

# VITA

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## **EDUCATION**

Ph.D. (1985), Colorado State University (Industrial/Organizational Psychology).

M.A. (1978), City College of the City University of New York.

B.A. (1973), State University of New York at Buffalo.

## **WORK EXPERIENCE**

Professor, California State University, San Marcos (8/2006-present).

Associate Professor, California State University, Long Beach (8/2002-8/2006).

Professor, Department of Management & Entrepreneurship, Kennesaw State University, 2001-2002.

Associate Professor, Department of Management & Entrepreneurship, Kennesaw State University, 1992-2001.

Assistant Professor, Department of Management & Entrepreneurship, Kennesaw State University, 1986-1992.

Part-time Instructor, Department of Management & Labor Relations, Cleveland State University, 1986.

Personnel Research Specialist, The Standard Oil Company of Ohio (now BP Amoco), Corporate Human Resources Department, 1984-1986.

## **TEACHING INTERESTS**

Primarily have taught human resource management (Staffing, Employment Law and Principles of Human Resource Management) and Organizational Behavior in undergraduate and MBA programs. Have also taught Principles of Management, Organization Development and Business Statistics.

## **RESEARCH INTERESTS**

Areas of interest include employee work attitudes, business ethics, performance appraisal, workplace equity, diversity, and human resource selection methods.

## **SELECTED PUBLICATIONS**

- Shore, T.H., & Strauss, J. (in press). The political context of performance appraisal: Effects of organizational goals on performance ratings. *International Journal of Management*.
- Shore, T.H., Bommer, W.H., & Shore, L.M. (2008). An integrative model of managerial perceptions of employee commitment to the organization: Antecedents and influences on employee treatment. *Journal of Organizational Behavior*, 29, 635-655.
- Shore, T.H., & Tashchian, A. (2007). Effects of feedback accountability and self-rating information on employee appraisals: A replication and extension. *Psychological Reports*, 100, 1091-1100.
- Shore, T.H., Tashchian, A. & Jourdan, L. (2006). Effects of internal and external pay comparisons on work attitudes. *Journal of Applied Social Psychology*, 36, 2578-2598.
- Shore, T.H., Sy, T., & Strauss, J. (2006). Leader responsiveness, equity sensitivity and employee attitudes and behaviors. *Journal of Business and Psychology*, 21, 227-241.
- Shore, T.H. (2004). Equity sensitivity theory: Do we all want more than we deserve? *Journal of Managerial Psychology*, 19, 722-729.
- Shore, T.H., & Tashchian, A. (2002). Accountability forces in performance appraisal: Effects of self-appraisal information, normative information and task performance. *Journal of Business and Psychology*, 17, 261-274.
- Adams, J.S., Tashchian, A., & Shore, T.H. (2001). Codes of ethics as signals for ethical behavior. *Journal of Business Ethics*, 29, 199-211.
- Shore, L.M., Tetrick, L.E., Shore, T.H., & Barksdale, K. (2000). Construct validity of Becker's measures of side bets. *Journal of Vocational Behavior*, 57, 428-444.
- Shore, T.H., Tashchian, A., & Adams, J.S. (2000). Development and validation of a scale measuring attitudes toward smoking. *Journal of Social Psychology*, 140, 615-623.
- Shore, T.H., Adams, J.S., & Tashchian, A. (1998). Effects of self-appraisal information, appraisal purpose, and feedback target on performance appraisal ratings. *Journal of Business and Psychology*, 12, 283-298.

- Shore, L.M., Tetrick, L.E., and Shore, T.H. (1998). A comparison of self-, peer- and assessor evaluations of managerial potential. *Journal of Social Behavior and Personality*, 13, 85-101.
- Shore, T.H., Adams, J.S., & Tashchian, A. (1997). The role of gender in a developmental assessment center. *Journal of Social Behavior and Personality*, 12, 191-204.
- Adams, J.S., Tashchian, A., & Shore, T.H. (1996). Ethics in family owned and non-family owned businesses: An exploratory study. *Family Business Review*, 9, 157-170.
- Shore, L.M., Barksdale, K., & Shore, T.H. (1995). Managerial perceptions of employee commitment to the organization. *Academy of Management Journal*, 38, 1593-1615.
- Shore, L.M., & Shore, T.H. (1995). Perceived organizational support and organizational justice. In R. Cropanzano and K.M. Kacmar (Eds.) Organizational politics, justice, and support: Managing Social Climate at Work. Quorum Press.
- Shore, T.H., Shore, L.M., & Thornton, G.C. III. (1992). Construct validity of self- and peer evaluations of performance dimensions in an assessment center. *Journal of Applied Psychology*, 77, 42-54.
- Shore, T.H. (1992). Subtle gender bias in the assessment of managerial potential. *Sex Roles*, 27, 499-515.
- Shore, T.H., Thornton, G.C. III. & Shore, L.M. (1990). Construct validity of two categories of assessment center dimension ratings. *Personnel Psychology*, 43, 101-116.