

**Shaun Pichler, Ph.D.**  
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 Department of Management  
 Mihaylo College of Business and Economics  
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## EDUCATION

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- Ph.D. Michigan State University, 2004-2009  
 Major: Human Resource Management  
 Minors: Management  
 Industrial-Organizational Psychology
- M.S. Loyola University Chicago, 2002-2003 (*with Dean's High Honors*)  
 Major: Human Resource Management
- B.A. Michigan State University, 1998-2002 (*with High Honors*)  
 Major: Psychology (Golden Key, Psi Chi, Phi Kappa Phi)

## ACADEMIC EMPLOYMENT

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- 2012- *Associate Professor*, Department of Management (*with tenure, August 2013*)  
 California State University, Fullerton
- 2009-2012 *Assistant Professor*, Department of Management  
 California State University, Fullerton
- 2007-2009 *Instructor*, School of Labor & Industrial Relations  
 Michigan State University
- 2007 *Instructor*, Department of Psychology  
 Michigan State University
- 2004-2009 *Graduate Research Assistant*, School of Labor & Industrial Relations  
 Michigan State University
- 2002-2003 *Graduate Research Assistant*, Graduate School of Business  
 Loyola University Chicago
- 2001-2002 *Research Assistant*, U of M – MSU Longitudinal Study  
 University of Michigan

## VISITING POSITION

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January, 2011 *Visiting Scholar*, Department of Work & Organizational Studies  
University of Sydney

## RESEARCH INTERESTS

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My research program focuses on understanding fairness and support in organizations. My substantive areas of research interest are: gender and diversity (diversity management, workplace discrimination), work and family, performance management and appraisal, international HRM and managerial interpersonal skills.

## PUBLICATIONS

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40. Beenen, G., **Pichler, S.** (in press). Do I really want to work here? Testing a model of job pursuit for MBA interns. *Human Resource Management*.
39. **Pichler, S.**, Varma, A., Beenen, G., Yu, A., & Davoudpour, S. (conditional acceptance). High performance work environments and turnover: Organizational culture and gender demography matter. *Employee Relations*.
38. **Pichler, S.**, Varma, A., Michel, J., Levy, P.E., Budhwar, P., & Sharma, A. (in press). A cross-level model of performance appraisal reactions in a multinational setting. *Human Resource Management*.
37. Westring, A. Kossek, E.E., **Pichler, S.**, Ryan, A.M., & Lee, M.D. (in press). Beyond policy adoption: Factors influencing organizational support for reduced-load work arrangements. In G. Baugh & S. Sullivan (Eds). *Balance: Putting Work and Life in Focus*.
36. Michel, J., **Pichler, S.** & Newness, K. (in press). Integrating work-family and leadership: The influence of conflict, enrichment and dispositional affect on leadership. *Journal of Organization & Leadership Studies*.
35. Hall, D.T., Kossek, E.E., Briscoe, J.P., **Pichler, S.**, Lee, M.D. (2013). Nonwork orientations relative to career: A multidimensional measure. *Journal of Vocational Behavior* 83 (3) 539-550.
34. **Pichler, S.** & Beenen, G. (2013). Toward a model and measure of managerial interpersonal skills. In R. Riggio & S. Tan (Eds). *Leader interpersonal and influence skills: The soft skills of leadership*. Routledge.
33. Roehling, M., **Pichler, S.**, & Bruce, T. (2013). Moderators of the effect of weight on job-related outcomes: A meta-analysis of experimental studies. *Journal of Applied Social Psychology*, 42 (2), 237-252.

32. **Pichler, S.** (2012). The social context of performance appraisal and appraisal reactions: A meta-analysis. *Human Resource Management, 51* (5), 709-732.
31. **Pichler, S.** (2012). Sexual orientation harassment: An integrative review with directions for future research. In S. Fox & T. Lituchy (Eds.) *Gender and the Dysfunctional Organization*.
30. **Pichler, S.,** Varma, A., Budhwar, P. (2012). Antecedents and consequences of the social categorization of expatriates in India. *International Journal of Human Resource Management, 23* (5), 915-927.
29. Varma, A., Grodzicki, **Pichler, S.,** & Kupferer, S. (2012). Expatriate categorization and Evaluation: An empirical investigation in Poland and India. *European Journal of International Management, 6* (1), 63-82.
28. Varma, A., **Pichler, S.,** Budhwar, P., & Kupferer, S. (2012). HCN willingness to help expatriates: The social categorization of expatriates in China. *Journal of Managerial Psychology.*
27. Kossek, E.E., **Pichler, S.,** Bodner, T., & Hammer, L. (2011). Workplace social support and work-family conflict: A meta-analysis clarifying the influence of general and work-family specific supervisor and organizational support. *Personnel Psychology, 64* (2), 289-313.
26. Muse, L., & **Pichler, S.** (2011). A comparison of types of support for lower-skill workers: Evidence for the importance of family-supportive supervisors. *Journal of Vocational Behavior, 79* (3), 653-666.
25. Varma, A., Budhwar, P., & **Pichler, S.** (2011). Chinese country nationals' willingness to help expatriates: The role of social categorization. *Thunderbird International Business Review 53* (3), 353-364.
24. Varma, A., **Pichler, S.,** & Toh, S.M. (2011). A performance theory perspective on expatriate success: The role of self-efficacy and motivation. *International Journal of Human Resource Development & Management, 11* (1), 38-50.
23. Varma, A., **Pichler, S.,** & Budhwar, P. (2011). The relationship between expatriate job level and host country national categorization: An investigation in the United Kingdom. *International Journal of Human Resource Management, 22* (1), 103.
22. Michel, J., Mitchelson, J.K., **Pichler, S.,** & Cullen, K.L. (2010). Clarifying relationships among work and family social support, stressors and work-family conflict *Journal of Vocational Behavior, 76*, 91-104.
21. **Pichler, S.,** Varma, A., & Bruce, T. (2010). Heterosexism in employment decisions: The role of job misfit. *Journal of Applied Social Psychology, 40*, (8).

20. Maher, M.J., Landini, K., Emano, D.M., Knight, A.M., Lantz, G.D., Parrie, M., **Pichler, S.**, Sever, L.M. (2009). Hirschfeld to Hooker to high schools: A study of the history and development of GLBT empirical research, institutional policies, and the relationship between the two. *Journal of Homosexuality*, 56 (7), 921-958.
19. Varma, A., **Pichler, S.**, & Biswas, S. (2009). Chinese host country national willingness to help expatriates in China: The role of collectivism and interpersonal relationships. *International Journal of Cross-Cultural Management*, 9 (2), 199-216.
18. Dulebohn, J.H., Molloy, J.C., **Pichler, S.**, & Murray, B. (2008). Employee benefits: Literature review and emerging issues. *Human Resource Management Review*, 19 (2), 86-103.
17. Maher, M., Sever, L., & **Pichler, S.** (2008). How Catholic college students think about homosexuality: The connection between authority and homosexuality. *Journal of Homosexuality*, 55 (3), 1-25.
16. Kossek, E.E., **Pichler, S.**, Meece, D, & Barratt, M.E. (2008). Family, friend and neighbor child care providers and maternal well-being in low-income systems: An ecological social perspective. *Journal of Occupational and Organizational Psychology*, 81, 369-391.
15. **Pichler, S.** Simpson, P., & Stroh, L.K. (2008). The glass ceiling in human resources: Exploring the links between women's representation in management and the practices of strategic human resource management and employee involvement. *Human Resource Management*, 47 (3), 463-479.
14. **Pichler, S.**, Varma, A., & Petty, R. (2008). Rater-ratee relationships. In A.Varma, P. Budhwar, & A. DeNisi, (Eds.). *Performance Management Systems Around the Globe*.
13. Maher, M.J., Sever, L., & **Pichler, S.** (2007a). Life on campus after September 11<sup>th</sup>: Undergraduates' attitudes regarding war and religious discrimination. *Journal of Religion and Education*, 34 (3).
12. Maher, M.J., Sever, L., & **Pichler, S.** (2007b). Beliefs versus lived experience: Gender differences in Catholic college students' attitudes concerning premarital sex and contraception. *American Journal of Sexuality Education*, 2 (4), 67-87.
11. Maher, M.J., Sever, L., & **Pichler, S.** (2007c). Is the Roman Catholic prohibition of female priests sexist? *Journal of Religion & Society*, vol. 9.
10. **Pichler, S.** (2007). Heterosexism in the workplace. In the *Sloan Work and Family Research Network, Work-Family Encyclopedia*. ([http://www.bc.edu/bc\\_org/avp/wfnetwork/](http://www.bc.edu/bc_org/avp/wfnetwork/))
9. Roehling, M., Roehling, P., & **Pichler, S.** (2007). The relationship between body weight and perceived employment discrimination: The role of sex and race. *Journal of Vocational Behavior*, 71 (2), 300-318.

8. Varma, A., & **Pichler, S.** (2007). Interpersonal affect and performance appraisal. *Journal of Labor Research*, 28 (2), 397-412.
7. Varma, A., **Pichler, S.**, Srinivas, S., & Albarillo, M. (2007). Leader member exchange revisited: An investigation of the moderating and mediating effects of LMX in two samples -- USA and India. *Management & Labor Studies*, 32 (2), 203-220.
6. Kossek, E.E., & **Pichler, S.** (2006). EEO and the management of diversity. In P. Boxell, J. Purcell, & P. Wright (Eds). *Handbook of Human Resource Management* (pp. 251-272). Oxford University Press.
5. Maher, M.J., Sever, L., & **Pichler, S.** (2006). The priest sex scandal and its effects on trust and respect: How Catholic college students think about Catholic leadership. *Journal of Religion & Abuse*, 8 (3), 35-62.
4. Varma, A., **Pichler, S.**, & Simpson, P. (2006). HR and the bottom line: The impact of high performance work systems. *Management and Labour Studies*, 31 (4), 349-357.
3. Varma, A. Toh, S.M., & **Pichler, S.** (2006). Ingratiation in applications: Impact on selection decisions. *Journal of Managerial Psychology*, 21 (3), 200-210.
2. Varma, A., **Pichler, S.**, & Srivinas, E.S. (2005). The role of interpersonal affect in performance appraisal: Evidence from two samples – U.S. and India. *International Journal of Human Resource Management* (16) 1, 2029-2044
1. Bimler, D., Kirkland, J., & **Pichler, S.** (2004). Escher in color space: Individual-differences multidimensional scaling of color dissimilarities collected with a gestalt-formation task. *Behavior Research Methods, Instruments, & Computers*, 36 (1), 69-76.

#### UNDER REVIEW

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4. Beenen, G., & **Pichler, S.**, & Riggio, R. (under review). More agreement than meets the eye: A proposed model of managerial interpersonal skills for management education. *Academy of Management Learning & Education*.
3. Kossek., E.E., Lee, M.D., Ollier-Malaterre, A., Hall, D. T, **Pichler, S.** (third R&R). Where does the work go and why? *Human Resource Management*.
1. Varma, A., Aycan, Z., **Pichler, S.**, & Budhwar, P. (revise & resubmit). Host country national's support to expatriates and the role of social categorization: An investigation in Turkey. *Cross-Cultural Management: An International Review*.

#### MANUSCRIPTS IN PREPARATION FOR SUBMISSION

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8. Beenen, G., & **Pichler, S.** Managerial interpersonal skills: An agenda for moving forward.

7. Beenen, G., & **Pichler, S.**, & Levy, P. Feedback seeking as self-determination. *Human Resource Management*.
6. Matthew, J., Varma, A., **Pichler, S.**, & Budhwar, P. Host country national support of expatriates. The mediating role of job type. *International Journal of Human Resource Management*.
5. **Pichler, S.**, Cook, K., Blazovich, J., Huston, J.M., Strawser, W.R. Do gay-friendly corporate policies enhance firm performance? *Human Resource Management*.
4. **Pichler, S.**, Gottfredson, R., & Beenen, G. Adequate notice in performance appraisal: The interactive relationship between knowledge of standards and frequent feedback. *Human Resource Management*.
3. Varma, A., **Pichler, S.**, Budhwar, P., An empirical investigation of host country national categorization, social support and adjustment of expatriates in the UK. *International Journal of Human Resource Management*.
2. Varma, A., **Pichler, S.**, Budhwar, P., & Michel, J. Host country national helping behavior towards expatriates: Evidence from the lab and a field study. *Journal of Applied Psychology*.
1. Varma, A., & **Pichler, S.**, Moore, M., & Budhwar, P. High performance work systems at NIIT. *Human Resource Management*.

#### **KEY WORKS IN PROGRESS (VARIOUS STAGES)**

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6. Obstfeld, D., Okyhusen, G., **Pichler, S.**, & Teckchandani, A. The role of social networks and social skill in the academic success of first generation college students. (Grant submitted)
  5. **Pichler, S.** (in progress). LGBT Workers. In A. Collela & E. King (Eds). *Oxford Handbook of Workplace Discrimination*.
  4. **Pichler, S.** Bodner, T., Kossek, E.E., Hammer, L., Thompson, R., Hanson, G. Measurement invariance of family-supportive supervisor behavior (FSSB) across time, groups and experimental conditions in a quasi-experimental intervention study. (Data analysis stage)
  3. **Pichler, S.**, Livingston, B., Varma, A., & Tepper, B. High performance work systems, work-family spillover and abusive supervision. (Grant submitted).
  2. **Pichler, S.**, Livingston, B., Yu, A., Varma, A., Budhwar, P., & Sharma, A. Surface- and deep-level similarity, interpersonal attraction and supervisor perceptions of organizational support. (Advanced data analysis stage)
  1. **Pichler, S.**, Turel, O., Greenhaus, J., & Piszczek, M. The role of technology in work role pressures and work-family conflict. (Advanced writing stage)
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## RESEARCH GRANTS

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**Pichler, S.**, Muse, L., Beenen, G. (Co-PIs). Mays, T., & Riggio, R. (Senior Investigators). (2010-2011). The antecedents and outcomes of managerial interpersonal skills: Development and validation of a measure. Graduate Management Admissions Council. \$100,000.00.

Trau, R.N.C., & **Pichler, S.** (Co-Principal Investigators). (2010). Multi-Level Model of the Consequences of Adoption of LGBT-supportive Policies and Practices. University of Sydney. \$15,000.000.

### *Intramural*

**Pichler, S.** (Principal Investigator). (2013). Due process performance appraisal and reactions to appraisals. Intramural Research Award, California State University, Fullerton: Dean's Research Award. \$3,500.00.

**Pichler, S.** (Principal Investigator). (2012). Employee performance appraisal participation and reactions to appraisals. Intramural Research Award, California State University, Fullerton, President's Office. \$5,000.00.

**Pichler, S.** (Principal Investigator). (2012). Development and test of a multi-level model of the consequences of adoption of LGBT-supportive policies and practices. Intramural Research Award, California State University, Fullerton: Dean's Research Award. \$5,000.00.

**Pichler, S.** (Principal Investigator). Beenen, G., Muse, L. (Co-Principal Investigators). (2011). The antecedents and outcomes of managerial interpersonal skills: Development and validation of a multidimensional measure. Incentive Intramural Research Award. \$10,000.00.

**Pichler, S.** (Principal Investigator). (2011). Adequate notice in performance appraisal. Intramural Research Award, California State University, Fullerton: Dean's Research Award. \$5,000.00.

**Pichler, S.** (Principal Investigator). (2010). The antecedents and boundary conditions of abusive supervision in context. Intramural Research Award, California State University, Fullerton, President's Office. \$3,000.00.

## BOOK REVIEW

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**Pichler, S.** (2004). R.L. Heneman (Ed.) Strategic Reward Management: Design, Implementation, and Evaluation for *Human Resource Management*, 43, (2/3).

## CONFERENCE PRESENTATIONS

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43. Beenen, G., & **Pichler, S.** (2014). Developing a model and measure of managerial interpersonal skills. Academy of Management. In G. Beenen & Pichler, S. (Co-Chairs), More than words: Interpersonal skills and effective leadership. *All-Academy Symposium*.

42. Beenen, G. & **Pichler, S.** (2014). Perceived autonomy supportive supervision and subordinate feedback seeking. Society for Industrial-Organizational Psychology conference.
41. **Pichler, S.**, Turel, O., Greenhaus, J., & Piszczek, M. (2014). Managing work-technology boundaries: A role and identity theory perspective. Society for Industrial-Organizational Psychology conference.
40. **Pichler, S.**, Turel, O., & Greenhaus, J. (2013). The information and communication technology user role: Implications for boundary management. In S. Furst-Holloway (Chair), Technology's impact on how, where and when we work: Who's in control. Academy of Management meeting.
39. **Pichler, S.**, Varma, A., Michel, J., Budhwar, P., & Levy, P. The role of procedural justice climate in reactions to performance appraisals. Academy of Management meeting.
38. Beenen, G., **Pichler, S.**, Varma, A., & Yu, A. High performance work environments and turnover: Organizational culture and gender demography. Midwest Academy of Management.
37. Matthew, J., Varma, A., Theodorakopolous, N., **Pichler, S.**, & Budhwar, P. (2012). Host Country National Support of Nurses and IT Expatriates in the UK: The mediating role of job type. Paper presented at the 12<sup>th</sup> International Human Resource Management Conference, New Delhi, India.
36. **Pichler, S.**, Muse, L., & Beenen, G. (2012). Managerial interpersonal skills and work and family outcomes. Sloan Work Family Researchers Network conference.
35. **Pichler, S.**, Piszczek, M, Varma, A., & Trau, R.N.C. (2012). Adequate notice in performance appraisal and appraisal reactions. Society for Industrial-Organizational Psychology.
34. Trau, R.N.C., & **Pichler, S.** (2012). A mixed determinants model of the consequences of LGBT-supportiveness. Society for Industrial-Organizational Psychology.
33. **Pichler, S.** (2011). Changing the way we think about performance appraisal: Relationship quality as an outcome of the process. Academy of Management meeting.
32. **Pichler, S.\***, Muse, L.A., Lee, S. Beenen, G. (2011). Developing a model of managerial interpersonal skills. In S. Pichler, L.A. Muse, & G. Beenen (Co-chairs), Managerial interpersonal skills: The state of the science. Academy of Management meeting. \*Authors contributed equally.
31. Kossek, E.E., Ollier-Malaterre, A., Lee, M.D., Hall, D.T., **Pichler, S.** (2011). Where does the work go and why?: Cross level patterns in manager and organizational support of customized workloads. Community, Work and Family International Conference.
30. Varma, A., **Pichler, S.**, Budhwar, P., & Sharma, A. (2011). Expatriate supervisors and subordinates: An investigation of the antecedents of helping behavior. Indian Academy of Management.



29. Varma, A., Budhwar, P., & **Pichler, S.** (2011). Host country nationals' willingness to help expatriates. Society for Industrial-Organizational Psychology
28. Beenen, G., Muse, L., & **Pichler, S.\*** (2010). Toward a multidimensional conceptualization of interpersonal skills. \* = alphabetical order. In Beenen, G., Muse, L., & **Pichler, S.** (Co-Chairs). (2010). Exploring managerial effectiveness through interpersonal skills. Academy of Management Meeting.
27. **Pichler, S.** (2010). Employee reactions to performance appraisal: A meta-analysis and test of the due process model. Academy of Management meeting.
26. Kossek, E.E., **Pichler, S.**, Bodner, T., & Hammer, L. (2010). A meta-analytic comparison of general and work-family specific support. In M. Ford, L.Q Yang, & R. Sinclair (Co-Chairs) *Beneficial forms of social support and implications for employee well-being*. Society for Industrial-Organizational Psychology conference.
25. Muse, L., & **Pichler, S.** (2010). The importance of family-supportive supervisors in the workplace. In L. Hammer (Chair) *Antecedents and outcomes of family-supportive supervision*. Society for Industrial-Organizational Psychology.
24. Varma, A., Kupferer, S., **Pichler, S.**, & Grodzicki, J. (2010). Expatriate categorization and evaluation: An empirical investigation in Poland and India. Paper presented at the 11th International Human Resource Management Conference, Birmingham, U.K.
23. **Pichler, S.**, Piszczek, M., & Varma, A. (2010). The social context of performance appraisal and employee reactions. Society for Industrial-Organizational Psychology conference.
22. Varma, A., **Pichler, S.**, & Buhdwar, P. (2009). Expatriate categorization and evaluation: A three-nation quasi-experimental study. Academy of Management Meeting in Chicago, IL.
21. **Pichler, S.**, Varma, A., & Bruce, T. (2009). Heterosexism in employment decision: The impact of perceived job misfit. Society for Industrial-Organizational Psychology conference.
20. **Pichler, S.**, Varma, A., Buhdwar, P., & Abarillo, M. (2008). Host country national willingness to help expatriates: The social categorization of expatriates in India and China. Paper Presented at the 2008 Asia Academy of Management Meeting in Taipei, Taiwan.
19. Varma, A., Budhwar, P.S., **Pichler, S.**, & Aycan, Z. (2008). Host Country National Willingness to Help Expatriates: The Role of Social Categorization. Paper presented at the European Institute for Advanced Studies in Management 4<sup>th</sup> Workshop on Expatriation, Las Palmas, Spain.
18. Kossek, E.E., **Pichler, S.**, Bodner, T., & Hammer, L. (2008). Predicting work-life balance for employees with and without families: The role of perceived organizational and supervisor support. International Work Psychology Conference.

17. Kossek, E.E., **Pichler, S.**, Meece, D.R., & Barratt, P. (2008). Child care providers and maternal well being: The missing link in work-family research. Academy of Management Conference.
16. Roehling, M., **Pichler, S.**, Bruce, T., & Oswald, F. (2008). The effects of weight bias on job-related outcomes: A meta-analysis of experimental studies. Academy of Management Conference.
15. Varma, A., **Pichler, S.**, Aycan, Z., & Budhwar, P. (2008). Expatriates in Turkey – Host country nationals’ willingness to help. Academy of Management Conference, Anaheim, CA.
14. Varma, A., **Pichler, S.**, & Budhwar, P. (2008). Chinese HCN’s willingness to help expatriates: Impact of job level. Society for Industrial-Organizational Psychology (SIOP) conference, San Francisco, CA.
13. Kossek, E.E., **Pichler, S.**, Hammer, L., & Bodner, T. (2007). Contextualizing workplace supports for family: An integrative meta-analysis of direct and moderating linkages to work-family conflict. In J. Cleveland (Chair) *Social support, leadership, and work-family outcomes*. Society for Industrial-Organizational Psychology (SIOP) Conference, New York, NY.
12. Varma, A., **Pichler, S.**, & Budhwar, P. (2007). *HCN Helping of expatriates: The impact of job level*. Society for Industrial-Organizational Psychology (SIOP) Conference, New York, NY.
11. Varma, A., Biswas, S., & **Pichler, S.** (2006). Host country national willingness to help expatriates: The role of collectivism and interpersonal relationships. Asia Academy of Management Meeting.
10. **Pichler, S.**, Bruce, T.A., & Varma, A. (2006). For what job? An investigation of individual difference and job-related factors in hiring discrimination of LGBTs. In Bruce, T.A. & **Pichler, S.** (Co-Chairs) *Sexual orientation in the workplace: Current Issues*. Academy of Management.
9. Kossek, E.E., **Pichler, S.**, Ryan, A.M., & Lee, M.D. (2006). Exploring linkages between SHRM, worklife strategy, and implementing new ways of working for professionals. In G.N. Powell (Chair) *The opt-out revolt: Uncovering the truth about the media hype about women exiting the workforce*. Academy of Management Meeting, *All-Academy Symposium*.
8. Kossek, E.E., **Pichler, S.**, Ryan, A.M., & Lee, M.D. (2006) Exploring linkages between SHRM, worklife strategy, and implementing new ways of working for professionals. Poster presented at the Sloan 2006 International Conference *Why Workplace Flexibility Matters*.
7. **Pichler, S.**, & Varma, A. (2006). Different perspectives on LMX: An investigation in U.S. and India. The 21st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP) Conference, Dallas, TX.
6. Maher, M., Sever, L., & **Pichler, S.** (2005). How college students think about authorities, minorities, war and sex. Paper presented at the *Calling to Justice Conference*, Loyola University

Chicago.

5. **Pichler, S.** (2005). Filling in the black box: Using organizational justice to explain the relationship between protective policies and practices and sexual orientation disclosure and discrimination. In King, E., & Hebl, M. (Co-chairs) Overcoming barriers to equality among diverse sexual orientations at work. Academy of Management Meeting, Honolulu, HI.
4. **Pichler, S.**, Kossek, E.E., Meece, D., & Barratt, M.E. (2005). Work-family conflict in low income systems: The critical role of parent-provider relationships. Academy of Management Meeting, 2005. In Sutton, K., & Dunn-Jensen, L. (Co-Chairs). Academy of Management Meeting, Honolulu, HI.
3. **Pichler, S.** & Varma, A. (2004). A field test of interpersonal affect: Does it bias appraisals? Southern Management Association (SMA) Meeting, San Antonio, TX.
2. **Pichler, S.**, Varma, A. & Srivinas, E.S. (2004). A two-nation study of the effects of interpersonal affect on performance appraisal: United States and India. Asia Academy of Management.
1. Varma, A., **Pichler, S.** & Nelson, F. (2004). Predicting expatriate success: a look at some new variables. Society for Industrial and Organizational Psychology (SIOP) Conference.

#### CONFERENCE PROCEEDINGS

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2. Maher, M., Sever, L., & **Pichler, S.** (2005). How college students think about authorities, minorities, war and sex. Included in the Proceedings of the 2005 Calling to Justice Conference, Loyola University Chicago
1. **Pichler, S.** & Varma, A. (November 2004). A field test of interpersonal affect: Does it bias appraisals? Included in the Proceedings of the Southern Management Association (SMA).

#### CHAired CONFERENCE SYMPOSIA

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4. Beenen, G., & **Pichler, S.** (Co-Chairs). (2014). More than words: Interpersonal skills and effective leadership. Academy of Management. *All-Academy Symposium*.
3. **Pichler, S.**, Muse, L, & Beenen, B. (Co-Chairs) (2011). Managerial interpersonal skills: The state of the science. *Showcase Symposium*.
2. Beenen, G., Muse, L., & **Pichler, S.** (Co-Chairs). (2010). Exploring managerial effectiveness through interpersonal skills. Academy of Management Meeting.
1. Bruce, T.A., & **Pichler, S.** (Co-Chairs). (2006). Sexual orientation in the workplace: Current Issues. Academy of Management Meeting. *Showcase Symposium*.

## CONFERENCE ACTIVITIES

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Organizer. (2012). Developing a research program that includes sexual minority workplace issues. Professional Development Workshop. Academy of Management conference.

Session Chair. (2012). Management, organizational support and gender. Work-family Researchers Network (WFRN) conference.

Panelist (2012). Gender and the dysfunctional workplace. Panel Discussion Sloan Work and Family Researchers Network.

Panelist. (2012). Gender and the dysfunctional workplace. Panel Discussion. Society for Industrial-Organizational Psychology.

Facilitator. (2011). Crafting your work-life research stream: Reflection and planning for every career stage. Professional Development Workshop. Academy of Management conference.

Facilitator. (2010). Masculinity, male-dominated workplaces, competition, and the experiences of women and men. Roundtable Discussion. Academy of Management conference.

Participant. (2010). Hard Facts on Soft Skills: What We Know and Want to Know About Managerial Interpersonal Skills. Caucus. Academy of Management conference.

Panelist. (2009). Pink Management: An LGBTQ Research Incubator. Professional Development Workshop. Academy of Management conference.

## TECHNICAL REPORTS

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Kossek, E.E., Lee, M.D., **Pichler, S.**, Opland, R., Friede, A., & Ryan, A.M. (2005). Benchmarking survey: A snapshot of organizational implementation of reduced-load work.

Kossek, E.E., Lee, M.D., **Pichler, S.**, et. al (2005). Making Flexibility Work: Managerial Insights on Changing Organizations to Implement Reduced-Load Work.

## MANUSCRIPTS IN DEVELOPMENT

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7. **Pichler, S.** Due process performance appraisal: A meta-analysis.
6. **Pichler, S.** Employee performance appraisal participation and reactions to appraisals.
4. **Pichler, S.** & Trau, R.N.C. A mixed determinants model of the consequences of LGBT-supportiveness.
1. Schmidt, G., Roehling, M., **Pichler, S.** Generalized self-efficacy and body weight.
1. Varma, A., **Pichler, S.**, Budhwar, P., & Michel, J. A cross-level model of expatriate

performance.

## **RESEARCH IN PROGRESS**

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Barbuto, J., & **Pichler, S.** Facial attractiveness and perceptions of leadership. Data analysis.

**Pichler, S.**, & Roehling, M. Legal decisions in performance appraisal court cases. Project design.

**Pichler, S.**, Varma, A., Budhwar, P., & Sharma, A. The role of subordinates in managers' work-family conflict.

**Pichler, S.**, Livingston, B., Varma, A., & Budhwar, P. Project on abusive supervision, work-family and high performance work systems. Data collection.

**Pichler, S.**, Beenen, G., & Riggio, R. Project on managerial interpersonal skills. [Funded by GMAC]. Papers at various stages from data collection to manuscript development.

**Pichler, S.**, Tong, N. Michel, J., Varma, A., Budhwar, P., & Sharma, A. Values similarity, work-family conflict and procedural justice climate. Data analysis.

## **TEACHING EXPERIENCE**

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### California State University, Fullerton

- MGMT 340, Organizational Behavior
- MGMT 343, Human Resource Management
- MGMT 434, Compensation
- MGMT 523, Seminar in OB
- MGMT 543, Seminar in HRM

### California State University, Long Beach (Adjunct Professor)

- HRM 652, MBA Seminar in Human Resource Management

### Michigan State University (Graduate Lecturer)

- PSY 295, Data Analysis in Psychology
- LIR 832, Data Sources

## **INVITED COURSE LECTURES**

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Tulane University - PMBA (Fall, 2008). Performance Management & Appraisal.

Tulane University - EMBA (Fall, 2008). Performance Management & Appraisal.

MSU - LIR 863 (Fall, 2006). Globalization and Diversity. Topic: Heterosexism in the workplace.

MSU - PSY 290 (Fall, 2005). Career Decision Making. Topic: Applying to graduate school.

MSU - LIR 890 (Fall, 2005). Labor Markets. Topic: Sexual orientation discrimination.

MSU - LIR 823 (Fall, 2004). Organizational Behavior. Topic: Participative management.

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Service to the Academy of Management

Academy of Management, LGBT Friends & Family Reception – Volunteer (2011, 2012)

Academy of Management, GDO Division, Sage Award Committee (2011)

Academy of Management, GDO Division, Membership Committee – Volunteer (2010)

Academy of Management, Best International Paper Award Committee (2009)

**UNIVERSITY SERVICE**

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California State University, FullertonUniversity

Advisory Committee, Cal State Fullerton Department of Human Resources (2013-Present)

Search Committee, Cal State, Fullerton Associate VP of HR and Diversity (2013)

Search Committee, Cal State, Fullerton for VP of HR and Diversity (2012-2103)

Faculty Development Center, Teaching Mini Grant Reviewer (2011)

Search Committee, Cal State, Fullerton for Executive Director of HR (2010-2011)

College

Search Committee, Mihaylo College of Business & Economics (2014-Present)

Research Committee, Mihaylo College of Business & Economics (2011-2012; 2012-2013)

Undergraduate Programs Committee, Mihaylo College of Business & Economics (2010-2012)

Strategic Planning Committee, Mihaylo College of Business & Economics (2011)

Chair, People Task Force, Mihaylo College of Business & Economics (2011)

Academic Senate, Mihalyo College of Business & Economics (2010-2012)

Department

Mihaylo Faculty Fellowship Award Committee (2014)

Personnel (RTP) Committee, (2013-Present)

Selection Committee, Management Department (2013-present)

Chair, Policy Committee (2012-2013)

Research Committee/Seminar Co-Organizer, Management Department (2010-2012)

Management Department Chairperson Selection Committee (2010-2011)

Search Committee - ASA Position (2010)

Human Resource Management Concentration Advisor (2009-present)

Students Supervised

<u>Student</u>	<u>Role</u>	<u>Post-Graduation Placement</u>
• Tianyu Piao	Research assistant	Immediate employment – O.C. based firm
• Stephanie Lee	Research assistant	Ph.D student – Michigan State University
• Andrew Yu	Research assistant	Ph.D. student – Michigan State University
• Neil Musonic	Research assistant	Immediate employment
• Shahin Davoudpour	Independent study	Current
• Joshua Rangel	Honors thesis	Current
• Lydia Wang	Independent study	Current

## **AWARDS, HONORS & FELLOWSHIPS**

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California State University, Fullerton, Mihaylo Faculty Fellowship (2013)  
California State University, Fullerton, Continued Excellence in Research Award (2013)  
California State University, Fullerton, Scholarly and Creative Activity Award (2013)  
California State University, Fullerton Mihaylo Faculty Fellowship (2012)  
California State University, Fullerton Teacher-Scholar Award (2011)  
Dissertation Completion Fellowship, Michigan State University (2009)  
Distinguished Alumni Award, Loyola University Chicago Graduate School of Business (2007)  
Travel Scholarship, Academy of Management (2005)  
Doctoral Consortium, Academy of Management, GDO Division (2005)  
Travel Grant, Michigan State University (2004, 2005)  
Tuition Scholarship, Northern Illinois Society for Human Resource Management (2003, 2004)  
Full Tuition Scholarship – Loyola University, Chicago (2002-2003)  
Michigan Competitive Scholarship – while at Michigan State University (starting 1998)

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
American Psychological Association  
Society for Industrial-Organizational Psychology

*References Available Upon Request*