

JORGE A. GONZALEZ

Robert C. Vackar College of Business & Entrepreneurship
1201 W. University Dr., ECOBE 222D, Edinburg, TX 78539
(956) 665-2831
Jorge.Gonzalez@utrgv.edu
Updated 2021

ACADEMIC POSITIONS

University of Texas – Rio Grande Valley

(As University of Texas – Pan American 2009-2015)

Department of Management, Robert. C. Vackar College of Business & Entrepreneurship

Department Chair (2019-)

Associate Professor (2015-2021)

Assistant Professor (2009-2015)

University of San Francisco,

College of Professional Studies *(now School of Management)*

Assistant Professor (2007-2009)

University of Wisconsin - Milwaukee

Sheldon. B. Lubar School of Business, Management Area

Assistant Professor (2000-2007)

Instituto Tecnológico Autónomo de México

Department of Business Administration

Visiting Professor (2004-2005)

EDUCATION

Texas A&M University

Ph.D. in Management. Minor in Psychology. 2001

Dissertation: *Personal and Social Identity in Organizations: A Study of Organizational Commitment.*

Chair: Dr. Angelo DeNisi. Committee: Dr. Adrienne Colella, Dr. Jennifer George, Dr. David Woehr.

University of Texas - Pan American

B.B.A. in Finance. 1993

RESEARCH

PUBLICATIONS

- Kimakwa, S., Gonzalez, J.A. & Kaynak, H. (2021). Social Entrepreneur Servant Leadership and Social Venture Performance: How are They Related? Contitional acceptance at *Journal of Business Ethics*.
- Gonzalez, J. A. & Simpson, J. (2021). Workplace integration for veterans: Applying diversity and fit perspectives. *Human Resource Management Review*. 31: 1000777
- Contreras. S. & Gonzalez, J. A. (2020). Organizational change and work stress, attitudes, and cognitive load utilization: A natural experiment in a University restructuring. *Personnel Review*. 50: 264-284
- Wang. L., & Gonzalez, J. A. (2020). Racial/ethnic and national origin bias of student evaluation of teaching (SET). *International Journal of Organizational Analysis*. 28: 843-855
- Perez-Floriano, L. & Gonzalez, J. A. (2019). When the going gets tough: A moderated mediated model of injury, job-related risks, stress, and police performance. *International Journal of Organizational Analysis*. 27: 1239-1255.
- Herrera-Aguado A. L. & Gonzalez, J. A. (2019). Empirical evidence on labor profile competencies of Mexican immigrants to the United States of America. *Global Journal of Business Research*. 13:61-79
- Baeza, M. A., Gonzalez, J. A., & Wang, Y. (2018) Job Flexibility and Job Satisfaction among Mexican Professionals: A Socio-Cultural Explanation. *Employee Relations*. 40: 921-942.
- Gonzalez, J. A., Ragins, B. R., Ehrhardt, K., & Singh, R. (2018). Friends and family: The role of relationships in community and workplace attachment. *Journal of Business & Psychology*. 33: 89-104.
- Chakraborty, S. & Gonzalez, J. A. (2018). An integrated lean supply chain framework for U.S. hospitals. *Operations and Supply Chain Management*. 11: 98-109
- Gonzalez, J. A. (2016). Relational demography and workplace attachment: The role of value congruence and asymmetrical group effects. *Journal of Managerial Psychology*. 31: 169 - 185
- Gonzalez, J. A. & Perez-Floriano, L. (2015). If you can't take the heat: Cultural beliefs about questionable conduct, stigma, punishment, and withdrawal among Mexican police officers. *Organization Studies*. 36: 665-687
- Gonzalez J. A. & Zamanian, A. (2015). Diversity in Organizations. *International Encyclopedia of Social and Behavioral Sciences*. 2nd Ed. J Wright & N Ashkanasy, Eds. Elsevier.

- Gonzalez, J. A. & Chakraborty, S. (2014). Expatriate knowledge utilization and MNE performance: A multilevel framework. *Human Resource Management Review*. 24: 299-312.
- Gonzalez, J. A. (2013). Matchmaking: Community and business unit racial/ethnic diversity and business unit performance. *International Journal of Human Resource Management*. 24: 4063-4081
- Gonzalez, J. A., & Chakraborty, S. (2013). Identity orientation, organizational identification, and leadership involvement. *Journal of Leadership Studies*. 7: 6-17.
- Ragins, B. R., Gonzalez, J. A. Ehrhardt, K., & Singh, R. (2012). Crossing the threshold: The spillover of community racial diversity and diversity climate to the workplace. *Personnel Psychology*. 65: 755-787 ***Saroj Parasuraman Outstanding Publication Award – Best publication in Gender and Diversity in 2012 - Academy of Management GDO division***
- Gonzalez, J. A. (2012). Relational demography between managers and stakeholders and business-unit performance. *Journal of Leadership & Organizational Studies*. 4: 450-461
- Gonzalez, J. A., & Chakraborty, S. (2012). Image and similarity: An identity orientation perspective to organizational identification. *Leadership & Organization Development Journal*. 33: 51-65
- Gonzalez, J. A. (2010) Diversity change in organizations: A systemic, multilevel and nonlinear process. *Journal of Applied Behavioral Science*. 46: 197-219
- Rothausen, T. J., Gonzalez, J. A., & Griffin, A. (2009). Are all the parts there everywhere? Facet job satisfaction in the United States and the Philippines. *Asia Pacific Journal of Management*. 26: 681–700
- Gonzalez, J. A., & DeNisi A. S. (2009). Cross-Level effects of demography and diversity climate on organizational attachment and firm effectiveness *Journal of Organizational Behavior*. 30: 21-40. ***Journal of Organizational Behavior Best Paper Prize 2009 - Runner-up***
- Gonzalez, J. A. & Perez-Floriano, L. (2008) Walking the talk of safety in South America. In Davila, A & Elvira, M. (Eds.) *Best Human Resource Management Practices in Latin America*. Routledge. 128-140
- Perez-Floriano, L., & Gonzalez, J. A. (2007). Risk, safety and culture in Brazil and Argentina: The case of TransInc Corporation. *International Journal of Manpower*. 28: 403-417.
- Ragins, B. R. & Gonzalez, J. A. (2003) Understanding diversity in organizations: Getting a grip on a slippery construct. In J. Greenberg (Ed.) *Organizational Behavior: The State of the Science*. Erlbaum. 125-164.

DeNisi, A. S., & Gonzalez, J. A. (2000) Design performance appraisal systems to improve performance. *The Blackwell Handbook of Principles of Organizational Behavior*. E. A. Locke (Ed.). Blackwell Publishers. 60-72. (Updated 2003)

Rothausen, T. J., Gonzalez, J. A., O'Dell, L. L., & Clarke, N. E. (1998). Family-friendly backlash - fact or fiction?: The case of organizations' on-site child care centers. *Personnel Psychology*. 51: 685-706.

George, J. M., Jones, G. R., & Gonzalez, J. A. (1998). The role of affect in cross-cultural negotiations. *Journal of International Business Studies*, 29: 749-772.

ACADEMIC CONFERENCE PRESENTATIONS AND CONFERENCE PROCEEDINGS

* Papers with an asterisks are included in conference proceedings

Gonzalez, J. A. Finding meaning in international work assignments. Annual Academy of Management meeting. Online (PDW on Meaningful Work).

Ghosh, D. Sekiguchi, T. & Gonzalez, J. A. (2021). Demographic Diversity and Job embeddedness: A conceptual framework. Academy of International Business Conference. (online conference). *Nominated for the FIU/AIB Best Theory Paper Award*.

Baeza, M., Gonzalez, J. A., Chapa, O., & Rodriguez, R. (2021). Collectivistic Norms and Beliefs and Mexican OCBs: Differences by Gender and Generations. Academy of International Business Conference. (online conference).

Chakraborty, S. & Gonzalez, J. A., Sahagun, M & Scheuer, C. L. (2020). Cultural and institutional differences in healthcare quality across three North American nations. Annual Academy of Management meeting. (online conference).

Wang, L., & Gonzalez, J. A. (2019). The Upward Pygmalion Effect: A Preliminary Study. Decision Sciences International Conference. New Orleans, LA.

Gonzalez, J. A. & Simpson, J. (2019). Workplace Integration for Veterans: Applying Fit and Diversity Perspectives Southern Management Association. Norfolk, VA.

Wang, L., & Gonzalez, J. A. (2019). Follower Behavior as a Response to Leader Behavior. Southern Management Association. Norfolk, VA.

Kimakwa, S., Gonzalez, J.A. & Kaynak, H. (2018) The Role of Servant Leadership Style on Social Venture Performance. Presented at the Annual Social Entrepreneurship Conference, USC. Los Angeles, CA.

Wang, L., & Gonzalez, J. A. (2018). Racial/ethnic and national origin bias of student evaluation of teaching (SET). Southern Management Association. Lexington, KY.

- Lakshman, C., Gonzalez, J. A., Bala, R. (2018). *International Business Model Innovation: The Role of Dynamic Capabilities and Strategic Agility*. Southern Management Association. Lexington, KY.
- Wang, L., & Gonzalez, J. A. (2018). *Racial and Gender Biases in Leader Effectiveness Evaluations: Evidence from a Video Study*. Annual Academy of Management meeting. Chicago, IL.
- Kimakwa, S., & Gonzalez, J. A. (2018). *Founder-CEO Appointments Post-Initial Public Offering (IPO): A Cultural and Institutional Perspective*. Africa Academy of Management (AFAM), Addis Ababa, Ethiopia, 2018.
- Contreras, S., & Gonzalez, J. A. (2017). *The role of organizational change on stress, work attitudes, and cognitive load utilization: Evidence from a natural experiment*. Western Economic Association Meeting. San Diego, CA.
- Baeza, M. & Gonzalez, J. A. (2017). *Job flexibility and job satisfaction among Mexican professionals: Do gender, dependents, and age matter?* Business Association of Latin American Studies (BALAS). Santiago, Chile.
- Gonzalez, J. A. & Perez-Floriano, L. (2016). *Job-related risks, injury, stress, and performance: a study of Mexican police officers*. Southern Management Association. Charlotte, NC.
- Chakraborty, S. & Gonzalez, J. A. (2016). *Lean healthcare: An integrated hospital supply chain view*. Southern Management Association. Charlotte, NC.
- Zamanian, A., & Gonzalez, J. A. (2015). *An investigation of the impact of team members' multiculturalism and the diversity of outside ties on team creativity*. Decision Sciences International Conference. Seattle, WA.
- Perez-Floriano, L. & Gonzalez, J. A. (2013). *If you can't take the heat: Cultural beliefs about questionable conduct and punishment among police officers*. Iberoamerican Academy of Management meeting. Sao Paulo, Brazil.
- Gonzalez, J. A., Ragins, B. R., Ehrhardt, K., & Singh, R. (2013). *Friends and Family: The role of relationships in community and workplace attachment*. Academy of Management meeting. Lake Buena Vista, FL.
- Gonzalez, J. A., & Chakraborty, S. (2012). *Identity Orientation, Organizational Identification, and Leadership Involvement*. Decision Sciences International Conference. San Francisco, CA.
- Gonzalez, J. A. (2012). *Relational Demography, Value Congruence, and Organizational Attachment*. Southern Management Association. Fort Lauderdale, FL.
- Ragins, B. R., Gonzalez, J. A., Ehrhardt, K., & Singh, R. (2012). *The Spillover of Community Racial Diversity and Diversity Climate to the Workplace*. Academy of Management Meeting.

Boston, MA. -- *Recipient of the Dorothy Harlow Best Paper Award (Best paper in the Gender & Diversity in Organizations Division of the AOM conference)(*included in AOM Best Paper Proceedings).*

Chakraborty, S. & Gonzalez, J. A. (2012). A Multilevel Framework of Expatriate Adjustment and Knowledge Stock on MNE Subsidiary Performance. Academy of International Business Conference. Washington, DC.*

Perez-Floriano, L., & Gonzalez, J. A. (2012). Development of a reliable and valid scale of Mexican Corruption Values (MECOV). International association for cross-cultural psychology congress. Stellenbosch, South Africa.

Perez-Floriano, L., & Gonzalez, J. A. (2011). Becoming one of the guys: Corruption, stigma, and withdrawal behavior. Academy of Management Meeting. San Antonio, TX.

Perez-Floriano, L., & Gonzalez, J. A. (2011). Violence and security in Latin America: The effect of corruption values and occupational stigma in corrupt behavior and performance among Mexican police officers (in Spanish). VIII International Congress of Organizational Analysis. EGADE, Monterrey, Mexico

Ragins, B. R., Gonzalez, J. A. & Singh, R. (2010). Climate spillover: The impact of community and organizational diversity climates on work attitudes and quality of life. Academy of Management Meeting. Montreal, Canada.

Rothausen, T. J. & Gonzalez, J. A. (2009). Are all the parts there for those who care? Facet Job Satisfaction and Caring (Values). Society for Industrial/Organizational Psychology. New Orleans, LA.

Gonzalez, J. A. & Perez-Floriano, L. (2008). Victimization and risk perceptions among Mexican border police officers. Academy of International Business. Milan, Italy.

Gonzalez, J. A. & Perez-Floriano, L. (2008). Walking the talk of safety in South America. Academy of Management Meeting. Anaheim, CA. (PDW)

Gonzalez, J. A. (2008). Organizational diversity, internal and external fit, and firm performance. Academy of Management Meeting. Anaheim, CA.

Gonzalez, J. A. (2007). Organizational demography and firm performance: The role of organizational diversity climate. Academy of Management Meeting. Philadelphia, PA.

Gonzalez, J. A. Ragins, B. R. & Singh, R. (2007). The effects of community and organizational diversity climates on work and life attitudes. Academy of Management Meeting. Philadelphia, PA.

- Perez-Floriano, L. & Gonzalez, J. A. (2007). Culture and corruption among police officers in the U.S. Mexico Border. Society of Interamerican Psychology conference. Mexico City, Mexico.*
- Rothausen, T. J., Gonzalez, J. A., & Griffin, A. (2006). Culture matters: Facet and global job satisfaction in the Unites States and the Philippines. Academy of International Business conference. Beijing, China.*
- Gonzalez, J. A. & Perez-Floriano, L. (2005) Community risk and work in Mexico City. Presented at the annual Academy of Management Meeting. Honolulu, HI.
- Gonzalez, J. A. (2005) The process of organizational diversity change. Presented at the Society of Interamerican Psychology conference. Buenos Aires, Argentina.*
- Gonzalez, J. A. & Perez-Floriano, L. (2005) The role of ecological conditions and individual differences on turnover intentions among Mexico City residents. Society of Interamerican Psychology conference. Buenos Aires, Argentina.*
- Gonzalez, J. A. (2004) The People Change the Place: Understanding Organizational Diversity Change. Academy of Management Meeting. New Orleans, LA.
- Gonzalez, J. A. (2003) Personal and Social Identity: A Study of Value Congruence and Demographic Diversity. Eastern Academy of Management Conference. Oporto, Portugal.*
- Gonzalez, J. A. (2002). Top Management Team National Diversity: Antecedents and Outcomes. SOM International Conference on Globalization, Innovation and Human Resource Development for Competitive Advantage. Bangkok, Thailand.*
- McKay, P. M. & Gonzalez, J. A. (2002). The Recruitment-Reformation-Retention Model for Building a Diverse Labor Force. Meeting Ourselves and Others conference. Lingatan, Sweden.
- Gonzalez, J. A. (2002) Diversity, Identity, and Perceived Diversity Climate. International Western Academy of Management Conference. Lima, Peru. *Nominated for Best Paper Award.*
- Gonzalez, J. A. (2001) Demography, Identity, and Organizational Commitment. Eastern Academy of Management Conference. San Jose, Costa Rica.*
- Gonzalez, J. A. (2001). Identity, Value Congruence, and Demographic Diversity. Paper presented at the III International Workshop on Human Resource Management. Seville, Spain.*
- Gonzalez, J. A. (2000). Organizational Justice and In-group Prosocial Behavior. Paper presented at the ASAC-IFSAM conference. Montreal, Canada.*

- Gonzalez, J. A & Lawson. L. (2000). Antecedents of Organizational Identification in Professional and Fraternal Organizations. Paper presented at the annual Society for Industrial and Organizational Psychology conference. New Orleans, LA.
- Gonzalez, J. A. (1999). Organizational Justice and Organizational Citizenship Behavior: Accounting for Fairness Source. Paper presented at the Society for Industrial and Organizational Psychology conference. Atlanta, GA.
- Gonzalez, J. A. (1999). Organizational Justice and In-Group Extra-Role Behavior. Paper presented at the Texas Conference on Organizations. Kerrville, TX.*
- Gonzalez J. A. (1998). The Role of Internal Management in Joint Venture Outcomes: An Upper Echelons Perspective. Academy of Management Meeting. San San Diego, CA.
- George, J. M., Jones, G. R., & Gonzalez, J. A. (1998). The Role of Affect in Cross-Cultural Negotiations. Academy of Management Meeting. San Diego, CA.
- Gonzalez, J. A. & DeNisi, A. S. (1998). Identity and Identification in Multinational Enterprises. Critical Issues in Management Conference. Waikiki, HI.*
- Gonzalez, J. A. (1998). Organizational Identification through Member Perceptions about Organizational Identity Facets. Annual Texas Conference on Organizations. Lago Vista, TX.*
- Gonzalez, J. A. (1997). Managerial Staffing in MNE Foreign Operations. Paper presented at the Texas Conference on Organizations. Lago Vista, TX.*
- Gonzalez, J. A. (1996). Organizational Identification: An Approach Based on Social Identity. Academy of Management Meeting. Cincinnati, OH.

HONORS AND AWARDS

- Best Reviewer Award. OB division. Academy of Management Conference 2015
- 2015 UTPA College Excellence Award in Research
- Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity in 2012 (Granted by GDO Division of AOM, 2013). *Crossing the threshold: The spillover of community racial diversity and diversity climate to the workplace*
- Best Reviewer Award. GDO division. Academy of Management Conference 2013
- Dorothy Harlow Best Paper Award (GDO Division Best Paper). Academy of Management Conference. *The Spillover of Community Racial Diversity and Diversity Climate to the Workplace*. August 2012.
- Journal of Organizational Behavior 2009 Best paper of the year Runner-up prize. *Cross-Level Effects of Demography and Diversity Climate on Organizational Attachment and Firm Effectiveness*. Academy of Management meeting, 2010.

Gold Star Teaching Award for Graduate Instruction. Fall 2006. University of Wisconsin-Milwaukee.

The PhD Project Management Doctoral Student Association Promising Young Scholar Research Excellence Award. August 1999.

GRANTS

UTPA Faculty Development Program Grant. Spring 2015. \$1,780. Spring 2013. \$945

Confederacion Andina de Fomento (CAF - Development Bank of Latin America). Grant of \$15,000 for the study “El Efecto de Valores de Corrupción y Estigma Ocupacional en Comportamiento Corrupto y Desempeño en Policías Mexicanos” (The role of corruption values and occupational stigma in corrupt behavior and performance among Mexican Police officers). Summer 2009.

Institute of Race and Ethnicity grant for \$5000; and UWM Institute for Diversity, Education, and Leadership (IDEAL) grant for \$5000 (matching funds) for the study “Stopping the Revolving Door: The Role of Organizational and Community Diversity Climate in the Retention of Employees of Color”. 2003. With B. Ragins & R. Singh.

University of Wisconsin System’s Center for International Business, Education, and Research (CIBER) Faculty study abroad grant. \$1500. 2002.

Bachelor of Arts in Global Studies Program. Global Passport \$6000 grant. Cross-Cultural Management course development. 2001. With R. Ricigliano and R. Meyers.

GE Faculty for the Future Award. \$7500. Texas A&M University. 1995

Lechner Fellowship. \$12,000. Texas A&M University. 1995.

TEACHING

Organizational Behavior

UTRGV (UTPA) (2013-2020). Undergraduate face-to-face and online. Master’s level online.

Master’s level online taught in Spanish (Spring 2016)

University of San Francisco. Spring 2009 – Undergraduate

International Management

UTRGV (UTPA) (2009-2019), Undergraduate (face-to-face) and Master’s level (online)

University of Wisconsin-Milwaukee (Under Managing and Negotiating Across Cultures).

Undergraduate and Master’s level

Texas A&M University (1997-2000; Undergraduate)

International Business

UTRGV (UTPA). 2009 – Fall 2010.

Instituto Tecnologico Autonomo de Mexico: 2004-2005 (Undergraduate and graduate sections).

University of Wisconsin-Milwaukee. Master’s level (Multinational Business Operations) 2000 – 2002, Undergraduate: 2000 –2006.

Texas A&M University. 1999-2000. Undergraduate

Doctoral Seminar in International Management. UTRGV (UTPA): Fall 2010. Fall 2012, Fall 2014, Fall 2016, Spring 2020.

Doctoral Seminar – Research Methods I. UTPA. Spring 2013 (co-taught).

Principles of Management. UTPA. Fall 2011. Online.

Organizational Communication. USF. Fall 2007 – 2008.

Leadership: USF. Fall 2007.

SERVICE

UNIVERSITY

University of Texas – Rio Grande Valley (and UTPA)

University Level

Council of Investigators 2016-2018

Faculty Working Group 2015-2016

Honors council (Guerra honors program) 2009-2011, 2012-2015 (vice-chair in 2014-15)

Distinguished speakers committee (University) 2011-2014

Section 508 Accessibility Standards committee. 2010-2015

Graduate student travel scholarship committee (2014)

College

Department of Marketing chair search committee, Chair (2020-2021)

Dean search committee (2018-2019).

PhD program (2014-2018; Secretary in 2015-2016, Chair in 2016-2018, Interim director in 2018)

COBE key policies task group (journal assessment subgroup) (2015-2019)

MAP – My Achievement Plan committee 2011-2015

Research committee 2011-2015 (chair in 2014-15)

Undergraduate curriculum committee – 2012-2015

Department

Tenure & Promotion committee 2015 – (chair in 2016-2017)

Doctoral comprehensive exam committee 2010-current (coordinator in 2014, 2015)

Merit Committee 2009-2015 (coordinator in 2012, 2014)

Academic search committee 2010-2011, 2015-2016, 2016-2017 (chair).

Research committee 2010-2011

University of San Francisco: Curriculum Committee, Academic Search Committee, Commencement Speaker Committee

University of Wisconsin – Milwaukee: Bachelor of Arts and Global Studies Curriculum Development. 2000-2002. MS Committee – 2002-2003, MHRLR Committee – (UWM) 2003-2006, PhD program committee – 2005-2006

Doctoral Dissertation Committees

Chair:

Azadeh Zamanian – The impact of entrepreneurial cognition on entrepreneurial learning journey and decisions to exit. UTRGV

Ravi Bala. High performance work systems and business model innovation. UTRGV

Phyu Phyu Myint. Towards Greater Gender Diversity and Inclusion in the Boardroom: The Role of Chairperson's Activism. UTRGV

Joseph Simpson (co-chair). Antecedents and consequences of leaders' security orientation. UTRGV. Defended 2019 (placement: Virginia Polytechnic Institute & State University)

Huy Tran. Top management team behavioral integration, organizational ambidexterity, and small firms' performance: Testing the moderating effect of entrepreneurial orientation. UTPA. Defended 2013 (placement: Albright College)

Member:

Hazel Dadanlar. Hawkish or Dovish: The Effect of Female CEO Leadership on Strategic Conformity, Organizational Innovation and Strategic Change. UTRGV

Gerardo Miranda. Workplace incivility. UTRGV.

Tony Lynch. A darker shade of gray: An empirical examination of gray swans in the supply chain. Defended 2020.

John Tarwater. (Finance). Essays on market linkages in NAFTA and Latin American countries: studies of cointegration and contagion. UTRGV. Defended 2019.

Juan Gutierrez. (Finance). Essays on American depositary receipts: New fears, investor attention, and financial bubbles. UTRGV. Defended 2018.

Andre Vianna. (Finance). Three essays on economic and financial development in Latin America: evidence from the 2000s commodity boom. UTRGV. Defended 2018

Wonsuk Cha. Leadership characteristics and corporate philanthropy. UTRGV. Defended 2017.

Youngsik Cho. The relationships between managerial metacognitive capabilities, quality management, and a firm's sustainable competitive advantage: a theoretical conceptualization and an empirical investigation in U.S. enterprises. UTPA. Defended 2015

Subhajit Chakraborty. An empirical assessment of patient healthcare quality: A lean hospital supply chain perspective. UTPA. Defended 2015.

Rosemond Moore. Identifying elements of a climate for sustainability. UTPA. Defended 2016

Arturo Martinez. Experience of recent Mexican Immigrants in an Adult Education Setting. UWM. Member.

Yuanmay Chang . Nursing in Taiwan: The impact Chinese philosophy has on leadership styles and job satisfaction. UWM (Nursing). Defended 2003. Member

Master's Theses (Member):

- Natalia Torres Osorio. Rotación laboral de la policía de Tijuana, Baja California: Un análisis de la corporación policiaca en 2016. [*Job rotation in the police of Tijuana, Baja California: An analysis of the police corporation in 2016*]. Colegio de la Frontera Norte, Mexico. Defended 2020.
- Julieta Amada Leyva Pacheco. El Efecto del Clima de Seguridad en la Percepción de Riesgos Laborales en una Fábrica Textil [*The effects of safety climate on occupational risk perceptions in a textile plant*]. Colegio de la Frontera Norte, Mexico. Defended 2012
- Tomasz Jesinski. European Union Integration. UWM. Defended 2002.

PROFESSIONAL SERVICE

Editorial Board

- International Journal of Human Resource Management (2013-)
 Journal of Management Inquiry (2016-)
 Journal of Managerial Psychology (2017-)

Ad Hoc Reviewer Activities

- Academy of Management Review (1997, 2006, 2007, 2010, 2011, 2014, 2015, 2016)
 Journal of Applied Psychology (2012, 2014, 2020)
 Organization Science (2019)
 Human Relations (2012)
 Journal of Occupational and Organizational Psychology (2012, 2018)
 International Journal of Human Resource Management (2013)
 Group & Organization Management (2015, 2018, 2019, 2020, 2021)
 Human Resource Management Journal (2013, 2014, 2016, 2017)
 Personnel Review (2016, 2018, 2020)
 Journal of Managerial Psychology (2014, 2015, 2016, 2017)
 Applied Psychology: An International Review (2020)
 International Journal of Organizational Analysis (2021)
 Research in Human Resource Management (2021)
 Journal of Environmental Psychology (2020)
 Cross-Cultural & Strategic Management (2013, 2015, 2018)
 Industrial and Labor Relations Review (2015)
 Human Resource Development Quarterly (2020)
 Leadership & Organization Development Journal (2011)
 European Management Review (2015)
 Social Science Journal (2017)
 Journal of Strategy and Management (2011)
 African Journal of Marketing and Management (2011)
 Oxford Bibliographies (2012).

Reviewer for Academy of Management annual meeting.

- Organizational Behavior Division. 2002-2004, 2010-2013. 2015*-2017, 2019-2021
 International Management Division. 1997-2000, 2005, 2007, 2009-2012, 2019
 Business Policy & Strategy Division, 1998

Gender and Diversity in Organizations Division. 2006, 2011-2013*, 2016, 2017, 2020, 2021

* *Best Reviewer Award (See Awards)*

Reviewer for other conferences: Southern Management Association (2012, 2015), Decision Sciences International (2015), Academy of International Business, (2008, 2012), Western Academy of Management (2009), Society for Industrial and Organizational Psychology (2009), Eastern Academy of Management (2004), Texas Conference on Organizations (1997-1998).

Other Service Activities

AoM IAM affiliate PDW chair, 2019

Breaking the frame award selection committee. Journal of Management Inquiry (2016)

Sage Scholarly contributions award committee (2013) AOM GDO division.

Best doctoral dissertation award selection committee (2014) AOM GDO division.

Faculty Advisor. PhD Project Management Doctoral Student Association. 2006-2009.

Society for Interamerican Psychology. Communications Officer, 2005-2006.

Co-director for the annual Texas conference on organizations. 1997.

Panelist

Academy of Management Meeting. 2021. Finding Meaning in International Work Assignments. PDW on Meaningful Work (SIM, ENT, HCM, IM).

Academy of Management New Doctoral Student Consortium. 2018. "I don't know much: How to contribute as a doctoral student"

Academy of Management Doctoral consortium. GDO Division. 2001, 2013.

Management Doctoral Student Association (PHD Project). Panelist. "The Tao of teaching." Chicago, 2009. Montreal, 2010, San Antonio, 2011.

Management Doctoral Student Association. (PHD Project).

"What to expect your first year in the Ph.D. Program" Honolulu, 2005.

"Managing your doctoral dissertation". Chicago, 1999.

PhD Project. Doctoral student recruitment conference. Panelist. Chicago. 2003, 2004

Discussant/Session Chair

Southern Management Association. Session chair – 2019.

Academy of Management Meeting. Session Chair. GDO division. 2006, 2007, 2008. OB division. 2002, 2009

ASAC/IFSAM Conference. Montreal, Canada. 2000. Discussant.

PROFESSIONAL DEVELOPMENT

Brightman Master Teacher Workshop (2021)
Associate to Full Program (UTRGV. Fall 2017)
Quality Matters (online teaching) certification and course development. 2016, 2019.
Competency assessment in distributed education. (CADE), University of San Francisco, 2009
Hierarchical Linear Modeling. 2007. University of Chicago.
Faculty Study Abroad on European Integration. 2002. Universitat Antwerpen. Belgium.
IB Workshop: Strategies for Teaching International Negotiations. Duke University. 2000.
Academy of Management Mid-career consortium. IM Division. 2017.
Academy of Management Junior Faculty Consortium. IM Division. 2000.
Academy of Management Doctoral consortium. OB/ODC/OMT Divisions. 1999.
Academy of Management Doctoral consortium. HR Division. 1998.

PROFESSIONAL ASSOCIATIONS (Current and Past): Academy of Management, Iberoamerican Academy of Management, Academy of International Business, Society for Industrial and Organizational Psychology, American Psychological Association, Society for Interamerican Psychology, Management Faculty of Color Association, Beta Gamma Sigma

WORK EXPERIENCE

INTERNATIONAL BANK OF COMMERCE. McAllen, TX. Investor Accountant: Responsible for accounting information system of mortgage investments and accounts. (1993-1995)
BRANDENBURGH MOTOR LINES. Edinburg, TX. Summer Intern (1991)

OTHER

Fluent in English and Spanish, Good knowledge of French.