

VITA

GARY J. BLAU

Human Resource Management Department
School of Business and Management
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Cinnaminson, NJ 08077
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CURRENT POSITION Full Professor, (with tenure), Human Resource Management
Department, Temple University

EDUCATION

Ph.D. 1982; College of Business Administration, University of Cincinnati
Dissertation Topic: Source and Receiver Characteristics
Affecting Social Information Influences on Task Perceptions

M.B.A. 1981; University of Cincinnati

M.A. 1979; Department of Psychology Case Western Reserve University
Major: Industrial/Organizational Psychology
Thesis Topic: Relationship of Job Stress to Job Strain,
Social Support, and Length of Service Among Bus Operators

B.A. 1976; State University of New York - Albany
Major: Psychology (Summa Cum Laude)

HONORS

Phi Beta Kappa (1976), Psi Chi (1976)
Beta Gamma Sigma (1982)
Richard Irwin Fellowship (1982)
Temple University, School of Business and
Management Alumni Board Distinguished Faculty
Award, 1987-1988
Co-winner of 1993 Best Convention Paper Award in
Human Resources Division of Academy of Management
Appeared on ABC TV "20/20" - 2/9/96, re: lateness
2004 Research Award, Musser Dinner (10/27/04)

PROFESSIONAL ACTIVITIES

Member, Academy of Management, 1981 to 2010

Paper Reviewer for 1982 Midwest Academy of Management--Meeting at Columbus, Ohio

Program Representative to National Industrial Organizational Psychology -
Organizational Behavior Graduate Student Conference: 1980, 1981, 1982

Discussant - 1982 National American Institute for Decision Sciences Meeting at San

Francisco; 1990, 2000 National Academy of Management Meeting;

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PROFESSIONAL ACTIVITIES (Continued)

Participant, Midwest Group Relations Conference: 1981, 1982

Observer, IBM Managerial Assessment Program - 1983

Paper Reviewer for:

Southeast American Institute for Decision Sciences Meeting at Savannah, GA; 1984

National Academy of Management Meeting at Boston; 1984

Midwest American Institute for Decision Sciences Meeting at Kent, OH; 1985

Eastern Academy of Management Meeting at Albany, NY; 1987

National Academy of Management Meeting - 1987 to 1993, 1998, 1999, 2000 (OB or HR Div); Session Chair - 1999 Meeting

Eastern Academy of Management Meeting at Boston; 1988

Southern Management Association Meeting in 1990; 1991; 1992; 1994

Ad Hoc Journal Manuscript Reviewer -

Organizational Behavior and Human Decision Processes; Human Relations; Journal of Management Studies; Academy of Management Review; Human Relations; Academy of Management Journal; Journal of Organizational Behavior; Decision Sciences; Psychological Bulletin; Journal of Applied Psychology; Journal of Occupational Psychology; International Journal of Psychology; Journal of Applied Social Psychology; Personnel Psychology; Industrial Relations; Organizational Research and Methods; Journal of International Management; Journal of Organizational Behavior; Journal of Allied Health; Perceptual & Motor Skills.

Editorial Board Member, Journal of Vocational Behavior, 1988 to 1992; Journal of Management, 1990 to 1994; Journal of Organizational Behavior, 2002 to 2006; Journal of International Management, 2007 - 2010; College Student Journal, 2017 to present.

Task Force Chair, National Academy of Management, 1990. Purpose was to investigate members satisfaction with degree of integration and coordination in Academy's structure and activities. Report presented to Board of Governors in San Francisco.

Research Committee, American Society of Clinical Pathology, 1996 to 2007.

SHRM - Board of Directors, Philadelphia SHRM, September 2001 to September, 2004.

RESEARCH EXPERIENCE

1977-1979 Psychological Research Services, Case Western Reserve University

Responsibilities included: (a) wage and salary administration evaluation for multiple hospitals; (b) vocational counseling - interviewing, test assignment, test interpretation, report writing for clients; (c) test validation - data collection, questionnaire analysis, report writing for a local steel company 1979-1982

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RESEARCH EXPERIENCE (CONTINUED)

1979-1982 Management Department, University of Cincinnati

Responsibilities included: Interviewing, questionnaire construction, data collection, computer programming, statistical analysis, data interpretation, manuscript preparation

1982-1984 Management Department, Miami University
Similar responsibilities to University of Cincinnati

1984-present Human Resource Management Department, Temple University
Similar responsibilities to University of Cincinnati

CONSULTING EXPERIENCE

1978-1979 Cleveland Regional Transit Authority: Job analysis, developed wage and salary administration manual for lower job grades; wrote employee counseling program guidelines

1980-1982 Behavioral Science Laboratory University of Cincinnati: 16 hours/week; assist faculty, graduate and undergraduate students with research projects (including research design, statistical analysis, and data interpretation)

1982-1984 University of Cincinnati General Hospital: Development and administration of questionnaire for measuring nursing staff attitudes in connection with Clinical Ladder Program

Summer, 1983 Miami University, Management Services Center: Performance appraisal and evaluation seminar for librarians

1986-1987 Philadelphia National Bank: Part-time employee retention
1987-1988 Philadelphia National Bank: Bank teller retention

Fall, 2001 Difficult People workshop for ACTS Retirement Community

1987 to 2004 Temple University, Center for Continuing Education - develop and present one-day seminars on Effective Supervision; Effective Middle Management; Coping With Difficult People; Job Stress Reduction; Performance Appraisal; Modifying Employee Attitudes and Behaviors; Effective Team Building; Retaining Key Employees.

TEACHING EXPERIENCE

Fall, Winter Management Department, University of Cincinnati - Full responsibility for undergraduate course in Organizational Behavior, three sections. Favorable teaching evaluations.

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TEACHING EXPERIENCE (Continued)

Summer, 1981 Management Department, University of Cincinnati - Full responsibility for upper level undergraduate course - Readings in Business Administration. Favorable teaching evaluation.

Fall, 1982; Management Department, Miami University - Full responsibility
Spring, 1983 for multiple sections of undergraduate courses in Organizational Behavior and Personnel. Favorable teaching evaluations.

Fall, 1983 Management Department, Miami University - Full responsibility
Spring, 1984 for multiple sections of undergraduate and graduate courses in
Summer, 1984 Organizational Behavior and single section teaching courses in Management and Personnel Administration. Favorable teaching evaluations.

Fall, 1984- Human Resource Management Department, Temple University
Present Full responsibility for some combination of 2 or 3 graduate and undergraduate courses/semester (including Ph.D seminars). Courses are in Management, Organizational Behavior, and Human Resources including large student sections. Favorable teaching evaluations.

Independent Studies Supervised - (Temple) - J. Larkin; M. Spare; L. Valletta; M. Steward; N. Al-Husani; N. St. John; R. Mehta; N. St. John; N. Al-Husani; B. Holt; L. Kantor

Ph.D committee member (Temple) - G. Soltis; B. Lovelace; M. Polzin; H. Nouri, A. Brooks; G. Fogarty; Kathleen Harris-Pereles; L. Mundhenk; N. DiFonzo; P. Bordia; J. Ritchie; R. Lopopolo; U. Moideenkutty; Nga Nguyen; Kim Merriman; Jerry Ross; Nga Nguyen; Kerri Crowne, Ali Soylu.

Ph.D. Chair:

A. Paul (1992), Title: "Assessing the Perceived Climate for Pluralism: Its Antecedents and Outcomes".

B. Kleintop (1993), Title: "The Acceptance of New Information Technologies By End Users".

F. Linnehan (1994), Title: "Examining the Effectiveness of a Career Academy Program Using Multiple Measures of Job Attitudes and Performance".

R. Krishnan Venkat (1996), Title: "Value Systems of Transformational Leaders and the Relationship Between Leadership and Value System Congruence of Subordinates".

M. Jane Crabtree (1996), Title: "Perceptions of Career Management Practices and Correlates to Career Management Practices"

Jack Ryan (1997), Title: "Testing Moral Reasoning and the

Protestant Work Ethic as Determinants of Organizational
Citizenship Behaviors".

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TEACHING EXPERIENCE (CONTINUED)

Ph.D. Chair

Ralph Rodriguez (1999), Title: "Challenging Demographic
Reductionism Investigation of Demographic and Value Diversity in
Small Groups"

Pam Lieb (1999), Title: "Culture and Performance Appraisal
Systems: How Does this Relationship Affect Organizational
Commitment, Job Satisfaction, and Turnover Intention?"

Ph.D. Student Comprehensive Examination Committee Member for: F. Linnehan, J.
Crabtree, R. Venkat, J. Ryan, P. Lieb, J., Ritchie, R. Rodriguez, M. Saltis,
Nga Nguyen, Unni Moideenkutty; Jerry Ross; Kim Ingham; Lisa Stickney.

UNIVERSITY SERVICE

Cincinnati Served as Ph.D. Student Representative on Faculty Review Committee

Miami Served as faculty associate to student dormitory; membership on
various departmental committees (e.g., recruiting, and graduate);
supervise independent study (undergraduate and graduate level).

Temple

member of various department & college committees (e.g. Ph.D.
examination, tenure & promotion, merit, undergraduate curriculum);
School of Business Research Committee; Ph.D. and Masters of Science
advisor for HRA Dept.; Chair of Doctoral Committee (HRA Dept);
Executive Dialogue; College of Continuing Education Committee
Member; MBA Admissions; Graduate Board; University Core Program

MBA Academic Curriculum Director - 1991 to 1994.
Duties include participation in processes of revising MBA
Curriculum, MBA student recruitment and admission; new MBA
student orientation.

Assistant Dean of MBA/MS Programs - 1994 to 1997.
Duties include working with faculty re: revision of MBA
Curriculum; oversee Temple Harrisburg MBA distance learning
initiative; MBA Admission & orientation; resolving student
complaints.

Assistant Dean of Doctoral Programs, 2000 - 2001. Duties
include working with Ph.D. Program Directors for Ph.D BA;
Ph.D. Economics and Ph.D. Statistics programs, and Ph.D. BA
Department Advisors to improve Ph.D. programs. Promote faculty
Development programs and training workshops, to help improve
research culture in school.

Department Chair - 2002 - 2009, oversee 13 full-time faculty, and
3 - 6 adjuncts during year, budgeting, scheduling, & administration.

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REFEREED PRESENTATIONS

- Blau, Gary. "Organizational Design and Job Stress." Paper presented at the Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference. Columbus, Ohio, April, 1980.
- Blau, Gary, "Empirical Relationship of Job Stress, Social Support, Job Strains, and Length of Service." Paper presented at the Midwest Academy of Management Meeting. Cincinnati, Ohio, April, 1980.
- Blau, Gary. "Are Perceived Job Characteristics Socially Constructed Realities?" Paper presented at the Second Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference. East Lansing, Michigan, April, 1981.
- Katerberg, Ralph & Blau, Gary. "Cognitive Processes in Assimilation: A Study of Expectations." Paper presented at the Midwest Academy of Management Meeting. Chicago, April, 1981.
- Blau, Gary & Katerberg, Ralph. "Factors Determining Individual Job Performance: The Importance of Direction and Effort of Behavior." American Institute for Decision Sciences Meeting. Boston Massachusetts, November 1981.
- Katerberg, Ralph & Blau, Gary. "A Note on Biases in the Perception of Jobs." Paper presented at the Midwest Academy of Management Meeting, Columbus, Ohio, April, 1982.
- Blau, Gary & Katerberg, Ralph. "Antecedents and Consequences of Job Involvement." Paper presented at the National American Institute for Decision Sciences Meeting. San Francisco, Nov., 1982.
- Blank, Warren, Blau, Gary, & Boyer, Caroline. "Training Organizational Behavior Ph.D. Students." Paper presented at the Organizational Behavior Teaching Conference. Norman, Oklahoma, May, 1983.
- Blau, Gary. "Source and Receiver Characteristics Affecting Social Information Influences on Individual Task Perceptions." Paper presented at the National Academy of Management Meeting. Dallas, August, 1983 (competitively published in Proceedings).
- Blau, Gary. "A Further Look at the Effect of Social Influences on Individual Responses". Paper presented at the Southern Management Association Meeting. Atlanta, November, 1983.
- Blau, Gary. "A Further Look at the Job Involvement Construct." Paper presented at the National American Institute for Decision Sciences Meeting, San Antonio, November, 1983.
- Blank, Warren and Blau, Gary. "The Weekly Pool: A Simple Ongoing Experiential Group Exercise for Introductory Management and Organizational Behavior Classes".

Paper presented at the Organizational Behavior Teaching Conference. Boise, Idaho, May, 1984.

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REFEREED PRESENTATIONS (Continued)

- Blau, Gary. "The Relationships of Extrinsic, Intrinsic and Demographic Predictors to Various Types of Withdrawal Behavior". Paper presented at the 1984 National American Institute for Decision Sciences Meeting. Toronto, November, 1984.
- Blau, Gary & Thompson, Cindy. "On the Dimensionality of Job Involvement". Paper presented at the 1984 Southern Management Association Meeting (nominated for best paper award in OB track). New Orleans, November, 1984.
- Blau, Gary. "Locus of Control as a Potential Moderator of the Turnover Process". Paper presented at the 1985 Eastern Academy of Management Meeting, Albany, N.Y., May, 1985.
- Blau, Gary. "A Person-Situation Interactive Test for Predicting Job Involvement" and "Using a Person-Environment Fit Model of Job Design to Predict Organizational Commitment". Papers presented at the 1985 National Academy of Management Meeting, San Diego, August, 1985.
- Blau, Gary. "The Measurement and Prediction of Career Commitment" and "Job Involvement and Organizational Commitment as Interactive Predictors of Tardiness and Absenteeism". Papers presented at the 1985 Southern Management Association Meeting, Orlando, Florida.
- Blau, Gary. "An Investigation of the Apprenticeship Organizational Socialization Strategy" and "Union Versus Non-Union Membership Influencing Relationships Between Job Involvement, Organizational Commitment, and Seniority to Absenteeism and Tardiness". Papers presented at the 1986 Southern Management Association Meeting, Atlanta, November, 1986.
- Blau, Gary & Boal, Kim "Using job involvement and organizational commitment interactively to predict turnover and withdrawal cognitions". Blau, Gary; Blank, Warren & Katerberg, Ralph "The motivational determinants of job performance". Papers presented at the 1987 Academy of Management Meeting, New Orleans.
- Boal, K. & Blau, G. "Testing the Moderating Effects of Growth Need Strength and Pay Increase on Job Scope-Worker Response Relationships" Paper presented at the 1988 Western Regional Meeting of the Decision Sciences Institute, Hawaii.
- Blau, G. "A Conceptual Model for Understanding Employee Lateness". Paper presented At the National Human Resource Management and Organizational Behavior Meeting, Long Beach, CA. October, 1988.
- Blau, G. "Testing the Generalizability of a Career Commitment Measure and Its Impact on Employee Turnover"; "Testing For the Differential Impact of Recruiting Source on Employee Performance"; and "Testing the Importance of Individual and Situational Factors for Predicting Employee Performance". Papers presented at

the 1989 National Academy of Management Meeting, Washington, D.C.

Blau, G. & Blank, W. "An Investigation of Pay Satisfaction". Paper presented at the 1989 Southern Management Association Meeting, New Orleans.

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REFEREED PRESENTATIONS (Continued)

Blau, G., Paul, A. & St. John, N. "Exploring the Meaning and Measurement of Career Motivation". Paper presented at the 1990 Southern Management Association Meeting, Orlando, Fla.

Blau, G. "Testing the Relationship of Locus of Control to Different Performance Dimensions". Paper presented at the 1991 National American Psychological Association Meeting in San Francisco. (Division 14 - Industrial Psychology).

Blau, G. "Testing the Individual Difference Determinants of Job Search Behavior". Paper presented at the 1991 Southern Management Association Meeting, Atlanta.

Blau, G. "Further Exploring the Relationship Between Job Search and Voluntary Individual Turnover". Paper presented at the 1992 Southern Management Association Meeting, New Orleans.

Blau, G. "Developing and Testing a Taxonomy of Lateness Behavior". Paper presented at the 1993 National Academy of Management Meeting, Atlanta. (best paper Proceedings Human Resources Division).

Nouri, H., Kyj, L. & Blau, G. "Using Attribution Theory to Examine the Relationship Between Budget Participation and Job Performance". Paper presented at the 1993 American Accounting Association Meeting, San Francisco.

Blau, G. "Testing the Effect of Level and Importance of Pay Referents on Pay Level Satisfaction". Paper presented at the 1993 Southern Management Association Meeting, Atlanta.

McMillan, S. & Blau, G. "Testing for Employee Perceptions of Executive Neurotic Style and Linking Neurotic Style Via Organization Culture to Employee Attitudes". Paper presented at the 1993 Southern Management Association Meeting, Atlanta.

Blau, G. "A Cross-level Examination of Group Lateness Influence on Individual Lateness". Paper presented at the 1994 Southern Management Association Meeting, New Orleans.

Linnehan, F. & Blau, G. "Exploring the Correlates of Job Search Behavior Intensity". Paper presented at the 1995 Southern Management Association Meeting, Orlando.

Blau, G. "Testing the longitudinal impact of work variables and performance appraisal satisfaction on subsequent overall job satisfaction. Paper presented at the 1999 Eastern Academy of Management Meeting, Philadelphia.

Moideenkutty, U., Blau, G., Kumar, R. & Nalakath, A. "Perceived organizational support as a mediator of perceived situational factors to affective

organizational commitment." Paper presented at 1999 EAM Meeting, Philadelphia.

Linnehan, F. & Blau, G. "Testing the Impact of Job Search and Recruitment Source on Employee Turnover in a Maquiladora". Paper presented at the 1999 Academy of Management Meeting, Chicago.

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REFEREED PRESENTATIONS (continued)

Blau, G., Merriman, K. & Rudmann, S. "Basic and Career Enrichment Benefit Satisfaction: Scale Development and Initial Evidence of Their Discriminant Validity". Paper presented at the 2000 Academy of Management Meeting, Toronto.

Blau, G. "Correlates of Perceived Gender Discrimination For Female Versus Male Medical Technologists". Paper presented at the 2000 Southern Management Association Meeting, Orlando, FL.

Deckop, J., Merriman, K. & Blau, G. "Pay For Performance and Risk Preferences: Consequences of Fit". Paper presented at the 2001 Academy of Management Meeting, Washington DC.

Shivarajan, S., Andersson, L. & Blau, G. "Corporate Environment Emphasis: A Framework and field study of Indian supervisors". Paper presented at the 2003 Academy of Management Meeting, Seattle, WA.

Andersson, L., Shivarajan, S & Blau, G. 2004. "Enacting environmental sustainable development in the multinational corporation". Presented at the 64th Academy of Management Meeting in New Orleans, LA.

Blau, G. 2005. "A process model understanding victim responses to worksite/function closure and a partial test". Paper presented at the Irish Academy of Management Meeting, in Galway, Ireland, September.

Blau, G. "Does a model for understanding employee organizational development activity transfer to understanding employee professional development activity?" Paper presented at the Irish Academy of Management Meeting, in Cork, Ireland, September, 2006.

Blau, G. "Does a Does a Corresponding Set of Variables for Explaining Voluntary Organizational Turnover Transfer to Explaining Voluntary Occupational Turnover?" Paper to be presented at the Southern Academy of Management Meeting, Clearwater Beach, FL. October, 2006.

Blau, G. A Process Model For Understanding Victim Responses to An Anticipated Worksite Closure. Presented at the European Academy of Management Meeting Paris, France, May, 2007.

Moideenkutty, U. & Blau, G. Leader-Member Exchange as a Significant Correlate of Work Exhaustion and Organizational and Occupational Complaining Behaviors Beyond Controlled-for Correlates. Poster session at the Academy of Management Meeting, Philadelphia, August, 2007.

Blau, G., Fertig, J., Tatum, D., Connaughton, S., Park, D. & Marshall, K. Additional Scale Development for Emotional Labor: Distinguishing Between Types

of Surface versus Active Deep Acting. Presented at the Academy of Management Meeting, Philadelphia, August, 2007

Blau, G. An Exploratory Study for Testing for Antecedents Of Grieving Stages During An Anticipated Worksite Closure. Presented at the Academy of Management Meeting, Philadelphia, August, 2007

Blau, G. Exploring relationships to three types of occupation perceptions: forced to stay in occupation, voluntary occupation withdrawal intent, and involuntary occupation withdrawal. Southern Academy of Management. Clearwater, FL. Oct 2008.

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REFEREED PRESENTATIONS (continued)

Eggerichs, J., Blau, G. & Bentley, M. "Work exhaustion associated with personal and work-related characteristics among NREMTs. Poster presentation at the Annual EMS Today Conference. Washington, DC. March, 2013.

INVITED PRESENTATIONS

Blau, G. "Measuring occupational commitment and its relationship to occupational citizenship behavior. Presented at Ohio State University, Sat, 10/29/05.

Blau, G. "Occupational commitment: A construct deserving of further study". Presented on Th, 10/21/04 to the Management Department, University of Cincinnati.

Blau, G. "Occupational commitment: A construct deserving of further study". Presented on F, 10/22/04 to the Management Department, Miami University, Oxford, OH.

REFEREED JOURNAL PUBLICATIONS

Blau, Gary. 1981. An Investigation of Job Stress, Social Support, Service Length and Job Strain. Organizational Behavior and Human Performance, 21, 279-302.

Ludwig, David, Blau, Gary, & Lenihan, Marisue. 1981. A Note on the Internal Consistency for Canadian Self-Esteem Inventory for Adults. Psychological Reports, 49, 81-82.

Blau, Gary & Katerberg, Ralph. 1982. Towards Enhancing Research with the Social Information Processing Approach to Job Design. Academy of Management Review, 7, 443-550.

Blau, Gary & Katerberg, Ralph. 1982. Agreeing Response Set: Statistical Nuisance or Meaningful Personality Concept? Perceptual and Motor Skills, 54, 851-857.

Katerberg, Ralph & Blau, Gary. 1983. An Examination of Level and Direction of Effort and Job Performance. Academy of Management Journal, 26, 249-357.

Blau, G. 1984. A Brief Note Comparing the Rotter and Levenson Measures of Locus of Control. Perceptual and Motor Skills, 58, 173-174.

- Blau, G. 1985. Extrinsic, Intrinsic, and Demographic Predictors of Various Types of Withdrawal Behaviors. Journal of Applied Psychology, 70, 442-450.
- Blau, G. 1985. Source-Related Determinants of Perceived Job Scope. Human Communication Research, 11, 536-553.
- Blau, G. 1985. A Multiple Study Investigation of the Dimensionality of Job Involvement. Journal of Vocational Behavior, 27, 19-36.
- Blau, G. 1985. The Measurement and Prediction of Career Commitment. Journal of Occupational Psychology, 58, 277-288.
- Blau, G. 1986. The Effect of Source Competence on Worker Attitudes. Journal of Applied Communication Research, 14(1) 20-36.

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REFEREED JOURNAL PUBLICATIONS (continued)

- Blau, G. 1986. Relationship of Management Level to Effort Level, Direction of Effort and Managerial Performance. Journal of Vocational Behavior, 29, 226-239.
- Blau, G. 1986. Job Involvement and Organizational Commitment as Interactive Predictors of Tardiness and Absenteeism. Journal of Management, 12, 577-584.
- Blank, W. & Blau, G. 1987. Developing Organizational Behavior Ph.D. students. Organizational Behavior Teaching Review, 11(3), 29-43.
- Blau, G. & Boal, K. 1987. Conceptualizing How Job Involvement and Organizational Commitment Affect Turnover and Absenteeism. Academy of Management Review, 12, 288-300.
- Blau, G. 1987. Using a Person-Environment Fit Model to Predict Job Involvement and Organizational Commitment. Journal of Vocational Behavior, 30, 240-257.
- Blau, G. 1988. Further Exploring the Meaning and Measurement of Career Commitment. Journal of Vocational Behavior, 32, 284-297.
- Blau, G. 1988. An Investigation of the Apprenticeship Organizational Socialization Strategy. Journal of Vocational Behavior, 32, 176-195.
- Blank, W., Weitzel, J., Blau, G. & Green, S. 1988. A Measure of Psychological Maturity. Group and Organizational Studies, 13, 225-238.
- Blau, G. 1989. Testing the Generalizability of a Career Commitment Measure and Its Impact on Employee Turnover. Journal of Vocational Behavior, 35, 88-103.
- Blau, G. 1993. Testing the Relationship of Locus of Control to Different Performance Dimensions. Journal of Occupational & Organizational Psychology, 66, 125-138.
- Blau, G., Paul, A. & St. John, N. 1993. On Developing a General Index of Work Commitment. Journal of Vocational Behavior, 42, 298-314.
- Blau, G. 1993. Work Adjustment Theory: A Critique and Suggestions For Future Research

and Application. Journal of Vocational Behavior, 43, 105-112.

Blau, G., Linnehan, F., Brooks, A. & Hoover, D. 1993. Vocational Behavior, 1990-1992: Personnel Practices, Organizational Behavior, Workplace Justice, and Industrial/Organizational Measurement Issues. Journal of Vocational Behavior, 43, 133-197.

Thompson, C. & Blau, G. 1993. Moving Beyond Traditional Predictors of Job Involvement: Exploring the Impact of Work-Family Conflict and Overload. Journal of Social Behavior and Personality, 8, 635-646.

Blau, G. 1994. Further Evidence For the Discriminant Validity of Four Facets of Work commitment: Occupation, Value, Organization and Job. Perceptual and Motor Skills, 79, 1617-1618.

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REFEREED JOURNAL PUBLICATIONS (continued)

Nouri, H., Blau, G. & Shahid, A. 1995. The Effect of Socially Desirable Responding (SDR) on the Relation Between Budgetary Participation and Self-Reported Job Performance. Advances in Managerial Accounting, 4, 167-173.

Kleintop, W., Blau, G. & Currall, S. 1996. Migration to a New electronic Mail System: Users' Attitudes and Management Support for Achieving Use. Information Resources Management Journal, 9, 25-34.

Blau, G. & Ryan, J. 1997. On Measuring Work Ethic: A Neglected Work Commitment Facet. Journal of Vocational Behavior, 51, 435-448.

Bordia, P. & Blau, G. 1998. Pay Referent Comparison and Pay Level Satisfaction In Private Versus Public Sector Organizations in India. International Journal of Human Resource Management, 9, 155-167.

Blau, G. 1998. On the Aggregation of Individual Withdrawal Behaviors Into Larger Multi-Item Constructs. Journal of Organizational Behavior, 19, 437-451.

Blau, G. & Lunz, M. 1998. Testing the Incremental Effect of Professional Commitment on Intent to Leave One's Profession Beyond The Effects of External, Personal and Work-Related Variables. Journal of Vocational Behavior, 52, 260-269.

Linnehan, F. & Blau, G. 1998. Exploring The Emotional Side Of Job Search Behavior For Younger Work Force Entrants. Journal of Employment Counseling, 35, 98-114.

Blau, G. & Lunz, M. 1999. Testing The Impact Of Shift Schedules On Organizational Variables. Journal of Organizational Behavior, 20, 933-942.

Blau, G. 1999. Testing the Impact Of Work Variables and Performance Appraisal Satisfaction on Subsequent Job Satisfaction. Human Relations, 52, 1099-1113.

Blau, G. 1999. Early Career Factors Influencing the Professional Commitment of Medical Technologists. Academy of Management Journal, 42, 687-695.

Blau, G. 2000. Job, Organizational, and Professional Context Antecedents

as Predictors of Intent for Interrole Work Transitions. Journal of Vocational Behavior, 56, 330-345.

Blau, G. & Sharp, S. 2000. Job Loss Insecurity Versus Job Feature Insecurity For Medical Technologists. Journal of Allied Health, Summer, 29(2), 86-91.

Blau, G. & Tatum, D. 2000. Correlates of Perceived Gender Discrimination For Female Versus Male Medical Technologists. Sex Roles, 43, 105-118.

Blau, G. & VanDerhei, J. 2000. Employer Involvement in Employee Defined Benefit Contribution Investment Education. Benefits Quarterly, 16(4), 80-89.

Summers, S., Blau, G. & Ward-Cook, K. 2000. Professional Development Activities of Medical Technologists: Management Implications for Allied Health. Journal of Allied Health, 29, 214-219.

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REFEREED JOURNAL PUBLICATIONS (continued)

Blau, G. (2001). Testing the Discriminant Validity of Occupational Entrenchment. Journal of Occupational and Organizational Psychology, 74, 85-93.

Moideenkutty, U., Blau, G., Kumar, R. & Nalakath, A. (2001). Perceived Organizational Support as a Mediator of the Relationship of Perceived Situational Factors to Affective Organizational Commitment. Applied Psychology: An International Review, 50, 615-634.

Blau, G. (2001). On Assessing the Construct Validity of Two Multidimensional Constructs: Occupational Commitment and Occupational Entrenchment. Human Resource Management Review, 11, 279-298.

Blau, G., Merriman, K., Tatum, D. & Rudmann, S. (2001). Antecedents and Consequences of Basic and Career Enrichment Benefit Satisfaction. Journal of Organizational Behavior, 22, 669-688.

Blau, G. & Tatum, D. 2002. Further Distinguishing Basic Versus Career Enrichment Benefit Satisfaction. Benefits Quarterly, Third Quarter, 27-33.

Blau, G., Tatum, D., Ward-Cook, K., & Guiles, J. (2003). Correlates of fundamental skills versus complex skills for medical technologists. Journal of Allied Health, 32(1), 3-9.

Blau, G., Tatum, D. & Ward-Cook, K. (2003) Correlates of Professional Versus Organizational Withdrawal Cognitions. Journal of Vocational Behavior, 63, 72-85.

Blau, G., Tatum, D. & Ward-Cook, K. (2003). Correlates of Work Exhaustion for Medical Technologists. Journal of Allied Health, 32, 148-157.

Linnehan, F. & Blau, G. 2003. Testing the Impact of Job Search and Recruitment Source On New Hire Turnover in a Maquiladora. Applied Psychology: An International Review. 52 (2), 253-271.

Blau, G. 2003. Testing for a Four-Dimensional Structure of Occupational Commitment. Journal of Occupational and Organizational Psychology, 76, 469-488.

Bordia, P. & Blau, G. 2003. Moderating Effect of Allocentrism on the Pay Referent Comparison-Pay Level Satisfaction Relationship. Applied Psychology: An International Review, 52, 499-514.

Deckop, J., Merriman, K. & Blau, G. 2004. Pay for Performance and Risk Preferences: Consequences of Fit. Journal of Occupational and Organizational Psychology, 77, 63-80.

Blau, G., Tatum, D., Ward-Cook, K., Dobria, L. & McCoy, K. 2004. Job Loss Insecurity, Human Capital Job Feature Insecurity, and Work Condition Job Feature Insecurity as Distinct Constructs. Journal of Allied Health, 33, 31-41.

Blau, G., Tatum, D. & Ward Cook, K. 2004. Comparing correlates for different types of absence versus lateness behaviors. Journal of Allied Health, 33(4), 238-246.

Blau, G., Tatum, D., & Ward-Cook, K. 2005. Correlates of peer, supervisor and patient communication effectiveness satisfaction. Journal of Allied Health, 34(1), 40-46.

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REFEREED JOURNAL PUBLICATIONS (continued)

Andersson, L. Shivarajan, S., & Blau, G. 2005. Enacting ecological environmental sustainability in the multinational corporation: A test of an adapted value-belief-norm framework. Journal of Business Ethics, 59, 295-305.

Blau, G., Tatum, D., Ward-Cook, K., Dobria, L. & McCoy, K. 2005. Testing for Time-based Antecedents of Perceived Gender Discrimination. Journal of Allied Health 34(3), 130-137.

Moideenkutty, U., Blau, G., Kumar, R. & Nalakath, A. 2005. Relationship of organizational citizenship behaviour and objective productivity to managerial evaluations of performance in India. International Journal of Commerce and Management, 15 (3 & 4), 221-229.

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STOP 2018-19 Merit, start 2019-20 if published 7/1/19 to 6/30/20

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start Merit 2019-20 if published 7/1 to 6/30

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Blau, G. (2019). Integrating Perceived Added Educational Value Business Administration Core Course Items into Scales and Their Relationships to Degree Program Satisfaction and Business School Reputation Influence. Journal of Education and Learning, 8(4), 1-7.

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MANUSCRIPTS UNDER REVIEW

Blau, G., Hill, TL & Cannon, M. Exploring the Relationship between Experiential Nonprofit Management Education and Career Impact: Scale Development and Comparison. submitted to the Journal of Education for Business. **11/12/19**

submit

Blau, G., Goldberg, D. & Szewczuk, R. Exploring the Relationships of Grading Assessment Learning Perceptions Scales to Perceived Added Education Value Required Course Business Scales. Submitted to the Journal of Assessment and Institutional Effectiveness. **3-6-19 submit**

Blau, G. & Miller G. Comparing correlates of life satisfaction for combat versus non-combat military veterans. Submitted to Journal of Behavioral Health. **12/20/19 submit**

Hill, TL., Paris, D., Nash, D. & Blau, G. Live-problem project v. client-based project: Which is most effective for perceived learning of MBA-level marketing concepts? Submitted to Journal of Marketing Education. **rejected 12/19**

DATA COLLECIION IN PROGRESS

Senior Satisfaction Survey – paid versus unpaid internships;

Periodontists – Donna Surges Tatum

OTHER PUBLICATIONS

Blau, G. 1978. Human Resources Accounting and Trends in Product Quality and Worker Attitudes. Papers published by Work in America Institute Inc., Scarsdale, NY.

Blank, W., Weitzel, J., Blau, G. & Green, S. Psychological Maturity Instrument. The 1988 Annual: Developing Human Resources. University Associates, Inc.

Blau, G. 2002. New conceptualizations of lateness since Blau, 1994. In Koslowsky, M. & Krausz, M. (Eds.), Voluntary employee withdrawal and inattendance. New York: Kluwer.p. 161-166.

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GRANTS

Richard Irwin Graduate Student Fellowship, 1982 - \$2,500 (for dissertation proposal).

University of Cincinnati Research Council, 1982 - \$1,500 (for research on determinants of individual task perceptions). Co-principal investigator with Ralph Katerberg.

Miami University Faculty Development Grant, 1983 - \$3,000 (for research on determinants of job involvement).

University of Cincinnati Research Council, 1982 - \$1,900 (for research on the Life Cycle Theory of Leadership). Co-principal investigator with Warren Blank, John Weitzel, and Steve Green.

Temple University Summer Research Fellowship, 1986 - \$2,500 (for further research on job involvement).

Temple University - Grant in Aid of Research, 1986 - \$1,450 (for research on the motivational determinants of job performance).

Temple University - Grant in Aid of Research 1987 - \$1,055 (for research on organizational socialization).

Temple University - Grant in Aid Research, 1988 - \$1,391 (for research on lateness).

Temple University - Summer Research Fellowship, 1989 - \$2,500 (for research on the determinants of individual performance).

Temple University - Grant in Aid Research, 1990 - \$1,504 (career motivation)

Temple University - Study leave, Spring, 1992 - Project Title: "Testing A Model For Understanding Employee Lateness Behavior"

Temple University - Grant in Aid Research, 1994 - \$1,420. (for research on lateness)

Temple University - Study leave, Spring, 1999 - Project Title: "Antecedents of Occupational Commitment"

Temple University - Summer Research Fellowship, 2005, "Testing a model of worksite/function closure".

Temple University - Summer Research Fellowship, 2007, "Measuring Emotional Labor"

Temple University - Summer Research Fellowship, 2009, "Correlates of EMS Respondent Intent to leave job versus occupation"

Temple University - Summer Research Fellowship, 2012, "factors affecting student engagement"

Temple University, Study Leave, Spring 2013, "Testing the impact of emotional labor dimensions on work exhaustion of Emergency Medical Service personnel"

Temple University - Summer Research Fellowship, 2016, "Assessing the impact of counseling on student outcomes"

GARY J. BLAU

PROFESSIONAL PRESENTATIONS

"Dealing With Difficult People in Your Organization" - presented at SEPA SHRM (Summer, 01); South Jersey Shore SHRM (9/19/01); Lancaster SHRM

(10/9/01); Phila. SHRM (2/13/02); Princeton HRMA (3/11/02); National HR Association (6/5/02); South Jersey SHRM (4/17/03); Bucks County FENG 5/2/03); National Vehicle Leasing Association, Philadelphia (9/24/03)

Pennsylvania Society of Health-System Pharmacists (10/21/03);

Air Conditioners Contract Association (2/18/04); Oliver Heating & Air Conditioning, 4/27/04); American Society of Heating, Refrigeration and Air Conditioning Engineers (ASHRAE); 5/20/04; Chester County Fuel Dealers Association, 2/15/05; Ambler - TU, "food for thought", 3/23/05.

"Conquering the Performance Appraisal Challenge" - presented at SEPA SHRM (11/20/01); TriStates SHRM (11/1/01); Pottstown SHRM (1/17/02); South Jersey SHRM (1/17/02); South Jersey Shore SHRM (10/02)

"Leveraging Your Organizational Culture" - presented at SEPA SHRM (9/02)

Dealing With Deviant Workplace Behavior" - presented at the South Jersey Shore HRMA (10/15/03); Princeton HRMA (11/10/03); Pennsylvania Society of Health-System Pharmacists (9/21/04).

"Testing a Model of Worksite/Function Closure" - presented at GSK, 2/15/05; presented at the South Jersey HR Association, 11/17/05.

REFERENCES

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