

## Gwen E. Jones

### ACADEMIC EXPERIENCE

- 2007-current **Chair, Department of Management**, Fairleigh Dickinson University. Teaching Business Ethics and Organization Behavior & Leadership courses while serving the departmental needs of students, faculty and college.
- 2015-current **Professor of Management**, Fairleigh Dickinson University.
- 2000-2015 **Associate Professor of Management**, Fairleigh Dickinson University. Taught graduate and undergraduate courses in Human Resource Management, Organizational Behavior, Change Management, Research Methods, and Business Ethics.
- 1997-2000 **Assistant Professor of Management**, Fairleigh Dickinson University. Taught graduate and undergraduate courses in Organizational Behavior, and undergraduate courses in Business Ethics and Human Resource Management.
- 1993 - 1997 **Assistant Professor of Management**, Bowling Green State University. Taught graduate and undergraduate courses in Human Resource Management, Hospitality Human Resource Management, Organizational Behavior, and Organizational Development. Taught executive graduate courses in Organizational Behavior and Organization Development.
- 1992 - 1993 **Postdoctoral Associate**, Department of Management, University at Albany. Taught graduate courses in Human Resource Management and undergraduate courses in Organizational Development, Managerial Skills Development, and Principles of Management.
- 1988 - 1992 **Instructor**, Department of Management, University at Albany. Taught large lecture sections of undergraduate Organizational Behavior. Also taught undergraduate Human Resource Management, Organizational Behavior, and Productivity and the Quality of Work Life.

### EDUCATION

Ph. D. University at Albany  
State University of New York

Major areas of study: Human Resource Management  
Organizational Behavior  
Dissertation topic: Unethical Workplace Behavior

M.S. Industrial Psychology	St. Mary's University (TX)
B.S. Biology Education	University of Wisconsin-Madison
B.A. Psychology	Gustavus Adolphus College (MN)

## **PUBLICATIONS: PAPERS IN REFEREED JOURNALS**

Bear, S. E. & Jones, G.E. (2017). Students as protégés: Factors that Influence the Quality of Mentoring. *Journal of Management Education*, 41(1),146-168.

Jones, G. E., Cannilla, L, & Slepian, J. L. (2015). Perceptions of Moral Wrongfulness of Unethical Workplace Behaviors: Gender and Cultural Differences. *Journal of Competitiveness Studies*, 24(4), 36-45.

Farias, G., & Jones, G. E. (2015). Toward a Leadership-Driven Model of CEO Pay. *Competition Forum*, 13(1), 196-202.

Hansbrough, T. K. & Jones, G. E. (2014). Inside the minds of narcissists: How narcissistic leaders' cognitive processes contribute to abusive supervision. *Zeitschrift fur Psychologie/Journal of Psychology*, 222(4), 214-220.

Slepian, J. L, & Jones, G. E. (2013). Gender and corporate sustainability: On vision, values and voice. *Organization Management Journal*, 10(4), 215-226. **Won Runner-up, Best Research Articles, 2013.**

Jones, G. E., & Kavanagh, M. J. (2012). An experimental examination of the effects of individual and situational factors on unethical behavioral intentions in the workplace. In A.C. Michalos and D. C. Poff (Eds.) *Citation Classics from the Journal of Business Ethics: Celebrating the First Thirty Years of Publications*, 657-674, New York, NY: Springer. (reprint)

Cannilla, L, & Jones, G. E. (2011). Understanding how individuals use boundary management tactics to manage work-life interference. *Competition Forum*, 9(2), 207-212.

Jones, G. E., Cannilla, L, & Slepian, J. L. (2010). On ethics and competitiveness: Understanding business graduate students' perceptions. *Competition Forum*, 8(2), 220-226.

Jones, G. E. (2009) Differences in the perceptions of unethical workplace behaviors among Chinese and American business professionals. *Journal of Global Competitiveness*, 7(2), 473-480.

- Spector, M. D., & Jones, G. E. (2004). Trust in the workplace: Factors affecting trust formation between team members. *Journal of Social Psychology, 144*(3), 311-321.
- Jones, G. E., & Ottaway, R. (2001). The effectiveness of corporate ethics on-site visits for teaching business ethics. *Teaching Business Ethics, 5*(2), 141-156. (Merged with *Journal of Business Ethics* in 2004)
- Jones, G. E. (1999). Hierarchical workplace romance: An experimental examination of team member perceptions. *Journal of Organizational Behavior, 20*, 1057-1072.
- Twomey, R., & Jones, G. E. (1999) The Family and Medical Leave Act of 1993: A longitudinal study of male and female perceptions. *Employee Rights and Employment Policy Journal, 3*(2), 229-250.
- Twomey, D. F., Jones, G. E., Densford, L., Keller, T., & Davis, J. (1999). Corporate universities, change and competitive advantage. *Journal of Global Competitiveness, 7*(1), 340-346.
- Yates, D. A., & Jones, G. E. (1998). Casual dress days: Are there bottom-line impacts? *Organization Development Journal, Spring, 16*(1), 107-111.
- Jones, G. E., & Ree, M. J. (1998). Aptitude test validity: No moderating effect due to job ability requirements. *Educational and Psychological Measurement, 58*(2), 282-292.
- Jones, G. E. (1997). Advancement opportunity issues for persons with disabilities. *Human Resource Management Review, 7*(1), 55-76.
- Hartley, J. L., & Jones, G. E. (1997). Process oriented supplier development: Building the capability for change. *International Journal of Purchasing and Materials Management, 33*(3), 24-29. (renamed *Journal of Supply Chain Management* in 1999.)
- Stone, D. L. & Jones, G. E. (1997). Perceived fairness of biodata as a function of the purpose of the request for information and gender of the applicant. *Journal of Business and Psychology, 11*(3), 313-323.
- Cady, S. H., & Jones, G. E. (1997). Massage therapy as a workplace intervention for reduction of stress. *Perceptual and Motor Skills, 84*, 157-158.
- Jones, G. E., & Kavanagh, M. J. (1996). An experimental examination of the effects of individual and situational factors on unethical behavioral intentions in the workplace. *Journal of Business Ethics, 15*, 511-523.

Shulman, K., & Jones, G. E. (1996) The effectiveness of massage therapy intervention in reducing anxiety in the workplace. *Journal of Applied Behavioral Science*, 32 (2), 158-171.

Jones, G. E., & Stone, D. L. (1995) Perceived discomfort associated with working with persons with varying disabilities. *Perceptual and Motor Skills*, 81, 911-919.

## **PUBLICATIONS: PAPERS IN REFEREED PROCEEDINGS**

Jones, G. E. & Bear, S. E. (2017). Gender Differences and Perceived Efficacy of Humor Styles in the Workplace. *Proceedings of the International Conference on Business Management and Technology*.

Jones, G. E. (2015). *Bringing Evidence-based Learning to the Classroom*, in Gopalakrishnan, S. (symposium chair), *New Methods and Techniques to Enhance the Classroom Experience of Old Courses – At the Intersection of “Old” and “New”*. *Proceedings of the International Eastern Academy of Management*.

Jones, G. E. (2015). *Evidence-based Learning – Transforming the Learning Process*, in Gopalakrishnan, S. (symposium chair), *Transforming the Learning Process into a Journey of Discovery*. *Proceedings of the Eastern Academy of Management*.

Jones, G. E. & Slepian, J. L. (2014). Utilizing TEDtalks in a ‘Blended’ Format Organizational Behavior and Leadership Course. *Proceedings of the Eastern Academy of Management*.

Hansbrough-Keller, T., & Jones, G. E. (2013). Narcissism and the justification of abusive supervision: A conceptual model. *Proceedings of the Eastern Academy of Management*, 345-357.

Jones, G. E. & Twomey, R. (2007). Mental disabilities in the workplace: Examination of factors affecting the success of accommodation procurement. *Proceedings of the Eastern Academy of Management*, 1110-1138.

Harmon, J., Stoner, J., & Jones, G. E. (2007). Towards Sustainability in Higher Education Institutions. *Proceedings of the Eastern Academy of Management*, 1404-1415.

Jones, G. E., & Gorski, C. (2003). Implications of workplace romance: Be discreet or fess up. In Gopalakrishnan, S. (Ed), *Proceedings of the Eastern Academy of Management*.

Jones, G. E., & Spector, M. D. (2003). Trust among team members: Factors affecting initial trust. In Gopalakrishnan, S. (Ed), *Proceedings of the Eastern Academy of Management*.

- Morrow, M., & Jones, G. E. (2001). Women and minority networks: An examination of their effectiveness. In Bacdayan, P., & Mangaliso, M. (Eds), *Proceedings of the Eastern Academy of Management*, 104-107.
- Adam, M. V., & Jones, G. E. (2000). Community in the workplace: Developing and testing a measurement instrument. In Forray, J. M., & Meisel, S. I. (Eds.) *Proceedings of the Eastern Academy of Management*.
- Jones, G. E., & Yao, Y. (1999). A comparative analysis of the perceived moral wrongfulness of workplace behaviors: East meets west. In T. Peridis (Ed.) *Proceedings of the International Eastern Academy of Management*.
- Jones, G. E., & Yeong, C. A. (1999) Learning organizational development skills through supported field projects: Objectives, steps, and critique. In P. Elsass (Ed.) *Proceedings of the Eastern Academy of Management*, 20-23.
- Ottaway, R., & Jones, G. E. (1999). Bringing more life to the business ethics course. In P. Elsass (Ed.) *Proceedings of the Eastern Academy of Management*, 83-86.
- Twomey, R., & Jones, G. E. (1999). The Family and Medical Leave Act: A longitudinal study of male and female perceptions. In P. Elsass (Ed.) *Proceedings of the Eastern Academy of Management*, 219-222.
- Harris, D., Harmon, J., & Jones, G. E. (1999). What contributes more to life-giving – good jobs or good pay? A comparison of empowerment and extrinsic work outcomes on job satisfaction. In P. Elsass (Ed.) *Proceedings of the Eastern Academy of Management*, 44-47.
- Jones, G. E. (1995) Unethical behavior in the workplace: Investigation of a dependent variable construct. In M. P. Mangaliso, & J. Weiner (Eds.) *Proceedings of the Eastern Academy of Management*, 132-135.
- Jones, G. E. (1994). Estimating retraining time to proficiency: A conceptual model. In L. Mainiero (Ed.), *Proceedings of the Eastern Academy of Management*, 277-280.
- Jones, G. E. (1993). The effects of situational and individual variables on unethical behavioral intentions in the workplace. In S. M. Schor (Ed.), *Proceedings of the Eastern Academy of Management*, 266-269.
- Jones, G. E. (1991). Ethical behavior in organizations: An integrative model. In A. M. Herd & W. P. Ferris (Eds.), *Proceedings of the Eastern Academy of Management*, 58-61.

- Jones, G. E., Ree, M. J., & Kavanagh, M. J. (1990). The moderating effect of job differences on aptitude test validity. In L. E. Miller & J. Seltzer (Eds.), *Proceedings of the Eastern Academy of Management*, 45-48.
- Kavanagh, M. J., Peters, T. D., & Jones, G. E. (1989). Employee acceptability in performance appraisal: Generalizability of results and expansion of the predictor space. In W. A. Ward & E. G. Gomolka (Eds.) *Proceedings of the Eastern Academy of Management*, 179-181.

### **PRESENTATIONS (REFEREED):**

- Jones, G. E. & Bear, S. E. (2017). *Gender Differences and Perceived Efficacy of Humor Styles in the Workplace*. International Conference on Business Management and Technology. Vancouver, BC.
- Jones, G. E. (2015). *Bringing Evidence-based Learning to the Classroom*, in Gopalakrishnan, S. (symposium chair), *New Methods and Techniques to Enhance the Classroom Experience of Old Courses – At the Intersection of “Old” and “New”*. Presented at the International Eastern Academy of Management, Lima, Peru.
- Jones, G. E. (2015). *Evidence-based Learning – Transforming the Learning Process*, in Gopalakrishnan, S. (symposium chair), *Transforming the Learning Process into a Journey of Discovery*. Presented at the Eastern Academy of Management, Philadelphia, PA, 2015.
- Gopalakrishnan, S. & Jones, G. E. (2015). *Changing the Way we Teach: Using the Marshmallow Challenge in Management*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.
- Farias, G., Jones, G. E. (2014). *Toward a Leadership-Driven Model of CEO Pay*. American Society of Competitiveness annual conference, October, Washington, DC.
- Jones, G. E. & Slepian, J. L. (2014). *Utilizing TEDtalks in a ‘Blended’ Format Organizational Behavior and Leadership Course*. Eastern Academy of Management, Newport, RI.
- Hansbrough-Keller, T., & Jones, G. E. (2013). *Narcissism and the justification of abusive supervision: A conceptual model*. Eastern Academy of Management, Baltimore, MD.
- Cannilla, L., & Jones, G. E. (October, 2011). *Understanding how individuals use boundary management tactics to manage work-life interference*. American Society for Competitiveness annual conference. Orlando, FL.

- Slepian, J. & Jones, G. E. (2010). *Gender and Corporate Sustainability: On Vision, Values and Voice*. PRME Conference – Sustainability Practices in Learning Organizations. Rowan University, Glassboro, NJ.
- Jones, G. E., Cannilla, L., & Slepian, J. L. (2010). *On ethics and competitiveness: Understanding business graduate students' perceptions*. American Society for Competitiveness annual conference. Washington, DC. **Winner – Best Empirical Paper Award.**
- Jones, G. E. (2009) *Differences in the perceptions of unethical workplace behaviors among Chinese and American business professionals*. American Society for Competitiveness annual conference. Washington, DC.
- Felder, S., Jones, G. E., Slepian, J., & Wirtenberg, J. (2009). *Sustainability, Women and Business: A Global Perspective*. Economic Opportunities for Women in Asia-Pacific conference. Singapore.
- Harmon, J., Stoner, J., & Jones, G. E. (2007). *Towards Sustainability in Higher Education Institutions*. Eastern Academy of Management, New Brunswick, NJ.
- Jones, G. E. & Twomey, R. (2007). *Mental disabilities in the workplace: Examination of factors affecting the success of accommodation procurement*. Eastern Academy of Management, New Brunswick, NJ.
- Werner, F., Stoner, J., & Jones, G. E. (2007). *“Greening” the Business School*. Academy of Business Education meeting, Bermuda.
- Stoner, J., Hollwitz, J., Werner, F., Fairfield, K., Jones, G. E., & Fearon, D. S. (2007). *Challenges of greening our campuses and curricula*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.
- Jones, G. E., & Gorski, C. (2003). *Implications of workplace romance: Be discreet or fess up*. Eastern Academy of Management, Baltimore, MD.
- Jones, G. E., & Spector, M. D. (2003). *Trust among team members: Factors affecting initial trust*. Eastern Academy of Management, Baltimore, MD.
- Mangaliso, M., Marx, R., Lussier, R. & Jones, G. (2003). *Ethical crisis in corporate America: What business schools can do*. Mid-Atlantic Organizational Behavior Teaching Conference, Philadelphia, PA.
- Morrow, M., & Jones, G. E. (2001). *Women and minority networks: An examination of their effectiveness*. Eastern Academy of Management, New York, NY.

- Wirtenberg, J., & Jones, G. E. (2000). May I cut in? New steps in the development of a strategic, culture-based diversity index. In D. Harris (Symposium Chair), *Can partners dance to the beats of different drummers? Time and timing in academic-practitioner collaborations*. Academy of Management meetings, Toronto.
- Adam, M. V., & Jones, G. E. (2000). *Community in the workplace: Developing and testing a measurement instrument*. Eastern Academy of Management, Danvers, MA.
- Jones, G. E., & Yao, Y. (1999). *A comparative analysis of the perceived moral wrongfulness of workplace behaviors: East meets west*. International Eastern Academy of Management, Prague, Czech Republic.
- Jones, G. E., & Yeong, C. A. (1999) *Learning organizational development skills through supported field projects: Objectives, steps, and critique*. Eastern Academy of Management, Philadelphia, PA.
- Ottaway, R., & Jones, G. E. (1999). *Bringing more life to the business ethics course*. Eastern Academy of Management, Philadelphia, PA.
- Twomey, R., & Jones, G. E. (1999). *The Family and Medical Leave Act: A longitudinal study of male and female perceptions*. Eastern Academy of Management, Philadelphia, PA.
- Harris, D., Harmon, J., & Jones, G. E. (1999). *What contributes more to life-giving – good jobs or good pay? A comparison of empowerment and extrinsic work outcomes on job satisfaction*. Eastern Academy of Management, Philadelphia, PA.
- Hosoda, M., Stone, D. L., & Jones, G. E. (1998). The effects of race and gender on job suitability ratings and job assignment decisions. In D. L. Stone (Symposium Chair), *Factors affecting the acceptance of diversity in organizations*. Society for Industrial and Organizational Psychologists, Dallas, TX.
- Jones, G. E., & Schmid, V. (1997). *Effects of restructuring on employee attitudes and customer perceptions of service quality: A natural field experiment*. Academy of Management meetings, Boston, MA.
- Jones, G. E. (1995) *Unethical behavior in the workplace: Investigation of a dependent variable construct*. Eastern Academy of Management. **Finalist for Best Empirical Paper Award.**
- Shulman, K., & Jones, G. E. (1995). *The effects of an on-site chair massage therapy intervention on reducing anxiety in the workplace*. Society for Industrial and Organizational Psychology, Orlando, FL.



- Jones, G. E., & Stone, D. L.. (1994). *Barriers to social acceptance of disabled individuals into work groups: Investigation of the nature of the disability*. In G. E. Jones (Symposium Chair), *Understanding barriers to employing individuals with disabilities: Academy of Management meetings*, Dallas, TX.
- Jones, G. E. (1994). *Estimating retraining time to proficiency: A conceptual model*. Eastern Academy of Management.
- Stone, D. L., Jones, G. E., and Michaels, C. (1994). *A review of the theoretical and empirical research on factors affecting the exclusion of disabled individuals in work groups*. In A. Gregory (Symposium Chair), *Disability issues in organizations: Macro and micro Perspectives*. Administrative Sciences Council of Canada conference, Halifax, Nova Scotia.
- Stone, D. L. & Jones, G. E. (1994). *Perceived fairness of biodata as a function of the purpose of the request for information and gender of the applicant*. Society for Industrial and Organizational Psychology, Nashville, TN.
- Stone, D. L., Michaels, C., & Jones, G. E. (1993). *Effects of framing and item type on reactions to honesty testing*. Society for Industrial and Organizational Psychologists, San Francisco, CA.
- Jones, G. E. (1993). *The effects of situational and individual variables on unethical behavioral intentions in the workplace*. Eastern Academy of Management.
- Jones, G. E. (1992). *Unethical behavioral intentions: An agenda for research*. Paper presented at the annual meeting of the Society for Business Ethics, Las Vegas, Nevada.
- Stone, D. L. & Jones, G. E. (1992). *Effects of transparency and justification on reactions to honesty testing*. Society for Industrial and Organizational Psychology, Montreal, Quebec.
- Jones, G. E. (1991). *Ethical behavior in organizations: An integrative model*. Eastern Academy of Management. **Finalist for Best Conceptual Paper Award**.
- Kavanagh, M. J. & Jones, G. E. (1991). *Evidence of high interrater reliability among non-expert judges' global ease-of-movement estimates*. American Psychological Society, Washington, D. C.
- Jones, G. E., Ree, M. J., & Kavanagh, M. J. (1990). *General ability versus specific abilities as predictors of occupational success*. Society for Industrial and Organizational Psychology, Miami, FL.

Jones, G. E., Ree, M. J., & Kavanagh, M. J. (1990). *The moderating effect of job differences on aptitude test validity*. Eastern Academy of Management. **Finalist for Best Empirical Paper Award.**

Nichols, P., Pokorny, R., Jones, G., Gott, S., & Alley, W. (1989). *A cognitive theory based evaluation of an avionics troubleshooting tutor*. In V. Shute (Symposium Chair): *Evaluation of intelligent tutoring systems*. American Educational Research Association, San Francisco, CA.

Kavanagh, M. J., Peters, T. D., & Jones, G. E. (1989). *Employee acceptability in performance appraisal: Generalizability of results and expansion of the predictor space*. Eastern Academy of Management, Portland, ME.

### **PRESENTATIONS (NONREFEREED):**

Jones, G. E. (2013). *Utilizing the Myers-Briggs Assessment*. Professional Development Workshop, MBA Students, Metro, Silberman College of Business, Fairleigh Dickinson University.

Jones, G. E. (2012). *Building your course around learning-centered teaching*. Presented at the Management Department Fall Kick-off meeting, Fairleigh Dickinson University.

Jones, G. E., & Munoz, C. (2012). *Listening to our students and ourselves*. Session presented at the Wroxton Faculty Retreat, Fairleigh Dickinson University.

Jones, G.E. (2012). *Managing your academic pre-tenure career*. Junior Faculty Consortium, Eastern Academy of Management.

Twomey, D. F., Jones, G. E., Densford, L., Keller, T., & Davis, J. (April, 1999). *The expanding role of corporate universities: What it means for business schools*. Fairleigh Dickinson University School of Business Conference, Madison, NJ.

Twomey, R., & Jones, G. E. (1998, May). *Male and female perceptions of the Family and Medical Leave Act of 1992: Can the law fulfill its intended objectives?* Fairleigh Dickinson University School of Business Conference, Madison, NJ.

Jones, G. E. (1998). *The value of casual dress days*. Presented at the CHRMS Research Discussion Roundtable, Fairleigh Dickinson University, September 11.

Twomey, R., & Jones, G. E. (1998). *Male and female perceptions of the family medical leave act of 1992: Can the law fulfill its intended objectives?* Presented at the CHRMS Research Discussion Roundtable, Fairleigh Dickinson University, February 6.

Jones, G. E. (1997). *Process oriented supplier development: Building the capability for change*. Presented at the CHRMS Research Discussion Roundtable, Fairleigh Dickinson University, October 9.

Jones, G. E., Fernandes, A., & Yeong, C. (1996, May). *Learning organizational development through field projects*. Organizational Development Institute Conference, Mobile, AL.

## **I. COURSES TAUGHT**

### **A. FDU**

#### Undergraduate:

BUSI 1160	Business Ethics Forum
MGMT 3100B	Managerial Ethics (blended)
MGMT 3343	Human Resource Management
MGMT 3361	Organizational Behavior
WMA 4380	Client Relations in Financial Management

#### Graduate:

BUSI 5221	Management and Change of Human Systems
MGMT 5522	Organizational Behavior
MGMT 6012B	Organizational Behavior and Leadership (blended)
MGMT 6633	Managing Change
MGMT 6500	Organizational Behavior and Leadership
MGMT 8890	Research Seminar in Management
EXEC 6505	Organizational Behavior and Leadership
EXEC 6509	International Business (accompanying faculty)

### **B. Other Institutions**

Courses taught while at Bowling Green State University include the following:

#### Undergraduate:

MGMT 360	Organizational Theory and Behavior
MGMT 361	Human Resource Management
MGMT 452	Human Resource Management in the Hospitality Industry

#### Graduate:

GBA 536	Organization Theory and Behavior
GBA 632	Management of Human Resources
ORGD 670	Introduction to Organization Development and Change
ORGD 673	Consultation and Change
ORGD 675	Intervention Technology

Executive:

ORGD 671x	Theoretical Foundations of Organizational Development and Change
ORGD 675x	Intervention Technology

Courses taught at University at Albany, State University of New York include the following:

Undergraduate:

BUS 235	Business Organization and Management
BMGT 341	Behavioral Foundations of Management
BMGT 343	Human Resource Management
BMGT 440	Managing Productivity and Quality of Worklife
BMGT 470Z	Organizational Development

Graduate:

BMGT 584	Human Resource Management
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