

PAUL V. MARTORANA

Visiting Professor

Department of Management

Zicklin School of Business Baruch College,

City University of New York

One Bernard Baruch Way, New York, New York 10010

(512) 968-6282 mobile

paul.martorana@baruch.cuny.edu

.pdfs of all published articles are available at: <http://paulmartorana.com>

Education

Ph.D. Management and Organizations, 2005

Kellogg School of Management, Northwestern University

B.A. Psychology, 1996

University of California at Berkeley

Academic Positions

Visiting Professor

Zicklin School of Business, Baruch College, City University of New York, 2011

Assistant Professor

McCombs School of Business, University of Texas at Austin, 2005 to 2011

Publications (Web of Science: 209 citations ; Google Scholar : 439 citations)

Berdahl, J. L., & Martorana, P. (2006). Effects of power on emotion and expression during a controversial group discussion. *European Journal of Social Psychology*, 36(4), 497-509.

Peterson, R. S., Smith, D. B., and Martorana, P. V. (2006). Choosing between a rock and a hard place when data are scarce and the questions important: Reply to Hollenbeck, DeRue, and Mannor (2006). *Journal of Applied Psychology*, 91(1), 6-8.

Martorana, P. V., Galinsky, A. D., & Rao, H. (2005). From system justification to system condemnation: Antecedents of attempts to change status hierarchies. In M. A. Neale, E. A., Mannix, & M. Thomas-Hunt (Eds.), *Research on Managing Groups and Teams: Status* (Vol. 7, pp. 283-313). Greenwich, CT: JAI Press.

Peterson, R. S., Smith, D. B., Martorana, P. V., & Owens, P. D. (2003). The impact of Chief Executive Officer personality on top management team dynamics: One mechanism by which leadership affects organizational performance. *Journal of Applied Psychology*, 88(5), 795-808.

Publications (continued)

Galinsky, A. D., Martorana, P. V., & Ku, G. (2003). To control or not to control stereotypes: Separating the implicit and explicit processes of perspective-taking and suppression. In J. P. Forgas, K. Williams, W. von Hippel (Eds.), *Social Judgments: Implicit and Explicit Processes* (pp. 343-363). Cambridge, UK: Cambridge University Press.

Martorana, P. V., & Hirsch, P. (2001). The social construction of overtime. In S. P. Vallas (Ed.), *Research in the Sociology of Work: The Transformation of Work* (Vol. 10, pp. 165-187). Stamford, CT: JAI Press.

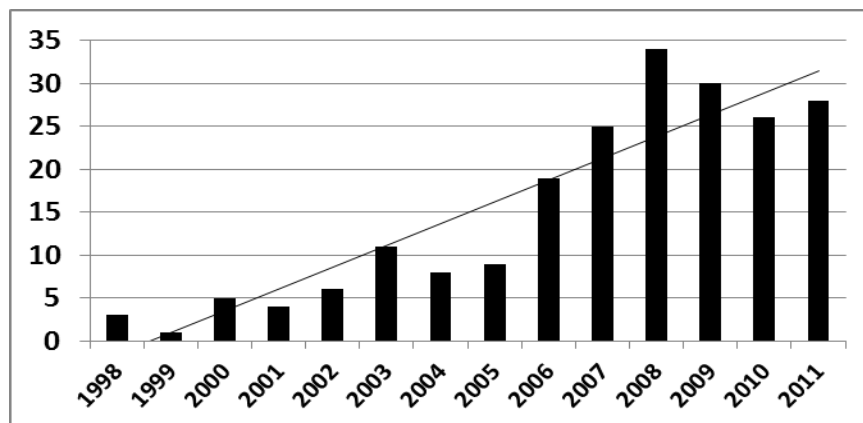
Gruenfeld, D. H, Martorana, P. V., & Fan, E. (2000). What do groups learn from their worldliest members? Direct and indirect influence in dynamic teams. *Organizational Behavior and Human Decision Processes*, 82(1), 45-59.

Peterson, R. S., Owens, P. D., & Martorana, P. V. (1999). The group dynamics q-sort in organizational research: A new method for studying familiar problems. *Organizational Research Methods*, 2(2), 107-136.

Peterson, R. S., Owens, P. D., & Martorana, P. V. (1998). Cause or effect? An investigation of the relationship between top management team group dynamics and organizational performance. In M. A. Neale, E. A. Mannix, & R. Wageman (Eds.). *Research on Managing Groups and Teams: Context* (Vol. 2, pp. 49-69). Greenwich, CT: JAI Press.

Peterson, R. S., Owens, P. D., Tetlock, P. E., Fan, E., & Martorana, P. (1998). Group dynamics in top management team decision making: Groupthink, vigilance and alternative models of organizational failure and success. *Organizational Behavior and Human Decision Processes*, 73(2-3), 272-305.

Web of Science Social Sciences Citation Index (SSCI): 209 total citations



Papers Under Review

Anteby, M., Garip, F., Martorana, P. V. & Lozanoff, S. Differences in Altruistic Behavior by Occupational Background: Evidence from Hawaii Whole-Body Donors.

Martorana, P. V. & Baldi, C. High power emotions and action: Emotional catalysts of approach and action readiness.

Working Papers

Martorana, P. V., Brett, J. M., & Tinsley, C. H. Mentoring and the gender gap: Women's satisfaction and men's career advancement.

Berdahl, J. L., Zhong, C. & Martorana, P. V. The Power Dilemma.

Presentations

Martorana, P. V. (October, 2011). Power, Status and Social Equality: Leaders, Groups, and the Empowerment. Research seminar, Baruch College, City University of New York.

Anteby, M., *Martorana, P. V. & Lozanoff, S. (August, 2009). Individual or collective altruism: Gender and economic dependency among Hawaii whole-body donors. Academy of Management, Chicago, IL.

Anteby, M., *Martorana, P. V. & Lozanoff, S. (August, 2009). Individual or collective altruism: Gender and economic dependency among Hawaii whole-body donors. Interdisciplinary Network for Group Research, Colorado Springs, CO.

Martorana, P. V. (March, 2008) Successful methods to reduce the gender gap. University of Texas at Austin, Power Ladder Politics Conference, Austin, TX.

Martorana, P. V. (September, 2007) The persistent glass ceiling? Galveston College, Voices for Women Lecture Series, Galveston, TX.

Martorana, P. V. (August, 2007). From passive to active membership: Psychosocial antecedents of low-power change seeking behaviors. Academy of Management, Philadelphia, PA.

Martorana, P. V. & Galinsky, A. D. (August, 2007). Antecedents of low power attempts to change power hierarchies. Academy of Management, Philadelphia, PA.

Martorana, P. V. (November, 2006). What motivates employees to push for changes within their organizations? McCombs School of Business, Faculty Research Speaker Series, Austin, Texas.

Presentations (continued)

Martorana, P. V. & Galinsky, A. D. (October, 2006). From system justification to system condemnation: Antecedents of attempts to change power hierarchies. University of Texas at Austin, Psychology Department, Austin, Texas.

Martorana, P. V., Brett, J. M., & Tinsley, C. H. (March 2005). Gender Effects for Mentoring. Center for Women and Gender Studies, University of Texas, Austin, TX.

Martorana, P. V., *Galinsky, A. D., & Murnighan, J. K. (2005). From system justification to system condemnation: Varieties of action and low power attempts to challenge status hierarchies. 14th Tri-Annual General Meeting of the European Association of Experimental Social Psychology, Wurzburg, Germany.

Martorana, P. V., Brett, J. M., & Tinsley, C. H. (August 2005). Women and Work: Perspectives for the 21st Century. Academy of Management, Honolulu, HI.

Martorana, P. V., Galinsky, A. D., & Rao, H. (2004). The activist in all of us: Varieties of action and low power attempts to challenge status hierarchies. International Association of Conflict Management, Pittsburgh, PA.

Berdahl, J. L. & Martorana, P. V. (August 2003) Organizational Power and Voice in Decision-Making Groups. Academy of Management, Seattle.

Martorana, P. V., Galinsky, A. D. & Rao, H. (2003). From system justification to system condemnation: Antecedents of attempts to change status hierarchies. Seventh Annual Conference on Managing Groups and Teams: Status, Johnson School of Management, Ithaca, NY.

Martorana, P. V., & Galinsky, A. D. (2003). From system justification to system condemnation: Antecedents of attempts to change power hierarchies. Third Annual London Business School Trans-Atlantic Doctoral Conference on Business Research: London, UK.

Peterson, R. S., Owens, P. D., & *Martorana, P. V. (August 1999). The group dynamics q-sort in organizational research: A new method for studying familiar problems. Academy of Management, Chicago, IL.

Peterson, R. S., Owens, P. D., & Martorana, P. V. (August 1998). Organizational performance and CEO personality: Explaining more of the variance through top management team group dynamics. Academy of Management, San Diego, CA.

Published in the *Best Paper Proceedings of the Academy of Management 1998*.

Peterson, R. S., Owens, P. D., & Martorana, P. V. (May 1998), Cause or effect? An investigation of the relationship between top management team group dynamics and organizational performance. Second Annual Conference on Groups and Teams: Context, Stanford Graduate School of Business, Stanford, CA.

Honors and Awards

University of Texas at Austin, Humanities Institute Faculty Fellowship, Spring 2009.

University of Texas at Austin, Faculty Development Program, Summer Research Assignment, 2008.

University of Texas at Austin, Special Research Grant, 2007.

Outstanding Reviewer Award, OB Division of the Academy of Management 2007.

Research Fellowship, Center for Women and Gender Studies Faculty Development Program for 2005-6.

Dissertation Fellowship, State Farm Competition, 2004-2005.

Doctoral Teaching Award, Kellogg School of Management, 2003-2004.

Dispute Resolution Research Center, Northwestern University, Grant for research, 2004.

Best paper award in Organizational Behavior Division at the Academy of Management, 1998.

University of California, Berkeley, Full-tuition Undergraduate Scholarships, 1994-1996.

Teaching Experience

Gabelli School of Business, Fordham University

“Principles of Management,” MGBU 3223.

Fall Semester, 2011 (1 Undergraduate section).

Zicklin School of Management, Baruch College, CUNY

“Leadership and Managerial Effectiveness,” MAN 9330.

Fall Semester, 2011 (1 MBA section).

McCombs School of Management, University of Texas at Austin

“The Art and Science of Negotiations,” MAN 383.

Professor Evaluation: Achieved 4.7 (out of 5).

Spring Semester, 2006 (2 MBA sections).

Spring Semester, 2007 (2 MBA sections and 1 undergraduate section).

Fall Semester, 2007 (2 MBA sections).

Spring Semester, 2008 (1 undergraduate section).

Spring Semester, 2009 (2 MBA sections + HI Fellowship course reduction).

Spring Semester, 2010 (2 MBA sections + 1 undergraduate section).

Spring Semester, 2011 (1 undergraduate section)

Teaching Experience (continued)**McCombs School of Management, University of Texas at Austin**

“Leading People and Organizations,” (Core Management course).

Spring Semester 2011(2 MBA sections).

“Doctoral Seminar in Advanced Organizational Behavior” Guest Lecturer on Power and Status, 2006

School of Natural Sciences, University of Texas at Austin

“Consulting Seminar,” SSC 338, Guest Lecturer regarding Research on Negotiations, 2010

Kellogg School of Management, Northwestern University

“Negotiations,” MORS 470.

Summer and Fall quarters, 2003, Summer quarter 2004 (totaling 3 sections).

Instructor Evaluation: Achieved 8.5 (out of 10).

University of California, Berkeley

“Industrial and Organizational Psychology,” Psych 180.

Led discussion sections and assisted Professor Sheldon Zedeck. Fall semester 2001.

Graduate Student Instructor Evaluation: Achieved 6.5 (out of 7).

Haas School of Business, University of California, Berkeley

“Leadership and Organizational Dynamics,” BA198, Guest Lecturer regarding

“Leadership in Small Groups.” 2001.

Professional Affiliations

Academy of Management

American Psychological Association

Interdisciplinary Network for Group Research - INGRoup

International Association of Conflict Management

Society of Experimental and Social Psychology

Other Service and Research Experience

Doctoral Dissertation Committee Member, for Pranj Mehta and Margaret Cason, doctoral candidates in the Department of Psychology, University of Texas at Austin

Ad Hoc Reviewer for

Academy of Management dissertation award

Academy of Management Annual Meetings

Academy of Management Review

British Journal of Management

Group and Organization Management

INFORMS dissertation award

Journal of Applied Psychology

Organization Science

Other Service and Research Experience (continued)

Organizational Behavior and Human Decision Processes

Steering Committee Member, Center for Women and Gender Studies, 2006-2008

Faculty Fellow, Center for Women and Gender Studies, 2005- 2011

Faculty Advisor, McCombs' MBA Outsource Gay/Straight Student Alliance, 2005-2011

Faculty Affiliate, University of Texas, Gender and Sexuality Center, 2005-2011

Mentor for University of Texas Undergraduate, Gender and Sexuality Center, 2006-2007

Senior Lecturer review committee member, McCombs, Management Department, 2007

Research Assistant, 1997-98, Emergency Department Case Management Program,
University of California, San Francisco

Research Assistant, 1996-97, Stimulant Treatment Research Program, University of
California, San Francisco

References available upon request

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