Barry Goldman

Eller College of Business

McClelland Hall, 405DD

University of Arizona

Tucson, Arizona 85721

bgoldman@eller.arizona.edu

**ACADEMIC POSITIONS :**

2004-

Present Associate Professor, Management and Organizations, Eller College of

Management, University of Arizona

2008-

2009 Visiting Associate Professor, Instituto de Empresa, Madrid, Spain

1/08- Visiting Associate Professor, Tuck School of Business at Dartmouth College

6/08

1998-

2004 Assistant Professor, Management & Organizations, Eller College of Management, University of Arizona

**EDUCATION:**

**Ph.D.** (1998)Management. (Human Resources/Organizational Behavior). Robert H. Smith School of Business. University of Maryland, College Park, Maryland.

*Dissertation*: Employment Discrimination-Claiming Behavior: Test of a Model of Organizational Justice. Chair: M. Susan Taylor

**J.D.** University of Maryland, Baltimore, Maryland.

Managing Editor,Maryland Law Review.

**Rotary** New College, Oxford University, Oxford, England

**Fellow**

**B.A.** University of Maryland, College Park, Maryland.

**SPECIFIC RESEARCH INTERESTS:**

I have three lines of research: (1) the managerial implications of conflict in organizations, particularly legal-claiming and dispute resolution; (2) human resources issues; and (3) negotiations behavior. With respect to conflict and legal-claiming, I investigate primarily psychologically-based variables that affect the antecedents and consequences of employment discrimination and related legal claims. The current variant of this research focuses on racial discrimination relating to convicted felons. Much of this research focuses on aspects of organizational justice and related issues. Moreover, it also addresses issues related to alternative dispute resolution; in particular, mediation of employment disputes from the perspective of both the individual employee and that of the organization. Much of the work relating to organizational justice often addresses issues related to the antecedents and consequences of various types of theoretically established types of justice (e.g., distributive, procedural, and interactional) and has been used to provide theoretical support to the conflict work. A recent stream theoretically distinguishes between “justice” and “fairness.” The negotiations research primarily relates to negotiations behavior within the human resource and organizational context.

**PUBLICATIONS :**

Book

Goldman, B., & Shapiro, D. (2012). The Psychology of Negotiations in the 21st Century Workplace (a volume in the SIOP Organizational Frontier series). New York, NY: Psychology Press/Routledge.

Refereed Articles

Goldman, B, & Damato, V. (2021). An investigation of cross-cultural difference as they affect negotiations in the United States, Beijing Law Review, 12 (3),

Goldman, B., Cooper, D., & Koc, C. (2019). An Exploration of Whether Engineers Differ from Non-Engineers in their Approach to Negotiations. International Journal of Conflict Management, 30(4), pp. 420-440. **Winner of Highly Commended Paper in the 2020 Emerald Literati Awards**

Goldman, B., Cooper, D., & Kugler, T. (2019). Crime and punishment: A realistic group conflict theory approach to racial discrimination in the hiring of convicted felons. International Journal of Conflict Management, 1(30, 2-23.

Goldman, B. M. (2018). Toward real justice for all: Rebooting Justice. International Journal of Conflict Management,, 29(4), 564-567.

Goldman, B. M. (2018). Toward real justice for all: Rebooting Justice. International Journal of Conflict Management,, 29(4), 564-567.

Goldman, B., Shapiro, D., & Pearsall, M. (2016). Towards an understanding of the role of anticipatory justice in the employment dispute-resolution process. International Journal of Conflict Management, 27(2), 275-298—**Selected as Best Paper in Journal 2017***.*

Goldman, B., & Cropanzano, R. (2015). Justice and fairness are not the same thing. Journal of Organizational Behavior. 36, 313-328.

Goldman, B., Slaughter, J. Schmit, M. Wiley, J., & Brooks, S. (2008). Antecedents and consequences of discrimination claims: A multiple needs model perspective. Journal of Management, 34, 952-977.

Goldman, B., Cropanzano, R., Stein, J., Shapiro, D., Thatcher, S. & Ko, J. (2008). The role of ideology in mediated disputes at work: A justice perspective. International Journal of Conflict Management, 19, 210-233—**Highly Commended Award Winner**

Brockner, J., Fishman, A., Reb, J., Goldman, B., Spiegel, S., & Garden, C. (2007). Procedural fairness, outcome favorability, and judgments of an authority’s responsibility (2007) Journal of Applied Psychology , 92, 1657-1671.

Goldman, B., Gutek, B., Stein, J., & Lewis, K. (2006). Antecedents and consequences of employment discrimination in organizations. Journal of Management, 32, 786-830.

Reb, J., Goldman, B., Kray, L, & Cropanzano, R. (2006). Different wrongs, different remedies? Reactions to organizational remedies after procedural and interactional justice Personnel Psychology 59, 31-64.

Cropanzano, R, Goldman, B, & Folger, R. (2005). Self-interest: Defining and understanding a human motive Journal of Organizational Behavior, 26, 985-991.

Goldman, B., Paddock, E., & Cropanzano, R.(2004). A transformational model of legal-claiming. Journal of Managerial Issues, 16, 417.

Cropanzano, R., Goldman, B., & Folger, R. (2003). Deontic justice: The role of moral principles in workplace fairness. Journal of Organizational Behavior, 24, 1019-1024.

Goldman, B. (2003). An application of referent cognitions theory to legal-claiming by terminated workers: The Role of Organizational Justice and Anger. Journal of Management, 29, 705-728.**—Best Paper Award**

Aquino, K., Grover, S., Goldman, B., & Folger, R. (2003). When push doesn’t come to shove: The role of interpersonal forgiveness in organizations. Journal of Management Inquiry, 12, 209-216.

Groth, M., Goldman, B., Gilliland, S. & Bies, R. (2002). Commitment to legal claiming: Influences of attributions, social guidance, and organizational tenure. Journal of Applied Psychology, 87, 781-788.

Goldman, B., Masterson, S., Locke, E., Groth, M. & Jensen, D. (2002). Goal-directedness and personal identify as correlates of life outcomes. Psychological Reports, 91, 153-166.

Goldman, B.(2001).Toward an understanding of employment discrimination-claiming: An integration of organizational justice and social information processing theories. Personnel Psychology, 54, 361-386. (Featured on page 1 of the Wall Street Journal, April 10th, 2001).

Masterson, S., Lewis, K.**,** & Goldman, B. M., & Taylor, M. S. (2000). Integrating justice and social exchange: The differing effects of fair procedures and treatment on work relationships. Academy of Management Journal 43, 738-748.

Chapters & Proceedings

Goldman, B. M. (2018). Rebooting Justice. International Journal of Conflict Management, 29(4), 564-567.

Goldman, B. M. (2015). Organizational justice and the legal justice: How are they related? Chapter 11 in M. Ambrose & R. Cropanzano, Oxford Handbook of Organizational Justice (Oxford University Press).

Goldman, B. M. & Shapiro, D., (2012). Introductory chapter: Negotiations in the 21st century workplace. Chapter 1 in Goldman, B., & Shapiro, D.. The Psychology of Negotiations in the 21st Century Workplace (a volume in the SIOP Organizational Frontier series). New York, NY: Psychology Press/Routledge.

Goldman, B., Pearsall, M., Gilliland, S., & Shapiro, D. (2007). An investigation of organizational reluctance to mediate employment disputes. Proceedings of the Academy of Management Philadelphia, PA (Aug. 2007)**—Best Paper Award**. (Conflict Management Division--Conflict in Context).

Cropanzano, R., Stein, J., & Goldman, B. (2007). Individual Aesthetics: Self-interest. In E. H.Kessler & J. Bailey (Ed.) The Handbook of Organizational and Managerial Wisdom, Thousand Oaks, CA.: Sage. Pps.181-221.

Goldman, B., Cropanzano, R., Stein, J., & Benson, L. (2007). The role of third-parties/mediation in resolving conflict in organizations. In M. J. Gelfand & C. K. W. De Dreu, The Psychology of Conflict and Conflict Management in Organizations. SIOP Frontiers Series. Mahwah, NJ: Lawrence Erlbaum

Goldman, B., & Pearsall, M. (2006). Wrongful dismissal: A legal and social science integration. Encyclopedia of Career Development. Thousand Oaks, CA: Sage Publications.

Folger, R., Cropanzano, R., & Goldman, B. (2005). What is the relationship between justice and morality? In J. Greenberg & J. Colquitt (Eds.), The Handbook of Organizational Justice. Pp. 215-245.

Cropanzano, R., Goldman, B., & Benson, L., III. (2004/2005). Organizational justice and well-being at work. In J. Barling, K. Kelloway and M. Frone (Eds.) Handbook of work stress. Beverly Hills, CA: Sage

Goldman, B. & Thatcher, S. (2002). A social information processing view of organizational justice. In D. Steiner, D. Skarlicki, & S. Gilliland (Eds.), Research in Social Issues in Management. Greenwich, CN.: Information Age Publishing.

Locke, E., Tirnauer, D., Roberson, Q., Goldman, B. & Weldon, E. (2001). The importance of

the individual in an age of groupism. In M. Turner (Ed), Groups at work: Advances in theory and research. Hillsdale, NJ: Lawrence Erlbaum.

Goldman, B. (2001). When Sheep Turn Into Wolves: An integration of organizational justice and social information processing theories in understanding employment discrimination-claiming. Proceedings of the Academy of Management Washington, DC (Aug. 2001)**—Best Paper Award**.

Referred Legal Publications

Goldman, B. M., & McCaffrey (1999). The origins of discrimination claims: Why fair treatment matters. Synthesis: Law and Policy in Higher Education, 10, 738-751.

Goldman, B.M., & Berghel, V.S. (1983). Common law doctrine of merger: The exceptions are the rule. University of Baltimore Law Review, 13, 19-42.

Working Papers

Goldman, B., & Cooper, D. A discriminate analysis of integrative vs. distributive negotiation in engineers as compared to non-engineers—Data Collection in process

Goldman, B. A theoretical extension of the benefits of aggressive conflict: A new model of conflict resolution. Being completed.

.

Goldman, B., & Damato, V. An investigation of differential approaches and outcomes to negotiations among U.S., Russian, and Polish negotiators—Submitted to journal.

**ACADEMIC HONORS, GRANTS AND ACHIEVEMENTS:**

**Research:**

2020 Winner of Highly Commended Paper in the 2020 Emerald Literati Awards

2017 “The Best Paper 2017 in International Journal of Conflict Management “ for Goldman, B., Shapiro, D., & Pearsall, M. (2016). Towards an understanding of the role of anticipatory justice in the employment dispute-resolution process. International Journal of Conflict Management, 27(2), 275-298.

2013 “Best Applied Paper,” International Association of Conflict Management. Goldman et al., An investigation of organizational reluctance to mediate employment disputes.

2009 “Highly Commended Award Winner,” Goldman et al., The role of ideology

in mediated disputes at work: A justice perspective. International Journal of Conflict Management, 19, 210-233

2008 Article chosen to be reprinted in the 20th Anniversary Issue of Journal of Managerial Issues (one of seven articles so honored). “A transformational model of legal-claiming” (originally published in 2004)

2008 Top 1% (#40) Most Cited Management Author, 2000-2004 (Journal of Management (2008) 34, 641-720 (esp. p. 692)

2007 “Conflict Management Division—Best Paper Award, Conflict in Context”

2005 *“Ascendant Scholar”* Western Academy of Management.

2004 Best Paper Award*,* Journal of Managementfor: Goldman, B. (2003). An application of referent cognitions theory to legal-claiming by terminated workers: The Role of Organizational Justice and Anger

2003 *ISI Most Cited Paper, 2003:* "Integrating justice and social exchange: The differing effects of fair procedures and treatment on work relationships," Academy of Management Journal, 2000

1. *Finalist, Newman Award, Academy of Management (August, 2001)* (best recent paper based on a dissertation).

1. Best Paper Award*, Conflict Management Division*—Academy of Management (August, 2001).

**Teaching:**

2018 Coach, Negotiation Team Competition, Baylor University, El Paso, TX

2017 Dean’s Excellence in Teaching Award

2017 Coached an Undergraduate Team to 3rd Place in National Negotiation Competion (Baylor College, Waco, TX)

2010 *The Outstanding Undergraduate Faculty Member*

2008 *The Most Outstanding Faculty Member (Evening MBA program)*

2006 *The Distinguished Faculty Module Award (Executive MBA program)*

1. *The Distinguished Faculty Award (Weekend MBA program).*
2. *The Distinguished Faculty Award* (*Evening MBA program*).
3. *The* *Outstanding Undergraduate Teacher (Management & Policy).*
4. *The Distinguished Faculty Award* (Weekend MBA program).

1999 *Excellence in Teaching Award (Undergraduate).*

**Professional:**

2020-Present: Member, Board of Directors, ALERA (Arizona Law and Employment Relations Association

2018-Present: Book Review Editor, International Journal of Conflict Management

2016: Member, International Task Force on Negotiations Case Competitions, Organized by

DRRC, Kellogg School of Business, Northwestern University

2015-16: Member, International Task Force on Online Negotiations Courses, Organized by

DRRC, Kellogg School of Business, Northwestern University

2013 Co-Organizer, Conference on Multi-level Issues in Organizational Negotiations, Tucson, AZ (Feb. 21-23, 2013)

2012 Founder, Program on Negotiations, Eller College

2012 Academy of Management Leadership Forum

2011-12—Division Chair, *Conflict Management Division, Academy of Management*

2011—Past Program Chair, *Conflict Management Division, Academy of Management*

2009-10—Program Chair, *Conflict Management Division, Academy of Management*.

2008- *Division-chair elect, Conflict Management Division, Academy of Management*  (5-

year term).

2003-05

*Representative-at-Large (elected officer), Conflict Management Division, Academy of Management*

1. *Award for Outstanding Service* (2000), awarded by the student chapter of the Society for Human Resource Management

**Editorial Review Boards:**

2005-

Present

*Journal of Management*

*International Journal of Conflict Management (2005 & Present)—Editorial Board Member and Book Review Editor*

*Negotiation & Conflict Management Research*

*Ad Hoc Reviewer:*

*Academy of Management Journal, Academy of Management Review, Journal of Empirical Legal Studies, Business Ethics Quarterly, International Journal of Conflict Management, Human Resources Management Journal, Organization Science, Organizational Behavior and Human Decision Processes, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Conflict Management Division, Academy of Management, Sage Publications (Golden-Biddle, K., & Locke, K. (1996), Writing Matters: Crafting Organizational Stories from Qualitative Research*

**Grants:**

2016 --Center for Leadership and Ethics, Eller College

--Eller Center for Excellence (for a Negotiation Competition Team)

2007-

Present McCoy-Rogers Fellowship in Management and Organization

2001-

2006 Peter Kiewet, Jr. Fellowship in Management and Organization

1999-

2018 Eller Summer Grants

2002-

2003 Faculty Small Grants

1998 Society for Human Resources Foundation Grant.

**PUBLISHED INTERVIEWS:\***

Arizona Public Media, “Re-entering the Workforce After Prison Harder for Non-Whites” (September, 2018).

ArizonaBigMedia: “How Engineers Negotiate Differently: New Research” (April 15, 2019)

Wallethub: “2019’s Most & Least Innovative States” (March 18, 2019)

BuzzFeed (December, 2016)

FastCompany (June 2016)

Inc, Magazine (July 2016)

Negotiation in Politics. Inc Magazine, October 2016.

Trust in Negotiations. National Public Radio. February 2016.

How to rescue any negotiation—yes, even in Washington, October 10, 2013, bbc.com

Negotiations Through Change. SIOP.ORG, June 14, 2012

Employee Bias Claims, by the Numbers. Inc Magazine (Feb. 2007, p. 26).

Tejada, C. (2001). White fight. The Wall Street Journal, A1 (April 10, 2001) (story focused on Personnel Psychology article).

Baker, T.G. (1997). Interview with Barry M. Goldman on “Reasons employees sue employers: preliminary views.” In The Industrial-Organizational Psychologist*,* 34, 90-92.

Higuera, J. J. (2001). Scrooge economy reduces gifts to employees. Arizona Daily Star, D1 (December 16, 2001).

Banchero, P. (2002). Ethics in the boardroom. Arizona Daily Star, D1 (February 10, 2002).

Morlock, B. (2003). Vacations benefit company, workers. Tucson Citizen, B1 (September 1, 2003)

Interview by National Public Radio, "Marketplace", broadcast on Feb. 18, 1997

(employee references).

\* --Recently invited (May 24, 2016) to do a TED-Ed talk on “How Not to Say the Wrong Thing?”

**PRESENTATIONS**

Goldman, B., Cooper, D., & Kugler, T. (2018). A Realistic Group Conflict Theory Approach to racial discrimination against ex-felons in hiring. Presented at The Society of Judgment and Decision Making, November 17, 2018 (New Orleans, LA)

Goldman, B., Cooper, D., & Kugler, T. (2017). A Realistic Group Conflict Theory Approach to racial discrimination against ex-felons in hiring. Presented at the Annual Meeting of the Academy of Management, August 7, 2017 (Atlanta, GA).

Kugler, T., Goldman, B., & Cooper, D. (2016). Crime and Punishment: Racial discrimination against convicted felons in the workplace. Presented at the Annual UA- ASU Cognitive Science Conclave, December 10, 2016, Arizona State University. (Phoenix, AZ).

Goldman, B., Cooper, D., & Kugler, T. (2016). Crime and Punishment: Racial discrimination against convicted felons in the workplace. Presented at the International Association of Conflict Management, June 29, 2016 (New York, NY).

Brett, J., Lewicki, R., Goldman, B., Cohen, T. (2015). Evaluation of online-negotiation platforms. Presented at the International Association of Conflict Management, June 26, 2015 (Clearwater, FL).

Goldman, B. M. (2014). Use of felony background checks in employment hiring. Presented at the International Association of Conflict Management, July 2, 2014 (Leiden, Netherlands)

Goldman, B. M. (2014). “Justice” and “Fairness”—Conceptual relationships. Presented at the International Association of Conflict Management, July 2, 2014 (Leiden, Netherlands)

Becker, W., Goldman, B., & Cropanzano, R. (2014). Subjective value and sequential negotiations. Presented at the Annual Meeting of the Academy of Management, August 9, 2015 (Philadelphia, PA).

Goldman, B. M. (2013). An anticipatory justice model of mediation. Kellogg School of Management, Northwestern University, October 3, 2013

Goldman, B., Leslie, L., & Walumba, F. A social exchange model of contract negotiation outcomes by organizational decision makers: The effects of involvement of attorneys vs. senior executives. Presented at the Annual Meeting of the Academy of Management, August 11, 2013 (Orlando, FL).

Goldman, B., Shapiro, B., & Pearsall, M. & Gilliland, S. When is mediating employee grievances chosen vs. rejected as a dispute-resolution procedure: An anticipatory justice-perspective. Presented at the International Association of Conflict Management, July 1, 2013 (Tacoma, WA)

Cropanzano, R., Becker, W. J., & Goldman, B. M. (2012). Professional and personal consequences of subjective value: Affect, performance, and burnout during sequential negotiations. Presentation to the Southern Management Association, Nov. 2, 2012 (Fort Lauderdale, FL).

Goldman, B., & Shapiro, D. (2012). Negotiations in the 21st Century. Presentation to the Society of Industrial/Organizational Psychologists, April 26, 2012.

Goldman, B., White, J., & Ng, Isabel. (2011) The effects of sub-clinical narcissism on negotiator behaviors. Presentation at the International Association for Conflict Management. Istanbul, Turkey.

Siegel, J.L, Pearsall, M.J., Goldman, B, & Connolly, T. Claimant characteristics and credibility in discrimination claims. (2009). Poster presented at the 24th Annual Conference of the Society for Industrial Organizational Psychology, New Orleans, LA.

Goldman, B., Pearsall, M., Gilliland, S., & Shapiro, D. (2007). An investigation of organizational reluctance to mediate employment disputes. Presented at the annual meeting of the Academy of Management, Philadelphia, PA. (2007)**—Best Paper Award**.

Goldman, B. A review of the literature relating to employment discrimination. Presented at the Society of Industrial/Organizational Psychologists, April 2007 (New York).

Goldman, B., Schmit, M., Slaughter, J., Wiley, J. & Brooks, S. (2006). Perceptions of a litigious climate: A multiple needs model perspective. Presented in *Showcase Symposium: “*Organizational Justice and Public Concern.” Presented at the Academy of Management, Atlanta, Georgia (2006).

Co-chair (with R. Cropanzano & J. Ko). *Showcase Symposium*:”Justice and Conflict: The transformation of injustice in the workplace. Presented at the Academy of Management, Honolulu, Hawaii (2005).

Fishman, A., Brockner, J., Spiegel, S., Reb, J. Goldman, B. & Garden, C. Process fairness and judgments of accountability. Presented at the Academy of Management, Honolulu, Hawaii (2005).

Goldman, B., Shapiro, D., Cropanzano, R., Ko, J., & Thatcher, S. The role of morality in mediated disputes at work: A justice perspective. Presented at the Academy of Management, Honolulu, Hawaii (2005).

Schmit, M., Goldman, B., Slaughter, J. Wiley, J., & Brooks, S. Deontic justice and perceptions of a litigious organizational climate. Presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA (April, 2005).

Co-Chair, Conducting Research in Organizational Justice: Visions for the Future. Professional Development Workshop, Conflict Management Division, Academy of Management, New Orleans, LA. (2004).

Goldman, B. (2004). Summary of Research on Legal-Claiming Behavior. Academy of Management, New Orleans, LA (2004).

Reb, J., Goldman, B., Kray, L, & Cropanzano, R. Avoiding the escalation of conflict:

Procedural and interactional injustice call for different remedies. Paper presented at the annual meeting of the International Association for Conflict Management, Pittsburg, PA. 2004.

Goldman, B., Ko, J., Cropanzano, R., Thatcher, S., & Shapiro, D. (2004). There and back again: Changing perceptions of unfairness by third-party mediation. Presented at the annual meeting of the Academy of Management, New Orleans, LA (August).

Reb., J., Goldman, B., Kray, L., & Hale, J. (2003). A different way to “get even:” Organizational remedies to procedural and interactional injustice. Presented at the annual meeting of the Academy of Management, Seattle, WA (August).

Goldman, B., Paddock, E. L., & Cropanzano, R. (2003). A Transformational model of legal-claiming. Presented at the annual meeting of the Academy of Management, Seattle, WA (August).

Paddock, E., Goldman, B., & Gilliland, S. (2003). Revisiting the fairness threshold model: Differences in distributive, procedural, and interactional fairness. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, Orlando, FL (April).

Goldman, B. (2002). The rage for justice: An application of referent cognitions theory to legal-claiming by terminated workers. Presented at the Academy of Management, Denver, CO. (August).

Reb, J., Goldman, B, & Kray, L. (2002). A different way to “get even” after unjust terminations: Remedies, not retaliations as a means to restore organizational justice. Presented at the International Association of Conflict Management, Salt Lake City, Utah (June).

Goldman, B. (2001). When sheep turn into wolves: An integration of organizational justice and social information processing theories in understanding employment discrimination claiming. Presented at the Academy of Management, Washington, DC.

Groth, M., Goldman, B., Gilliland, S. W., & Bies, R. (2001) “It’s all your fault!”: Attributions and legal-claiming. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA,(April).

Gilliland, S., Goldman, B., Tripp, T., & Beach, L. (2000). Violating images of justice: A decision to act. Presented at the Behavioral Decision Research in Management Conference, Tucson, AZ. (May 19-21st ).

Goldman, B. M. (1999). Employment discrimination-claiming behavior: The effects of organizational justice, social guidance, and perceived discrimination. Presented at the Academy of Management, Chicago, IL (August).

Goldman, B. M. (1997). Employee claiming behavior following perceived employment discrimination: A proposed transformational model of justice. Presented at the annual meeting of the Academy of Management, Boston, MA (April).

Masterson, S. S., Lewis-McClear, K., Goldman, B. M., & Taylor, M. S. (1997). Organizational justice and social exchange: An empirical study of the distinction between interactional and formal procedural justice. Presented at the annual meeting of the Academy of Management, Boston, MA.(August).

Goldman, B. M.(1997). A proposed model of employee litigation behavior following perceived employment discrimination. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, St. Louis, MO.(April).

Goldman, B. M., McClear, K. L., & Taylor, M.S. (1996). Supervisor and employee perceptions of the psychological contract: The predictors and consequences of multiple perspectives. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.(April).

Taylor, M. S., Masterson, S. S., McClear, K. L., & Goldman, B. M. (1996). Restoring the faith: The impact of procedural justice intervention on the psychological contract. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA.(April).

Masterson, S. S., Locke, E. A., Goldman, B. M., & Jensen, D. (1996). Goal directedness and personal identity as correlates of life outcomes. Presented at the annual meeting of the Society for Industrial/Organizational Psychology, San Diego, CA (April).

Goldman, B. M. (1996). The antecedents of litigation behavior among employees. Presented at the annual meeting of the Eastern Academy of Management, Crystal City, VA (March).

**DISSERTATION AMD MASTERS COMMITTEES**

• David Welsh, Masters Dissertation Defense (2011)

• Sam Birk, Masters Disstertation Defense (2010)

• Andrew Li, Doctoral Dissertation Defense (2008)

• Jorie Stein, Masters Dissertation Defense (2008)

• Edgar Kausel, Masters Dissertation Defense (2006)

• Jaewon Ko, Member, Doctoral Dissertation Defense (2005)

• Markus Groth, Member, Masters Dissertation Defense

• Jaewon Ko, Member, Comprehensive Committee (2003)

**PROFESSIONAL ASSOCIATIONS**:

♦ Member, Board of Directors, Arizona Law and Employment Relations Association

###  Society of Legal Empirical Studies

### • Academy of Management (Divisions: OB, CM, HR)

**•** International Association of Conflict Management

• American Bar Association(Member of Labor and Employment Relations, and Dispute Resolution Sections)

• International Society for Justice Research (membership determined by nomination and election of peers)

**OTHER ACADEMIC AWARDS:**

# Doctoral Program (University of Maryland):

• *The Outstanding Teacher at the University of Maryland College Park*-*Second Runner-Up*. Selected by undergraduate students from among all faculty and doctoral students throughout the campus-Fall 1997.

• Highest MBA course evaluation--1997

• *Top 15% Teacher Evaluation Award-Fall 1997*.

• *Allen J. Krowe Award for Teaching Excellence-1995* (one of three recipients in business school).

• *Outstanding Teacher*, University of Maryland-1996 (one of 30 recipients across University).

## • Certificate of Outstanding Teaching, Panhellenic Association-1996.

• University Research Grant.

Maryland Law School:

• William P. Cunningham Law Award (achievement and service).

• Henry Zoller Law Fellowship.

Oxford University:

• Rotary Fellowship (1977-78).

#### University of Maryland

• Phi Beta Kappa (junior year inductee).

• "The Outstanding Male Student Leader."

• Appointed by Governor to the University of Maryland Board of Regents.

• Sklar Award (the outstanding General Honors Student).

• Omicron Delta Kappa (leadership).

• Elected to the Executive Council of the

National Collegiate Honors Council.

**SELECTED COLLEGE & COMMUNITY SERVICE:**

**♦** Teaching Professionals for Ph.D. Students (presentation for Department)

**♦** College Grade Appeals Committee

**♦** NationalKeynote Speaker, Institute for Professionals in Taxation

**♦** Small Grants Committee

\* Expert Witness Report and Testimony for National Auto

**\*** IACM Task Force on Journals & Publications

Presentation to Doctoral Students on “Teaching”

Member (unofficial), Selection Committee, Law & Ethics Faculty. Assisted in selection and wrote “Theranos” case for candidates.

* Observe Teaching of Oliver Schilke, Asst. Professor, for Promotion, and Write Report for P&T.
* Coach & Organizer, Eller Negotiation Team, Negotiation Competition, 2016-18, Baylor University, Waco, TX
* Presentation to the University of Arizona Agricultural Extension Service

\* Presentation to M&O PhD. Students on Teaching Professionals.

\* Judge, MGNT 310A

 Member, Recruitment Committee

****Member, Master’s in Healthcare Committee

 Member, Negotiation Case Competition Planning Committee, DRRC (2015-present)

 Member, University of Arizona, Graduate Council (2013-Present)

Member, Eller Small Grants Committee (2015)

****Member, Graduate & Professional Studies Committee, Eller College (2002-present)

**•** Member, Eller Task Force on Online MBA

**•** Chair, Graduate & Professional Studies Committee, Eller College (2011-2012)

• Member, Dean’s On-Line Education Ad Hoc Committee (2012)

• Member, Dean’s MBA Task Force (2012)

• Member, Graduate & Professional Studies Committee, Eller College (1999-2012)

**∙** Voluntary Executive Education, Tucson Urban League (2007)

• Member, Development Committee (2004)

• Member, College Faculty Small Grants committee (2004)

• Member, Master’s in Management Committee (2004)

• Member, Summer Project Committee, Andrew Li, Doctoral Candidate (2004)

• Member, Marketing Department Committee on Promotion & Tenure (2004)

• Recruiting Coordinator, Joint, Eller-Law School hire (2004)

• MBA Banking Program Committee (2004)

• MBA Professional MBA Curricular Revision Committee (2004)

• MBA Core Faculty Committee (2004-2005)

• MAP Master’s in Management Committee (2004-2005)

• MAP Development Committee (2004-2005)

• Chair, College Graduate and Professional Programs Committee (2003 – present)

• Member, Eller College Task Force on the Re-structuring of the MBA Program

• Member, College Board of Advisors Panel, Committee to Explore Creation of a Negotiation Center (2002-present)

• Departmental Representative to the MBA Advisory Panel (2003)

• Member, Doctoral Student Advisory Committee (2002)

• Member, Search Committee for MBA Admissions Director (2002)

• Member, Search Committee for Career Development Director, MBA Program (2003)

• Chair, Masters of Management Committee (2002)

* Presentation to the Office of the General Counsel, University of Arizona (2000)
* Faculty Advisor, Society for Human Resource Management, University of Arizona (1998 – 2000)
* Department representative, Graduate and Professional Programs Committee (2000 -- present)
* Chair, Graduate and Professional Programs Committee (2002-present)
* Co-chair, Recruitment Committee (2000)

• Member, Department of Management & Policy Annual Faculty Performance Review Committee (2000)

• Judge, MBA Case Competition

• Presentation to the entire MBA class on “Salary Negotiations”

• Faculty Coordinator, Negotiations for Executives Workshop

• Speaker, National Association of Elevator Contractors (April 11, 2000), Phoenix, AZ

• Member, Ph.D. Committee, University of Arizona (1999)

• Organizer, ASU - UofA Conference, Tucson, AZ (April 28, 2000), University of

Arizona

• Faculty Coordinator, Negotiations Workshop for Executives, University of Arizona

• Brown Bag (Speaker) Committee, University of Arizona.

• Coordinator, Experiential Learning Module--Washington Week: Equal Employment Opportunity Commission (Jan. 1997).

• Initiated internship program with EEOC for MBAs and undergraduates.

• Presentation to Equal Employment Opportunity Commission on "Current

Research Regarding the Causes of Employment Discrimination Claiming" (1997).•

• Member, President's Commission on Disability Issues (1994-1998).

• Member, Voting Alumni, Omicron Delta Kappa (1993-1998).

• Member, Board of Regents, University of Maryland (1977-78).

• Member, Board of Trustees, Chesapeake Bay Foundation (1976-78).

• Member, Executive Committee, National Collegiate Honors Council (1976-78).

**INVITED TALKS:**

--Employment Discrimination Against Felons, Carey School of Business, Johns Hopkins University, April, 2018)

--Survey of Research in Negotiations as it Relates to Agriculture. College of Agriculture, University of Arizona (May 2018)

--TED (May 2016), Emotions in Negotiations, New York, NY.

--Babson College (September 2016).

--Animal Science Department, U of A, “Negotiations” (2016)

--MIS Department, U of A, “Negotiations” (2016)

.

**APPENDIX--TEACHING EXPERIENCE**

**Courses**

**University of Arizona:**

# Students Effectiveness

\_\_\_\_\_\_\_\_\_ (Max.=5.0)

Courses taught 2012-2015

Ugrad: Negotiations 28\* 4.7\*

MBA/LAW 564 26\* 4.6\*

Courses taught 2011

Ugrad: Negotiations 31 4.8

Ugrad: Bus. Law 27 4.6

MBA: Negotiations 30 4.8

Courses taught 2010

Ugrad: Negotiations 28 4.8

Ugrad: Bus. Law 30 4.7

MBA: Negotiations 17 4.6

Courses taught 2009

Ugrad: Negotiations 24 4.9

Ugrad: Bus. Law 31 4.7

MBA: Negotiations 23 4.9

MBA: Negotiations 32 4.5

Courses taught 2008

Ugrad: Negotiations 21 4.7

Courses taught 2007:

MBA: Teams & Leadership 69 4.6

MBA: Negotiations 31 4.6

Courses taught 2006:

Ph.D. Conflict Mngt. & Negotiation 6 5.0

MBA: Negotiation 39 4.6

Ugrad: Human Resource Policies 15 4.6

Courses taught 2005:

MBA: Negotiation 21 4.6

Courses taught 2004:

Ugrad: Human Resources Policies 28 4.7

MBA: Conflict Mngt. & Negotiation 29 4.7

MBA: Conflict Mngt. & Negotiations 30 4.9

Ugrad: Human Resources Policies 29 4.7

MBA: Human Resources Policies 5 4.7

Courses taught 2003:

Ugrad: Human Resources Policies 31 4.8

MBA: Conflict Mngt. & Negotiation 28 4.6

MBA: Conflict Mngt. & Negotiations 28 4.7

Ugrad: Human Resources Policies 30 4.7

MBA: Human Resources Policies 5 4.7

Courses taught 2002:

Ugrad: Human Resource Policies 26 4.7

MBA: Human Resource Policies 5 4.7

MBA: Conflict Mngt & Negotiations 27 4.6

Ugrad: Human Resource Policies 26 4.6

MBA: Human Resource Policies 5 4.6

MBA: Organizational Behavior 29 4.9

Courses taught in 2001:

MBA: Conflict Mngt & Negotiations 28 4.8

Ugrad: Human Resource Policies 31 4.8

MBA: Human Resource Policies 5 4.8

MBA: Conflict Mngt & Negotiations 34 4.8

Ugrad: Human Resource Policies 31 4.7

Courses taught 2000:

MBA: Conflict Mngt & Negotiations 34 4.8

Ugrad: Human Resource Policies 31 4.7

Ugrad: Human Resource Policies1 33 4.7

MBA: Human Resource Policies1 5 4.7

MBA: Conflict Mngt. & Negotiations 32 4.6

Courses taught 1999:

Ugrad: Human Resource Policies1 32 4.93

MBA: Human Resource Policies1 6 4.9

Ugrad: Human Resource Management 42 4.6

Ugrad: Human Resource Policies 41 4.6

MBA: Conflict Mngt & Negotiation 30 4.0

Courses taught 1998:

Ugrad: Human Resource Policies 36 4.3

1 -- indicates separate courses taught at the same time and in the same room (one undergrad; one MBA.

\* -- indicates mean scores for each of those classes/year (range for all courses was +/- 0.3.

**Executive & Professional MBA Programs**—I have taught 37 sections for the Executive and Professional MBA programs at Arizona. These have consisted of the following courses:

Negotiations—42 courses Mean Eval. = 4.6

Leadership & Teams—Three courses Mean Eval. = 4.2

Human Resources—Two courses Mean Eval. = 4.5

I have won five teaching awards for my Executive & Professional MBA courses at Arizona.

**Instituto de Empresa**—I taught “Leading Through Negotiations” here. I won a Dean’s Recognition Award for Outstanding Teaching.

**Executive Education(representative clients):**

“Critical Conversations” (Palo Verde Nuclear Power Plant, Buckeye, AZ, 2016)

“Non-Verbal Behavior at Work” (DPWorld, Dubai, UAE, 2016)

“Plea Bargaining Negotiations” (Pima County Attorney’s Office, 2012)

“Negotiations” (Ventana Medical Systems, 2012)

“Foundations of Public Sector Leadership”—Conflict Management (2011)

“Conflict Management & Negotiation” (Tucson Medical Center, 2011)

“Southwest Leadership”—2010, 2011, 2015

“Advanced Negotiations” Presentation at Intel, Santa Clara, CA (2010).

“Negotiation‘ July, 2008. Custom program in University of Arziona, Scottsdale campus.

“Leading Through Negotiations: Making It Happen”. Extensive program at Instituto de Empresa, Madrid, Spain. 7/8/08Jul. 8, 08

“Negotiation & Conflict Management”—Open enrollment course. Scottsdale, AZ (Dec. 2006). No numerical evaluations.

“Leadership & Negotiations”—Open enrollment course. Tucson, AZ (May 2006). No numerical evaluations.

Wuhan University (Wuhan, China)—Negotiating in a Global Environment” Taiyuan & Chongqing, October 2005. No numerical evaluations.

Arizona Healthcare Leadership Academy—Fall & Spring, 2006-2012 (Evaluations-4.9/5.0)

StarHRG**,** Negotiations, April, 2006

Business Basics—February 2001

National Association of Elevator Contractors, April 11, 2000, Phoenix, AZ – “Negotiations”

National Association of Federal Credit Unions

Management Development Institute, October 24, 1997, College park, MD.

National Association of Federal Credit Unions

Management Development Institute, October 18, 1996, College park, MD.

**Other—Case Method:**

Attended Harvard Business School “Case Teaching Method" seminar, led by Harvard Business School Professor Louis B. Barnes , Oct. 28-29, 2004.

Attended seminar “Innovative Negotiation Strategies: William Ury and You,” September 2007, New York, NY.