

August 2023

RAMONA L. PAETZOLD

SOCIETAL IMPACT STATEMENT

My work in psychology on attachment theory is instrumental in helping to explain psychological/psychiatric problems that adults may have, as well as aggressive, violent, or other forms of harmful behaviors in which they may engage.

My work in employment (discrimination) law informs the academic community, the public, and students about all aspects of illegal discrimination in workplaces. In particular, it helps us to understand sexual harassment and ways to identify and intervene to stop it. It also addresses mental health and how organizations can work with people who have mental health issues so that they can continue to be productive workers.

My work in statistics helps to promote Bayesian analysis as an improvement over traditional methods of empirical analysis. In conjunction with employment discrimination law, my statistical work illustrates the role that statistics plays in law cases and how lawyers, juries, and judges use it as important evidence--either supporting or failing to support the presence of discriminatory behavior.

PERSONAL CONTACT

Department of Management
Texas A & M University
4221 TAMU
College Station, TX 77843-4221

979-845-9641 (fax)
rpaetzold@mays.tamu.edu
Citizenship: USA

EDUCATION

J.D. (with highest distinction)	University of Nebraska May, 1990 (Rank: 1 of 113)
D.B.A. (Bayesian Statistics with concentration in psychology)	Indiana University, 1979 Dissertation: A Bayesian Approach to the Selection of Variables in Multiple Regression
M.A. (Mathematical Statistics)	Indiana University, 1978
M.B.A. (Quantitative Methods)	Indiana University, 1977
B.A. (with distinction, Mathematics; minor in Psychology)	Indiana University, 1974

EMPLOYMENT

September 2006 -- present	Professor, Department of Management, Texas A & M University
September 2019 – present	Affiliated Professor, Department of Psychological and Brain Sciences, Texas A & M University
Summer 2019 – present	Affiliated Professor, Texas A & M University School of Law
September 2006 – present	Affiliated Professor, Women’s & Gender Studies Program, Texas A & M University
Spring 2017 – Summer 2019	Mays Teaching Fellow, Mays Business School, Texas A & M University
September 2002 – 2010	Mays Research Fellow, Mays Business School, Texas A & M University (twice named)
September 2001 – 2003	William V. Muse Faculty Fellow, Department of Management, Texas A & M University
August 2000 – August 2004	Affiliated Professor, Department of Psychology
August 2000 – August, 2002	Coordinator, Master’s Program in Human Resources Management, Department of Management, Texas A & M University
September 1996 – August 2006	Associate Professor, Department of Management, Texas A & M University
August 1990 - August 1996	Assistant Professor, Department of Management, Texas A & M University
August 1987 - May 1990	Statistical Consultant, Lincoln, Nebraska
August 1981 - May 1987	Assistant Professor, Statistics Group, College of Business and Management, University of Maryland, College Park
August 1979 - August 1981	Assistant Professor, Department of Statistics, Carnegie-Mellon University
August 1976 - August 1979	Associate Instructor, Graduate School of Business, Indiana University
August 1975 - August 1976	Associate Instructor, Department of Psychology, Indiana University
August 1974 - August 1975	Associate Instructor, Department of Mathematics,

CURRENT RESEARCH AND SCHOLARLY ACTIVITIES

Current Research Interests

My current research interests are at the micro level, with particular emphasis on attachment theory and its relationship to constructs that affect human behavior in social psychology, in organizations, and in legal issues. My research interests also include an emphasis on the use of Bayesian methodology so as to spread an understanding of it to different scholarly communities and make it more accessible to other researchers.

Scholarly Books/Treatises

Paetzold, R.L. & Willborn, S.L., **The Statistics of Discrimination: Using Statistical Evidence in Discrimination Cases**, Colorado Springs, CO: Shepard's/McGraw-Hill Book Co., June 1994. (Hardbound edition)

Paetzold, R.L. & Willborn, S.L., **Update to The Statistics of Discrimination**, Colorado Springs, CO: Shepard's/McGraw-Hill Book Co., December, 1995. (Update to hardbound edition)

Paetzold, R.L. & Willborn, S.L., **Update to The Statistics of Discrimination**, Deerfield, IL: Clark, Boardman, Callaghan, December, 1996. (Update to hardbound edition)

Paetzold, R.L. & Willborn, S.L., **Update to The Statistics of Discrimination**, St. Paul, Minn.: West Publishing Company, December 1997-2010. The book was updated fully each fall so as to remain current for the legal community of scholars and practitioners.

Paetzold, R.L. & Willborn, S.L., **The Statistics of Discrimination**, Rochester, NY: West Publishing Company, November, 2011-2017. The book is now redone and reissued each year (in the fall) as a paperback, completely updated to be current for the legal community of scholars. It is introduced into the judicial system by scholars who are hired as consultants or experts by attorneys or judges. This book has been cited by every federal circuit in the United States.

Paetzold, R.L., & Bent, J. **The Statistics of Discrimination**, Rochester, NY: West Publishing Company, November 2018. The book now has a new co-author. The prior editions of the book have been cited by every federal circuit in the United States and is highly regarded as *the* book on how to use statistical evidence in evaluating discrimination.

Paetzold, R.L., & Bent, J. **The Statistics of Discrimination**. Minneapolis, MN: Thomson Reuters Publishing, November 2019. This is a new edition of the book. It has been totally re-edited and updated, and includes two new chapters reflecting current thinking about the use of statistics. I wrote those chapters (including one on using Bayesian statistics to examine the presence/absence of evidence of discrimination). My co-author updated a few legal citations.

Paetzold, R.L., & Bent, J. **The Statistics of Discrimination**. Minneapolis, MN: Thomson Reuters Publishing (2020). An updated version of the book that remains the go-to resource for how statistical techniques are used in employment discrimination law cases.

Paetzold, R.L., & Bent, J. **The Statistics of Discrimination**. Minneapolis, MN: Thomson Reuters Publishing (2021). An updated version of the book, with a new chapter, that remains the go-to resource on the use of statistical techniques in employment discrimination law cases.

Paetzold, R.L., & Bent, J. **The Statistics of Discrimination**. Minneapolis, MN: Thomson Reuters Publishing (2022). This new version of the book will include case law updates and a new chapter covering causal modeling and its use in employment discrimination law. The book is viewed as *the authoritative source* regarding the use of statistical techniques in employment discrimination law cases.

Peer-reviewed Publications

1. Paetzold (Swaine), R.L. (1983). A Bayesian technique for selecting a linear forecasting model. *Management Science*, 29, 622-632 .

2. Paetzold (Trader), R.L. (1983). A Bayesian analysis of imperfect inspection models. *Communications in Statistics*, A12, 4, 397-408.

3. Paetzold (Trader) , R.L. (1983). A Bayesian predictive approach to the selection of variables in multiple regression. *Communications in Statistics*, A12, 13, 1553-1567.

4. Paetzold (Trader), R.L. (1985). Bayesian inference for truncated exponential distributions. *Communications in Statistics*, A14, 3, 585-592.

5. Paetzold (Trader), R.L. & Huss, H.F. (1985). Prediction in the presence of imperfect inspections. *Communications in Statistics: Computation and Simulation*, B14, 2, 425-440.

6. Huss, H.F. & Paetzold (Trader), R.L. (1986). A note on optimal sample sizes in compliance tests using a formal Bayesian decision-theoretic approach for finite and infinite populations. *Journal of Accounting Research*, 24, 394-399.

[Translated into Chinese and reprinted in *Aeronautical Statistics Journal*, People's Republic of China (translated by Professors Wy Yi-ting and Hsiao Ming).]

7. Paetzold (Trader), R.L. & Huss, H.F. (1987). An investigation of the possible effects of non-sampling error on inference in auditing: A Bayesian analysis. *Contemporary Accounting Research*, 4, 227-239.

[Translated into Chinese and reprinted in *Aeronautical Statistics Journal*, People's Republic of China (translated by Professors Wy Yi-ting and Hsiao Ming).]

8. Kadane, J.B. & Paetzold, R.L. (1988). A Bayesian treatment of multivariate normal data with observations missing at random. In **Statistical Decision Theory and Related Topics IV**, in S. Gupta and J. Berger (eds.), New York: Springer-Verlag, pp. 225-233.

9. Paetzold, R.L. & Huss, H.F. (1988). Bernoulli processes interrelated by constraint. *Communications in Statistics*, A17, 5, 1377-1383.

10. Huss, H.F. & Paetzold, R.L. (1989). Bayesian statistical methods: Researching auditing applications. *Aeronautical Statistics Journal*, sponsored by the Ministry of Aviation and Space, People's Republic of China, translation by Wy Yi-ting, 26, 49-52.

11. Paetzold, R.L. (1989). Contracts enlarging a copyright owner's rights: A framework for determining unenforceability. *Nebraska Law Review*, 68, 816-834.

12. Paetzold, R.L. (1991). Problems with statistical significance in employment discrimination litigation. *New England Law Review*, 26, 395-414.
13. Paetzold, R.L. & Willborn, S.L. (1991). The efficiency of the common law reconsidered. *George Mason Law Review*, 14, 157-176.
14. Paetzold, R.L. (1992). Multicollinearity and the use of regression analyses in discrimination litigation. *Behavioral Sciences and the Law*, 10, 207-228.
15. Paetzold, R.L. & Willborn, S.L. (1992). Employer (ir)rationality and the demise of employment references. *American Business Law Journal*, 30, 123-142.
16. Huss, H.F., Paetzold, R.L., & Borthick, A.F. (1993). The fraud-on-the-market theory: Its legal evolution and implications for auditing. *Advances in Public Interest Accounting*, 5, 145-157.
17. Paetzold, R.L. & Huss, H.F. (1993). The standard of care for accountants: Insights for self-regulation and standard setting. *Research in Accounting Regulation*, 7, 61-80.
18. Paetzold, R.L. & O'Leary-Kelly, A. (1993). Organizational communication and the legal dimension of hostile work environment sexual harassment. In G.L. Kreps (ed.), **Sexual Harassment: Communication Implication**, pp.63-77.
19. Paetzold, R.L. & O'Leary-Kelly, A. (1993). Continuing violations and hostile environment sexual harassment: When is enough, enough? *American Business Law Journal*, 31, 365-395. **[Winner of Ralph C. Hoerber Memorial Award for Excellence in Research, Volume 31]**
20. Paetzold, R.L. & O'Leary-Kelly, A. (1994). Hostile environment sexual harassment in the United States: Post-Meritor developments and implications. *Gender, Work & Organization*, 1, 50-57.
21. Cannella, A.A., Jr. & Paetzold, R.L. (1994). Pfeffer's barriers to the advance of organizational science: A rejoinder. *Academy of Management Review*, 19, 331-341.
22. Paetzold, R.L. (1994). Feminism and business law: The essential interconnection. *American Business Law Journal*, 31, 699-715.
23. Paetzold, R.L. & Shaw, B. (1994). A postmodern feminist view of 'reasonableness' in hostile environment sexual harassment. *Journal of Business Ethics*, 13, 681-691.
24. Paetzold, R.L. & Gely, R. (1995). Through the looking glass: Can Title VII help women and minorities to shatter the glass ceiling? *Houston Law Review*, 31, 1517-1554.
25. Paetzold, R.L. & Willborn, S.L. (1996). Deconstructing disparate impact: A view of the model through new lenses. *North Carolina Law Review*, 74, 325-399.
26. Ballam, D., Beck-Dudley, C., Cross, F., Ostay, D., Paetzold, R.L., & Schneyer, K. (1996). Jurisprudential theories in counterpoint: Commercial impracticability through a legal kaleidoscope. *Journal of Legal Studies Education*, 15, 1-29.
27. Paetzold, R.L. & O'Leary-Kelly, A. (1996). The implications of U.S. Supreme Court and Circuit Court decisions for hostile environment sexual harassment. In M. Stockdale (ed.), **Sexual Harassment: Perspectives, Frontiers, and Response Strategies** (Women & Work series, vol. 5), Sage Press, pp. 85-104.

28. Paetzold, R.L. (1997). Same-sex sexual harassment: Can it be sex-related for purposes of Title VII? *Employee Rights and Employment Policy Journal*, 1, 25-62.
29. Paetzold, R.L. (1998). Workplace violence and employer liability: Implications for organizations. In Griffin, R.W., O'Leary-Kelly, A., & Collins, J.M. (eds.), **Dysfunctional Behavior in Organizations: Violent and Deviant Behavior (JAI)**, Part A, pp. 143-164.
30. Paetzold, R.L. (1999). Same-sex sexual harassment, revisited: The aftermath of *Oncale v. Sundowner Offshore Services, Inc.* *Employee Rights and Employment Policy Journal*, 3, 251-267.
31. Hillman, A.J., Cannella, A.A., Jr., and Paetzold, R.L. (2000). The resource dependence role of corporate directors: Strategic adaptation of board composition in response to environmental change. *Journal of Management Studies*, 37, 235-255.
- [Reprinted in Clarke, T. (Ed.) (2004), **Theories of Corporate Governance**, pp. 138-148.]
32. O'Leary-Kelly, A., Paetzold, R.L., & Griffin, R. (2000). Sexual harassment as aggressive behavior: An actor-based perspective. *Academy of Management Review*, 25, 372-388.
33. Connerly, M.L., Arvey, R.D., Gilliland, S.W., Mael, F.A., Paetzold, R.L., & Sackett, P.R. (2001). Selection in the workplace: Whose rights prevail? *Employee Responsibilities and Rights Journal*, 13, 1-13.
34. Colella, A., Paetzold, R.L., & Belliveau, M. (2004). Factors affecting coworkers' procedural justice inferences of the workplace accommodations of employees with disabilities. *Personnel Psychology*, 57, 1-23.
35. Paetzold, R.L. (2004). Sexual harassment as dysfunctional behavior in organizations. In R.W. Griffin & A. O'Leary-Kelly (eds.), **The Dark Side of Organizational Behavior** (SIOP Frontier series), pp. 159-186.
36. Zardkoohi, A. & Paetzold, R.L. (2004). Ownership and the changing employment relationship: A comment on Rousseau and Shperling. *Academy of Management Review*, 29, 556-562.
37. Paetzold, R.L. (2004). Supreme Court's 2003-04 term employment law cases: Clarifying aspects of anti-discrimination law and ERISA. *Employee Rights & Employment Policy Journal*, 8, 195-234.
38. Sagas, M., Paetzold, R.L., & Ashley, F.B. (2005). Relational demography in coaching dyads. *The Physical Educator*, 62, 103-112.
39. Garcia, M.F., Paetzold, R.L., & Colella, A. (2005). The relationship between personality and coworkers' judgments of the appropriateness of accommodations for individuals with disabilities. *Journal of Applied Social Psychology*, 35, 1418-1439.
40. Paetzold, R.L. (2005). Using law and psychology to inform our knowledge of discrimination. In R.L. Dipboye & A. Colella (eds.), **The Psychological and Organizational Bases of Discrimination at Work** (SIOP Frontier series). pp. 329-351.
41. Paetzold, R.L. (2005). Mental illness and reasonable accommodations at work: Definition of a mental disability under the ADA. *Psychiatric Services*, 56(10), 1188-1190.

42. Paetzold, R.L. (2005). Supreme Court's 2004-2005 employment cases. *Employee Rights and Employment Policy Journal*, 9, 147-173.
43. Paetzold, R.L. (2005). How courts, employers, and the ADA disable persons with bipolar disorder. *Employee Rights and Employment Policy Journal*, 9, 293-382.
44. Sagas, M., Paetzold, R.L., & Cunningham, G.B. (2006). Effects of supervisor-subordinate demographic diversity on the job satisfaction experienced by assistant coaches. *International Journal of Sport Management*, 7, 141-159.
45. Paetzold, R.L. (2006). Supreme Court's 2005-2006 term employment cases: Do new justices imply new directions? *Employee Rights and Employment Policy Journal*, 10, 303-349.
46. Colella, A., Paetzold, R.L., Zardkoohi, A., & Wesson, M. (2007). Exposing pay secrecy. *Academy of Management Review*, 32, 55-71.
47. Paetzold, R.L., O'Leary-Kelly, A., & Griffin, R.W. (2007). Workplace violence, employer liability, and implications for organizational research. *Journal of Management Inquiry*, 16, 362-270.
48. Rholes, W.S., Paetzold, R.L., & Friedman, M. (2008). Ties that bind: Linking personality to interpersonal behavior through the study of adult attachment style and relationship satisfaction. In F. Rhodewalt, **Personality and Social Behavior** (Frontiers of Social Psychology series), Psychology Press
49. Paetzold, R.L., Dipboye, R., & Elsbach, K. (2008). A new look at stigmatization in and of organizations. *Academy of Management Review*, 33, 186-193.
50. Paetzold, R.L., Garcia, M.F., Colella, A., Ren, L.R., Triana, M., & Ziebro, M. (2008) Perceptions of people with disabilities: When is accommodation fair?, *Basic and Applied Social Psychology*, 30, 27-35.
51. Paetzold, R.L., Garcia, M.F., & Colella, A. (2008) Peer perceptions of accommodation unfairness. *Journal of Occupational Psychology, Employment and Disability*, 10(1), 13-26.
52. Ren, L.R., Paetzold, R.L., & Colella, A. (2008). A meta-analysis of experimental studies on the effects of disabilities on human resource judgments. *Human Resource Management Journal*, 18, 191-203.
53. Paetzold, R.L. (2008). When are public employees not really public employees? In the aftermath of *Garvetti v. Ceballos*. *University of North Carolina First Amendment Law Review*, 7, 92-116.
54. Willborn, S.L., & Paetzold, R.L. (2009). Statistics is a plural word. *Harvard Law Review Forum*, 122, 48-61.
55. Paetzold, R.L. (2009). A review essay on *When Is Separate Unequal? A Disability Perspective*. *Employee Rights and Employment Policy Journal*, 13, 431-442.
56. Paetzold, R.L. (2010). Why incorporate disability studies into teaching discrimination law? *Journal of Legal Studies Education*, 27, 61-80.
57. Gely, R., Paetzold, R.L., & Bierman, L. (2010). Educating the United States Supreme Court at Summers' school: A lesson on the "special character of the animal." *Employee Rights and Employment Policy Journal*, 14, 93-120.

58. Martin, M., Paetzold, R.L., & Rholes, W.S. (2010). Adult attachment and exploration: Linking attachment style to motivation and perceptions of support in adult exploration. *Basic and Applied Social Psychology*, *32*, 196-205.
59. Kang, E., Zardkoohi, A., Paetzold, R.L., & Fraser, D (2013). Relationship banking and escalating commitments to bad loans. *Small Business Economics*, *40*, 899-910. DOI 10.1007/s11187-011-9392-x.
60. Carpenter, N.C. & Paetzold, R.L. (2013). An examination of factors influencing responses to requests for disability accommodations. *Rehabilitation Psychology*, *58*, 18-27.
61. Paetzold, R.L. (2013). Introduction to symposium on disability discrimination and law. *Employee Rights & Employment Policy Journal*, Vol. 17, 1-3. [Introduction to a symposium issue for which I was the editor.]
62. Paetzold, R.L. (2015). Attachment theory in organizations. In J. Simpson & W.S. Rholes (eds.), **Attachment Theory & Research: New Directions and Emerging Themes**. New York: Guilford Press, pp. 261-286.
63. Paetzold, R.L., Rholes, W.S., & Kohn, J.L. (2015). Disorganized attachment in adulthood: Theory, measurement, and implications for romantic relationships. *Review of General Psychology*, *19*, 146-156.
64. Rholes, W.S., Paetzold, R.L., & Kohn, J.L. (2015). Disorganized attachment mediates the link from early trauma to externalizing behavior in adult relationships. *Personality and Individual Differences*, *90*, 61-65.
65. Paetzold, R.L., & Rholes, W.S. (2015). Attachment theory and methods for meanings of couple intimacy. *Analyses of Social Issues and Public Policy*, *15*, 414-417.
66. Paetzold, R.L., Rholes, W.S., & Andrus, J.L. (2017). A Bayesian analysis of the link between disorganized attachment and dissociative symptoms. *Personality and Individual Differences*, *107*, 17-22.
67. Paetzold, R.L., & Rholes, W.S. (2017). Disorganized attachment style. In V. Zeigler-Hill & T.K. Shackelford (Eds.), **Encyclopedia of Personality and Individual Differences (online, no pagination)**.
68. Paetzold, R.L., & Rholes, W.S. (2017). Wal-Mart v. Dukes: Justice Scalia and systemic disparate treatment theory. *Employee Rights and Employment Policy Journal*, *21*, 115-162.
69. Rholes, W.S., & Paetzold, R.L. (2019). Attachment and the transition to parenthood. In O. Taubman-Ben-Ari (ed.), **Pathways and Barriers to the Transition to Parenthood**. Switzerland: Springer, pp. 291-303.
70. Paetzold, R.L. (2019). How *Employee Rights and Employment Policy Journal* (thanks to Doug Scherer and Martin Malin) enabled my return to life and work. *Employee Rights and Employment Policy Journal*, *22*, 189-193.
71. Simpson, J., Rholes, W.S., Eller, J., & Paetzold, R.L. (2021). Attachment principles. In Van Lange, P. Higgins, T., & Kruglanski, A. (Eds.), **Social Psychology, 3rd ed., pp. 222-239**. New York: Guilford. **[This is a prestigious handbook volume, and contributions are by invitation only. Even though I am listed last, my contribution was extensive in the preparation of this chapter—both the formulation of ideas and the writing.]**

72. Paetzold, R.L., Rholes, W.S., & George, T. (2021). Stability and change in adult romantic relationship attachment styles. Pp. 169-175. In L.A. Thompson, J. Simpson, & L. Berlin (Eds.). In **Attachment: The fundamental questions**. New York: Guilford.

73. Paetzold, R.L., & Rholes, W.S. (2021). The link from child abuse to dissociation: The roles of adult disorganized attachment, self-concept clarity, and reflective functioning. *Journal of Trauma & Dissociation*, 22, 615-635. **Honorable Mention for the Richard P. Kluff Award Best Article of 2021.**

74. Li, A., Wang, S., Paetzold, R.L., & Liu, X. (2021; published online). Validity and reliability of the Chinese version of Adult Disorganized Attachment scale in Chinese adults. *Current Psychology*. <https://doi.org/10.1007/s12144-021-0204107> .

75. Paetzold, R.L. (2022). Supreme Court's 2020 employment law cases: Railroad retirement, student-athletes, religious rights, union access, and computer fraud. *Employee Rights and Employment Policy Journal*.

76. Paetzold, R.L., & Beatty, J.E. (2023). Sanism: An inquiry into and critique of the workplace exclusion of people with serious mental illness. In J.E. Beatty, S. Hennekam, & M. Kulkarni (Eds.), **De Gruyter Handbook of Disability and Management**. Pp. 319-332. Berlin, Germany.

787. Li, A., Wang, S., Paetzold, R.L., Rholes, W., & Liu, X. (2023). Childhood Trauma's Link to Adult Dissociation: Investigating Mentalizing and Disorganized Attachment in a Chinese Adult Sample. *Journal of Trauma & Dissociation*, 24, 559-574.

Short Dictionary/Encyclopedia Contributions -- Invited

Paetzold, R.L. (1985). Moments, partial. In **Encyclopedia of Statistical Sciences**, Vol. 5, edited by N. Johnson and S. Kotz, John Wiley & Sons, pp. 605-607.

Paetzold, R.L. (1986). Regression: Bayesian. In **Encyclopedia of Statistical Sciences**, Vol. VII, edited by N. Johnson and S. Kotz, John Wiley & Sons, pp. 677-683.

Paetzold, R.L. (1986). Quasi-Bayesian inference. In **Encyclopedia of Statistical Sciences**, Vol. VII, edited by N. Johnson and S. Kotz, John Wiley & Sons, p. 457.

Paetzold, R.L. (1988). Super-Bayesian. In **Encyclopedia of Statistical Sciences**, Vol. IX, edited by N. Johnson and S. Kotz, John Wiley & Sons, pp. 92-93.

Paetzold, R.L. (1989). Bayes, Thomas. In **Encyclopedia of Statistical Sciences**, Supplement, edited by N. Johnson and S. Kotz, John Wiley & Sons, pp. 14-17.

Paetzold, R.L. (1989). Edgeworth, Francis Ysidro. In **Encyclopedia of Statistical Sciences**, Supplement, edited by N. Johnson & S. Kotz, John Wiley & Sons. pp. 54-55.

Paetzold, R.L. (1997, revised 2004). Twenty-three short entries of varied lengths, in **The Blackwell Encyclopedic Dictionary of Human Resource Management**, edited by Lawrence H. Peters, Charles R. Greer, and Stuart A. Youngblood.

Paetzold, R.L. (1998). Short entries of varied lengths, in **The Concise Blackwell Encyclopedia of Management**, edited by Cary L. Cooper and Chris Argyris.

Paetzold, R.L. (2015) Sexual orientation. In Cooper, C.L. (ed.), **Wiley Encyclopedia of Management**, 3d ed. [In Human Resource Management section, Vol. 5, D. Guest & D. Needle (eds.)]

Papers Published In Proceedings -- Refereed

Paetzold, R.L. & Alt, F.B. (1982). The use of a prior that is not natural conjugate in Bayesian analysis. *Proceedings of the Northeast American Institute of Decision Sciences Conference*, 113-115 (published as Ramona Trader).

Resnick, B.G. & Paetzold, R.L. (1983). Determining market efficiency in the presence of new information. *Proceedings of the Northeast American Institute of Decision Sciences Conference*, 127-129 (published as Ramona Trader).

Olian, J., Taylor, M.S., & Paetzold, R.L. (1984). Special problems in analyzing dichotomous dependent variables: A conceptual and empirical discussion. *Proceedings of the National American Institute of Decision Sciences Conference*, 281-283.

Paetzold, R.L. & Huss, H.F. (1984). Sensitivity of optimal decision to choice of auditor's prior distribution. *Proceedings of the Business and Economics Section, American Statistical Association*, 692-696 (published as Ramona Trader).

Kochhar, R. & Paetzold, R.L. (1992). Vertical integration and products liability law. *Proceedings of the Southwest Academy of Management Meeting*, 18-22.

Paetzold, R.L. & Shaw, B. (1993). A postmodern feminist view of "reasonableness" in hostile environment sexual harassment. *Proceedings of the Academy of Legal Studies in Business Conference*, 1-18. **[Winner of Southwestern Publishing outstanding conference paper award]**

Paetzold, R.L., Watson, K., Matthews, P., & Rinehart, J. (1995). Gender in engineering courses: Legal and social issues. *ASAE Annual Conference Proceedings*, 18-23.

O'Leary-Kelly, A.M., Paetzold, R.L., & Griffin, R.W. (1995). Sexual harassment as aggressive action: A framework for understanding sexual harassment. *Best Papers Proceedings of the Academy of Management*, 453-457. **[Winner of Dorothy Harlow Outstanding Paper Award, Women in Management Division]**

Matthews, P.M., Watson, K., Paetzold, R.L., & Rinehart, J. (1996). Crossing disciplinary boundaries: Women's Studies and science, engineering, and math students. *Proceedings of the 9th Annual International Conference on Women in Higher Education*, 181-190.

Paetzold, R.L. & Gely, R. (1996). How do you say "burrito" in English? or the role of English in the U.S. workplace. *Proceedings of the International Association for Business and Society*, 494-499.

Book Reviews

Theory of Probability, Vols. 1 and 2, by Bruno DeFinetti. *Technometrics*, 1981, 23, p. 204.

Introduction to the Theory and Practice of Econometrics, G.J. Judge, et al. *Journal of the American Statistical Association*, 1983, 78, pp. 999-1000.

Selected Papers Presented At Meetings (Not in Proceedings)

Huss, H.F., Paetzold, R.L., & Borthick, A.F., The fraud-on-the-market theory: Its legal evolution and implications for auditing, Second Annual Critical Perspectives Conference, New York City, March, 1991.

Paetzold, R.L. & Willborn, S.L., Can defamation law explain the dearth of employment references? American Business Law Association Conference, Portland, Maine, August, 1991.

Kilbourne, L.M. & Paetzold, R.L., Chance occurrences and hindsight bias, Judgment and Decision Making Society Conference, San Francisco, November, 1991.

Farnsworth, S.R. & Paetzold, R.L., Pension benefits: Yet another example of the use of stereotypes to justify gender inequity? Women and Work Conference, University of Texas at Arlington, May, 1992.

Paetzold, R.L. & Farnsworth, S.R., Women in organizations: sex, statistics, and stereotypes, Academy of Management, Las Vegas, August, 1992.

Paetzold, R.L. & O'Leary-Kelly, A.M., Hostile environment sexual harassment: A review of circuit court cases, Academy of Management, Las Vegas, August, 1992.

Paetzold, R.L. & O'Leary-Kelly, A.M., Continuing violations and sexual harassment: When is enough, enough?, Academy of Legal Studies in Business, Charleston, SC, August, 1992.

Paetzold, R.L. & Gely, R., Title VII's application to implicit labor markets: Implications for non-traditional workers, Academy of Legal Studies in Business, Charleston, SC, August, 1992.

Paetzold, R.L., The evolving law of sexual harassment: Organizational conduct and the hostile work environment, Speech Communication Association, Chicago, IL, October, 1992.

O'Leary-Kelly, A.M. & Paetzold, R.L., Future research on hostile environment sexual harassment: What does legal theory suggest?, Academy of Management, Atlanta, August, 1993.

Paetzold, R.L. & Willborn, S.L., Stratification in disparate impact analysis: What counts as statistical evidence?, Academy of Legal Studies in Business, Dallas, August, 1994.

Farnsworth, S.R. & Paetzold, R.L., Sex and gender as potential predictors of targets' perceptions in upward influence episodes, Academy of Management, Dallas, August, 1994.

Paetzold, R.L., Postmodern feminism, social construction, and the reasonable woman, Academy of Management, Vancouver, August, 1995.

Paetzold, R.L., Employer legal liability and workplace violence: The case of negligent retention, Academy of Management, Vancouver, August, 1995.

Ballam, D., Beck-Dudley, C., Cross, F., Ostas, D., Paetzold, R.L., & Schneyer, K., Jurisprudential theories in counterpoint: Commercial impracticability through a legal kaleidoscope, Academy of Legal Studies in Business, Quebec, August, 1996.

Paetzold, R.L., Practicing feminism: Ethical and legal dilemmas of sexual harassment research (panel discussion), Speech Communication Association, San Diego, November, 1996.

Paetzold, R.L., Selection in the workplace: Whose rights prevail? (panel discussion), Society for Industrial and Organizational Psychology, St. Louis, April, 1997.

Paetzold, R.L. & Colella, A., Coworkers' procedural justice judgments of the workplace accommodation of employees with disabilities, Society for Industrial and Organizational Psychology, San Diego, April, 2001.

Paetzold, R.L., Colella, A., Simmons, E., & Garcia, M.F. Peer perceptions of accommodation fairness: The effects of disability accommodation type, and outcome, Academy of Management, Washington, D.C., August, 2001.

Paetzold, R.L., Garcia, M.F., & Colella, A. The relationship between personality and coworkers' judgments of the appropriateness of accommodations for individuals with disabilities, Academy of Management, Denver, August, 2002.

Paetzold, R.L. Organizational liability for intimate partner violence, Academy of Management, Denver, August 2002 (part of symposium on organizations and intimate partner violence).

Paetzold, R.L., O'Leary-Kelly, A., & Griffin, R.W. Employer liability and workplace violence, Society for Industrial and Organizational Psychology, April 2002.

Sagas, M., Cunningham, G.B., & Paetzold, R.L. A discrimination framework for understanding the dearth of females in college coaching, North American Society for the Sociology of Sport, Indianapolis, November, 2002.

Sagas, M., Ashley, F.B. & Paetzold, R.L. The effects of dyad demographic diversity on job satisfaction, supervisor support, and coaching aspirations: The case of NCAA assistant coaches, North American Society for Sports Management, Canmore, Canada, 2002.

Keiper, P.K., Sagas, M., & Paetzold, R.L. The impact of organizational ethos on organizational commitment: The case of NCAA Division I coaches. North American Society for Sports Management, Canmore, Canada, 2002.

Colella, A., Zardkoohi, A., Paetzold, R.L., & Wesson, M. Pay secrecy in organizations: An integrative approach, Academy of Management, August, 2003.

Ren, L., Colella, A., & Paetzold, R.L. Meta-analysis of HR decisions based on experimental disability research, Society for Industrial and Organizational Psychology, Chicago, April, 2004.

Paetzold, R.L. The ADA and mental illness: Unfulfilled promises, Society for Industrial and Organizational Psychology, Dallas, May, 2006.

Paetzold, R.L. Attachment avoidance and observer perceptions of sexual harassment, Society for Industrial and Organizational Psychology, San Francisco, April, 2008.

Paetzold, R.L. Miner-Rubino, K.N., & Carpenter, N.C.C. Bystander sexual harassment and attachment theory. Academy of Management, 2010.

Rholes, W.S., & Paetzold, R.L. Disorganized attachment style in adults. Society for Personality and Social Psychology, March, 2018, Atlanta.

Rholes, W.S., & Paetzold, R.L. Attachment and the transition to parenthood. Invited presentation in Israel, March 12-14, 2018. A workshop entitled Pathways and Barriers to the Transition to Parenthood: Existential Concerns regarding Fertility, Pregnancy, and Early Parenthood. Sponsored by the International Research Workshop of the Israel Science Foundation.

Andrus, J.L., Cannella, A., & Paetzold, R.L. Initial CEO compensation: A contextual exploration. Accepted for presentation at the Strategic Management Society meeting, Paris, September, 2018.

Brown, S.E.V., Paetzold, R.L., & Sabat, I.E. Bystander intervention in same-sex harassment. Academy of Management, Boston, August, 2019.

Articles/Research in Progress (order of authorship not necessarily final)

- A longitudinal study on the effects of the discrepancy regarding desire to have children on a couple's relationship, attitude toward the child, mood, and other issues.

Working Papers

Paetzold, R.L., Farnsworth, S.R., & Wright, P.M., Testing for mediating relationships in organizational research: Problems and prospects, 1995.

Paetzold, R.L., Gely, R., & Farnsworth, S.R., The empirical person: Assessing diversity in organizational research, 1995.

Dubofsky, D.A., Paetzold, R.L., & Zardkoohi, A., Intra-industry effects of generic drug producers' illegal acts, 1996.

Monroe, Martin J., Cannella, Jr., A.A., & Paetzold, R.L., Diffusion of administrative innovation: New insights from the ISO 9000 standards, 1997.

Paetzold, R.L., Workers' protection in case of illness. Prepared for the Regional American Congress of Labor Law and Social Security, Santa Domingo, Dominican Republic, October 31-November 2, 2007.

Editorial Activities

American Business Law Journal

Senior Articles Editor, August 1998 - August 1999.

Articles Editor, August 1996 - August 1998.

Editorial Board (Staff Editor), August, 1993 - August, 1996.

[The Senior Articles Editor performs the same duties as the Editor of management and other social science journals. I was responsible for finding reviewers, collecting reviews, reading all submissions, making final acceptance/rejection decisions, etc.]

Journal of Legal Studies Education

Advisory Editor, 1998 – present.
Editor-in-Chief, February 1997 - August 1998.
 Managing Editor, August 1995 - February 1997.
 Senior Articles Editor, February 1994 - August 1995.
 Senior Editor, August 1992 - February 1994.

Editorial Board, *Academy of Management Review*, July, 1997 - 2005. (Served under three Editors: Ken Smith, Ed Conlon, Art Brief)

Editorial Board, *Employee Rights & Employment Policy Journal*, Chicago-Kent Law School, Fall, 1996 - present.

Editorial Board, *The Review of Disability Studies*, Spring 2009 – 2014.

Editorial Board, *Human Resource Management Review*, Fall 2016 – present.

- Recipient of reviewer award for Excellence in Reviewing, 2017, 2018

Editorial Board, *RHRM and Contemporary Issues in HRM*, Spring 2022 – present.

I currently referee manuscripts for *Academy of Management Journal*, *Academy of Management Review*, *Journal of Management*, *Personnel Psychology*, *Journal of Applied Psychology*, *Current Psychology*, *Journal of Experimental Psychology*, *Rehabilitation Psychology*, *Review of General Psychology*, *Journal of Applied Social Psychology*, *Basic & Applied Social Psychology*, *Brain Sciences*, *Journal of Organizational Behavior*, *Organizations*, *Organizational Research Methods*, *Journal of Management Studies*, *Sex Roles*, *Psychology of Women Quarterly*, *American Business Law Journal*, and *Jurimetrics*.

Expert reviewer, Natural Sciences and Engineering Research Council of Canada, 2007 – present.

Invited reviewer, National Science Centre of Poland, “Psychological effects of pregnancy and parenthood—a longitudinal study”. Completed April 2018.

Dissertation Supervision

I served as chair of Andrea Griffin’s Ph.D. dissertation committee. Graduated: Spring, 2003.

Other Research Activities

Founding Member, Disabilities Studies Working Group, College of Liberal Arts (Melbern G. Glasscock Center for the Humanities working group), 2008 – 2010.

Created Special Topic Forum for *Academy of Management Review* (2008) on topic of stigma and stigmatization (and selected Robert P. Dipboye and Kimberly D. Elsbach to join me as Special Issue Editors).

Invited Panelist, “Public Citizens, Public Servants—Free Speech in the Post-*Garvetti* Workplace”, University of North Carolina, February 22, 2008.

Invited presentation, Georgia Tech University, on disabilities and the workplace, 2008 (a similar presentation was also invited in the Department of Psychology, Texas A & M University, 2008).

Selected as American Representative to the VII Americas Regional Congress of Labor and Social Security Laws, 2007.

Faculty Development Leave, Spring 2007.

Presented invited paper at Wharton Business School, March, 2004. Topic: Employment relationships, the ADA, and mental illness.

Big Twelve Faculty Fellow, University of Kansas School of Business, Fall, 1998.

Faculty Development Leave, 1998-1999; Spring 2007.

College Faculty Research Fellow Award, College of Business, Fall, 1996. (now named after Ricky W. Griffin)

Member, Holmes-Cardozo Award Committee, ALSB, 1996, 1997, 1998, 1999.

Faculty presenter, HRM doctoral consortium, Academy of Management, Vancouver, August, 1995; Co-chair, Women in Management doctoral consortium, Academy of Management, Cincinnati, August, 1996.

Research Mentor for two junior scholars in the Academy of Legal Studies in Business, 1994-95.

Faculty Research Consortium Presenter, Academy of Legal Studies in Business conference, Charleston, SC, August, 1992; Quebec, August, 1996.

Invited Presenter at Employment Law Workshop, "Employment Law in the 1990's: Managing a Diverse Workplace," University of Michigan, March, 1995.

I have presented papers at several additional professional meetings (not listed above).

I received three internal research grants while at the University of Maryland and a grant from the Ford Foundation while at Carnegie-Mellon University.

I have refereed papers for all major management journals, and also *Management Science*, *Journal of the American Statistical Association*, *Decision Sciences*, *Communications in Statistics*, and other (especially psychology) journals.

I have reviewed several grant proposals for the National Science Foundation.

Research Grants

Received \$700 mini-grant from Texas A & M University for study of pension plans and small employers, 1992.

Received \$98,046 grant from the National Science Foundation for a project entitled "Women's Retention and Leadership Development in Science, Engineering, and Mathematics," co-principal investigator (with Dr. Karan Watson and Dr. Pamela R. Matthews), September, 1994.

Received one month of support from Mays Business School for a study of front pay and reinstatement as remedies in discrimination cases, Summer, 1995. An NSF grant proposal was developed as a result of this funding; the proposal requested \$222,632 for three years and was submitted in August, 1995, but was not funded.

Received funding from the Center for Dispute Resolution (with Adrienne Colella) for justice research, 2001.

Received a \$10,000 Mays Summer Research Grant to study workplace accommodation issues for people with disabilities (with Adrienne Colella), 2002-2003.

Received a \$500 mini-grant from the Center for Human Resource Management (Mays Business School) to conduct follow-up research on accommodations, justice, and disabilities, 2006.

Received a \$750 mini-grant from the Mays Business School to conduct follow-up research on accommodations, justice, and disabilities, 2006.

Received \$5000 from Mays Business School for research on disabilities and accommodation in the workplace, 2007-2008.

Received \$10,000 from Mays Business School Summer Research Grant Program to study workplace accommodation for disability, 2008-2009.

Received \$5000 from Mays Business School and \$2500 from the Management Department to cover costs of participants from StudyResponse for attachment style and observed sexual harassment study, 2009.

Grant proposal submitted for \$150,000 from the Templeton Foundation, with W. Steven Rholes, for a study of Life History Theory and Attachment Theory on Religious Involvement and Meaning in Life, December, 2016 (not funded).

Received mini-grant with Chiraag Mittal from Mays Business School (\$4000) for research on attachment theory and health-related decision making, Spring 2017.

Received Grand Challenge Grant with Chiraag Mittal from Mays Business School (\$12000) for research on attachment theory, health risk perceptions, and health-related decision-making (2017).

Received Grand Challenge Grant with Chiraag Mittal from Mays Business School (\$8000) for research on attachment theory, health risk perceptions, and elder care (2018).

PESCA grant proposal on attachment theory and self-harming behaviors, with W. Steven Rholes, 2018. (not funded).

Received grant from the College of Liberal Arts (co-PI with W. Steven Rholes) for research on the connection between disorganized attachment and non-suicidal self-injury (\$10,379) (2019).

NSF Grant Proposal submitted on June 22, 2020, for “Disorganized attachment as a determinant of angry/hostile behavior in romantic relationships,” Social Psychology Division, proposal # 2038845.

Rholes, W.S., & Paetzold, R.L. Attachment theory, disorganized attachment, and views of the self. (Funded \$8000 by the College of Liberal Arts; the preliminary studies are completed and an NSF Grant Proposal has been submitted on June 22, 2020.) (not funded)

TEACHING AND ADVISING

At Texas A & M University

I have taught the following courses at Texas A & M University:

Undergraduate level:

Introduction to the Legal Environment of Business
(regular and honors sections)
Employment Discrimination Law
(cross-listed with Women's Studies)
Introduction to Women's Studies (co-taught)
(special section for science and engineering women)
Women in Organizations
(cross-listed with Women's Studies)
Independent Study (Women's Studies -- Women and the Law)

Master's level:

Benefits and Pension Law
Employment Law
Research Methods for Human Resources Management
Directed Study (Workers' Compensation; OSHA); Chris Harberberger, Spring 2018.

Ph.D. level:

Research Methods in Organization Science I
Applied Multivariate Methods for Management Research (Advanced
Research Methods)
Applied Regression Models for Management Research (Advanced
Research Methods) (second course in Research Methods series in
Department of Management)
Directed Study (Structural Equations Modeling)
Directed Study (Survey Methods & Logistic Regression)
Directed Study (Analysis of Cross-Classified Data & Survival
Methods)
Directed Study (Meta-Analysis and Qualitative Review Methods)
Directed Study (Mathematical Models Applied to the Social Sciences)
Directed Study (Bayesian Methods; Joel Andrus, Spring 2016).

Ph.D. Committees--

I have previously served on six Ph.D. dissertation committees (dissertation completed) in Management:

Valerie Sy (current), Brenda Rivera (current), Joel Andrus, Subrata Chakrabarty, Eugene Kang, Fernanda Garcia, Martin Monroe, Scott Sherman, Mark Hansen, Amy Hillman, S. Regina Farnsworth, Robert Pappas

I have recently served on several dissertation committees outside of the Department of Management:

Samantha Wright (Engineering-Human Factors)
Michael Sagas (Sports Management)
Paul Keiper (Sports Management)
Joel Philo (Psychology)

Amber Burkett Peplow (Communication)
 A. McLeish Martin (Psychology)(also M.A. committee)
 Renee Cowan (Communication)
 Jaime Bochantin (Communication)
 Nichelle Carpenter (Psychology) (also MA committee)
 Fatemah Rezaei (EAHR))
 Forouzan Farnia (EHRD)

and numerous others in Communication, Education, Psychology, and English.

M.S. Committees--

I have chaired approximately 25 M.S./HRM orals committees, and have served on numerous others (both inside and outside the department). I have also served on M.A. or M.S. committees in other departments, including English, Engineering, Communications, and Psychology. Currently serving on M.S. Committees for Stephanie Brown and Anjelica Mendoza (psychology), 2019.

Chair, Honors University Thesis (on the psychology/law conflict for transgendered persons), Lauren Merrell (Dep't of Psychology), 2002.

Recipient, Association of Former Students Teaching Award, Fall, 1995, 2006

Recipient, Lockheed Martin Aeronautics Company Excellence in Teaching Award, Fall, 2011.

Recipient, Mays Teaching Award, Summer, 2016.

Recipient, Most Impactful Faculty Member award, MS-HRM program, Fall, 2016.

Named Mays Teaching Fellow, 2017, for 2018-2019 (2 months of summer support included).

Certification by Center for Disability Studies & Center for Teaching Excellence, University of Hawaii, re: Universal Design, Assistive Technologies, and Teaching All Students, 2009

At Other Universities

I have experience in teaching a wide range of statistics courses:

Introductory statistics (Grad and Undergrad)
 Probability/stochastic models (Undergrad)
 Nonparametric inference (Grad)
 Multivariate analysis (Grad)
 Linear models/Regression analysis (Grad and Undergrad)
 Statistical decision theory (Grad)
 Bayesian inference and decision (Grad)

I received numerous citations and awards for teaching excellence, including an MBA Teaching Award and a University-wide award while at the University of Maryland.

I served on seven Ph.D. dissertation committees, and chaired one M.S. Thesis Committee and served on two others.

SERVICE

At Texas A & M University

Department-level

- Departmental library representative, Fall 1992-Fall 1995; Spring 2017 – 2022.
- Management Scholarship Evaluation Committee, Spring 2013, 2014, 2015, 2017, 2018.
- Coordinator of Pre-Law Track, 2016-2019.
- Search committee, OB/HRM faculty candidate, 2008.
- Invited Speaker, HRMComing, October, 2005.
- Member, Task Force on HR Recruiting, June 2005-December 2005.
- Director, MS/HRM program, Fall, 2000-August, 2002.
- Developed MS/HRM Web Page, Spring & Summer, 2001.
- State Employee Charitable Campaign coordinator, Fall, 1997, 1999-2009, 2012-present
- Raise gift funds for staff and custodial person, Fall 2004-2009, 2012-present
- Member, Women's Week Task Force, Fall, 1999-Spring, 2000.
- Member, MS/HRM Task Force on Distance Learning, Fall, 1999-Spring, 2000.
- Member, MS/HRM Curriculum Task Force, Fall, 1997-Fall, 1998.
- Member, Masters Program Committee, Department of Management,
September, 1995 - Fall, 1998.
- Faculty Advisor, Sigma Iota Epsilon, Spring, 1995 - Summer, 1996.
- Member, Doctoral Program Committee, Department of Management,
September, 1992 - Fall, 1995.
- Ph.D. Faculty Mentor for Amy Hillman, Andrea Griffin, Karen Jansen.
- Member, Masters Programs Committee, Department of Management, September, 1990 -
August, 1992.
- Member, Diversity Task Force, Department of Management, January, 1992 - June, 1992.
- Distinguished Speaker, Annual Seminar sponsored by Society for Human Resource Management
and Center for Human Resource Management, January, 1992.
- Invited Speaker, Recruiting and Discrimination, Society for Human Resources Management,
Texas A & M Campus, November, 1993.

College-level

Mays Business School college level Promotion and Tenure committee, 2022-2023 (appointed)

Selection Committee, Summer Teaching Awards, Spring 2018.

Member, Graduate Analytics task force, 2015-2016.

Member, Committee to evaluate CHRM, 2014.

Member, Mays Business School Teaching Council (substitute for Asghar Zardkoohi) 2012.

Mays Faculty Service Excellence Award, 2009.

Member, Mays Business School Promotion & Tenure Advisory Committee, 2008-2010.

Member, Mays Business School Executive Committee, 2007 – 2010.

Leader, Mays Business School Faculty Senate Caucus, 2007-2010.

Mentor, Regents Scholar program, 2006-2007; 2009-2010.

Member, Task Force on Non-Tenure Track Faculty, Spring, 2008.

Member, Graduate Programs Committee, 2000-August, 2002.

Women's Faculty Network Liaison for the College of Business, Fall, 1997 - Fall, 1998.

Member, Diversity Task Force, College of Business Administration and Graduate School of Business, April, 1993 - December, 1993.

Invited Speaker (on Discrimination Law and the Workplace), Graduate Women's Business Network, spring meeting, 1992.

Invited Speaker (on Gender Issues in Management), Graduate Women's Business Network, September meeting, 1995.

University-level**Major University Committee service**

- Member, Faculty and Student Advisory Board for the Center for Teaching Excellence, TAMU, Fall 2017-Fall 2020.
- Member, Council of Principal Investigators, Fall 2015-Present
- Member, Preliminary Screening Committee for the Committee for Academic Freedom, Responsibility and Tenure (CAFRT) (appointed by Pres. Loftin), 2013-2014.
- Member, Development Strategy Council, 2010 (appointed by Pres. Loftin; Council reports directly to him)
- Member, Diversity Operations Committee, 2010. (chaired by VP for Diversity).
- Member, Faculty Advisory Board, Disability Services, 2009-2010.

- Member, Shared Services Task Force on Human Resources, Summer 2009. (reported to the Chancellor)
- Member, Committee on Academic Freedom, Responsibility and Tenure (CAFRT), 2007-2010. (hears faculty appeals from denials of academic freedom, tenure, etc.)
- Member, University Grievance Committee, 2009-2010. (hears faculty appeals from actions not related to salary, academic freedom, tenure, etc.)
- Member, Task Force on Criminal Background Procedures, 2008. (crafted University rule and standard administrative procedure)
- Member, Faculty Salary Grievance Committee, Spring-Summer, 2005. (ad hoc committee)
- Member, Illegal Discrimination Appeals Panel, Fall, 1999- Summer 2005. (student appeals)
- Member, Faculty Advisory Committee to the Vice President for Student Affairs, Fall, 1995 - Fall, 1997.

Faculty Senate service

- Member, August 2007- July 2010.
- Member, Committee on Committees (Faculty Senate standing committee), August 2007 – July 2009.
- Member, Committee on Research (Faculty Senate standing committee), August 2008 – July 2010.
- Member, Committee on Diversity (Faculty Senate ad hoc committee), August 2007 – July 2010.
- Member, Committee on Personnel and Welfare (Faculty Senate standing committee), August 2007 – July 2010. **Co-Chair**, 2008-2009; **Chair**, 2009-2010.

University Search Committee service

- Member, Search Committee, Faculty Ombuds Officer, Spring 2010.
- Member, Search Committee, Psychology/WMST faculty position, 2007-2008.
- Member, Search committee for Sports Management faculty member, Department of Kinesiology, Fall, 2005.
- Member, Search committee for Women's Center Director, Summer, 2001.
- Member, Search committee for joint Mays/Women's Studies Research Fellow, Spring, 2001.

Women's and Gender Studies Program service

- Member, Women's (and Gender) Studies Faculty, 1991-present
- Member, Program Review Committee, Women's Studies, 2000-2004; 2007-2010.
- Faculty Mentor 2008-2010 (for Kathi Miner-Rubino, 2008-09; for Kristan Poirot, 2009-10).
- Chair, Subcommittee to draft concept letter for M.A. degree in Women's Studies, 2000-2001.
- Member, Women's Studies Director Search Committee, Fall, 1997.
- Member, Women's Studies Faculty Advisory Committee, Fall, 1996 - Fall, 1999.
- Member, Women's Studies Endowment Council, Spring 1995 - Fall, 1998.

Other Service Related to the Status of Women on Campus

- Faculty Mentor for Dr. Nadia Flores, Department of Sociology, 2005-2008, and Christie Sayes, College of Veterinary Medicine, 2009-2010, Women's Faculty Network Mentorship Program.

- Member, Distinguished Women Faculty Achievement Awards Selection Committee, Spring, 1996.
- Member, Women's Week Planning Committee, Spring, 1995.
- Member, Women Faculty Resources Task Force (a subcommittee of the Status on Women committee of the Faculty Senate), Summer, 1993 - Fall, 1994.
- Invited Speaker, Campus Climate for Women, Conference on Women in Science and Engineering, Texas A & M Campus, March, 1993.
- Invited Speaker, Sexual Harassment in Higher Education, Women in Science and Engineering Seminar, Texas A & M Campus, October, 1993.
- Roundtable Participant on Climate for Women, Women in Science and Engineering Conference, Texas A & M Campus, February, 1995

Faculty Advisor to Student Groups

- Amnesty International, local chapter, Fall, 1997 - Summer 1998
- National Organization for Women, local chapter, Fall, 1996 – Summer, 1998.

Miscellaneous Other Service

- Graduate Council Representative on three Ph.D. dissertation committees.
- Participant, University Honors Spring Scheduling Consortium, 1994, 1997.
- Guest Lecturer in Organizational Communication (Prof. Charley Conrad's section) on Sexual Harassment Law, Spring 1996; Fall 1994; Fall 1991.

Community/National-level

Member, Technical Advisory Committee of the Center for Corporate Equality (a committee to study the analysis of adverse impact), 2009-2010.

State Board Member, National Alliance on Mental Illness of Texas (NAMI—Texas), 2008-2009.

President, National Alliance on Mental Illness, Brazos Valley affiliate chapter, 2007-2009.

Member, HR Division Scholarly Program Committee, Academy of Management, 2004-2008.

Chair, Theory Writer's Development Workshop, sponsored by Academy of Management Review, Academy of Management conference, Summer, 2002.

Member, Human Resources Division Executive Committee, Academy of Management, 2001-2003.

Member, Program Committee, Society for Industrial and Organizational Psychology, 2001-2002.

Member, Strategic Planning Committee, SIOP, 2001.

Member, Hoeber Award Selection Committee, Academy of Legal Studies in Business, 2000, 2001, 2002.

Chair, Human Resources Division, Academy of Management, Liaison Committee, 2001-2002.

- Member, Human Resources Division, Academy of Management, Committee to select HR Webmaster, 2000-2001.
- Member, Human Resources Division, Academy of Management, Liaison Committee, 2000-2001.
- Member, Best Paper Committee, Academy of Management Review, 2001.
- Member, Theory Writers' Workshop, Academy of Management Review, 2001.
- Regular reviewer for Academy of Management (Gender and Diversity in Organizations; Human Resources) and Society for Industrial and Organizational Psychology, 2000-2008.
- Invited Speaker, Domestic Violence as Workplace Violence, Brazos Valley Business and Professional Women's Association, September 26, 2000.
- Executive Board member, Women in Management Division, Academy of Management, 1995-1997.
- Featured Speaker, Center for Human Resources Management Spring Conference, The Woodlands, May 2, 1995.
- Invited Speaker, Introduction to Discrimination Law, Unitarian Fellowship, June 4, 1995.
- Invited Speaker, Emerging Trends in Sexual Harassment, Brazos Valley Human Resource Management Association meeting, June 8, 1995.
- Invited Speaker, Sexual Harassment and the Workplace, League of Women Voters' meeting, June 16, 1992.
- Invited Speaker, New Directions in Sexual Harassment, Brazos Valley Personnel Association meeting, August 6, 1992.
- Workshop Presenter, Employment Regulations Update Workshop, Academy of Management conference, Las Vegas, August, 1992.

At Other Universities

I served on a variety of University committees or boards, including: Faculty Affairs, Student Affairs, Curriculum, Faculty Grievance, Academic Dishonesty.

I was coordinator of the M.S. degree program for Management Science and Statistics students while at the University of Maryland.

I served as President of the local chapter of Beta Gamma Sigma at the University of Maryland, 1985-87.

MEMBERSHIPS/HONORS/AWARDS

Fellow, Royal Statistical Society.

Member, American Psychological Association; Society for Personality and Social Psychology

Member, International Society for Labor Law and Social Security

Member, Order of the Coif (the National Law Honorary; selected as law student)

Member, Beta Gamma Sigma (Selected as M.B.A. student) (the National Business Honorary)

International Directory of Business and Management Scholars

Who's Who of American Women; Who's Who in American Education;
Who's Who Among American Law Students; and others

Southwestern Publishing Co. Outstanding Conference Paper Award,
Academy of Legal Studies in Business, August, 1993.

Ralph C. Hoeber Memorial Award for Excellence in Research,
Volume 31 of *American Business Law Journal*, Academy
of Legal Studies in Business, August, 1994.

Dorothy Harlow Outstanding Paper Award, Women in Management
Division, Academy of Management, August, 1995.

**Association of Former Students Teaching Award, Mays Business School,
Fall, 1995; Fall, 2006.**

Lockheed Martin Aeronautics Company Excellence in Teaching Award, 2010.

Mays Teaching Award, Summer, 2016.

Most Impactful Faculty Member Award, MS-HRM program, Fall, 2016.

Mays Faculty Excellence in Service Award, 2009.

Mays Research Fellow, Mays Business School, 2002-2010 (Twice Named)

William V. Muse Faculty Fellow, Department of Management Award, 2001-2003.

**Women's Week Outstanding Faculty Award, Texas A & M University,
March, 1996.**

**Ricky W. Griffin Research Award, College of Business, Texas A & M University,
Fall, 1996.**

**Faculty Teaching Fellow Award, Mays Business School, Texas A & M University,
2017-2019.**

Big Twelve Faculty Fellow, Fall, 1998.

Faculty Development Leave, Fall 1998/Spring 1999; Spring 2007.

CONSULTING EXPERIENCE

My free-lance consulting experience includes work for a number of clients, both individual and organizational (private and public). My consulting work primarily involves employment discrimination cases. I have served as a consultant to the U.S. Department of Labor.

RECENT PRESS COVERAGE

Quoted in “Corporate sexual harassment hotlines don’t work. They’re not designed to.”
Published by *Quartz* (an *Atlantic Monthly* online publication), May, 2017.

Quoted in “When HR gets it wrong: At Fox, Uber, and Mizzou, where was human resources?”
Published in *Society for Human Resource Management magazine*, July 2017.

Quoted in “When HR gets it wrong: Avoiding a bungled investigation.”
Published in *Society for Human Resource Management magazine*, November 2017.

**EXECUTIVE DEVELOPMENT
EXPERIENCE**

I have taught a module on Legal Implications of Human Resources Management for the Center for Executive Development, Texas A & M University.

REFERENCES

Available upon request.