

SHARON GLAZER, Ph.D.

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Research Endeavors: *Cross-cultural, multidisciplinary organizational psychology research, with expertise in organizational stress and organization development & management. Scholarship focuses on leadership, ethics, role stressors, anxiety, social exclusion, social support, organizational commitment, turnover, human/work values, work-related time perceptions, respite, virtual teams, organizational communication, and structural alignment.*

EDUCATION

Postdoctoral Research Fellow, Occupational Stress and Health, 1999-2000

National Institute of Occupational Safety & Health, Cincinnati, OH via a vis National Research Council
RESEARCH: *Social Support Across Cultures*
(Supervisor: Larry Murphy, Ph.D.)

Ph.D., Industrial and Organizational (IO) Psychology, 1999

Central Michigan University (CMU), Mt. Pleasant, Michigan 48858
DISSERTATION: *A Cross-Cultural Study of Job Stress Among Nurses*
(Chairperson: Terry A. Beehr, Ph.D.)
*1998-1999 Outstanding Thesis and Dissertation Award

M.S., Applied (IO) 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
STUDY ABROAD: Hebrew University of Jerusalem, Israel, 1991-1992

ACADEMIC POSITIONS & ENGAGEMENTS

RUTGERS UNIVERSITY, Department of Applied Psychology, Graduate School of Applied and Professional Psychology, Piscataway, NJ

ASSOCIATE PROFESSOR	2024-present
PROGRAM DIRECTOR, Organizational Psychology	2024-present
LOCAL COORDINATOR, ERASMUS+ Consortium of the Master's in Work, Organizational, & Personnel Psychology (WOP-P)	2024-present

UNIVERSITY OF BALTIMORE, Division of Applied Behavioral Sciences, Baltimore, MD

PROFESSOR	November 2013-2024
PROGRAM DIRECTOR, Global IO Psychology Certificate program	2019-2024
LOCAL COORDINATOR, ERASMUS+ Consortium of the Master's in WOP-P	2016-2024
CHAIR	November 2013-May 2022
COORDINATOR and DIRECTOR, IO Psychology Virtually and Study Abroad Programs	
University of Barcelona	2015-2024
Israel: Start-Up Nation	2022-2023
Silicon Valley global companies	2019-2020
University of Bordeaux	2018-2019
University of Pau-Bayonne	2017-2018

UNIVERSITY OF MARYLAND, College Park, MD

FULL RESEARCH PROFESSOR/PRINCIPAL INVESTIGATOR, Center for Advanced Study of Language (CASL)	August 2010-November 2013
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AFFILIATE RESEARCH SCIENTIST, *Applied Research Laboratory for Intelligence and Security (ARLIS) 2013-present
 AFFILIATE, Department of Psychology, University of Maryland College Park 2011-2021
 SENIOR RESEARCH SCIENTIST (Contingent Status I), CASL July 2009-August 2010

SAN JOSÉ STATE UNIVERSITY (SJSU), Department of Psychology, San José, CA
 PROFESSOR 2010-2012
 ASSOCIATE PROFESSOR 2005-2010
 ASSISTANT PROFESSOR 2000-2005

NORTHERN KENTUCKY UNIVERSITY, Department of Psychology, Highland Heights, KY
 LECTURER 1998-2000

ADDITIONAL ACADEMIC ENGAGEMENTS

ASSOCIATE GRADUATE FACULTY, CENTRAL MICHIGAN UNIVERSITY, College of Graduate Studies, Mt. Pleasant, MI September 1999 – present (various periods)

ADJUNCT INSTRUCTOR

- ◇ Dept. of Psychology, Western Maryland College, Westminster, Maryland Spring 1998
- ◇ Dept. of Business Administration, Western Maryland College Budapest, Hungary Spring 1997
- ◇ Dept. of Psychology, Central Michigan University, Mt. Pleasant, Michigan Fall 1996

VISITING PROFESSOR

Taught a variety of graduate courses, seminars, and faculty workshops as a visiting professor at:

- University of Barcelona, Spain, Faculty of Psychology June 2015; Each January: 2017-present
- University of Valencia, Spain, Faculty of Psychology June 2009; Sept. 2011; March 2023
- University of Coimbra, Portugal, Faculty of Psychology March 2010; May 2020
- ISCTE-Instituto Universitário de Lisboa, Lisbon Portugal, European Master in the Psychology of Global Mobility, Inclusion & Diversity in Society (Global-MINDS) November 2019
- University of Bordeaux, France, Faculty of Sports Management March 2019
- University of Bologna, Italy, Faculty of Psychology Spring 2007; Fall 2018
- University of Pau-Bayonne, France, School of Management June 2016; March 2017; March 2018
- University of Guelph, Canada, Department of Psychology March 2017
- University of Barcelona, Spain, Faculty of Psychology & Personnel Psychology Winter School Coordinator March 2009
- René Descartes University of Paris V, France, Institute of Psychology March-June 2007
- Victoria University, Wellington, New Zealand, School of Psychology March 2004

ACADEMIC AWARDS, HONORS, & RECOGNITION

ISMA Federation International Award, International Stress Management Association Dec. 2021
President's Faculty Award, The University of Baltimore April 2021
Distinguished Scholarship Award, The University of Baltimore, Yale Gordon College of Arts & Sciences April 2021
Fellow, Society for Industrial & Organizational Psychology April 2020
Service Award, The University of Baltimore, Yale Gordon College of Arts & Sciences 2018
Fellow, International Association for Applied Psychology June 30, 2018
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
Fellow, International Academy for Intercultural Research 2004
Award of Merit for Distinguished Faculty Mentor, SJSU, Graduate Studies and Research 2004

* CASL changed its name to ARLIS in 2018.

IAIR Dissertation Honorable Mention Award , International Academy for Intercultural Research	2001
Outstanding Supportive Faculty Award , Common Ground, NKU	1999-2000
Outstanding Thesis and Dissertation Award , College of Graduate Studies, CMU	1998-1999
Excellence Award , Information Technology Team, Booz-Allen, & Hamilton	1998
Nominated for the Porter or Wherry Award , IOOB Graduate Student Conference	1996
Appreciation Awards , Maryland Department of Human Resources	April 1995, August 1995

ACADEMIC ACCOMPLISHMENTS

Memorandum of Understanding, University of Baltimore with Erasmus+ WOP-P Masters, **July 2016; renewed July 2021**

Letter of Cooperation, Maryland Department of Transportation-State Highway Administration, **October 2018**

Memorandum of Understanding, University of Baltimore with the National Aquarium, **June 2017; renewed 2020; renewed 2023** (3-year renewable terms)

VIDEO: <http://www.ubalt.edu/ubmag/issue135/web-extras/charted-waters.cfm#.WDYGzo-cHcs>

ARTICLE: <http://www.ubalt.edu/ubmag/issue135/features/charted-waters.cfm#.WDYKKY-cHct>

WHITE PAPERS:

- Tait, C., & Glazer, S. (January 2019). *Increasing conservation by aligning guest values with the guest experience.*
- Dresin, A., Hewitt, S., Reichardt, S., & Silgalis, G., & Glazer, S. (July 2018). *Volunteer Diver Engagement Study.*
- Kayfish, C., & Anderson, P. (Under supervision of H. Doggett & S. Glazer) (2016, October.). *Examining demographics, values, behavior change intentions, barriers to behavior change, and message reception and perception of a National Aquarium audience.* Report submitted to Heather Doggett on October 16, 2016.
- Anderson, P., Dresin, A., Kayfish, C., Haller, W., & Glazer, S. (2015, Dec.). *Conservation behavior change profiles: A visitor study plan for the National Aquarium.* White Paper prepared for the National Aquarium. Grant project no. 4200081.
- Williams, S., Jones, K., Crenca, B., Milburn, T., de Almeida, M., & Glazer, S. (2015, Dec.). *A guide to assessing conservation behavior change strategies to visitors of the National Aquarium.* White Paper prepared for the National Aquarium. Grant project no. 4200081.
- Squire, E., Jackson, F., Chicks, S., Winnard, J., Alrub, A., & Glazer, S. (2015, Dec.). *Methods for identifying communication and message alignment strategies: Recommendations for the National Aquarium.* White Paper prepared for the National Aquarium. Grant project no. 4200081.

Letter of Cooperation, University of Baltimore with University of Barcelona, **January 2017**

Letter of Cooperation, University of Baltimore with University of Pau-Bayonne, France, **July 2016**

Letter of Intention, University of Baltimore with Erasmus+, **Feb. 2016**

Memorandum of Understanding, University of Baltimore with University of Valencia, **Feb. 2016**

Letter of Cooperation, University of Baltimore with University of Silesia, **April 2015**

Letter of Cooperation, University of Baltimore with University of Valencia, **Dec. 2014**

Education Partnership Agreement, US Army Medical Research Unit in Europe (a detachment of the Walter Reed Army Institute of Research, **Sept. 2004-Sept. 2007**

INTERNATIONAL GRANTS and FELLOWSHIPS

VISITING FELLOWSHIP WOP-P PROGRAMME (1500 euros), *University of Barcelona*, January 11-20, 2024

INTERNATIONAL ASSOCIATION FOR CROSS-CULTURAL PSYCHOLOGY (\$750), "Emic Perspectives on Employee Agency," Collaborator, *IACCP SPARK* grants, April 2022-July 2023

MINISTRY OF EDUCATION (R\$200,000 / ~USD\$42,000), "State Police (PMDF) Study: Criminology,

fear of crime and violence,” Collaborator, *University of Brasilia*, December 2020-2022

WORK, ORGANIZATIONAL, AND PERSONNEL PSYCHOLOGY ERASMUS+ PROGRAMME of the European Union (3000 euros), *University of Bologna*, November 2018

VISITING FELLOWSHIP WOP-P PROGRAMME (2500 euros), *University of Bologna*, November 11-24, 2018

SHORT STAY GRANT FOR RENOWNED INTERNATIONAL PROFESSORS (1500 Euros)
University of Barcelona, June 25 - July 11, 2015

VIRTUALLY ABROAD PROGRAM FELLOW (\$2000)

Co-PI: Dr. Carolina Moliner & Dr. Carmen Carmona, University of Valencia, 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 3rd COUNTRY SCHOLAR AWARD FOR MASTERS in WOP-P (\$10,000)
European Commission Fellowship, 2006-2007

INTERNATIONAL STUDIES FELLOW (.20 course release)
SJSU, Center for Faculty Development, San José, CA, 2005-2006

GLOBAL STUDIES FELLOW (\$2000)
SJSU, Global Studies Initiative, San José, CA, 2004-2005

INTERNATIONAL SCIENCE AND TECHNOLOGY (ISAT) LINKAGES FUND (NZ\$2,600)
Wellington, New Zealand, 2003-2004

FULBRIGHT DOCTORAL RESEARCH FELLOW, *Budapest, Hungary, 1996-1997*

WIZO GRANT for WOMEN, *Technion, Israel's Institute of Technology, Industrial Engineering Department, Haifa, Israel, February - July 1993*

DOMESTIC GRANTS, FELLOWSHIPS, and SUBCONTRACTS

DEPARTMENT OF DEFENSE via APPLIED RESEARCH LABORATORY FOR INTELLIGENCE & SECURITY @ UNIVERSITY OF MARYLAND, subcontract (~\$120,672), **Principal Investigator**
Project: Global Risk, Impulsivity, & Trust (GRIT), 2022-present

SCHAEFER CENTER FOR PUBLIC POLICY @ THE UNIVERSITY OF BALTIMORE, contract (\$61,859; \$68,074), **co-Principal Investigator**, 2021-2022; renewed 2023-2024
Project: Maryland General Assembly 2024 Biennial Workplace Climate Survey
Project: Maryland General Assembly 2022 Biennial Workplace Climate Survey

UB FOUNDATION FUND FOR EXCELLENCE AWARD (\$24,948)
University of Baltimore. Project: 'IO Psychology Service-Learning with MDOT-SHA' (not funded), 2018-2020

UB FOUNDATION FUND FOR EXCELLENCE AWARD (\$16,200)
University of Baltimore. Project: 'Study Abroad Barcelona' (Project No 4200116), 2016-2018

UB FOUNDATION FUND FOR EXCELLENCE AWARD (\$24,200)
University of Baltimore. Project: 'National Aquarium Collaboration' (Project No 4200081), 2015-2017

UB FOUNDATION FUND FOR EXCELLENCE AWARD (\$11,000)
University of Baltimore with Co-PI: Dr. Rita Berger, University of Barcelona. Project: 'Virtually Abroad Program (VAP)' (Project No. 4200063), 2014-2015

YALE GORDON COLLEGE OF ARTS AND SCIENCES TRAVEL GRANTS (\$2,170, \$1,200, \$1,200, \$1,200, \$2,400, \$1,200, \$1200, \$250, \$500, \$1200, \$2000, respectively), University of Baltimore, Baltimore, MD, annually 2014-2024

THE HELEN P. DENIT HONORS PROGRAM, Honors Enhanced Course (\$1050; \$750; \$300, respectively) University of Baltimore
Fall 2015, PSYC 404, Organizational Consulting (Guest Speakers)

Spring 2015, PSYC 497: Special Topics: Cross-Cultural Organizational Psychology- Virtually Abroad Program (Teaching Assistant)

Fall 2022, PSYC 435, Cross-Cultural Psychology (Guest Speakers)

CALIFORNIA STATE UNIVERSITY FOUNDATION RESEARCH GRANT (\$5000); *Co-PI: Dr. Rita Berger, University of Barcelona; Study: Leadership and Stress across Cultures, SJSU, Graduate Studies, San José, CA, 2009-2010*

DEPARTMENT OF DEFENSE via UNIVERSITY OF MARYLAND CENTER FOR ADVANCED STUDY OF LANGUAGE subcontract (~\$207,000), University of Maryland, College Park, MD, **Principal Investigator**, Project: Scenario-Based Testing, 2009-2010

UNIVERSITY PLANNING COUNCIL (.20 release per AY)
SJSU, Provost's Office, San José, CA, 2007-08; 2008-09; 2009-10

Project: Internationalization of Campus

NASA AMES RESEARCH GRANT (\$50,381), **Principal Investigator**
NASA AMES, Human Factors Division, Moffett Field, CA, 2003-2005

Project: Safety Climate in Aviation

GRANT DEVELOPMENT PROGRAM (\$5000)
SJSU, College of Graduate Studies and Research, San José, CA, 2003

SERVICE-LEARNING CURRICULUM DEVELOPMENT GRANT (.20 course release)
SJSU, College of Social Sciences, San José, CA, 2002-03

Project: Santa Clara Immigration Information Organization

COLLEGE OF SOCIAL SCIENCES FOUNDATION RESEARCH GRANT (\$3000, \$2500, \$1500, respectively), *SJSU, College of Social Sciences, San José, CA, 2004-05, 2002-03; 2001-02*

DEPARTMENT OF PSYCHOLOGY SUMMER STIPENDS (\$4584, \$2292, \$4500, respectively)
SJSU, Department of Psychology, San José, CA, 2004, 2002, 2001

DEPARTMENT OF PSYCHOLOGY STIPENDS for STUDENTS (\$5000)
SJSU, Department of Psychology, San José, CA, 2003

LOTTERY PROFESSIONAL DEVELOPMENT GRANT (\$1250, \$1200, \$1250, respectively)
SJSU, College of Social Sciences, San José, CA, 2002-03; 2001-02; 2000-01

GRADUATE STUDENT PRESENTATION GRANT, *Central Michigan University, Mt. Pleasant, MI*
College of Humanities and Social & Behavioral Sciences, 1998-1999
Department of Psychology, 1998-1999

College of Humanities and Social & Behavioral Sciences, 1996-97; 1995-96

College of Graduate Studies, 1995-96

DOCTORAL RESEARCH GRANT, *CMU, College of Graduate Studies, 1997-98*

DOCTORAL FELLOWSHIP, *CMU, Department of Psychology, 1995-96*

LANGUAGES SPOKEN

English, Hebrew, Hungarian, French, Italian, Russian

PUBLICATIONS

MONOGRAPHS & BOOKS

Sam, D., **Glazer, S.**, Fontaine, J., & Ji, L.-J. (in progress). *Cross-cultural psychology* (4th ed.). Cambridge University Press. [Various chapters in review].

Adair, W. L., Buchan, N. R., Chen, X.-P., Liu, L. A. (in press). What isn't being said: Culture and communication at work. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Springer.

Kwantes, C. T., & Kuo, B. C. H. (2021). Trust and trustworthiness across cultures: Implications for societies and workplaces. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Springer. doi: 10.1007/978-3-030-56718-7

Liao, Y., & Thomas, D. C. (2020). *Cultural Intelligence in the World of Work: Past, Present, and*

Future. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Springer. doi: 10.1007/978-3-030-18171-0

Pekerti, A. A. (2019). *n-Culturalism in Managing Work and Life*. In **S. Glazer** & C. T. Kwantes (Series Eds.), *Springer Series in Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies*. Springer. doi: 10.1007/978-3-030-27282-1

Kwantes, C. T., & **Glazer, S.** (2017). Culture, organizations, and work: Clarifying concepts. In **S. Glazer** & C. T. Kwantes (Series Eds.), *SpringerBriefs in Culture, Organizations, & Work*. Springer. doi: 10.1007/978-3-319-47662-9

ORIGINAL PAPERS IN REFEREED PROFESSIONAL JOURNALS (students underlined)

Delaney, A. E., Fu, M. R., Conway, C., Marshall, A. C., Lindberg, J., Thiagarajan, R., & **Glazer, S.** (2024). Financial stressors for parents of children and emerging adults with congenital heart disease: A qualitative study. *Journal of Pediatric Health Care*. [last position signifies supervisory role: designed survey, collected data, expertise on stressors, & editing]

Torres, C. V., & **Glazer, S.** (2023). Police and cross-cultural psychology: The impact of human values on violence. *Online Readings in Culture & Psychology*, 7(2). <https://doi.org/10.9707/2307-0919.1187>

Berger, R., **Glazer, S.**, & Leiva, D. (2023). Leaders condition the work experience: A test of a job resources-demands model invariance in two countries. *Journal of Nursing Management*, Research Article ID: 1353289. <https://doi.org/10.1155/2023/1353289> [First two authors contributed equally to the manuscript].

Glazer, S., & Ion, A. (2023). Challenging challenge and hindrance appraisals. *Work & Stress*, 37(3), 299-324. <https://doi.org/10.1080/02678373.2022.2129513>

Glazer, S., & Torres, C. V. (2022). Human values differentially motivate police actions. *Industrial & Organizational Psychology*, 15, 592-598. <https://doi.org/10.1017/iop.2022.75>

Gabrenya, W., & **Glazer, S.** (2022). Bridging 50 years of theoretical and applied cross-cultural psychology: Contributions of IACCP and JCCP. *Journal of Cross-Cultural Psychology*, 53, 752-788. <https://doi.org/10.1177/00220221221110874> [Equal contributions]

Delaney, A. E., Fu, M. R., McTernan, M. L., Marshall, A. C., Lindberg, J., Thiagarajan, R., Zhou, Z., Luo, J., & **Glazer, S.** (2022). The associations between resilience and socio-demographic factors in parents who care for their children with congenital heart disease. *International Journal of Nursing Sciences*. <https://doi.org/10.1016/j.ijnss.2022.06.003> [last position signifies supervisory role: designed survey, collected data, expertise on resilience, writing, & editing]

Torres, C. V., **Glazer, S.**, Macedo, F. G. L., & Nascimento, T. G. (2022). Why stay with the police? How meaningfulness in life moderates the mediated effects of role stressors' appraisals on anxiety and intention to leave the State Brazilian police. *International Journal of Police Science and Management*, 24(4), 339-355. <https://doi.org/10.1177/14613557221089564> [1st two authors contributed equally to MS preparation]

Glazer, S., & Kwantes, C. T. (2022). Cross-cultural issues in industrial, work, and organizational psychology. In J. M. Peiró (Ed.), *The Oxford Encyclopedia of Industrial and Organizational Psychology*. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190236557.013.857>

Glazer, S., Serrer, L. N., & Ion, A. (2022). Ruminating on the past may be bad for you, or is it? Implications of past negative time perspective on job-related stress. *Time & Society*, 31, 335-365. <https://doi.org/10.1177/0961463X211070679>

Glazer, S. (2021a). Data theft anyone? When pro bono turns sour: Some lessons learned. *Industrial & Organizational Psychology: Perspectives on Science and Practice*, 14, 367-370. <https://www.doi.org/10.1017/iop.2021.67>

Glazer, S. (2021b). Organizational role ambiguity as a proxy for uncertainty avoidance. *International Journal of Intercultural Relations*, 85, 1-12. <https://doi.org/10.1016/j.ijintrel.2021.08.011>

- Glazer, S.** (2021c). Yesterday you were a customer, today you are an employee. *Organization Development Review*, 53(1), 49-50.
- Czakert, J. P., Reif, J., Glazer, S., & Berger, R.** (2021). Adaptation and psychometric cross-cultural validation of the cyberbullying questionnaire for working adults in Spain and Germany. *Cyberpsychology, Behavior, and Social Networking*. <https://doi.org/10.1089/cyber.2020.0856>
- Nichols, A. L., Glazer, S., Ion, A., & Moukarzel, R.** (2020). The global impact of North American journal prestige: Understanding its effects on faculty life throughout the world. *Industrial & Organizational Psychology: Perspectives on Science and Practice*, 13, 339-344. <https://doi.org/10.1017/iop.2020.54>
- Güzel, H., & Glazer, S.** (2019). Demographic correlates of acculturation and acculturative stress: Comparing international and domestic students. *Journal of International Students*, 9(4), 1075-1095. <https://doi.org/10.32674/jis.v10i1.614>
- Glazer, S., Mahoney, A. C., & Randall, Y.** (2019). Employee development's role in organizational commitment: A preliminary investigation comparing Generation X and Millennial employees. *Industrial and Commercial Training*, 51(1), 1-12. <https://doi.org/10.1108/ICT-07-2018-0061>
- Glazer, S., Roach, K., Carmona, C. R., & Simonovich, H.** (2018). Acculturation and adjustment as a function of perceived and objective value congruence. *International Journal of Psychology*, 53, 13-22. <https://doi.org/10.1002/ijop.12554>
- Glazer, S., & Amren, M. A.** (2018). Culture's implications on support as a moderator of the stressor-outcome relationship. *International Journal of Stress Management*, 25(S1), 7-25. <https://doi.org/10.1037/str0000087>
- Glazer, S.** (2011). A new vision for the journal. *International Journal of Stress Management*, 18(1), 1-4. <https://doi.org/10.1037/a0022307>
- 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. <https://doi.org/10.1348/096317908X310247>
- 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. <https://doi.org/10.1177/0022022109332738>
- Glazer, S., & Kruse, B.** (2008). The role of organizational commitment in occupational stress models. *International Journal of Stress Management*, 15 (4), 329-344. <https://doi.org/10.1037/a0013135>
- 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. <https://doi.org/10.1177/1470595807088319>
- Glazer, S., & Gyurak, A.** (2008). Sources of occupational stress among nurses in five countries. *International Journal of Intercultural Relations*, 32 (1), 49-66. <https://doi.org/10.1016/j.ijintrel.2007.10.003>
- Glazer, S.** (2006). Social support across cultures. *International Journal of Intercultural Relations*, 30(5), 605-622. <https://doi.org/10.1016/j.ijintrel.2005.01.013>
- 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. <https://doi.org/10.1037/1072-5245.12.2.142>
- Glazer, S., & Beehr, T.A.** (2005). Consistency of the implications of three role stressors across four countries. *Journal of Organizational Behavior*, 26, 467-487. <https://doi.org/10.1002/job.326>
- 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.

- Glazer, S., Daniel, S. C., & Short, K. M.** (2004). A study of the relationship between organizational commitment and human values in four countries. *Human Relations*, 57, 323-345. <https://doi.org/10.1177/0018726704043271>
- Glazer, S., Stetz, T. A., & Izso, L.** (2004). Effects of personality on subjective job stress: A cultural analysis. *Personality and Individual Differences*, 37, 645-658. <https://doi.org/10.1016/j.paid.2003.10.012>
- Beehr, T. A., Farmer, S. J., **Glazer, S.**, Gudanowski, D. M., & Nair, V. N. (2003). The enigma of social support and occupational stress: Source congruence and gender role effects. *Journal of Occupational Health Psychology*, 8, 220-231. <https://doi.org/10.1037/1076-8998.8.3.220>
- Glazer, S. & Beehr, T.A.** (2002). Similarities and differences in human values between nurses in four countries. *International Journal of Cross-Cultural Management*, 2, 185-202. <https://doi.org/10.1177/14795802002002867>
- Beehr, T. A., **Glazer, S.**, Nielson, N. L., & Farmer, S. J. (2000). Work and nonwork predictors of employees' retirement ages. *Journal of Vocational Behavior*, 57, 206-225. <https://doi.org/10.1006/jvbe.1999.1736>

BOOK CHAPTERS

- Glazer, S., & Kwantes, C. T.** (submitted). Cross-cultural positive organizational behaviour. In C. L. Cooper, S. Patnaik, & R. V. Rodriguez (Eds.), *Advancing Positive Organizational Behaviour*. Taylor and Francis.
- Glazer, S., & Williams, J.** (2024). *Franziska Baumgarten-Tramer: 1883-1970*. In L. Koppes Bryan & A. Vinchur (Eds.), *Key Thinkers in Industrial and Organizational Psychology*. Routledge.
- Torres, C. V., **Neiva, E. R., & Glazer, S.** (2022). Values in organizations: Theory, measurement, and theoretical reflections. In M. O. Macambira, H. Mendonça, & M. G. T. Paz (Eds.), *Assessing organizational behaviors: A critical analysis of concepts and instruments* (pp. 191-221). Springer.
- Glazer, S., Farley, S., & Rahman, T.** (2021). Performance consequences of workplace ostracism. In C. Liu & J. Ma (Eds.), *Workplace ostracism: Its nature, antecedents, and consequences* (pp. 159-188). Palgrave Macmillan. doi: 10.1007/978-3-030-54379-2
- Glazer, S., Moon, S., Ayman, R., & Berger, R.** (2021). Preparing for a career: Essential competencies and experiences. In E. L. Shoenfelt (Ed.), *Mastering the job market: Career issues for master's level industrial-organizational psychologists* (pp. 37-59). Oxford University Press. doi: 10.1093/oso/9780190071172.001.0001
- Glazer, S.** (2020). Training for cross-cultural competence in the United States military. In D. Landis & D. Bhawuk (Eds.), *Handbook for Intercultural Training* (4th ed.) (pp. 440-474). Cambridge University Press. doi: 10.1017/9781108854184
- Glazer, S., & Berger, R.** (2020). Developing an experiential Virtually Abroad Program to ensure mobility access: A quick guide. In S. Kommers & K. Bista (Eds.), *Routledge Studies on Global Student Mobility: Inequalities in Study Abroad and Student Mobility: Navigating Challenges and Future Directions* (pp. 156-176). Routledge. doi: 10.4324/9780367855130
- Glazer, S., & Liu, C.** (2017). Work stress, coping, and stress management. In O. Braddick (Ed.), *The Oxford Research Encyclopedia of Psychology*. doi: 10.1093/acrefore/9780190236557.013.30
- Glazer, S.** (2016). One finger point toward the other, three are back at you. In J. L. Wildman and R. Griffith (Eds.), *Critical Issues in Cross Cultural Management*. Springer. doi: 10.1007/978-3-319-42166-7
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- Torres, C. V., Pedron, H. A., & **Glazer, S.** (2023, August). Organizational justice and values in Brazil: Does meaningfulness in life moderate this relationship? In **S. Glazer** (Chair), *Cross-cultural studies validating new measures and new frameworks associated with stressor appraisals*. Symposium session presented at the 27th Regional Conference of the International Association for Cross-Cultural Psychology, Limerick, Ireland.
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- Glazer, S.** (2023, April). Panelist. In X. Hu & S. Jang (Co-Chairs). “*Crossing the line*”: *Best practices in cross-cultural research*. Panel presentation at The 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- Roach, K. N., O’Brien, K. E., Beehr, T. A., & **Glazer, S.** (2023, April). *Burnout, depression, anxiety, and fatigue: A nomological knot*. Poster presented at The 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
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- Dimoff, V., & **Glazer, S.** (2023, January). Is supervisor social support the same as transformational leadership? A multi-sample study. Poster presented at The Sixth Israel Organizational Behavior Conference, Tel-Aviv, Israel.
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- Glazer, S.** (2022, Sept. 16). Panel discussant. In J. Martinez-Tur (Chair), Occupational health psychology: Challenges and trends in the XXI century. International Conference on Work and Organizational Psychology: In Honor of the Career of José M^a Peiró, Madrid, Spain.
- Glazer, S.** (2022, July). The education of Gen G & preparing the workforce. In W. Lonner & D. Best (Co-Chairs), *JCCP’s special issue: ‘Contribution to the Celebration of the IACCP’s 50th anniversary.’* Symposium presentation at the 26th Congress of the International Association for Cross-Cultural Psychology [virtually delivered].
- Dimoff, V., **Glazer, S.**, & Berger, R. (2022, July). A cross-cultural validation of transformational leadership style and supervisor social support. Oral presentation at the 26th Congress of the

International Association for Cross-Cultural Psychology [virtually delivered].

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- Glazer, S.**, Salley, T., & Rowley, S. (2022, April). *Cross-cultural training for leadership at Under Armour, Inc.* [Panelists]. In A. Schantz & S. Harris (Co-Chairs), *Experiential learning in graduate programs: A 360-Degree SME perspectives*. Alternative session presentation at The 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
- Glazer, S.** (2022, April). Essential competencies for success as an I-O practitioner. In E. L. Shoenfelt (Chair), *Mastering the job market: Career issues for master's level industrial-organizational psychologists*. A panel presentation at The 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.
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- Glazer, S.** (2021, Oct. 9). *Planning an inclusive faculty-led study abroad program*. Workshop presenter at the Association of American Colleges and Universities (AAC&U's) 2021 Virtual Conference on Global Learning, Global Learning Reimagined. [virtual conference].
- Glazer, S.** (2021, Aug.). Invited discussant. In L. Dryjanska (Chair), *How to engage in advocacy by publishing white papers?* Skill-building session for the APA Committee on Early Career Psychologists at the 2021 Annual APA Convention, Washington, DC. [virtually delivered]
- Carlton-Baier, K., **Glazer, S.**, Berger, R. (2021, July). *Developing cross-cultural competence and revealing biases: The value of international experiences*. Poster presented at the 25th Congress of the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. [virtually delivered]
- Berger, R., & **Glazer, S.** (2021, July). *Increasing cross-cultural, virtual teamwork competences through a study abroad and virtually abroad program*. Poster presented at the 25th Congress of the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. [virtually delivered]
- Glazer, S.** (2021, July). Motivating and reducing barriers to conservation behaviors. In C. Torres (Chair). *Applying what we know about culture and values into organizations' applications*. Symposium presented at the 25th Congress of the International Association for Cross-Cultural Psychology, Olomouc, Czech Republic. [virtually delivered]
- Black, K. J., & **Glazer, S.** (Co-Chairs). (2021, April). *Implications of financial vulnerability: Examining the understudied*. Symposium presented at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
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- Glazer, S.** (2021, April). *Providing program and community* [Panelist]. In X. Hu & A. Santuzzi (co-Chairs). *International students in I/O psychology: Sharing experiences and providing support*. Panel discussion presented at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Glazer, S.** (2021, April). *International Affairs Committee* [Panelist]. In S. D'Mello (Chair). *The State of SIOPI*. Panel discussion presented at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Glazer, S., & Ion, A.** (co-chairs). (2021, April). *Essential competencies for IO psychologists' international/global engagements*. Executive Block panel discussion presented at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Jain, S., **Glazer, S.**, Dryjanska, L., & Ion, A. (co-chairs). (2021, April). New trends in workplace psychology from around the world. Interactive session presented at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Nelson, C., Haas, J., & **Glazer, S.** (co-chairs). (2021, April). Calling all practitioners, students and faculty: The Fulbright is for you! Panel discussion presented at The 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [virtually delivered]
- Delaney, A. E., Luo, J., **Glazer, S.**, Lee, C. S., Marshall, A. C., Thiagarajan, R., & Fu, M. R. (2021, February). *Resilience among parents of children with congenital heart disease*. Poster and invited oral abstract presented at Cardiology 2021: 24th Annual Update on Pediatric and Congenital Cardiovascular Disease, Philadelphia, PA. [virtually delivered]
- Glazer, S.** (2020, June 16-30). International research collaborations. G. W. Giumetti & C. A. Bulger (Co-Chairs). *Starting, Funding, and Maintaining International Research Collaborations*. Panel Discussion at The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [virtually delivered].
- Glazer, S., & Ion, A.** (2020, June 22). Community of Interest session: *Identifying Emerging Issues in I-O Psychology Around the World*. The 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [virtually delivered].
- Glazer, S., Calloway, K., Henry, A., Song, J., Vest, A., & Lindberg, J.** (2019, Nov.). The impact of financial stressors on the well-being of families and caregivers of children diagnosed with congenital heart disease. Poster presented at the Work, Stress, & Health Conference, Philadelphia, PA.
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- Glazer, S.** (2018, August). Meaningfulness in life and turnover intention across three countries. In M. Fülöp (Chair). *Different components of well-being in the workplace: A cross-cultural perspective*. Symposium paper presented at The Second International Conference: Healthier societies fostering healthy organizations: A cross-cultural perspective, Florence, Italy.
- Glazer, S.** (Chair) (2018, July). *Where in the world do we work? IO psychology across the globe*, Panel session at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Glazer, S.** (2018, July). Meaningfulness in life: A three-country concurrent validation study. In **S. Glazer** (Chair), *Applied Cross-Cultural Psychology in Organizational Settings*, Symposium presented at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Glazer, S.** (2018, July). In D. Best (Chair), *Women in IACCP and cross-cultural psychology*. Panel discussion at the 24th Congress of the International Association for Cross-Cultural Psychology, Guelph, Canada.
- Glazer, S.** (Chair) (2018, April). *Drawing on Cross-Cultural Psychology to Internationalize IO Psychology*. Multidisciplinary Panel Session at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Glazer, S.** (2018, April). In D. Shore (Chair), *I-Outreach: Building I-O bridges to those outside of our own universities*. Alternative Session Roundtable Panel discussion at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Glazer, S., & Wetzelberger, S.** (2018, April). Outcomes Resulting from Stressor-Appraisals (Challenge and Hindrance) Interactions. In J. Ma & Y. Peng (co-Chairs). *The Importance of Stress Appraisals in Challenge - Hindrance Stressors Research*. Symposium paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Berger, R., **Glazer, S.**, Leiva, D., Criado, P., & Sanchez, E. (2017, July). Health promoting leadership: Leader behavior and followers' wellbeing in the Spanish and U.S. health care sector. Poster presented at the 9th European IACCP Conference, Warsaw, Poland.
- Glazer, S.**, Berger, R., & Paviscic, I. (2017, May). Implementation of a Virtually Abroad Program. Paper presented at the Eastern Academy of Management, Baltimore, Maryland.
- Berger, R., Teal, C., & **Glazer, S.** (2017, May). How social support influences subordinates' stressors and strains perception: A three-country study. Poster presented at the European Association for Work, Organizational, and Personnel Psychology, Dublin, Ireland.
- Glazer, S.**, & Berger, R. (2016, July). The global and technology contexts in action: Preparing students for the reality of the global virtual workplace. In W. K. Gabrenya Jr. (Chair), *Education and Teaching in Culture and Psychology: Strategies, Techniques, Outcomes*. Symposium presented at The 23rd Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.
- De Carvalho, M. J. S., & **Glazer, S.** (2016, April). Cultural cognition affects when social support moderates stressor-strain relationships. In R. C. Johnson & S. F. Ahmed (co-Chairs). *Somebody to lean on: Context-specific support at work*. Symposium paper presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Paviscic, I., **Glazer, S.**, & Berger, R. G. (2016, April). Linking transformational leadership to nurses' work stress in three countries. In R. C. Johnson & S. F. Ahmed (co-Chairs). *Somebody to lean on: Context-specific support at work*. Symposium paper presented at The 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Glazer, S.**, & Azrieli, T. Y. (2016, January). Meaningfulness as a buffer to stress: A cross-cultural measurement and concurrent validation. Paper accepted for presentation at The Third Israel

Organizational Behavior Conference, Tel-Aviv, Israel.

- Berger, R. G., & **Glazer, S.** (2015, May). When supervisor leadership style influences subordinates' stressors and well-being: A study within the Spanish context. Poster presented at the 17th European Association for Work, Organizational, and Personnel Psychology, Oslo, Norway.
- Kozusznik, B., & **Glazer, S.** (co-Chairs). (2015, May). Manifesto of Industrial and Organizational Psychologists. Roundtable discussion led as part of the Alliance of Organizational Psychology at the 17th European Association for Work, Organizational, and Personnel Psychology, Oslo, Norway.
- Glazer, S.**, Berger, R., & **Paviscic, I.** (2014, October). When supervisor leadership style influences subordinates' stressors and global well-being: A three-country study. Poster presented at the 1st International Symposium to Advance TOTAL WORKER HEALTH, Washington, D.C.
- Mathis, A., Paletz, S., Saner, L., & **Glazer, S.** (2014, August). Meritocratic hierarchy and dialectical thinking in American professional analysis. Poster presented at the 122nd Annual Convention of the American Psychological Association, Washington, D.C.
- Saner, L. D., Mathis, A., Blok, S., **Glazer, S.**, Paviscic, I., & Paletz, S. (2014, July). Cross-cultural differences in preference for relationally framed decision alternatives. In T. Ahram, W. Karwowski, & T. Marek (Eds.), *Proceedings of the 5th International Conference on Applied Human Factors and Ergonomics (AHFE) 2014, Krakow, Poland.*
- Glazer, S.**, Saner, L., Paletz, S., Paviscic, I., & Mathis, A. (2014, July). Attitudes and performance implications of cross-cultural training. In W. Gabrenya & C. Ward (co-Chairs). *Expats, repats, students and the rest: Studies along the lifecycle of generation globalization.* Symposium presented at the 22nd International Congress of the International Association for Cross-Cultural Psychology, Reims, France.
- Berger, R., **Glazer, S.**, & Font, A. (2014, July). What aspect of a supervisor's support best mitigates stressors and strains? In Bodford, J., & **Glazer, S.** (co-Chairs). *From internet to workplace: Sources and modalities of social support across cultures.* Symposium presented at the 22nd International Congress of the International Association for Cross-Cultural Psychology, Reims, France.
- Kozusznik, B., & **Glazer, S.** (co-Chairs). (2014, July 9). *The voice of I/O Psychologists as audible concerning the most important work problems of the global world.* Invited symposium convened at the 28th International Congress of Applied Psychology, Paris, France.
- Glazer, S.** (2014, March). One finger point toward the other, three are back at you. Invited presenter for session titled *A shrinking planet and growing resource gap: Navigating cultural conflict.* Thought leader presentation at the Cross-Cultural Management Summit: Challenges and Solutions, Melbourne, FL.
- Mathis, A., & **Glazer, S.** (2013, June). Socially-constructed meaning of morality across cultures. In S. Glazer (Chair), *Multiple Methods to Understanding moral cognition within cultural context.* Symposium presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Los Angeles, CA.
- Glazer, S.** (2013, June). Culture research to help the DoD. In S. Glazer (Chair), *Increasing cultural awareness across the U.S. Department of Defense (DoD): Really?* Symposium presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Los Angeles, CA.
- Glazer, S.**, & Berger, R. (2013, May). Leaders set the tone for the stressor-strain relationship, Poster presented at the 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany.
- Vasilopoulos, N., & **Glazer, S.** (2013, April). The role of University Affiliated Research Centers in Government Research. In D. Dunleavy (Chair), SIOP Master Collaboration. Invited symposium presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

- Glazer, S.** (Chair) (2013, April). Are I/O graduates prepared for the workforce? Steps toward internationalizing I/O programs. Panel Discussion presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Glazer, S., & Robinson, E.** (2013, April). Cross-cultural competence: From theory to practice. In M. Van Driel (Chair), *The Cultural Conundrum: Training Cross-Cultural Competence*. Symposium presented at The 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Meyer, J. H., & Glazer, S. (2013, January). Meaningfulness in life: Measurement development. Poster presented at The 14th Annual Meeting of The Society for Personality and Social Psychology, New Orleans, LA.
- Bunting, M., **Glazer, S.**, Danks, J., & Harbison, J. I. (2012, Nov). Aptitude for cyber analysis. Paper presented at the Annual Cyber R&I Conference, UK.
- Danks, J., **Glazer, S.**, Maloney, S., & Jansen, D. M. (2012, Nov). Cracking the hacker: Psychological profiling of the cyber adversary. Paper presented at the Annual Cyber R&I Conference, UK.
- Glazer, S.** (2012, July). Proposed research for validating a cross-cultural competence framework. In W. Gabrenya (Chair), Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.
- Glazer, S.**, Blok, S., & Dien, J. (2012, July). Multiple avenues for perspective taking: A validation study. In **S. Glazer** (Chair), *Cultural Perspective Taking*. Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.
- Glazer, S.**, Hamedani, N., Kayton, K., & Weinberg, A. (2012, July). Culture research landscape through the United States Department of Defense. In **S. Glazer** (Chair), *Culture Research for the Military*. Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.
- Kozusznik, M. W., & Glazer, S. (2012, July). Global Virtual Teams: A cause of- or a cure for- work stress in times of crisis. Individual paper presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.
- Glazer, S.**, Blok, S., & Dien, J. (2012, April). Linking relational models with human values and cultural orientation. Paper presented at the Toward a Global Psychology conference, St. Francis College, Brooklyn, NY.
- Blok, S.V., **Glazer, S.**, & Dien, J. (2012, March). Priming cultural perspectives. In R. S. Maloney (Chair), *Enhancing DoD's Cultural Competency: Applied Efforts from Social Scientists*. Symposium presented at the annual meeting of the Society for Applied Anthropology, Baltimore, MD.
- Brugman, C., Reinhart, R., **Glazer, S.**, Feinberg, E., Falk, M., & Castle, S. (2011, August). Cross-cultural training for the U.S. military: Implications for mission readiness. In M. van Driel (Chair). *Similarities among Differences: Perspectives on Equal Opportunity Employment Diversity Management, and Cross-Cultural Competence*, Symposium presented at the Academy of Management, San Antonio, TX.
- Glazer, S.**, Blok, S., & Dien, J. (2011, June/July). Toward a categorical model of interdependent self-construal. Paper presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.
- Shih, M., & Glazer, S. (2011, June/July). Socio-cultural adaptation in relation to value congruence and acculturation strategy. Paper presented at the Regional Conference of the International Association for Cross-Cultural Psychology, Istanbul, Turkey.
- Ganai, O. F., & Glazer, S. (2011, June). Meaningfulness in life: A buffer against stress. Paper presented at the 72nd Annual Convention of the Canadian Psychological Association, Toronto,

Ontario.

- Ganai, O. F., & Glazer, S. (2011, May). Meaningfulness in life as moderator of stressor-strain relationships: An application of COR Theory. In C. J. L. Cunningham & N. Morelli (Co-Chairs). *Stretching Conservation of Resources Theory of Stress in Organizational Research*, Symposium presented at the Work, Stress, and Health Conference, Orlando, FL.
- Blok, S., Dien, J., & **Glazer, S.** (2011, February). Priming of cultural perspectives. In **S. Glazer** (Chair), *Culture Research in Service to the Nation*. Symposium presented at the annual meeting of the Society for Cross-Cultural Research, Charleston, SC.
- Glazer, S., & Robinson, E.** (2011, February). *Outcomes of a virtual cultural immersion program*. Paper presented at the Human Social Culture Behavior Modeling conference, Chantilly, VA.
- Glazer, S., Moliner, C., Carmona, C., Lira, E., & Robinson, E.** (2010, July). Assessment of a Virtually Abroad Program: A USA-Spain Connection. In P. Boski (Chair), *International Students: From Diagnosis of Psycho-Cultural Adaptation to Intervention Programs*. Symposium presented at the XX International Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.
- Kawakami, R., & Glazer, S. (2010, July). *Person-Organization Value Congruence in Relation to Japanese Employees' Stress and Work Attitudes: A Comparison of Young vs. Mature Generation*. Paper presented at the XX International Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.
- Palekar, A., & Glazer, S. (2010, July). Polytasking and Job-Related Stress among Asian Indians and Non-Asian Indians. In R. Bhagat & H. Helfrich (Co-Chairs), *Cultural Variations in the Perception and Management of Time: Perspectives from Five National Contexts*. Symposium presented at the XXth International Congress of the International Association for Cross-Cultural Psychology Conference, Melbourne, Australia.
- Shargo, I. A., & Glazer, S. (2010, July). *Coping with and Strain Responses to Computer-Mediated Intercultural Communication: A Qualitative Study*. Paper presented at the XXth International Congress of the International Association for Cross-Cultural Psychology, Melbourne, Australia.
- 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 presented 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 2nd 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.
- May also cite as: **Glazer, S.**, Laurel, A. R., & Kannan Narasimhan, R. (2005). A conceptual framework for studying safety climate and culture of commercial airlines. *2005 International Symposium on Aviation Psychology*, 265-271.
https://corescholar.libraries.wright.edu/isap_2005/38
- Glazer, S.**, & Buchanan, T. (2004, August). *Values as moderators of stressor-strain relationships among urban school teachers*. Poster presented at the meeting of the International Society for the Study of Work and Organizational Values, New Orleans, LA.
- Glazer, S.**, & Senatore, P. M. (2004, August). *Moderating effects of work values on stressor-strain relationships*. Paper presented at the meeting of the International Society for the Study of Work and Organizational Values, New Orleans, LA.
- Glazer, S.**, Fischer, R., Beehr, T.A., & Hansen, C. (2004, August). A comparison of structural alignment across subsidiaries of a multinational firm. In M. F. Peterson (Chair), *Advances in cross-cultural organizational studies: New analysis approaches, new concepts, within nation variability, intercultural contacts, new contexts*. Symposium presented at the XVII Congress of the International Association for Cross-Cultural Psychology, Xi'An, China.
- Glazer, S.**, Laurel, A. R., & Kannan Narasimhan, P. (2004, April). *Antecedents and consequences of long work hours in aviation*. Poster presented at the meeting of Long Working Hours, Safety, and Health: A National Research Agenda, Baltimore, MD.
- Glazer, S.** & Madden, M. (2004, February). *The effects of age and tenure on stress, commitment, and turnover intention*. In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium

conducted at the annual meeting of the Society for Cross-Cultural Research, San José, CA.

- Glazer, S.** & **Anderson, D.** (2004, February). *The moderating effects of supervisor support on the relationship between role clarity and job satisfaction*. In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San José, CA.
- Gyurak, A., Glazer, S., & Loesch, J.** (2004, February). *Occupational stressors among nurses in five countries*. In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San Joe, CA.
- Kannan Narasimhan, R., & Glazer, S.** (2004, February). *Climate and organization performance: A cross-cultural analysis*. In **S. Glazer** (Chair), *Occupational stress across cultures*. Symposium conducted at the annual meeting of the Society for Cross-Cultural Research, San José, CA.
- Glazer, S., & Morris, S. E.** (2003, July). *Organizational support and motivation as predictors of goal achievement: A cross-cultural study*. In R. Fischer & **S. Glazer** (Co-chairs), *Advances in understanding work behaviour across cultures*. Symposium conducted at the Regional Conference of the International Association for Cross-Cultural Psychology-Regional Conference, Budapest, Hungary.
- Glazer, S., & Terrazas, J.** (2003, July). *A cultural analysis of Hofstede's uncertainty avoidance in relation to ambiguity*. Paper presented at the International Association for Cross-Cultural Psychology-Regional Conference, Budapest, Hungary.
- Glazer, S., Gyurak, A., & Loesch, J.** (2003, March). *A Qualitative Assessment of Stressors among Nurses in Three Countries*. Poster presented at the 5th Interdisciplinary Conference on Occupational Stress and Health (sponsored by the American Psychological Association, National Institute for Occupational Safety and Health, and School of Business, Queen's University, Canada), Toronto, Canada.
- Glazer, S., & Bell, L.** (2003, February). *A cross-cultural study of supervisor emotional social support*. Paper presented at the Society for Cross-Cultural Research, Charleston, SC.
- Glazer, S., De La Rosa, G. M., Dhindsa, M., & Gonzalez, J.** (2002, February). *Developing a theoretical model for studying occupational stress among expatriates and repatriates*. Paper presented at the Society for Cross-Cultural Research, Santa Fe, NM.
- Glazer, S.** (2001, August). *Towards a universal theory of occupational stress: A four-country study*. In **S. Glazer** (chair), *International Perspectives on Stress and Coping*. Symposium presented at the Academy of Management Conference, Washington, DC.
- Glazer, S.** (2001, July). *Work-related and personal demographic predictors of continuance commitment in five countries*. Paper presented at the International Association of Cross-Cultural Psychology-Regional Conference, Winchester, England.
- Glazer, S.** (2001, April). *Individuals' higher-order values as predictors of the stress process in four countries*. Paper presented at the International Academy for Intercultural Research, Memphis, TN.
- Glazer, S.** (2001, February). *Immigrant status as a demographic predictor of continuance commitment*. Paper presented at the Society for Cross-Cultural Research Conference, San Diego, CA.
- Glazer, S.** (2000, August). *A cross-cultural study of the relationship between shiftwork pattern and anxiety*. Paper presented at the 26th International Congress on Occupational Health, Singapore.
- Glazer, S.** (2000, July). *A cross-cultural study of the moderating effect of social support on the relationship between role stressors and anxiety*. Paper presented at the International Congress of Psychology, Stockholm, Sweden.
- Glazer, S.** (2000, July). *The moderating effect of personality variables on stressor-strain relationships among nurses in four countries*. Paper presented resented at the 15th Congress of the

International Association for Cross-Cultural Psychology, Warsaw, Poland.

- Glazer, S.** & Beehr, T.A. (2000, June). *Similarities and differences in human values between nurses in four countries*. Paper presented at the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values, Jerusalem, Israel.
- Glazer, S., Daniel, S., & Short, M.** (2000, February). *A cross-cultural study of the relationship between organizational commitment and human values*. Paper presented at the Society for Cross-Cultural Research, New Orleans, LA.
- Glazer, S., Izso, L., & Stetz, T. A.** (1998, August). Some personality correlates of job stress: A cross-cultural study. In F. Landy (Chair), *Sociopolitical issues in stress research*. Symposium conducted at the 24th International Congress of Applied Psychology, San Francisco, CA.
- Glazer, S.** (1998, August). Values and perceived role stressors among nurses: A four-nation study. In S. Schwartz (Chair), *Individual values: Antecedents, consequences and societal measurement*. Symposium conducted at the 14th Congress of the International Association for Cross-Cultural Psychology, Bellingham, WA.
- Nielson, N., Beehr, T., **Glazer, S.**, & Farmer, S. (1997, August). *Predicting the decision to retire*. Paper presented at the Annual Meeting of American Risk & Insurance Association, San Diego, CA.
- Beehr, T. A., Farmer, S. J., Gudanowski, D. M., **Glazer, S.**, & Nadig, V. (1997, April). Social support as talking to others: Relations with stressors emanating from supervisors, Employee strains, needs, and gender. In J. I. Sanchez (Chair), *Understanding the role of social support, in the process of work stress: The missing links*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.
- Glazer, S.** & Kruse, B. (1996, August). *Interaction effects of job stress and commitment on intention to leave*. Paper presented at the 26th International Congress of Psychology, Montreal, Canada.
- Glazer, S.** (1996, June/July). *A model of antecedents and consequences of job stress among Israeli nurses*. Paper presented at the American Psychological Society Conference, San Francisco, CA.
- Glazer, S.** (1996, March). *The effects of shiftwork on perceived role stressors, stress, commitment, and intention to leave among Israeli nurses*. Paper presented at the Industrial and Organizational/Organizational Behavior Graduate Student Conference, Toledo, OH.
- Glazer, S.** & Bliss, D. (1995, March). *The effects of hospital-type on the relationship of role stressors and organizational commitment*. Paper presented at the Industrial and Organizational/Organizational Behavior Graduate Student Conference, Denver, CO.
- Flynn, J. B., **Glazer, S.**, & Bozman, R. (1994, March). *Determinants of employee reactions and attitudes toward performance appraisal and review systems*. Paper presented at the Southeastern Psychological Association Conference, New Orleans, LA.

INTERNAL CONFERENCES

- Viscone, A., & Glazer, S. (2023, March 16). *"I won't stand for it!" The role of meaningfulness in life in employees' decision to leave a noxious work environment*. Oral Presentation at the Research Engagement Day Talks, The University of Baltimore, Baltimore, MD.
- Dimoff, V., & Glazer, S. (2022, March 17). *Examining the convergence of transformational leadership and supervisor social support*. Oral Presentation at the Research Engagement Day Talks, The University of Baltimore, Baltimore, MD.
- Carlton Baier, K., Glazer, S., & Berger, R. (2021, March 11). *The benefits of short-term study and virtually abroad programs*. Oral Presentation at the Research Engagement Day Talks, University of Baltimore, Baltimore, MD.
- Glazer, S.** (2021, March 11). *A multi-sample validation study of a measure on meaningfulness in life*. Oral Presentation at the Research Engagement Day Talks, University of Baltimore, Baltimore, MD. <https://www.youtube.com/watch?v=kvYkXD8oXcY&feature=youtu.be>

- Glazer, S.** (Chair). (2014, March). *Applying an integrated international learning framework*. Panel convened for the 2nd Yale Gordon College of Arts and Sciences Celebration of Faculty, University of Baltimore, Baltimore, MD.
- Simonovich, H., Glazer, S., & Moore, I. (2006, July). *International students' personal values in relation to socio-cultural adjustment to life in the United States*. Paper presented at the 49th Annual Spartan Psychological Association Research Colloquium, San José, CA.
- Kannan Narasimhan, R., & Glazer, S. (2004, March). *Climate and Organizational performance: A comparative study of USA and India*. Paper presented at the 47th Annual Spartan Psychological Association Research Colloquium, San José, CA.
- Anderson, D. & Glazer, S. (2003, April). The moderating effects of supervisor support on the relationship between work stressors and job satisfaction. Paper presented at the 46th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.
- Glazer, S., & Bell, L.** (2003, April). *A cross-cultural study of peer social support*. Paper presented at the 46th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.
- Glazer, S., Gyurak, A., & Loesch, J.** (2003, March). *A Qualitative Assessment of Stressors among Nurses in Three Countries*. Paper presented at the 46th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.
- Glazer, S., & Bell, L.** (2002, March). *A cross-cultural study of supervisor emotional social support*. Paper presented at the 45th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.
- Glazer, S., & Terrazas, J.** (2002, March). *A cultural analysis of Hofstede's uncertainty avoidance in relation to ambiguity*. Paper presented at the 45th Annual Spartan Psychological Association Research Colloquium, San Jose, CA.

INVITED TALKS at CONFERENCES AND OTHER ORGANIZATIONS

- Glazer, S. (2023, June 6). *At the crossroads of AI, decent work, and meaningfulness in life*. Invited speaker at the Artificial Intelligence Higher Education and Decent Work: The Great Challenge Webinar sponsored by the Psychology Dept. and Ctre for the Investigation in Education and Psychology at the University of Évora, Portugal.
- Glazer, S. (2023, March 1). *Developing a cross-culturally competent student: A multi-stage, multi-modality curriculum*. Plenary speaker at the Erasmus Mundus Joint Master Degree in Work, Organizational, and Personnel Psychology (WOP-P EMJMD) International Workshop, Gandia, Spain.
- Glazer, S. (2021, December 18). [Invited Keynote]. *Cross-cultural virtual teams and wellness*. 8th International Congress of STRESS - PERFORMANCE - WELLNESS (ICSPW 2021). www.isma.org.in/icspw2021 [virtual conference/India]
- Glazer, S. (2020, November 16). [Invited panelist]. *Developing an experiential virtually abroad program to ensure mobility access*. In K. Bista (Chair), Webinar on Reimagining Study Abroad and Student Mobility presented during 2020 International Education Week.
- Glazer, S. (2020, September 23). *Work and occupational stress in the midst of COVID-19*. Invited Webinar for IPMA-HR, Alexandria, VA. (see: <https://vimeo.com/user49753872/review/466560761/dcb3d0e61f>)
- Glazer, S. (2019, June 13). *Creating Healthy Organizations*. Invited Webinar for IPMA-HR, Alexandria, VA. (see: <https://www.ipma-hr.org/events/detail/2019/06/13/default-calendar/webinar-creating-healthy-organizations>)
- Glazer, S. (2017, July). Discussant in F. Montani (Chair), *The benefits of compassionate goals in the workplace: Empirical insights across countries*, presented at the 9th European IACCP Conference, Warsaw, Poland.
- Glazer, S. (2017, July). Moderator in C. Vauclair & K. Mazurowska's (Co-Chairs), Panel on

Educational endeavors in cross-cultural psychology, to be presented at the 9th European IACCP Conference, Warsaw, Poland.

- Glazer, S. (2015, May). One of ten Invited “thought leaders in policy, academics and business” for the SHRM Foundation, an affiliate of the Society for Human Resource Management. *Engaging and Integrating a Global Workforce*, Alexandria, VA. Invited to speak about global virtual teams.
- Glazer, S. (2015, May). Discussant in J. Neveu & C. Cunningham (Co-Chairs), *Salutogenic approaches to occupational health management*. Work, Stress, and Health Conference, Atlanta, GA.
- Glazer, S. (2014, May). I/O psychology in an international arena. In J. Fullick (Chair). *The many faces of I/O: Perspectives on professional identity*. Panel Discussion at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Glazer, S. (2014, May). Approaches to survey translations. In I. Cozma (Chair). *Searching for the perfect translation: Test translation best practices*. Panel Discussion at The 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Glazer, S., & Saner, L. (2013, March 22). *The CASL cross-cultural training project: An interdisciplinary initiative to improve analysis*. Presentation at the Interagency Language Roundtable meeting held at the National Foreign Language Center, College Park, MD.
- Glazer, S. (2012, July). Discussant in D. Best (Chair), *Cross-cultural focus on women*. Symposium presented at the XXIst International Congress of the International Association for Cross-Cultural Psychology Conference, Stellenbosch, South Africa.
- Glazer, S. (2011, August). Discussant in M. Van Driel (Chair), *Similarities among differences: Perspectives on equal opportunity employment, diversity management, and cross-cultural competence*. Symposium presented at the Academy of Management, San Antonio, TX.
- Glazer, S. (2011, August). Panel participant on Editorial work for American Psychological Association journals at the American Psychological Association conference, Washington, DC.
- Glazer, S. (2011, February). Panel participant on editing international journals. Society for Cross-Cultural Research conference, Charleston, SC.
- Glazer, S. (2001, March). *The Essence of Leadership: Group Skills*. Invited workshop for the Women’s Division of the Jewish Federation of San José, CA.
- Glazer, S. (1999, November). *Stress correlates among nurses at St. Joseph’s Medical_Center*, Baltimore, MD.
- Glazer, S. (1997). *A cross-cultural study of stress among nurses*.
 (November). Invited talk for Sinai Hospital, Baltimore, MD.
 (October). Invited talk for Greater Baltimore Medical Center, Baltimore, MD.
 (September). Invited talk for Carroll County Hospital, Westminster, MD.
 (September). Invited talk for St. Joseph’s Hospital, Baltimore, MD.
 (March). Invited talk for Szent Istvan Korhaz (St. Stephens Hospital), Budapest, Hungary.
 (March). Invited talk for Mav Korhaz (Mav Hospital), Budapest, Hungary.
 (April). Invited talk for Szent Janos Korhaz (St. James Hospital), Budapest, Hungary.
 (April). Invited talk for Hajnal Imre Korhaz (Hajnal Imre Hospital), Budapest, Hungary.

INVITED TALKS IN EDUCATIONAL SETTINGS

- Glazer, S. (2024, April 5). *Developing the Glazer Meaningfulness in Life measure*. Invited guest speaker for the Winter 2024 I-O psychology brown bag. Wayne State University, MI.
- Glazer, S. (2023, December 7). *International work & organizational psychology: A cross-cultural lens*. Invited guest speaker at the University of Puerto Rico, San Juan, Puerto Rico.
- Glazer, S. (2023, November 29). *Promoting healthy organizations: Cross-cultural explorations of the person and the environment*. Invited guest speaker at the University of Windsor, Canada.

- Glazer, S. (2023, April 25). *It's not just about others; you play a big role in your well-being!* In. J. Gasparini's PSYC 220, Stress: Identification & Management (undergraduate course). University of Baltimore, MD.
- Glazer, S. (2022, April 20). What is IO Psychology? Stevenson University, Owings Mills, MD.
- Glazer, S. (2022, March 31). [Invited panelist]. In L. Matthews (Convener), *M.O.M. (Modern Occupational Mindfulness): A Self-care Session*. Career & Internship Center, The University of Baltimore, MD.
- Glazer, S. (2022, March 29). *Validation of the Glazer Meaningfulness in Life measure and its application in the occupational stress nomological net*. Invited speaker to the Faculty Research Forum at the University of Maryland, Applied Research Laboratory for Intelligence and Security (ARLIS), College Park, MD.
- Glazer, S. (2021, November 3). *Being Jewish in North America*. Invited classroom speaker for University of Windsor, Canada.
- Glazer, S. (2021, October 22). *On being Jewish in the workplace*. Invited speaker for the Maryland Equity and Inclusion Leadership Program, University of Baltimore, MD.
- Glazer, S. (2021, April 21). *All about IOP*. In J. Gasparini PSYC 200 class. University of Baltimore, MD.
- Glazer, S. (2020, November 13). *Healthy vs. unhealthy values: Implications on stressors and well-being*. Invited brownbag speaker for Central Michigan University.
- Glazer, S. (2020, November 10). [Panelist]. Graduate School and Career Panel. In. M. Frederick's PSYC 490 Capstone for undergraduate psychology majors. University of Baltimore, MD.
- Glazer, S. (2019, November 20). *Organizational diagnosis and organizational processes: Drawing on work stress*. Invited speaker at the University of Coimbra, Portugal.
- Glazer, S. (2019, November 12). *All about IOP*. In J. Gasparini PSYC 200 class. University of Baltimore, MD.
- Glazer, S. (2019, November 4). Sustaining core values through the organization's culture and climate. Invited speaker at the University of Maryland, Baltimore, *President's Symposium: Institutionalizing Core Values*, Baltimore, MD. <https://youtu.be/qxGaZjlfuf8>
- Glazer, S. (2019, May 10). What is IO Psychology? An overview to AP psychology students. Invited talk to four AP Psychology classes at River Hill High School, Clarksville, MD.
- Glazer, S. (2018, October 31). *A cross-cultural view of occupational stress*. Invited talk to the Psychology Club at the Community College of Baltimore County, Catonsville, MD.
- Glazer, S. (2018, April 9). *You, culture, and the workplace: Identifying work-related stressors*. Invited guest speaker in J. Gasparini's PSYC 220, Stress: Identification and Management (undergraduate course), University of Baltimore, MD.
- Glazer, S. (2018, March 22). *Value congruence in relation to socio-cultural adaptation and acculturation strategy*. Invited talk for the Faculty of the École Universitaire de Management at the University of Pau-Bayonne, France.
- Glazer, S. (2017, March 27 & 29). *A cross-cultural perspective of occupational health issues*. Invited seminar for the MBA program of the Faculty of the École Universitaire de Management at the University of Pau-Bayonne, France.
- Glazer, S. (2017, March 28). *Social support and leadership in relation to occupational stress: The role of internal and external culture*. Invited talk for the Faculty of the École Universitaire de Management at the University of Pau-Bayonne, France.
- Glazer, S. (2017, March 20). *A myriad of personal and environmental factors influencing job stress*. Invited talk for Distinguished Speaker Series at the University of Guelph, Canada.
- Glazer, S. (2017, March 8). *A cross-cultural view of occupational stress*. Invited talk to the Psychology Club at the Community College of Baltimore County, Catonsville, MD.

- Glazer, S. (2017, January 19). *Intersection of work stress and organization development*. Invited talk for the Work, Organizational, and Personnel Psychology Master's at the University of Barcelona, Spain.
- Glazer, S. (2016, July 20). *Occupational stress in relation to work consequences*. Invited talk to the University of Maryland Department of Emergency Medicine, Baltimore, MD.
- Glazer, S. (2007, June). *Intercultural interactions*. Department of Psychology, University of Bologna, Italy.
- Glazer, S. (2006, May). *Intercultural interactions workshop: Module I*. Center for Faculty Development, San Jose State University, San Jose, CA.
- Glazer, S. (2005, September). *Intercultural/international interactions: Your personal experiences at SJSU*. Center for Faculty Development, San Jose State University, San Jose, CA.
- Glazer, S. (2004, March 20). *Organizational and occupational stress across cultures: Quantitative and qualitative findings*. School of Psychology, Victoria University Wellington, New Zealand.
- Glazer, S. (2004, March 26). *Safety climate in the commercial aviation industry*. DataBlitz, Department of Psychology, San Jose State University, San Jose, CA.
- Glazer, S. (2003, March). *Interpersonal Relationships*. Invited workshop for the Women's Division of the Jewish Federation of San José, CA.
- Glazer, S. (2001, November). *Stress among nurses*. Invited guest speaker for the Graduate Nursing Program, Department of Nursing, San Jose State University, San Jose, CA.
- Glazer, S. (2001, October). *A cross-cultural study of stress among nurses*. Behavioral Science Club, San Jose State University, San Jose, CA.
- Glazer, S. (2001, October). *A cross-cultural study of stress among nurses*. DataBlitz, Department of Psychology, San Jose State University, San Jose, CA.
- Glazer, S. (1998, November). *Understanding occupational stress across cultures*. Paper presented at a meeting of the Northern Kentucky University chapter of Psi Chi, The National Honor Society in Psychology, Northern Kentucky University, Highland Heights, KY.
- Glazer, S. (1998, November). *Cross-cultural leadership*. Invited workshop for the Norse Leadership Society, Northern Kentucky University, Highland Heights, KY.
- Glazer, S. (1997). *A cross-cultural assessment of job stress among nurses*.
(April). Paper presented at the first annual Hungarian Fulbright Commission Student Research Conference, Budapest, Hungary.
(May). Paper presented at The Technical University of Budapest, Budapest, Hungary.

INTERVIEWS

- Singh, D., & Larson, K. (11 July 2024). Layoff anxiety survey: 7 in 10 workers are bracing for job cuts. <https://www.marketwatch.com/guides/banking/layoff-anxiety-survey/>
- Pop-Badiu, L. (5 October 2023). Expert insights: The mental health benefits of working in a coworking space. <https://www.coworkingcafe.com/blog/expert-insights-the-mental-health-benefits-coworking-space/>
- Flak, O. (12 July 2023). How will artificial intelligence affect human relations at work? <http://artificialmanagers.com/2023/07/12/how-will-artificial-intelligence-affect-human-relations-at-work/>
- Mathews, L. (13 December 2022). Parenting in the workplace with Sharon Glazer - Career practitioner conversations with NCDA. <https://www.buzzsprout.com/1963679/11858460>
- McCann, A. (8 March 2021). Factors affecting happiness: https://wallethub.com/edu/happiest-places-to-live/32619#expert=Sharon_Glazer

Original article referenced in the following articles:

<https://www.msn.com/en-us/travel/news/these-are-americas-happiest-cities-to-live-in/ar->

BB1epSHL

<https://www.foodandwine.com/syndication/americas-happiest-cities-to-live-in>

<https://www.travelandleisure.com/travel-tips/travel-trends/americas-happiest-cities-to-live-in>

Weisgold, M. (9 July 2017). Ask Margit: What school doesn't teach you, M1.

<https://baltimoresun.newspapers.com/image/317697037/?terms=What%20school%20doesn%27t%20teach%20you&match=1>

Barker, J. (4 March 2016). Consultant helps UMD coaches assess team culture.

<http://www.baltimoresun.com/business/bs-bz-sports-teams-consultants-20160304-story.html>

(12 April 2015). Lucrative health care jobs, M2.

<https://baltimoresun.newspapers.com/image/263847323/?terms=lucrative%20health%20care%20jobs&match=1>

EDITOR

Springer Book Series: *Emerging Cultural Perspectives in Work, Organizational, and Personnel Studies* (2019-present)

SpringerBriefs (Monograph series) in Psychology: Culture, Organizations, and Work (2015 – present)

Society for Industrial & Organizational Psychology-International Affairs Committee, White Paper Series (2019)

International Journal of Stress Management, January 2011 (Incoming Editor: October 2010, Editor: January 2011-January 2015; Outgoing Editor: January-August 2015; Editorial Board since 2008- present)

EDITORIAL BOARD

Occupational Health Science, 2016-present

International Journal of Intercultural Relations, 2008 (Consulting Editor 2008-2015)

Journal of Organizational Behavior, 2007 (Editorial Board 2007-2008)

AD HOC REVIEWER (beginning date after journal title)

Applied Psychology: An International Review, 2008

European Journal of Work and Organizational Psychology, 2009

Cross Cultural & Strategic Management, 2018

Group Dynamics, 2008

Human Relations, 2005

Human Resource Management Journal, 2003

International Journal of Cross-Cultural Management, 2005

International Journal of Psychology, 2017

Journal of Cross-Cultural Psychology, 2008

Journal of Evolutionary Economics, 2005

Journal of International Business Studies, 2006

Journal of International Students, 2018

Journal of Occupational and Organizational Psychology, 2006

Journal of Occupational Health Psychology, 2001

Social Behavior and Personality: An International Journal, 2005

Stress & Health, 2009

Work & Stress, 2008

FUNDING AGENCY REVIEWER

Research Grants Council (RGC) of Hong Kong, 2021 ; 2023

Israel Science Foundation, 2008; 2011; 2023

BOOK REVIEWER

International leadership – how to integrate different national cultures and prosper on the diversity, written by Mahak Laursen and Gert H. N. Laursen, considered for publication by Springer (2015).

Work Stress and Coping in the Era of Globalization, written by Bhagat, Segovis, & Nelson, published by Psychology Press (Taylor & Francis) (2010).

The Art of Leadership, written by Manning and Curtis, published by McGraw-Hill (1999)

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
The Eastern Academy of Management, 2017-present

COURSES TAUGHT

UNDERGRADUATE

Cross-Cultural Psychology
 Introduction to IO Psychology
 Introduction to Psychology
 Management Psychology
 Organizational Consulting
 Psychology of Race and Gender
 Social Psychology
 Stress: Identification and Management
 Writing in Psychology

GRADUATE

Applications in IO Psychology
 Cross-Cultural Organizational Psychology
 Consulting Skills
 Occupational Stress & Health Psychology
 Organization Development and Change
 Organizational Behavior
 Organizational Theory & Development
 Organizational Psychology
 Practicum Supervision
 Supervise Theses and Directed Studies
 Training & Organization Development

COMPLETED THESES/DISSERTATIONS

- Chair: Jasmyne Jardot, Applied (IO) Psychology, *Cross-Cultural Team Performance* [working title]. The University of Baltimore.
- Chair: Victoria Dimoff, M.S., Applied (IO) Psychology, August 2022, *Examining the Possible Redundancy of Transformational Leadership and Supervisor Social Support*. The University of Baltimore.
- Chair: Branden Lynman, M.S., Applied (IO) Psychology, May 2021, *Emotional Intelligence and Leadership*. The University of Baltimore.
- Chair: Holly Moody, M.S., Applied (IO) Psychology, December 2020, *Polytasking and Human Values across Cultures*. University of Baltimore.
- Chair: Krystal Roach, M.S., Applied (IO) Psychology, August 2018, *The Moderating Effect of Value Incongruence on the Relationship between Role Stressors and Strains*. University of Baltimore.
- Chair: Samantha Wetzelberger, M.S., Applied (IO) Psychology, December 2017, *Effects of Role Stressors Appraised as Challenges and Hindrances on Work Outcomes*. University of Baltimore.
- Chair: Ivica I. Pavisic, M.S., Applied (IO) Psychology, December 2016, *Supervisors' Leadership Style Influence on Subordinate Stress: A Cross-Cultural Study of the Benefits of Transformational Supervision*. University of Baltimore.
- Chair: Hande Güzel, M.S., Applied (Counseling) Psychology, June 2016, *Demographic Factors in Relation to Acculturation and Acculturative Stress: A Comparison of International and Domestic University Students*. University of Baltimore.
- Chair: Maria Joao S. de Carvalho, M.S., I/O Psychology, August 2015, *Leader Support as a Moderator of Stressor-Strain Relationship*. San Jose State University.
- Chair: Adam C. Mahoney, M.S., I/O Psychology, August 2015, *Organizational Commitment among Generation X and Generation Y*. San Jose State University.
- Chair: Jenny Le, M.S., I/O Psychology, December 2014, *Type A/B Behavior Pattern as Moderator of Stressor-Strain Relationship*. San Jose State University.
- Chair: Emalynn L. Robinson, M.S., I/O Psychology, May 2012, *Effects of a Virtually Abroad Program on Students' Cross-Cultural Competence*. San Jose State University.

- Chair: Meng-Yih Shih, M.S., I/O Psychology, December 2011, *Socio-Cultural Adaptation in Relation to Value Congruence and Acculturation*. San Jose State University.
- Chair: Ashwini Palekar, M.S., I/O Psychology, August 2011, *Polytasking and Job Stress Across Cultures*. San Jose State University.
- Chair: Sonja K. Ellefson, M.S., I/O Psychology, December 2010, *Bullying in High-Tech Professions*. San Jose State University.
- Chair: Irina A. Shargo, M.S., I/O Psychology, August 2010, *Stress and Coping due to Global Virtual Teamwork*. San Jose State University.
- Chair: Kaci D. Mabe, M.S., I/O Psychology, May 2010, *Social Support as Moderator of Job-Specific or Generic Stressors with Strains*. San Jose State University.
- 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*. San Jose State University.
- Chair: Heather Simonovich, M.S., I/O Psychology, December 2008, *Values in Relation to Acculturation and Adjustment*. San Jose State University.
- Chair: Jeffrey Berlin, M.S., I/O Psychology, August 2008, *Social Support and Facet Satisfaction Across Cultures*. San Jose State University.
- Chair: Jennifer Alexander, M.S., I/O Psychology, May 2007, *Commuting in Relation to Work-Life and Home-Life Satisfaction*. San Jose State University.
- Chair: Christiana Woodward, M.S., I/O Psychology, December 2006, *Correlates of Re-enlistment Intentions Among Army National Guardmembers*. San Jose State University.
- Chair: Elisa Aguayo Rolle, M.S., I/O Psychology, December 2006, *Well-Being as a Function of Deployment, Terrorism, Commitment, and Patriotism*. San Jose State University.
- Chair: Cynthia Schoolcraft Hannah, M.S., I/O Psychology, August 2006, *Antecedents and Mediating Factors of Organizational Alignment*. San Jose State University.
- Chair: Charlotte Wittenkamp, M.S., I/O Psychology, May 2006, *Work Centrality, Work Hours, and Cultural Values among European Nations*. San Jose State University.
- Chair: Rachel Pickworth, M.S., I/O Psychology, December 2005, *Employee Value Congruence with Supervisors and Coworkers: A Cross-Cultural Study*. San Jose State University.
- Chair: Rangapriya Narasimhan, M.S., I/O Psychology, August 2005, *Nurturing Intrapreneurship: A Cross-Cultural Analysis of Organizational Climates*. San Jose State University.
- Chair: Mark Zajack, M.S., I/O Psychology, August 2005, *Value Congruence and Occupational Stress during Major Organizational Change*. San Jose State University.
- Chair: Nirit Hazan, M.S., I/O Psychology, May 2005, *Assessment of Time Perceptions Across Cultures*. San Jose State University.
- Chair: Julie Fernandez, M.S., I/O Psychology, December 2004, *Work Overload in Relation to Civilian Life among Deactivated Reservists*. San Jose State University.
- Chair: Troy Buchanan, M.S., I/O Psychology, August 2004, *Values as Moderators of Stressor-Strain Relationships Among Urban School Teachers*. San Jose State University.
- Chair: Anett Gyurak, M.S., I/O Psychology, August 2004, *Qualitative Assessment of Occupational Stress Among Nurses in Five Countries*. San Jose State University.
- Chair: Sara E. Morris, M.S., I/O Psychology, December 2003, *A Cross-Cultural Study of the Relationships Among Organizational Support, Motivation, and Goal Achievement*. San Jose State University.
- Chair: Peter Senatore, M.S., I/O Psychology, August 2003, *Moderating Effects of Work Values on Stressor-Strain Relationships*. San Jose State University.
- Chair: Tu Lam, M.S., I/O Psychology, December 2003, *Technology as a Moderator of the Role Stressor-Burnout Relationship*. San Jose State University.
- Awarded:** Won 2004 SJSU Student Research Competition
 Selected to represent College of Social Sciences for Outstanding Thesis Award
- Committee Member: Krystal Roach, Ph.D., I/O Psychology, August 2021, *A Construct Of One's Own: Examining the Overlap of Burnout with Depression, Anxiety, and Fatigue*, Central Michigan University.

- Committee Member: Brandon King, Ph.D., I/O Psychology, May 2015, *The Paradox of Social Support: Why Does Helping Sometimes Increase Strains?* Central Michigan University.
- Committee Member: Emily G. Feinberg, Ph.D., I/O Psychology, November 2012, *Cross-Cultural Competency Training Effectiveness: The Moderating Role of Training Transfer and Predictors of Transfer*. University of Maryland.
- Committee Member: Corbin Wang, M.S., I/O Psychology, August 2005, *The Negative Work-Related Outcomes of Perceived Ethnic and Sex Discrimination*. San Jose State University.
- Committee Member: Amy Klein, M.S., I/O Psychology, May 2004, *Goal Orientation and its Relationship to Organizational Commitment*. San Jose State University.
- Committee Member: Masashi Toyoda, M.S., I/O Psychology, May 2003, *The Effects of Physical Attractiveness, Ethnicity, and Gender of Employees on Perceived Causal Attributions of Promotion*. San Jose State University.

ACADEMIC SERVICE AND COMMITTEE WORK/ADVISING

EXTERNAL

Domestic

Research Affiliate, Organizational Teams and Technology Research Society (OTTRS) at the University of Maryland, College Park, November 2021- present
<https://ottrs.ischool.umd.edu/people/>

Society for Industrial and Organizational Psychology

United Nations (UN) Committee

Badged Member to the UN - Geneva, October 2022 - present

International Affairs Commitment (IAC)

Co-Chair, April 2019 – April 2021

Member, May 2014- April 2019

Int'l Research & Collaboration Small Grant Award Subcommittee Reviewer, 2014 - 2021
 Committee, Award Committee reviewer, August 2014 - 2019

SIOB Ambassador Program, April 2021

Teaching Award Committee, June 2020 – April 2021

International Education & Training Subcommittee, May 2018-April 2019

Local I-O Groups Committee, Regional Representative, June 2017-2022

Human Resources Management Impact Awards Subcommittee on print marketing, February – April 2016

Advisory Board Member, NSF Funded Faculty Workload and Rewards Project, PI: Dr. KerryAnn O'Meira, University of Maryland College Park, MD, November 2016-2017

Chair, Organizing Committee, Society for Cross-Cultural Research Conference, San Jose, 2004

Selection Committee for the Study Abroad Program at Northern Kentucky University, 1999

Global/International

Alliance for Organizational Psychology, March 2021-present

Secretary General, July 2022 - present

Inaugural Chair of "The Big Tent," March 2021-July 2022

European Association for Work, Organizational, and Personnel Psychology, International

Advisory Group for the May 2023 Congress, March 2022-May 2023

Advisory Board Member for the Trustworthiness Alliance, Canada, June 2020-present
<http://www.trustworthiness.ca/researchers.htm>

Advisory Board Member for the Florida Institute of Technology, International I/O Psychology Initiative, January 2012-2020

Advisory Board Member for the ERASMUS+ Project IMPRESS - Improving management competences on Excellence based Stress avoidance and working towards Sustainable organisational development in Europe. Co-PI: Dr. Rita Berger, University of Barcelona, Spain. Project reference: 588315-EPP-1-2017-1-ES-EPPKA2-KA, April 2020-2022

International Association for Cross-Cultural Psychology (IACCP)

Ombudsperson (Regional Conference), 2023

Treasurer, 2007-2017

Executive Leadership Advisor, 2017 - 2022

Culture & Psychology School Committee, 2017-2022

Virtual Conference Coordination Taskforce, 2020-2021

Outgoing Treasurer, 2017-2018

Scholarship Committee; Publications Committee; Membership & Professional Standards Committee 2007-2017

Winter School Coordinator, University of Valencia for SJSU students, 2008-2011 & for University of Baltimore students 2010-2012 (prior to joining UBalt)

EXTERNAL REVIEWER FOR PROMOTION AND/OR TENURE

Tel-Aviv University, Israel, March 2024

University of Queensland, Australia, August 2019

University of Waterloo, Canada, September 2018

University of San Francisco, USA, November 2017

University of Guelph, Canada, August 2017

University of Tulsa, USA, August 2016

University of Essex, UK, May 2015

Tel-Aviv University, Israel, April 2012

Clemson University, USA, October 2012

San Diego State University, USA, October 2012

INTERNAL (UBALT)

University-wide

Graduate International Student Taskforce, Fall 2023 - 2024

Global Field Studies Task Force, co-Chair, Fall 2022 - May 2023

President's Faculty Award Selection Committee, 2022; 2023; 2024

Provost's Selection Committee, September 2022 - March 2023

Provost's Chairs Council, 2013 - 2022

UBalt Workload Committee, 2021

UBalt Strategic Planning and Budgeting Committee, 2020

UBalt Committee of Inquiry, Chair, 2017

College-wide

Human Factors in the Cyber World Taskforce, December 2023 – January 2024

College Promotion & Tenure (P&T) Committee, 2014 - present

Tech Committee, Fall 2022 - 2023

Workload Committee, Chair, Spring 2017

Dean Search, Fall 2016

Enrollment Task Force, 2014-2016

P&T Recommendations Task Force, Summer 2014

Work-Life Committee, 2014-2015

Dean's Council of Chairs, 2014-2020

Leadership Council, 2013-2014

Division/Program

Program Director, 2019 – present

Developed Global IO Psychology (IOP) Certificate within the M.S. in Applied IOP program at University of Baltimore, Launched Fall 2019

Coordinator, Erasmus Plus Masters in Work, Organizational, & Personnel Psychology, 2015-present

IOP Committee, 2013-present

Ad hoc Divisional P&T Committee, Chair, March 2023

Organized State of the Art in Cross-Cultural Psychology for Psi Chi with 3 in-person guest speakers from University of Ghent In Belgium – Dr. Johnny Fontaine, Queens University in Canada – Dr. Li Jun Ji, and University of Bergen in Norway – Dr. David Lackland Sam, October 10, 2022

Organized talk for Psi Chi with visiting professor, Dr. Claudio Torres, University of Brasilia, Brazil on “Police Force Inside and Out: Crime, Fear of Crime, and Intention to Leave the Organization,” November 29, 2021

Program Directors’ Committee, Chair, 2014-2020; *ex-officio*, 2020-2021

UG Curriculum Committee (*Ad hoc*), 2014-2020

IO Psychology Faculty Search Committee, Member, 2013-2014; 2018-2019

Organized talk for University of Baltimore Psi Chi with Professor Marta Fülöp from Eötvös Loránd University of Budapest and the Hungarian Academy of Sciences on The Psychology of Cooperative Competition, May 2, 2018

Counseling Committee (*Ad hoc*), Fall 2014

Veterans’ Psychology Clinic Director Search Committee, Member, 2013-2014

INTERNAL (CASL)

IOP Research Scientist Search Committee, Chair, 2011; 2012

Area Director Search Committee, 2011

Merit & Retention Review Committee, 2011-2013

Ad hoc consultant on CASL projects, 2010-2012

Faculty Research Assistant Search Committee, 2010; 2011-2012

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

Department of Psychology Research Committee, 2005-2008; 2010-2011

Program Planning Committee, 2004-2005

Internationalization Leadership Team, 2003-2005

Undergraduate Advisor, Department of Psychology, 2003-2004

Assessment in (Psychology) Major Committee, 2002-2005

Task Force for the Recruitment and Retention of Diverse Faculty, 2002-2003

International Programs Selection Committee, 2002-2008

Industrial/Organizational Psychology Masters’ Program, 2000- 2010

Global Studies and International Education, 2001-2002

SPONSORED MENTORSHIP PROGRAMS at SJSU

SALLY CASANOVA PRE-DOCTORAL AWARD, 2004-2005; 2002-2003; 2001-2002

MARC SCHOLARS, 2005-2006; 2002-2003; 2001-2002

FACULTY MENTOR PROGRAM, 2002-2003; 2001-2002

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

Int’l Association for Cross-Cultural Psychology

International Academy for Intercultural Research, **Fellow**

International Association of Applied Psychology, **Fellow**

Personnel Testing Council Metropolitan Washington

Society for Industrial and Organizational
Psychology, **Fellow**

Society for Occupational Health Psychology

Consulting Objective: *To provide global organizational development and organizational behavior consulting, specifically in the areas of cross-cultural stress, adjustment, assessment and management, intercultural communication, leadership development, training and development, organizational culture and values assessment, and executive coaching.*

KEY SKILLS and KNOWLEDGE AREAS

- | | |
|---|---|
| ◇ Occupational stress | ◇ Cross-cultural assessment & development |
| ◇ Organizational development & change | ◇ Organizational culture/climate |
| ◇ Survey design | ◇ Performance development |
| ◇ Leadership development | ◇ Managerial coaching |
| ◇ Cross-cultural & diversity training | ◇ SPSS Advanced statistical techniques |
| ◇ Interviewing techniques | ◇ Structural Equations Modeling (LISREL & AMOS) |
| ◇ Write proposals for businesses and grants | ◇ SAS Advanced statistical techniques |
| ◇ Training needs assessment | ◇ R (programming language) |

CONSULTING SERVICES

JYA Leadership Academy of the Jewish High-Tech Community in Silicon Valley, CA, Advisory Board, 2021-present

Yuduyu, Inc., VA, Advisor, 2020-2022

American Field Service (AFS), Liaison, 2017-2019

ORGANIZATION DEVELOPMENT CONSULTING & TRAINING

Maryland Department of Legislative Services (Principal Investigator/Lead), Annapolis, MD, October 2021 – July 2022; August 2023 – July 2024

- ◇ Project: Design, implement, and report findings from a benchmark survey on Workplace Climate for Diversity, Inclusion, & Professionalism; bi-yearly follow-up

Moovit, Inc. (Trainer), Ness Tziyona, Israel, January 2023

- ◇ Project: Health promoting leadership & meaningfulness in life (Training for the Leadership Forum)

Under Armour, Inc. (Supervisor), Baltimore, MD, October – December 2021

- ◇ Project: Cross-cultural organizational training for managers and leaders.

United Nations Development Program (Scientific Advisory Panel Member), Sept.-Nov. 2020

- ◇ Project: Advise on design of Rewards and Recognition Programs aimed at enhancing motivation and engagement using non-monetary rewards

Trigger Transformation, Inc. (Executive Leadership Consultant), Baltimore, MD, 2019-present

- ◇ Project: Validation of Truvelop: A Performance Management Solution

Ethan M. Lindberg Foundation (Principal Investigator/Consultant), Chicago, IL, 2019

- ◇ Project: Develop Survey to Assess Implications of Financial Stressors/Strains in Adult Primary Caretakers of Children Born with Congenital Heart Disease

Agora (Trainer), Baltimore, MD, 2016

- ◇ Project: Organizational Climate vs. Organizational Culture (workshop)

Prometrics, Baltimore, MD, 2015

- ◇ Project: Document Analysis and Recommendations for Alternate Test

Kaizen Approach, Mt. Airy, MD, 2015

- ◇ Project: Database Review and Measurement Analysis

National Aquarium, Baltimore, MD, 2015-present

- ◇ Project: Conservation Behavior Change Strategies
- ◇ Project: Diver Engagement Study
- ◇ Project: Values in Relation to Conservation Behaviors

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, 2007-2008

- ◇ 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

Sunday Friends (Principal Consultant), San Jose, CA, 2004-2005

- ◇ Projects: Program Evaluation and Organizational Assessment

New Bridges of the Jewish Community Center (Principal Consultant), Palo Alto, CA, 2001-2003

- ◇ Project: Provide expert knowledge regarding Survey Development

Hampton Estates (Principal Consultant), San Jose, CA, 2001

- ◇ Project: Organizational Assessment and Recommendations

Ameritech (Associate Principal Consultant), Detroit, MI, 1999

- ◇ Project: Managerial Coaching and Performance Management

SENIOR ORGANIZATIONAL CONSULTANT, Booz-Allen, & Hamilton, McLean, VA, 1997-1998

Clients:

U.S. Army

- ◇ Project: Manpower Assessment

U.S. Customs

- ◇ Project: Survey development, assessment, and recommendations regarding organizational culture/climate

U.S. General Services Administration

- ◇ Project: Assisted in writing bidding proposal

Internal client (BAH)

- ◇ Project: Survey development and assessment of internal climate

STUDENT CONSULTANT, Central Michigan University, Dept. of Management, Mt. Pleasant, MI, 1996

- ◇ Project: Reorganization of university and its goals; Survey Development

TRAINING RESEARCH INTERN, Maryland Dept. of Human Resources--Office of Personnel Services, Baltimore, Maryland, June - August 1995

- ◇ Projects: Survey development and assessment on stress, job characteristics, and organizational commitment; training needs assessment & recommendations; and development of training curricula.

COMPENSATION ANALYST INTERN, Maryland Dept. of Human Resources --Child Care Administration, Baltimore, Maryland, March - June 1995

- ◇ Project: Pay rate system for childcare providers per ADA regulations

PROFESSIONAL TRAINING/WORKSHOPS

“Cross-Cultural Comparisons and Measurement Invariance using R,” Limerick, Ireland, August 2023.

- “What a Trip! How to Use Escape Rooms, Virtual, Travel, and Murder Mysteries to Enhance Virtual Teaching,”** CELTT Community of Practice, University of Baltimore, Fall 2020
- “Collecting High-Quality Data on Mechanical Turk: No Ifs, Ands, or Bots,”** CloudResearch, Jan. 2021
- “Build and Broaden 2.0,”** National Science Foundation, Jan. 2021
- “Humor in Distance Teaching,”** Living Innovation, Institute for Managing Sustainability, July 2020.
- “Student-Centered Learning: Case Teaching & Beyond,”** The Darden School Foundation: Executive Education, University of Virginia, June 12-13, 2018
- The Council of University System Faculty and the University System of Maryland System-wide New Chairpersons’ Conference,** Adelphi, MD, April 2015, 2014
- Association of American Colleges and Universities Centennial Annual Meeting,** Washington, DC, Jan. 21-24, 2015
- 31st Annual Academic Chairpersons Conference,** Jacksonville, FL, Feb. 12-14, 2014
- Cultural Psychology Pre-Conference Workshop,** Society for Personality & Social Psychology, Jan. 2013
- Structural Equations Modeling Workshop,** CASL, June 1-7, 2011
- Capability Maturity Model Integration for Services workshop,** Assoc. for Software Quality, Jan. 2011
- Summer Technology Workshop: On-Line Teaching Module,** Ctr for Faculty Dev. (CFD), Aug. 2004
- International Organization Network Workshop Series,** February 2004
- “They did WHAT? Strategies for Enhancing Student Team Effectiveness,”** CFD, March 2003
- Multiple R,** Interdisciplinary Conference on Occupational Stress and Health, March 2003
- Designing a Web Page,** CFD, 2000; 2002
- “Humor in the Workplace,”** American Society of Training and Development, 1998
- “Performance Warm-Up,”** Booz-Allen and Hamilton, Inc., 1998
- “Promises, promises,”** Eagle’s Flight Creative Training Excellence, Inc., 1996.
- “Gold of the Desert Kings,”** Eagle’s Flight Creative Training Excellence, Inc., 1996.
- “Creativity in the Classroom,”** Baltimore Council of Jewish Education, 1994
- “Reaching each student you teach,”** Baltimore Council of Jewish Education, 1992
- “Leadership Training Course,”** Jerusalem, Israel 1987