

PAUL V. MARTORANA
Assistant Professor
Zarb School of Business
Hofstra University
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Hempstead, New York 11549
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paul.martorana@hofstra.edu

Education

Ph.D. Management and Organizations, 2005
Kellogg School of Management, Northwestern University

B.A. Psychology, 1997
University of California at Berkeley

Academic Positions

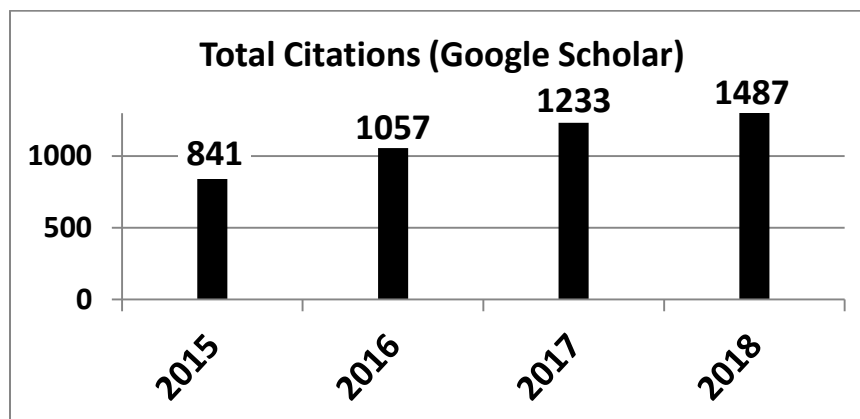
Assistant Professor
Zarb School of Business, Hofstra University, New York, 2013 to Present

Assistant Professor
Wagner College, New York, 2012 to 2013

Visiting Associate Professor
Fordham University, Fordham Graduate and Undergraduate Schools of Business, New York, 2011 to 2012

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

Citation Count for Peer-Reviewed Publications



Peer-Reviewed Publications(Total Citations 1487 as of September 2018)

All publications available as .pdfs at: <https://paulmartorana.com>

Martorana, P. V. and Smith, C. H. (2017). The Pattern in Jade: The Vision of Possibility and the Challenge of a Sustainable Future. *World Futures: The Journal of New Paradigm Research* (73), 1-12.

Martorana, P. V. & C. H. Smith (2016). Cultivating the sage's creative vision: Insights from perennial wisdom on approaching organizational change and sustainability. *Journal of Corporate Citizenship* (62), 76-90.

Anteby, M., Garip, F., Martorana, P. V., and Lozanoff, S. (2012). Individuals' decision to co-donate or donate alone: An archival study of married whole body donors in Hawaii. *PLoS ONE* 7(8).

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.

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.

Peer-Reviewed Publications (Continued)

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.

Manuscripts

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

Martorana, P. V. From Passive Bystander to Organizational Activist: Psychosocial Antecedents of Low-power Individuals' Challenges to Hierarchies.

Martorana, P. V. Overtly Normative: From Moderate to Extreme Voice and Action within Organizational Change Initiatives.

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

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

Research in Progress

Martorana, P. V. Emotions and Action.

Martorana, P. V. Leadership Power, Action and Organizational Change.

Martorana, P. V. Managerial Power Responses to Opportunities: A Normative Approach.

Nikbakht E. and Martorana P. V. A Sustainability Focus Improves Corporate Performance During Crises

Presentations

Martorana, P. V., Nikbakht, E. (July 26, 2017) Sustainable Corporations' Performance After the 2008 Financial Crisis, World Finance Conference 2017, Cagliari University, Sardinia, Italy.

Martorana, P. V., (May 12, 2017) Mentoring and Gender: A Field Analysis Regarding Gender Equity, Eastern Academy of Management, Baltimore, MD.

Martorana, P. V., Nikbakht, E. (May 4, 2017) A Sustainability Focus Improves Corporate Performance During Crises, Global Finance Conference 2017, Hofstra University.

Martorana, P. V. (February 17, 2017). Solutions for Stereotypes, Prejudice and Discrimination, Zarb Graduate Student Leadership Council, Zarb Black and Hispanic MBA Association, Career Center.

Martorana, P. V. (May 21, 2016) Empowering Underrepresented Individuals During Change in Groups and Organizations. Left Forum, John Jay College at the City University of New York.

Martorana, P. V. (January 19, 2015) Overtly Normative: From Moderate to Extreme Voice and Action within Organizational Change Initiatives. Eastern Academy of Management Conference.

Martorana, P. V. (September 5, 2014). Leadership Training Seminar: Delegation and Conflict Management. Hofstra University, Zarb Business School, Graduate MBA Association, Leadership Board Annual Faculty Speaker.

Martorana, P. V. (June 1, 2014). From Passive to Active Membership: The Making of a Change Agent. Left Forum, John Jay College at the City University of New York.

Martorana, P. V. (June 9, 2013). Mobilizing Alternative Enterprises to Provide Affordable and Sustainable Power. Left Forum, Pace University, New York, NY.

Martorana, P. V. (August, 2012). Diversity: Measurement and Multi-level Consequences. Academy of Management, Boston, MA.

Martorana, P. V. (August, 2012). Cross-Sector, Cross-National, and Cross-Cultural Aspects of Global Challenges/Solutions. Academy of Management, Boston, MA.

Martorana, P. V. (October, 2011). Power, Status and Social Equality: Leaders, Groups, and Empowerment. 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.

Presentations (Continued)

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.

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.

Presentations (Continued)

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.

Teaching Experience

Zarb School of Business, Hofstra University

Average rating 1.4 out of 5 (1 is high)

“Research in Current Entrepreneurial Issues”.

Spring Semester, 2014 (1 Undergraduate section MGT165).

“Leadership”.

Fall Semester, 2013 (1 Graduate section MGT212).

“Executive Leadership and Communication Skills”.

Fall Semester, 2014 (1 Graduate section EMBA415).

“Human Relations in Organizations”.

Fall Semester, 2013 (1 Undergraduate section MGT130).

“Organizational Behavior and Leadership Skills”.

Fall Semester, 2017 (1 Graduate section MGT207).

Fall Semester, 2016 (1 Graduate section MGT207).

“Bargaining and Negotiation”.

Fall Semester, 2018 (1 Graduate section MGT275).

Fall Semester, 2015 (1 Graduate section MGT275).

Fall Semester, 2014 (1 Graduate section MGT275).

Teaching Experience (Continued)**Zarb School of Business, Hofstra University (continued)**

- “Business Policy and Strategy”.
 - Spring Semester, 2018 (1 Undergraduate section GBUS180).
 - Spring Semester, 2016 (1 Undergraduate section GBUS180).
 - Spring Semester, 2014 (1 Undergraduate section GBUS180).
- “Introduction to Management”.
 - Fall Semester, 2018 (1 Undergraduate section MGT101).
 - Spring Semester, 2018 (1 Undergraduate section MGT101).
 - Fall Semester, 2017 (1 Undergraduate section MGT101).
- “Introduction to Management” (continued).
 - Spring Semester, 2017 (2 Undergraduate sections MGT101).
 - Fall Semester, 2016 (1 Undergraduate section MGT101).
 - Spring Semester, 2016 (2 Undergraduate sections MGT101).
 - Fall Semester, 2015 (2 Undergraduate sections MGT101).
 - Semester, 2015 (2 Undergraduate MGT101).
 - Fall Semester, 2014 (2 Undergraduate sections MGT101).
 - Spring Semester, 2014 (2 Undergraduate sections MGT101).
 - Fall Semester, 2013 (1 Undergraduate section MGT101).
- “Negotiations”.
 - Fall Semester, 2018 (1 Undergraduate section MGT119).
 - Spring Semester, 2018 (1 Undergraduate section MGT119).
 - Fall Semester, 2017 (1 Undergraduate section MGT119).
 - Spring Semester, 2017 (1 Undergraduate section MGT119).
- “Directed Individual/Independent Study”.
 - Fall Semester, 2018 (2 Undergraduate students).
 - Spring Semester, 2018 (2 Undergraduate students).
 - Fall Semester, 2017 (1 Undergraduate student).
 - Spring Semester, 2017 (1 Undergraduate section MGT119).
- “Online Negotiations”.
 - Spring Semester, 2018 (1 Graduate section MGT208).
- “Readings in Management”.
 - Spring Semester, 2014 (1 Undergraduate section MGT152).
 - Winter Semester, 2014 (1 Undergraduate section MGT152).
- “Honors: Negotiations”.
 - Fall Semester, 2015 (1 Undergraduate section HUHC).
- “Special Topics: Negotiations”.
 - Spring Semester, 2016 (1 Undergraduate section MGT157O).
 - Spring Semester, 2015 (1 Undergraduate section MGT157O).
- “Masters of Science Internship”.
 - Fall Semester, 2014 (1 Graduate section MGT331).
 - Spring Semester, 2014 (1 Graduate section MGT331).
- “Masters of Business Administration BA Internship”.
 - Spring Semester, 2014 (1 Graduate section MGT329).
 - Fall Semester, 2013 (1 Graduate section MGT329).

Teaching Experience (Continued)

OneMBA, Chinese University of Hong Kong

Teaching Evaluation: average 4.9 out of 5

“Leadership and Teamwork”.

Winter Semester, 2014 (1 Graduate section, MGNT6930).

“Negotiations”.

Winter Semester, 2013 (1 Graduate section, MGNT6930).

Business Administration Department, Wagner College

Teaching Evaluation: average 4.6 out of 5

“Entrepreneurship,” MG 313.

Spring Semester, 2013 (1 Undergraduate section).

“Organizational Behavior” MG301 and MG614

Fall Semester, 2012 (1 Undergraduate section and 1 Graduate section).

Spring Semester, 2013 (1 Graduate section).

“International Management,” IB602 and IB605

Fall Semester, 2012 (2 Graduate sections)

“Negotiations,” BU610

Spring Semester, 2013 (1 MBA section).

Fordham Schools of Business, Fordham University

Teaching Evaluation: average 4.8 out of 5

“Leadership and Change,” MGGB 7610.

Spring Semester, 2012 (1 Graduate section).

“Business Policy,” MGBU 4441.

Spring Semester, 2012 (2 Undergraduate sections).

“Principles of Management,” MGBU 3223.

Fall Semester, 2011 (1 Undergraduate section).

Zicklin School of Management, Baruch College, CUNY

Teaching Evaluation: 4.7 out of 5

“Leadership and Managerial Effectiveness,” MAN 9330.

Fall Semester, 2011 (1 MBA section).

McCombs School of Management, University of Texas at Austin

Teaching Evaluation: average 4.6 out of 5

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

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 and Fellowship course reduction).

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

Spring Semester, 2011 (1 undergraduate section)

Teaching Experience (Continued)

McCombs School of Management, University of Texas at Austin (Continued)

“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

Teaching Evaluation: 8.5 out of 10

“Negotiations,” MORS 470.

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

University of California, Berkeley

Teaching Evaluation: 6.5 out of 7

“Industrial and Organizational Psychology,” Psych 180.

Fall semester 2001 (1 undergraduate section).

Haas School of Business, University of California, Berkeley

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

“Leadership in Small Groups.” 2001.

Honors and Awards

2017 Best Empirical Paper Nominee, Eastern Academy of Management. (May 12, 2017)

Zarb Summer Research Grants, 2014 and 2015

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.

Honors and Awards (Continued)

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.

Professional Affiliations and Service

Academy of Management

Eastern Academy of Management

Interdisciplinary Network for Group Research - INGRoup

International Association of Conflict Management

Ad Hoc Reviewer

Academy of Management Annual Meetings

Academy of Management Review

British Journal of Management

Eastern Academy of Management

Group and Organization Management

Human Resources

Journal of Applied Psychology

Organization Science

Organizational Behavior and Human Decision Processes

Judge, for \$100,000 for the Hofstra/CPXi Venture Tech Entrepreneurial Challenge, (2014, 2015, 2016)

Faculty Advisor, New York State Business Plan Competition Capital One Cross Campus Challenge, Spring 2014

Faculty Advisor, Hofstra Black and Hispanic Masters of Business Association, Graduate Club, 2015-present

Faculty Advisor, Hofstra 180 Consulting at Hofstra, Undergraduate Club, 2014-present
Over 10,000 student hours volunteered helping local non-profits

Faculty Advisor, Hofstra Society of Management at Hofstra, Undergraduate Club, 2014-present

Faculty Mentor, The Pride Network Hofstra University, 2013-present

Participant, Dialog on Diversity. (2016)

AACSB Assurance of Learning Undergraduate Committee, Zarb School, 2014-2018

Leader, EMBA and Online-MBA Global Practicum - South Africa, 2014

Guest Speaker, "Leadership Training Seminar" for the Zarb Graduate Student Leadership Board, September, 2014

Doctoral Dissertation Committee Member 2006-2008 for Pranj Mehta and Margaret Cason, Department of Psychology, University of Texas at Austin

Undergraduate Thesis Advisor, Wagner College
6 students, 2012-2013

Professional Affiliations and Service (Continued)

Steering Committee Member (2006-2008) and Faculty Fellow (2005-2011), Center for Women and Gender Studies, University of Texas at Austin

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

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

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

References Upon Request