

Vitae Summary

Michael J. Burke is the Lawrence Martin Chair in Business in Tulane University's Freeman School of Business and he holds adjunct appointments in the Department of Psychology and Department of Environmental Health Sciences in Tulane's School of Public Health and Tropical Medicine. Prior to coming to Tulane University, Professor Burke was a tenured Associate Professor of Management at New York University's Stern School of Business. He has held full-time positions in management consulting, and was a Visiting Professor at the University of Sheffield's Institute of Work Psychology during 2004. Also, during 2003-2004, he served as President of the Society for Industrial and Organizational Psychology (SIOP).

Professor Burke continues programs of research on learning and the efficacy of worker safety and health training; the meaning of employee perceptions of work environment characteristics (psychological and organizational climate), the role of individual and situational factors as antecedents to individual and team performance, and the statistical properties and applications of meta-analytic procedures and procedures for estimating interrater agreement. He has authored numerous articles, book chapters and technical reports in these and related areas. He has also served on the editorial boards of *Academy of Management Review*, *Computers in Human Behavior*, *International Journal of Selection and Assessment*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Occupational Health Psychology*, *Journal of Organizational Behavior*, *Human Resource Planning*, and *Personnel Psychology*; and he served as an *Associate Editor of Personnel Psychology*. Presently, he serves on the editorial board member of *Industrial and Organizational Psychology: Perspectives on Science and Practice* and he is the *Editor of Personnel Psychology*. The U.S. Department of Energy and the U.S. Air Force Office of Scientific Research have funded his research. In addition, he has received teaching fellowships and course development grants from the Rudin Foundation, American Psychological Association/National Institute for Occupational Safety and Health, and the Louisiana Board of Regents Support Fund.

In 2006, Professor Burke was awarded the Decade of Behavior Research Award for his research on safety from a federation of professional scientific associations. Also, in 2006, he was appointed to a three-year term on the Safety and Occupational Health Study Section of the National Institute for Occupational Safety and Health. Professor Burke is a Fellow of Division 5 (Division of Evaluation, Measurement, and Statistics) and Division 14 (Society for Industrial and Organizational Psychology) of the American Psychological Association, a Fellow of the American Psychological Society, an elected member of the Society of Organizational Behavior, and a founding member of the Personnel/Human Resource Research Group. He has served as Program Chair for the SIOP Annual Conference, Division 14 Program Chair for the Annual Convention of the American Psychological Association, and Member-At-Large to SIOP's Executive Committee. In addition, he is a two-time recipient of the Freeman School's Irving H. LaValle Award and a recipient of the Erich Sternberg Award, both for research contributions.

He has served a variety of private and public organizations including pharmaceutical, manufacturing, health care, and city, state, and federal government agencies on a wide range of human resource management issues.

VITAE

Michael J. Burke

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EDUCATION

Illinois Institute of Technology	Ph.D. in Psychology, 1982
Purdue University (IUPUI)	M.S. in Industrial Psychology, 1980
University of Notre Dame	Bachelor of Arts, 1977

ACADEMIC WORK EXPERIENCE

Tulane University

Freeman School of Business: *Lawrence Martin Chair in Business*, 2007 – present; *Freeman Chair in Doctoral Studies and Research* from 2003 – 2007; *Freeman Professor*, 1999-2003; *Professor* 1994 – 1999; *Associate Professor* from 1991 – 1994; joint appointment with Department of Psychology (1991 - 2001).

Department of Psychology, Division of Liberal Arts and Sciences: *Adjunct Professor* from 2001 to present; *Professor* 1994 – 2001; *Director*, Industrial and Organizational Psychology Doctoral Program from 1991 to 2001; *Associate Professor* from 1991 – 1994.

Department of Environmental Health Sciences, School of Public Health and Tropical Medicine: *Adjunct Professor* from 1998 to present.

New York University

Leonard N. Stern School of Business: *Associate Professor of Management* (tenured) from 1988 to 1991; *Assistant Professor of Management* from 1985 to 1988.

Visiting Positions

University of Sheffield: *Visiting Professor*, Institute of Work Psychology, 2004.
Illinois Institute of Technology: *Visiting Professor*, Dept. of Psychology, 1982-1983.

Courses Taught

Graduate Business (Ph.D.) courses taught: Research Methods, Behavioral Science - Individual Perspectives, Human Resource Management Research.

Graduate Business (MBA and EMBA) courses taught: Action Skills for Managers, Human Resource Management, Managing Organizational Behavior, Assessment of Personnel and Performance.

International Business courses taught: Human Resource Management, Personnel Selection, and Training and Development within interdisciplinary Ph.D. programs for the faculty of Monterrey Tech (ITESM), Monterrey, Mexico, Universidad de los Andes, Bogota, Columbia, and faculties from a consortium of schools meeting in Caracas, Venezuela and Houston, Texas.

Interdisciplinary Graduate courses taught (APA and NIOSH grant-related courses): Occupational Health and Safety Training, Principles of Occupational Health Psychology.

Graduate Psychology (Ph.D.) courses taught: Personnel Selection, Training and Development, Advanced Studies in Industrial and Organizational Psychology, Meta-Analysis.

Undergraduate Psychology and Business courses taught: Introductory Psychology, Introductory Industrial/Organizational Psychology, Organizational Behavior, and Human Resource Management.

HONORS/AWARDS

Associate Editor (2006-2007), Editor (2007-2010), Personnel Psychology.

*Recipient, 2006 Decade of Behavior Research Award, awarded by a federation of behavioral, social science, and public health associations and given during U.S. Congressional Briefing entitled *Workplace and Public Safety: The Role of Behavioral Research* (co-sponsored by Rep. David E. Price, North Carolina; National Communications Association; American Psychological Association; and Society for Industrial and Organizational Psychology), October 5, 2006: (<http://www.decadeofbehavior.org/award/index.cfm>)*

Member, Safety and Occupational Health Study Section, National Institute for Occupational Safety and Health (Appointed by HHS Secretary Michael Leavitt to three-year term, 2006-2009).

Ad hoc Member, Safety and Occupational Health Study Section, National Institute for Occupational Safety and Health, 2003-2006.

Recipient, Irving H. LaValle Research Excellence Award, Tulane University, Freeman School of Business, 2003, 2006: "In recognition of research contributions to your academic field of interest."

Recipient, Erich Sternberg Award, Tulane University, Freeman School of Business, 2004: "In recognition of current contributions to your academic field of interest."

Co-Author, Finalist for "Best Paper Based on a Dissertation" Award, Ibero-American Academy of Management Annual Conference, Mexico City, 2001.

Fellow, Society for Industrial and Organizational Psychology, Elected 1998.

Fellow, American Psychological Society, Elected 1997.

Fellow, American Psychological Association, Elected 1994.

Fellow, Division 5 (Division of Evaluation, Measurement, and Statistics) of the American Psychological Association, Elected 1994.

Member, Society of Organizational Behavior (Elected 1993).

Founding Member, Personnel/Human Resource Research Group (1987-present).

Research Associate, U.S. Air Force Office of Scientific Research, Summer Faculty Research Program, 1994.

Co-author, Best Student Paper Award, 9th Annual Conference of the Society for Industrial and Organizational Psychology, 1994.

Member, Beta Gamma Sigma (The International Honor Society Recognizing Business Excellence)

PUBLICATIONS

Professor Burke continues programs of research on learning and the efficacy of worker safety and health training; the meaning of employee perceptions of work environment characteristics (psychological and organizational climate); the role of knowledge, skill, and motivational variables as antecedents to individual and team performance; and the statistical properties and applications of meta-analytic procedures and procedures for estimating interrater agreement.

JOURNAL PUBLICATIONS

- Varela, O.E., Burke, M.J., & Landis, R.S. (2008). A model of the emergence and dysfunctional effects of emotional conflict in groups. *Group Dynamics: Theory, Research and Practice*, 12, 112-126.
- Burke, M.J. (2008). On the skilled aspect of employee engagement. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 73-74.
- D'Amato, A., & Burke, M.J. (2008). Psychological and organizational climate research: Contrasting perspectives and traditions. *European Journal of Work and Organizational Psychology*, 17, 1-4. Guest Editors forward to Special Issue: *Psychological and Organizational Climate Research: Contrasting Perspectives and Research Traditions*.
- Burke, M.J., Chan-Serafin, S., Salvador, R., Smith, A., & Sarpy, S. (2008). The role of national culture and organizational climate in safety training effectiveness. *European Journal of Work and Organizational Psychology*, 17, 133-154.
- Burke, M.J., Scheuer, M., & Meredith, R. (2007). A dialogical approach to skill development: The case of safety skills. *Human Resource Management Review*, 17, 235-250. In Special Issue: *The Status of Theory and Research in Human Resource Management: Where Have We Been and Where Should We Go From Here?* Diana L. Stone (Guest Editor).
- Burke, M.J., Sarpy, S.A., Smith-Crowe, K., Chan-Serafin, S., Islam, G., & Salvador, R. (2006). Relative effectiveness of safety and health training methods. *American Journal of Public Health*, 96, 315-324.
- Reprinted in *Training and Development in the Services Sector*. Institute of Chartered Financial Analysts of India.
- Burke, M.J., Drasgow, F., & Edwards, J.E. (2004). Closing science-practice knowledge gaps: Contributions of psychological research to human resource management. *Human Resource Management*, 43, 299-304.
- Burke, M.J., & Borucki, C.C. (2003). Studying and managing work climate from a multiple stakeholder perspective. *Quaderni di Psicologia del Lavoro*, 11, 114-

119. In Special Issue *Identity and Diversity in Organizations*. F. Avallone, H. Sinangil, and A. Caetano (Guest Editors).
- Smith-Crowe, K., Burke, M.J., & Landis, R. (2003). Organizational climate as a moderator of safety knowledge-safety performance relationships. *Journal of Organizational Behavior*, 24, 861-876.
- Guzman, E., & Burke, M.J. (2003). Development and test of an international student performance taxonomy. *International Journal of Intercultural Relations*, 19, 629-648.
- Beal, D., Cohen, R., Burke, M.J., & McClendon, C. (2003). Cohesion and performance in groups: A meta-analytic clarification of construct relations. *Journal of Applied Psychology*, 89, 989-1004.
- Gonzalez, M., Burke, M.J., Santuzzi, A., & Bradley, J. (2003). The impact of group process variables on the effectiveness of distance collaboration groups. *Computers in Human Behavior*, 19, 629-648.
- Dunlap, W.P., Burke, M.J., & Smith-Crowe, K. (2003). Accurate tests of statistical significance for r_{WG} and Average Deviation interrater agreement indexes. *Journal of Applied Psychology*, 88, 356-362.
- Smith-Crowe, K., & Burke, M.J. (2003). Interpreting the statistical significance of observed AD interrater agreement values: Correction to Burke and Dunlap (2002). *Organizational Research Methods*, 6, 127-129.
- Burke, M.J., Borucki, C.C., & Kaufman, J. (2002). Contemporary perspectives on the study of psychological and organizational climate: A commentary. *European Journal of Work and Organizational Psychology*, 11, 325-340.
- Burke, M.J., Sarpy, S., Tesluk, P., & Smith-Crowe, K. (2002). General safety performance: A test of a grounded theoretical model. *Personnel Psychology*, 55, 429-457. (Abstract selected for publication in *International Abstracts of Human Resources*) (Nominated for Scholarly Achievement Award, Human Resources Division, Academy of Management, 2002).
- Burke, M.J., & Dunlap, W.P. (2002). Estimating interrater agreement with the Average Deviation (AD) index: A user's guide. *Organizational Research Methods*, 5, 159-172.
- Davison, K.H., & Burke, M.J. (2000). Sex discrimination in simulated selection contexts: A meta-analytic study. *Journal of Vocational Behavior*, 56, 225-248.
- Borucki, C.C., & Burke, M.J. (1999). An examination of service-related antecedents to retail store performance. *Journal of Organizational Behavior*, 20, 943-962. (Abstract selected for publication in *International Abstracts of Human Resources*)

- Burke, M.J. (1999). Studying relationships between work climate and customer service perceptions: Individual- and organizational-level of analysis issues. *Australian Journal of Psychology, 51* (S), 53.
- Burke, M.J., Finkelstein, L.M., & Dusig, M.S. (1999). On average deviation indices for estimating interrater agreement. *Organizational Research Methods, 2*, 49-68.
- Burke, M.J., Sarpy, S., & Vaslow, J. (1998). A process for evaluating on-the-job behavior associated with training delivered at the National Hazardous Materials Management and Emergency Response (HAMMER) Training Center: The Hazardous Waste Operations and Emergency Response (HAZWOPER) demonstration project. *Annals of Behavioral Medicine, 20*(S), 218.
- Corey, D., Dunlap, W.P., & Burke, M.J. (1998). Averaging correlations: Expected values and bias in combined Pearson's r and Fisher's z transformations. *Journal of General Psychology, 125*, 245-261.
- Finkelstein, L.M., & Burke, M.J. (1998). Age stereotyping at work: The role of rater and contextual factors on evaluations of job applicants. *Journal of General Psychology, 125*, 317-345.
- Lezotte, D.V., Raju, N.S., Burke, M.J., & Normand, J. (1996). An empirical comparison of two utility analysis models. *Journal of Human Resource Costing and Accounting, 1*, 19-30.
- Burke, M.J., Rupinski, M.T., Dunlap, W.P., & Davison, H.K. (1996). Do situational variables act as substantive causes of relationships between individual difference variables? Two large-scale tests of 'Common Cause' models. *Personnel Psychology, 49*, 573-598. (Abstract selected for publication in *International Abstracts of Human Resources*)
- Dunlap, W.P., Cortina, J., Vaslow, J., & Burke, M.J. (1996). Meta-analyses involving experiments with correlated observations. *Psychological Methods, 1*, 170-177.
- Dunlap, W.P., Burke, M.J., & Greer, T. (1995). The effect of skew on the magnitude of product-moment correlations. *Journal of General Psychology, 122*, 365-377.
- Finkelstein, L.M., Burke, M.J., & Raju, N.S. (1995). Age discrimination in simulated employment settings: An integrative analysis. *Journal of Applied Psychology, 80*, 652-663.
- Goldstein, N., Burke, M.J., & Sulzer, J. (1995). A note on the role of negative affectivity in understanding relationships between exercise participation and stress. *Perceptual and Motor Skills, 80*, 339-346.
- Raju, N.S., Burke, M.J., & Maurer, T. (1995). A note on range restriction corrections in utility analysis. *Personnel Psychology, 48*, 143-150. (Abstract selected for publication in *International Abstracts of Human Resources*)

- Geehr, J.L., Burke, M.J., & Sulzer, J. (1994). Quality circles: A note on the effects of varying degrees of voluntary participation on employee attitudes and program efficacy. *Educational and Psychological Measurement, 54*, 1030-1040.
- Raju, N.S., Burke, M.J., Normand, J., & Lezotte, D. (1993). What would be if what is wasn't?: A rejoinder to Judiesch, Schmidt, & Hunter (1993). *Journal of Applied Psychology, 78*, 912-916.
- Burke, M.J., Brief, A.P., & George, J. (1993). The role of negative affectivity in understanding relationships between self-reports of stressors and strains: A comment on the applied psychology literature. *Journal of Applied Psychology, 78*, 402-412.
- Burke, M.J., Borucki, C.C., & Hurley, A. (1992). Reconceptualizing psychological climate in a retail service environment: A multiple stakeholder perspective. *Journal of Applied Psychology, 77*, 717-729
- Raju, N. S., Burke, M. J., Normand, J., & Langlois, G. (1991). A new meta-analytic approach. *Journal of Applied Psychology, 76*, 432-446.
- Raju, N. S., Burke, M. J., & Normand, J. (1990). A new approach for utility analysis. *Journal of Applied Psychology, 75*, 3-12.
- Brett, J. R., Brief, A.P., Burke, M. J., George, J., & Webster, J. (1990). Negative affectivity and the reporting of stressful life events. *Health Psychology, 9*, 57-68.
- Burke, M. J., Brief, A., Atieh, J., Roberson, L., & Webster, J. (1989). Measuring affect at work: Confirmatory analyses of competing mood structures with conceptual linkage to cortical regulatory systems. *Journal of Personality and Social Psychology, 57*, 1091-1102.
- Reprinted in Pierce, J.L., & Newstrom, J. W. (2007). *Leaders and the leadership process*. New York: McGraw-Hill/Irwin.
- Burke, M. J., Normand, J., & Doran, L. I. (1989). Estimating unrestricted population parameters from restricted sample data in employment testing. *Applied Psychological Measurement, 13*, 161-166.
- Burke, M. J., & Doran, L. I. (1989). A note on the economic utility of generalized validity coefficients in personnel selection. *Journal of Applied Psychology, 74*, 171-175.
- Atieh, J., Brief, A. P., Webster, J., & Burke, M. J. (1989). Incentive compensation as an injurious condition at work. *Journal of Organizational Behavior, 10*, 155-167.
- Brief, A. P., Burke, M. J., Atieh, J., Robinson, B., & Webster, J. (1988). Should negative affectivity remain an unmeasured variable in the study of job stress? *Journal of Applied Psychology, 73*, 193-198.
- Edwards, J., Frederick, J. T., & Burke, M. J. (1988). The efficacy of modified CREPID SDy estimation procedures. *Journal of Applied Psychology, 73*, 529-535.

- Burke, M. J., Normand, J., & Raju, N. S. (1987). Examinee attitudes toward computer-administered ability testing. *Computers in Human Behavior*, *3*, 95-107.
- Burke, M. J., & Normand, J. (1987). Computerized psychological testing: Overview and critique. *Professional Psychology: Research and Practice*, *18*, 42-51.
- Burke, M. J., & Frederick, J. T. (1986). A comparison of economic utility estimates for alternative SDy estimation procedures. *Journal of Applied Psychology*, *71*, 334-339.
- Reprinted in J. Zeidner and C. D. Johnson (Eds.), *The Economic Benefits of Predicting Job Performance*, England, Praeger Publishers.
- Burke, M. J., Raju, N. S., & Pearlman, K. (1986). An empirical comparison of the results of five validity generalization procedures. *Journal of Applied Psychology*, *71*, 349-353.
- Burke, M. J., & Day, R. R. (1986). A cumulative study of the effectiveness of managerial training. *Journal of Applied Psychology*, *71*, 232-245.
- Reprinted in E. Schneier, C.J. Russell, R. W. Beatty, and Lloyd S. Baird (Eds.), *The Training and Development Sourcebook, Revised Edition*, Amherst, MA, Human Resource Development Press, Inc.
- Reprinted in P. Cappelli (Ed.), *The International Library of Management: Training and Development Volume*, Hampshire, England, Dartmouth Publishing Co.
- Burke, M. J. (1984). Validity generalization: A review and critique of the correlation model. *Personnel Psychology*, *37*, 93-115.
- Burke, M. J., & Frederick, J. T. (1984). Two modified procedures for estimating standard deviations in utility analyses. *Journal of Applied Psychology*, *69*, 482-489.
- Raju, N. S., & Burke, M. J. (1983). Two new procedures for studying validity generalization. *Journal of Applied Psychology*, *68*, 382-395.
- Burke, M. J. (1982). A path analytic model of the direct and indirect effect of mathematical aptitude and academic orientation on high school and college performance. *Educational and Psychological Measurement*, *42*, 454-550.
- Burke, M. J., Hoffman, R. G., Hazer, J. T., & Hall, T. L. (1982). Predicting suggestion-making intentions and behaviors. *Managerial Psychology*, *3*, 1-15.
- Burke, M. J., & Langlois, G. M. (1981). Assessor training: A review of the literature and current practices. *Journal of Assessment Center Technology*, *4*, 1-9.

CHAPTERS AND CONTRIBUTIONS TO EDITED VOLUMES

- Burke, M.J. (2007). Average Deviation Indices. In N. Salkind (Ed.), *The*

Encyclopedia of Measurement and Statistics (pp. 66-67). Thousand Oaks, CA: Sage Publications.

- Burke, M.J., Holman, D., & Birdi, K. (2006). A walk on the safe side: The implications of learning theory for developing effective safety and health training. In G.P. Hodgkinson & J.K. Ford (Eds.), *International Review of Organizational and Industrial Psychology*, Vol. 21, (pp. 1-44). West Sussex, England: John Wiley & Sons, Ltd.
- Landis, R., & Burke, M.J. (2005). SIOP's Second Teaching Institute. *The Industrial-Organizational Psychologists*, 43, 182-183.
- Burke, M.J., Landis, R., & Thomas, K. (2004). Institute for the Teaching of Industrial and Organizational Psychology, *The Industrial-Organizational Psychologist*, 41, 79-82.
- Burke, M.J., Bradley, J., & Bowers, H., (2003). Health and safety training. In J.E. Edwards, J.C. Scott, & N.S. Raju (Eds.), *The Human Resources Program-Evaluation Handbook* (pp. 427-446). Thousand Oaks, CA: Sage Publications.
- Burke, M.J., & Sarpy, S.A. (2003). Improving worker safety and health through interventions. In L. Tetrick & D. Hoffman (Eds.), *Health and Safety in Organizations: A Multilevel Perspective* (pp. 56-90). San Francisco: Jossey-Bass Publishers.
- Burke, M.J., & Landis, R. (2003). Methodological and conceptual issues in applications of meta-analysis. In K. Murphy (Ed.), *Validity Generalization: A Critical Review* (pp. 287-310). Hillsdale, NJ: Lawrence Erlbaum Associates, Publishers.
- Burke, M.J. (1999). Environmental restoration and worker training in the wake of the Cold War: The role of work and organizational psychology. *Proceedings of the Ninth European Congress on Work and Organizational Psychology - Innovations for Work, Organization, and Well-Being*. Helsinki: The Finnish Institute of Occupational Health.
- Burke, M.J. (1997). Selection utility models. In L.H. Peters, C.R. Greer, & S.A. Youngblood (Eds.), *Blackwell Encyclopedic Dictionary of Human Resource Management* (pp.591-592). Oxford, England: Blackwell Publishers.
- Burke, M. J. (1993). Computerized psychological testing: Impacts on measuring predictor constructs and job behavior. In N. Schmitt & W. C. Borman (Eds.), *Personnel Selection: New Perspectives from Industrial and Organizational Psychology* (pp. 203-239). San Francisco: Jossey-Bass.
- Burke, M. J., & Kaufman, G. (1991). Internal information for human resource management. In R. Schuler and J. Walker (Eds.), *SHRM/BNA Handbook for Human Resource Management: Vol. VI*, pp. 84-142. Washington, DC: BNA.
- Raju, N. S., & Burke, M. J. (1991). Utility of personnel decisions. In J. W. Jones, B. D. Steffy, and D. W. Bray (Eds.), *Applying Psychology in Business: The Manager's Handbook* (pp. 98-105). New York: Lexington Books.

- Burke, M. J., & Pearlman, K. (1988). Recruitment, selection, and matching people to jobs. In J. P. Campbell & R. J. Campbell (Eds.), *Productivity in Organizations* (pp. 97-142). San Francisco: Jossey-Bass.
- Burke, M. J., & Raju, N. S. (1988). An overview of validity generalization models and procedures. In R. Schuler, S. Youngblood, & V. Huber (Eds.), *Readings in Personnel and Human Resource Management* (3rd ed., pp. 542-554). St. Paul: West Publishing Company.
- Burke, M. J. (1987). Personnel research. In R. Schuler, *Personnel and Human Resource Management* (3rd ed., pp. 643-684). St. Paul: West Publishing Company.
- Raju, N. S., & Burke, M. J. (1986). Utility analysis. In R. Berk (Ed.), *Performance Assessment: Methods and Applications* (pp. 186-202). Baltimore: The Johns Hopkins University Press.

TECHNICAL REPORTS AND GRANT REPORTS (List is available upon request)

Professor Burke has authored over 25 technical and grant reports in the areas of job analysis, test validation, assessment center assessor training, occupational health and safety training, and the economic utility of human resource interventions for a number of private and public organizations including granting groups within the American Psychological Association, Air Force Office of Scientific Research, State of Louisiana, National Institute for Occupational Safety and Health, and U.S. Department of Energy.

FELLOWSHIPS/GRANTS

Principal Investigator, *The Efficacy of Innovative means for Enhancing Worker Knowledge and Motivation through Safety Training*, Tulane University Research Enhancement Fund grant, 2007-2008, \$16,500.

Principal Investigator with Kecia Thomas, *Development of the Institute for the Teaching of I-O Psychology*, American Psychological Association's Commission on Ethnic Minority Recruitment, Retention, and Training (CEMRRAT) grant, 2004, \$4,000.

Principal Investigator with Sue Ann Sarpy and Carl Thoresen, *Development of Graduate Training Programs in Occupational Health Psychology*, American Psychological Association, 2001 - 2002, \$7,840.

Principal Investigator with Mary Konovsky, *Recruitment of Superior Graduate Students in Organizational Behavior and Industrial/Organizational Psychology*, 2002 – 2006. Louisiana Board of Regents, Graduate Fellows Program, \$64,000 direct support.

Principal Investigator with Sue Ann Sarpy, *Occupational Health Psychology: Graduate Course Development and Implementation*, 1999-2000. American Psychological Association/National Institute for Occupational Safety and Health, Cooperative Agreement, \$22,856.

Co-Investigator, *Tulane University HAMMER (Hazardous Materials Management and Emergency Response) Project-Year 4 (1997-1998), Health and Safety Training*. Department of Energy, \$42,000.

Co-Investigator, *Tulane University HAMMER (Hazardous Materials Management and Emergency Response) Project-Year 3 (1996-1997), Health and Safety Training*, Department of Energy, \$124,040.

Co-Investigator, *Tulane/Xavier Universities HAMMER Project-Year 2 (1995-1996), Health and Safety Training*, Department of Energy, \$206,950.

Principal Investigator, *An Examination of the Validity of the New Air Force ASVAB Composites*, U.S. Air Force Office of Scientific Research (1995), \$26,818.

Rudin Foundation Teaching Fellowships 1989-1990, 1990-1991, \$6,000.

Management Simulation Projects Inc., Research Fellowship, 1990, \$10,000.

PROFESSIONAL SERVICE

MEMBERSHIPS (CURRENT) IN PROFESSIONAL ORGANIZATIONS

Academy of Management
 American Psychological Association
 American Psychological Society
 American Public Health Association
 European Academy of Occupational Health Psychology
 European Association of Work and Organizational Psychology
 Human Resource Management Association of the New Orleans Area
 International Association of Applied Psychology
 Society for Human Resource Management
 Society for Industrial and Organizational Psychology

EDITORIAL BOARD MEMBERSHIP/REVIEWING

Editor, *Personnel Psychology* (2007-2010).
 Associate Editor, *Personnel Psychology* (2006-2007).

Editorial Board, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2007

Editorial Board, *Academy of Management Review*, 2004-2007.

Editorial Board, *International Journal of Selection and Assessment*, 2001-2007.

Editorial Board, *Journal of Applied Psychology*, 1989- 1994, 2002-2007.

Editorial Board, *Personnel Psychology*, 1990-2006.

Editorial Board, *Journal of Occupational Health Psychology*, 2001-2005.

Editorial Board, *Computers in Human Behavior*, 1994-2002.

Editorial Board, *Journal of Organizational Behavior*, 1999-2002.

Editorial Board, *Journal of Management*, 1989-1999.

Editorial Board, *Human Resource Planning*, 1986-1989.

Guest Editor, *European Journal of Work and Organizational Psychology* (Special Issue on International Perspectives and Progress in Organizational Climate Research), present.

Advisory Editor, *Encyclopedia of Industrial/Organizational Psychology*, Sage Publications, 2004 - 2005.

Ad hoc reviewer: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, *Applied Psychology: An International Review*, *Anxiety, Stress, and Coping: An International Journal*, *European Journal of Work and Organizational Psychology*, *Human Resource Management Review*, *Human Performance*, *Human Relations*, *Industrial Crisis Quarterly*, *International Journal of Selection and Assessment*, *Journal of Accounting, Auditing, and Finance*, *Journal of Applied Psychology*, *Journal of Business Research*, *Journal of Educational Measurement*, *Journal of Experimental Aging Research*, *Journal of Occupational Health Psychology*, *Journal of Occupational and Organizational Psychology*, *Journal of Organizational Behavior*,

Organizational Behavior and Human Decision Processes, Organizational Research Methods, Personality and Social Psychology Bulletin, Professional Psychology: Research and Practice, Psychological Bulletin.

External Reviewer, Alice Hamilton Awards for Occupational Safety and Health (Educational Materials Category), National Institute for Occupational Safety and Health.

Grant Proposal Reviewer, Israeli Science Foundation.

Grant Proposal reviewer for National Science Foundation, Decision Sciences Program

Grant Proposal reviewer for National Science Foundation, SBIR (Small Business Innovations Research) Program

Grant Proposal reviewer for National Science Foundation, EPSCOR (Experimental Program to Stimulate Competitive Research) Program

Proposal reviewer for American Psychological Association's, Dissertation Research Awards Program

ASSOCIATION/COMMITTEE SERVICE (elected positions in *italics*)

Past-President, 2004-2005, Society for Industrial and Organizational Psychology.

President, 2003-2004, Society for Industrial and Organizational Psychology.

President-Elect, 2002-2003, Society for Industrial and Organizational Psychology.

Member-at-Large, Society for Industrial and Organizational Psychology, 1999-2002.

Member, APA/NIOSH International Scientific Organizing Committee (8th International Conference), Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, Puerto Rico.

Member, APA/NIOSH International Scientific Organizing Committee (7th International Conference), Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships, Washington, D.C.

Member, APA/NIOSH International Scientific Organizing Committee (6th International Conference), Work, Stress, and Health 2006: Making a Difference in the Workplace, Washington, D.C.

Member, APA/NIOSH Organizing Committee (5th Interdisciplinary Conference), Occupational Stress and Health, Toronto, 2003.

Chair, Long Range Planning Committee, Society for Industrial and Organizational Psychology, 2001-2002.

Member, Long Range Planning Committee, Society for Industrial and Organizational Psychology, 1999-2002.

Chair, Program Committee, Society for Industrial and Organizational Psychology, Annual Conference, Atlanta, 1999.

Chair, Program Committee, Society for Industrial and Organizational Psychology (Division, 14), American Psychological Association Annual Convention, San Francisco, 1998.

Awards Committee Member, Personnel/Human Resource Management Division, Academy of Management 1994, 1995.

Awards Committee Member, Organizational Behavior Division, Academy of Management, 1993.

Participant, American Psychological Association's Science Advocacy Training Workshop, APA Science Directorate, Washington, D.C., 1996.

Program Committee, Society for Industrial and Organizational Psychology Annual Conference, 1987, 1988, 1994, 1995, 1996, 1997, 1998.

- Program Committee, Division of Personnel/Human Resources, Academy of Management Annual Convention, 1986, 1987, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 2000, 2001.
- Program Committee, Organizational Behavior Division, Academy of Management Annual Convention, 1994, 1995, 1996, 2000, 2001, 2002.
- Program Committee, Division 5 (Evaluation, Measurement, and Statistics), American Psychological Association Annual Convention, 2001, 2002.
- Program Committee, Organizations and the Natural Environment Interest Group, Academy of Management Annual Convention, 2002.
- Program Committee, Research Methods Division, Academy of Management Annual Convention, 1997, 2005.
- Program Committee, Division 14, American Psychological Association Annual Convention, 1990.
- Program Committee, National Council on Measurement in Education Annual Meeting, 1993, 1994, 2000, 2001.
- Reviewer for American Psychological Association's Dissertation Research Awards Program, 1990

WORKSHOPS/INVITED PRESENTATIONS/DISCUSSANT

- Presenter, *Learning and Decision Making in the Great Bear Wilderness*, Professional Development Workshop (Managerial and Organizational Cognition Division) to be presented at the Academy of Management Meetings, 2007.
- Presenter, *Interventions for Improving Worker Health and Safety*. Presentation given at U.S. Congressional Briefing entitled *Workplace and Public Safety: The Role of Behavioral Research*, October 5, 2006.
- Invited presenter, *Ask the Experts: Quantitative Methods*, open session sponsored by the Research Methods Division, Academy of Management Annual Meetings, 2005, 2006.
- Workshop presenter, *HR Junior Faculty Workshop*, Human Resource Management Division, Academy of Management Annual Meetings, Hawaii, 2005.
- Workshop presenter, the 2nd *Annual Institute for the Teaching of Industrial and Organizational Psychology*. Washington, D.C., 2005.
- Invited Presenter, Great Britain's Health and Safety Laboratory (An Agency of Britain's Health and Safety Executive), *The Applied Psychology of Workplace Safety*, Buxton, England, 2004.
- Keynote Speaker, Society for Industrial and Organizational Psychology Annual Conference, *Making the World Safer: The Role of I/O Psychology*, Chicago, IL, 2004.
- Invited Speaker, Network of International Business and Economic Schools (NIBES) Meetings, *The Meaning of International Student Performance*, Phorzheim, Germany, 2003.
- Keynote Speaker, Chicago Industrial and Organizational Psychology (CIOP) Annual Meeting, *Weapons of Mass Destruction and the Role of Safety Training: The Case of Nuclear Waste Clean Up*, Chicago, 2003.
- Invited Presenter, Southeastern Psychological Association, New Orleans, 2003. *SEIOPA: Historical perspective, current function, and goals for the future*.
- Invited Presenter, 11th European Congress on Work and Organizational Psychology, Lisbon, Portugal, 2003. *Studying and Managing Work Climate from a Multiple Stakeholder Perspective*.

- Invited Presenter, 108th Annual Convention of the American Psychological Association, Washington, D.C., 2000. *Interdisciplinary OHP Curriculum Development and Evaluation Issues: The Tulane Experience.*
- Invited Presenter, National Conference on Workplace Safety and Health Training, St. Louis, 1999. *The Safety Training Evaluation Procedures (STEP) Framework.* Sponsored by National Institute for Occupational Safety and Health.
- Invited Presenter, The Third Australian Industrial and Organizational Psychology Conference, Brisbane, Australia, 1999. *Studying the Relationship Between Service Climate and Employee Service Performance: Group-and Store-Level of Analysis Issues.*
- Invited Presenter, Ninth European Congress on Work and Organizational Psychology, Helsinki, Finland, 1999. *Environmental Restoration and Worker Training in the Wake of the Cold War: The Role of Work and Organizational Psychology.*
- Invited Presenter, Universidad Virtual del Sistema Tecnológico de Monterrey (ITESM), Mexico, 1998. *Utility Analysis: A Powerful Tool for Estimating the Economic Impact of Training and Development Programs.*
- Invited Presentation, White, L.A., Langlois, E.C., Sarpy, S.A., & Burke, M.J. (1997). *Moving toward training reciprocity within the DOE complex.* The Annual Conference on the Health of the Hanford Site. Sponsored by U.S. Department of Energy, Richland, Washington
- Workshop presenter, *An Overview of Meta-Analysis and the RBNL Model* at Armstrong Laboratory, Brooks Air Force Base, San Antonio, TX, 1994
- Workshop presenter, *Utility Analysis of Training Programs* at Assessment, Measurement & Evaluation Conference 1993, Santa Clara, CA
- Workshop presenter, *Meta-Analysis* at University of Arkansas at Little Rock, 1992.
- Invited Presenter: Assessment, Measurement & Evaluation Conference 1992, Cambridge, MA, *Utility Analysis: A Powerful Tool for Estimating the Impact of Human Resource Training and Development Programs*
- Invited Presenter: Personnel Testing Council/Metropolitan Washington, Spring Conference 1984, *Measurement Techniques of the Future: Meta- Analysis and Item Response Theory Issues and Applications*
- Colloquium Speaker: Cornell University (New York State School of Industrial and Labor Relations), University of Pennsylvania (Wharton School of Business), Louisiana State University (Psychology Dept.), Purdue University-Indianapolis (Psychology Dept.), Illinois Institute of Technology (Psychology Dept.), Rice University (Psychology Dept.), University of Sheffield (Institute of Work Psychology); University of Surrey (Psychology Dept.); University of Toronto (Rotman School of Business).
- Symposium Chair/Discussant. Have frequently served as session chair or discussant at conferences including the American Psychological Association, Society for Industrial and Organizational Psychology Annual Conference, Academy of Management Annual Meetings, Annual Meeting of the American Educational Research Association, and the International Personnel Management Association Conference.

UNIVERSITY SERVICE

TULANE UNIVERSITY

University Wide: University Senate Committee on Educational Policy (2007 – present); Social/Behavioral Institutional Review Board (IRB) (2007 - present); University Senate Library Committee (2006-present); University Senate Budget Review Committee 2001-2003; Faculty of Liberal Arts and Sciences Promotion and Tenure Committee 2000-2002; Faculty of Liberal Arts and Sciences Grievance Committee 1999-2002; University Graduate School Council 1994-1997; University Graduate School Honor Board (ad hoc Chair) 1994-1997; Faculty of Liberal Arts and Sciences Grievance Committee 1993-1994; University Committee on the Protection of Human Subjects (Chair) 1991-1992.

Freeman School of Business: Coordinator, Behavioral Science Division (20 faculty in Consumer Behavior/Marketing, Organizational Behavior, and Strategy and Entrepreneurship), 2005 - present;); Faculty Grievance Committee (Chair) (2003-2005) (2007-2010); Koerner Chair Search Committee (Chair) 2003-2006; Faculty Tenure and Promotion Review Committee (2007-present); OB Faculty Tenure and Promotion Subcommittee (Chair) (2004-2005 Dean Search Committee 2003-2004; OBHR Area Coordinator 2001-2003; OBHR Recruiting Committee (Chair) 2001-2002; Behavioral Science Curriculum Committee (Chair), 1991- present; Committee on Studies in Organizational Behavior, 1991-present; Latin American Ph.D. Policy Committee 1996-present.

Psychology Department: I/O Psychology Faculty Recruiting Committee (Chair) 1993-1994, 1995-1996, 1999-2000; Measurement Faculty Recruiting Committee, 1993-1994; Graduate Training Committee 1991-present, Graduate Admissions Committee 1991-1995, 1999-2000, Flowerree Grant Committee 1991-present, I/O Doctoral Training Committee (Chair) 1991-2001, Advisory Committee 1994 – 2001.

NEW YORK UNIVERSITY

University Wide: Committee on Activities Involving Human Subjects 1988 – 1991.

Graduate School of Business: Graduate School of Business Behavioral Science Doctoral Core Advisor 1986 - 1991; Graduate School of Business MAP (Management Advisory Project) Advisor; **Management Department:** Management Department Advisory Council 1989 -1991, Ph.D. Committee 1987 - 1991, Recruiting Committee 1988 - 1991, MBA Advisor

TULANE UNIVERSITY AND NEW YORK UNIVERSITY THESIS/DISSERTATION COMMITTEES

Student names, thesis/dissertation titles, and academic appointments are available upon request.

Professor Burke has chaired 30 committees and served as a member on an additional 43 committees in the Department of Psychology, School of Business, and School of Public Health. His former students hold academic appointments within U.S. business schools, departments of psychology, and schools of public health at universities such as Rice University, Texas A&M University, Tulane University, University of Arizona, University of Mississippi, and University of Utah. In addition, his former students hold academic appointments outside the U.S in universities such as Escuela Superior

Politecnica del Litoral (ESPOL, Ecuador), Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM, Mexico), Universidad de los Andes (Columbia), Universidad ICESI (Columbia), University of Melbourne (Australia), and University of Western Ontario (Canada). Also, his students hold research positions in both public and private organizations.

REFERRED CONFERENCE PRESENTATIONS
(Last 10 years, complete list is available upon request)

Professor Burke has presented over 75 papers on topics in the fields of applied psychology, human resource management, research methods, and statistics at conferences including the Academy of Management Annual Meetings, American Psychological Association Annual Conference, Annual Convention of the American Psychological Society, Annual Meeting of the American Educational Research Association, Annual Meeting of the American Public Health Association, Annual Meetings of the National Council on Measurement in Education, Annual Scientific Sessions of the Society of Behavioral Medicine, Australian Industrial and Organizational Psychology Conference, European Congress on Work and Organizational Psychology, International Conference of the Iberoamerican Academy of Management, International Congress of Applied Psychology, International Personnel Management Association Conference, Interdisciplinary Conference on Occupational Stress and Health, National Institute for Occupational Safety and Health NORA Conferences, and Society for Industrial and Organizational Psychology Annual Conference.

Becker, W.S., & Burke, M.J. (2008). Shared decision making in a wilderness aviation accident. In M. Burke (Chair), Shared Decision Making in Singular Events. Symposium at the 2008 Annual Meeting of the Academy of Management, Anaheim.

Sarpy, S.A., & Burke, M.J. (2008). The relationship between emergency preparedness and response training and related outcomes: Demonstrating impact. Paper presented at the 2008 Public Health Preparedness Summit, National Association of County and City Health Officials, Atlanta, GA.

Becker, W.S., & Burke, M.J. (2007). The Great Bear Wilderness Disaster: Lessons in Team Learning. Tutorial presentation given at 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.

Burke, M.J. (2007). Preparing the public health workforce for terrorist-related and natural disasters. In B. Griffin & B. Hesketh (Co-Chairs), Psychological Contributions to Extreme Event Disaster Prediction and Recovery Management. Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.

Burke, M.J., Scheuer, M.L., & Meredith, R.J. (2007). The role of dialogue in safety and health skill development. In D. Stone (Chair) Critical Issues in Industrial and Organizational Psychology Research. Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.

Burke, M.J. (2007). The Great Bear Wilderness Disaster: Enhancing Health and Safety through Dialogue. In S.J. Kass (Chair), Health and Safety. Symposium presented at the 53rd Annual Meeting of the Southeastern Psychological Association Meeting, New Orleans.

Burke, M.J., Chan-Serafin, S., Salvador, R., & Sarpy, S. (2006). An examination of the roles of organizational culture and national culture in the transfer of safety

- training. Paper presented at the 134th Annual Meeting of the American Public Health Association, Boston.
- Burke, M.J., & Sackett, P.R. (2006). Plans for a new SIOP-sponsored journal. Special session at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Burke, M.J., Sarpy, S.A., Smith-Crowe, K., Chan-Serafin, S., Salvador, R., & Islam, G. (2005). Cumulative study of the impact of occupational safety and health training interventions on worker knowledge, performance, and outcomes. Paper presented at the 133rd Annual Meeting of the American Public Health Association, Philadelphia.
- Varela, O., Burke, M.J., & Landis, R. (2005). A process model of emotional conflict: Emergence and dysfunctional effect in groups. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April.
- Burke, M.J., (2005). Studying organizational safety climate within a meta-analytic framework. In F. Zijlstra & M. Burke (Co-Chairs), Climate Research in the U.S. and Europe: Traditional Approaches and Research Synthesis. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, April.
- Smith-Crowe, K., & Burke, M.J. (2004). Robustness of r_{WG} and AD_M interrater agreement indices. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, April.
- Burke, M.J. (2003). Estimating interrater agreement. In R. Brown (Chair), Interrater Agreement: Problems and Solutions. Panel presentation at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, April.
- Sarpy, S.A., Burke, M.J., Smith-Crowe, K., Chan, S., Islam, G., & Salvador, R. (2003). A cumulative study of the effectiveness of worker health and safety training. Paper presented at the National Institute for Occupational Health and Safety's NORA 2003: Working Partnerships – Research to Practice Conference, Washington, D.C.
- Sarpy, S.A., Burke, M.J., Thoresen, C., & Landis, R. (2003). Occupational health psychology at Tulane University. Paper presented at the 5th Interdisciplinary Conference on Occupational Stress and Health, Toronto, March.
- Burke, M.J., Sarpy, S.A., Smith-Crowe, K. Chan, S., Islam, G., Salvador, R. (2003). The effectiveness of worker health and safety training: A meta-analysis. Paper presented at the 5th Interdisciplinary Conference on Occupational Stress and Health, Toronto, March.
- Dunlap, W.P., Burke, M.J., & Smith-Crowe, K. (2002). Accurate tests of statistical significance for r_{WG} and AD interrater agreement indexes. Paper presented at the

17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, April.

- Villanueva, C.A., & Burke, M.J. (2001). A note on the relative dominance of knowledge and motivation in the prediction of task and contextual performance. Paper presented at the 2nd International Conference of the Iberoamerican Academy of Management, Mexico City. **Recognized as Finalist for the 'Best Paper Based on a Dissertation' Award.**
- Smith-Crowe, K., Burke, M.J., & Landis, R.S. (2001). Organizational climate as a moderator of safety knowledge-safety performance relationships. Paper presented at the 61st Annual Meeting of the Academy of Management, Washington, D.C.
- Gonzalez, M., & Burke, M.J. (2001). The effectiveness of distance collaboration groups: A test of a path model with Mexican equipos. Paper presented at the 10th European Congress on Work and Organizational Psychology, Praha, Czech Republic.
- Guzman, E., & Burke, M.J. (2001). Development and test of an international student performance taxonomy. Paper presented at the 10th European Congress on Work and Organizational Psychology, Praha, Czech Republic.
- Toro, R., & Burke, M.J. (2001). The relationship between supervisory and subordinate job performance within Mexican manufacturing teams. Paper presented at the 10th European Congress on Work and Organizational Psychology, Praha, Czech Republic.
- Sarpy, S.A., & Burke, M.J. (2000). Occupational health psychology: Course development and implementation at Tulane University. In H. R. Fox (Chair), Occupational health psychology: Launching a new discipline. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, April.
- Burke, M.J., Tesluk, P.E., & Sarpy, S.A. (1999). General safety performance: An examination of performance dimensionality and the role of training histories. Paper presented at the Annual Meeting of the Academy of Management, Chicago.
- Burke, M.J. (1999). Studying relationships between organizational climate, customer perceptions of service, and organizational performance: Individual and organizational level of analysis issues. Paper presented at the Third Australian Industrial and Organizational Psychology Conference, Brisbane, Australia.
- Barton, M., & Burke, M.J. (1998). Modeling the prediction of demonstrating effort and maintaining personal discipline. Paper presented at the 106th Annual Convention of the American Psychological Association, San Francisco, August.
- Burke, M.J., Sarpy, S., & Vaslow, J. (1998). Evaluating transfer to-the-job of health and safety training. Paper presented at the 19th Annual Scientific Sessions of the Society of Behavioral Medicine, New Orleans, March.

Burke, M.J., & Sarpy, S.A. (1998). The HAMMER Project: Environmental restoration and the role of applied psychology. Presentation at the 24th International Congress of Applied Psychology, San Francisco, April.