural Relations*, 2005-present (Consulting Editor)  
*International Journal of Stress Management*, 2007-present (Editorial Board)  
*Journal of Cross-Cultural Psychology*, 2008-present  
*Journal of Evolutionary Economics*, 2005-present  
*Journal of International Business Studies*, 2006-present  
*Journal of Occupational and Organizational Psychology*, 2006-present  
*Journal of Occupational Health Psychology*, 2001-present  
*Journal of Organizational Behavior*, 2007-present  
*Social Behavior and Personality: An International Journal*, 2005-present  
*Stress & Health*, 2009-present  
*Work & Stress*, 2008-present

Funding Agency Reviewer: *Israel Science Foundation*, 2008

Book Review: *The Art of Leadership*, written by Manning and Curtis, published by McGraw-Hill

Conference Proposal Reviewer:

*Academy of Management Conference*, Int'l Management and OB Div., 2004-present  
*International Conference of Intercultural Collaboration (ICIC)*, 2010

*Society for Industrial & Organizational Psychology Conference, 2003-present*  
*Work, Stress, and Health Conference, 2002-present*

**COURSES TAUGHT**

Undergraduate

Industrial/Organizational Psychology  
Cross-Cultural Psychology  
Management Psychology  
Stress: Identification and Management  
Social Psychology  
Psychology of Race and Gender  
Introduction to Psychology

Graduate

Cross-Cultural Organizational Psychology  
Seminar in Occupational Stress & Health  
Organization Development and Change  
Organizational Behavior  
Organizational Psychology  
Supervise theses

**GRADUATE STUDENT THESES**

COMPLETED THESES

- Chair: Maria Staffanson Amren, M.S., I/O Psychology, May 2009, *Culture in relation to the moderating effects of social support on stressor-strain relationships.*
- Chair: Heather Simonovich, M.S., I/O Psychology, December 2008, *Values in relation to acculturation and adjustment.*
- Chair: Jeffrey Berlin, M.S., I/O Psychology, August 2008, *Social support and facet satisfaction across cultures.*
- Chair: Jennifer Alexander, M.S., I/O Psychology, May 2007, *Commuting in relation to work-life and home-life satisfaction.*
- Chair: Christiana Woodward, M.S., I/O Psychology, December 2006, *Correlates of Re-enlistment Intentions Among Army National Guardmembers.*
- Chair: Elisa Aguayo Rolle, M.S., I/O Psychology, December 2006, *Well-Being as a Function of Deployment, Terrorism, Commitment, and Patriotism.*
- Chair: Cynthia Schoolcraft Hannah, M.S., I/O Psychology, August 2006, *Antecedents and Mediating Factors of Organizational Alignment.*
- Chair: Charlotte Wittenkamp, M.S., I/O Psychology, May 2006, *Work Centrality, Work Hours, and Cultural Values among European Nations.*
- Chair: Rachel Pickworth, M.S., I/O Psychology, December 2005, *Employee Value Congruence with Supervisors and Coworkers: A Cross-Cultural Study.*
- Chair: Rangapriya Narasimhan, M.S., I/O Psychology, August 2005, *Nurturing Intrapreneurship: A Cross-Cultural Analysis of Organizational Climates.*
- Chair: Mark Zajack, M.S., I/O Psychology, August 2005, *Value Congruence and Occupational Stress during Major Organizational Change.*
- Chair: Nirit Hazan, M.S., I/O Psychology, May 2005, *Assessment of Time Perceptions Across Cultures.*

**ACADEMIC SERVICE AND COMMITTEE WORK/ADVISING**

External

International Association for Cross-Cultural Psychology (IACCP), Treasurer, 2008-present  
IACCP, Associate Treasurer, 2007-2008  
IACCP: Scholarship Committee; Publications Committee; Membership & Professional Standards Committee 2007-present

Internal (SJSU)

College of Social Sciences Research Grants Committee, 2002-2003; 2009-2010  
Recruitment Committee for I/O Faculty, 2008-2009  
College of Social Sciences Scholarships Committee, 2003-2004; 2008-2009  
International Programs and Students Committee, 2002-2008; Chair - 2003-2005  
Global Studies Initiative (an interdisciplinary organized research unit), 2005-2008  
International Programs Selection Committee, 2002-2008

**PROFESSIONAL AFFILIATIONS**

Academy of Management  
Int'l Association for Cross-Cultural Psychology  
International Academy for Intercultural  
Research, *Fellow*  
International Association of Applied Psychology  
International Society for the Study of Work and  
Organizational Values

International Stress Management Association  
Scholars for Peace in the Middle East  
Society for Cross-Cultural Research  
Society for Industrial/ Organizational  
Psychologists  
Society for Occupational Health Psychology