

**EDUCATION**

Ph.D.	Case Western Reserve University	Industrial & Organizational Psychology	1963-65
M.S.	Case Western Reserve University	Psychology	1961-63
B.B.A.	City College of New York (Baruch)	Psychology	1957-61

**FULL-TIME ACADEMIC EXPERIENCE**

Baruch College	Professor	Psychology	1/79-Present
Baruch College	Associate Professor	Psychology	1/71-12/78
CCNY (Baruch School)	Assistant Professor	Psychology	9/65-12/70

**NON-ACADEMIC EXPERIENCE**

Part time consulting practice, ongoing, since 1965.

**PUBLICATIONS****A. Books**

Lefkowitz, J. (2003). Ethics and Values in Industrial-Organizational Psychology. Mahwah, NJ: Lawrence Erlbaum Associates, 493 pp.

Lowman, R.L. (Ed.), Lefkowitz, J., McIntyre, R. & Tippins, N. (Assoc. Eds.) (2006). The Ethical Practice of Psychology in Organizations, 2<sup>nd</sup> Ed. Washington, DC: Amer. Psychological Association and Society for Industrial-Organizational Psychology.

**B. Articles:**

Lefkowitz, J. (2009). Promoting employee justice: It's even worse than you think! Industrial and Organizational Psychology: Perspectives on Science and Practice, June [in press].

Andreoli, N. & Lefkowitz, J. (2009). Individual and organizational antecedents of misconduct in organizations. Journal of Business Ethics, 85(3), [in press].

Lefkowitz, J. (2008). To prosper, organizational psychology should...expand its values to match the quality of its ethics. Journal of Organizational Behavior, 29, 439-453.

Lefkowitz, J. (2006). The constancy of ethics amidst the changing world of work.

Human Resource Management Review, 16, 245-268.

Lefkowitz, J. (2005). The values of Industrial-Organizational Psychology: Who are we? The Industrial-Organizational Psychologist, 43(2), 13 – 20.

Lefkowitz, J. (2004). Contemporary cases of corporate corruption: Any relevance for I-O psychology? The Industrial-Organizational Psychologist, 42(2), 21-29.

Lefkowitz, J. (2000). The role of interpersonal affective regard in supervisory performance ratings: A literature review and proposed causal model. Journal of Occupational and Organizational Psychology, 73, 67-85.

Lefkowitz, J., Gebbia, M.I., Balsam, T. & Dunn, L. (1999). Dimensions of biodata items and their relationships to item validity. Journal of Occupational and Organizational Psychology, 72, 331-350.

Lefkowitz, J. & Gebbia, M. (1997). The "shelflife" of a test validation study: A survey of expert opinion. Journal of Business and Psychology, 11(3), 381-397.

Lefkowitz, J. & Battista, M. (1995). Potential sources of criterion bias in supervisor ratings used for test validation. Journal of Business and Psychology, 9(4), 389-414.

Lefkowitz, J. (1994). Sex-related differences in job attitudes and dispositional variables: Now you seem them, .... Academy of Management Journal, 37, 323 - 349. (a)

Lefkowitz, J. (1994). Race as a factor in job placement: Serendipitous findings of "ethnic drift." Personnel Psychology, 47(3), 497-514). (Also selected for inclusion in the Academy of Management Executive, as a "Research Translation," Vol. 9, No. 3, 1995.) (b)

Lefkowitz, J. (1993). The People's Republic Reconsidered. The Industrial-Organizational Psychologist, (30)4, 81 - 82.

Lefkowitz, J. & Murphy, K. (1992). Psychology in the People's Republic of China. The Industrial-Organizational Psychologist, 29(4),33-34.

Lefkowitz, J. (1990). The Scientist-Practitioner Model is Not Enough. The Industrial-Organizational Psychologist, 28(1), 47-52.

Lefkowitz, J. & Iorizzo, L. (1987). Gender Differences in Job Attitudes and Personological Variables. ERIC/CAPS Resources in Education, Aug.,1988, ED 291 986.

Lefkowitz, J., Somers, M. & Weinberg, K. (1984). The Role of Need Level and/or Need Salience as Moderators of the Relationship Between Need Satisfaction and Work Alienation-Involvement, Journal of Vocational Behavior, 1984, 24, 142-158.

Somers, M. & Lefkowitz, J. (1983). Self-Esteem, Need Gratification, and Work Satisfaction: A test of competing explanations from consistency theory and self-enhancement theory, Journal of Vocational Behavior, 22, 303-311.

Lefkowitz, J. (1980). Pros and Cons of "Truth In Testing" Legislation, (Part of a symposium on "Open vs. Secure Testing"), Personnel Psychology, Spring, 1980, 33, 17-24.

Lefkowitz, J. & Fraser, A.W. (1980). Assessment of Achievement and Power Motivation of Blacks and Whites, Using a Black and White TAT, With Black and White Administrators, Journal of Applied Psychology, 65, 685-696.

Lefkowitz, J. & Brigando, L. (1980). The Redundancy of Work Alienation and Job Satisfaction: Some Evidence of Convergent and Discriminant Validity, Journal of Vocational Behavior, 16, 115-131.

Lefkowitz, J. (1977). Problems of Conducting Research in Organizations: The Case of Police Departments. ERIC/CAPS Resources in Education, 1977, ED 160 940.  
(a)

Lefkowitz, J. (1977). Industrial-Organizational Psychology and the Police, The American Psychologist, 32 (5), 346-364. (b)

Cohen, R. & Lefkowitz, J. (1977). Self-Esteem, Locus of Control, and Task Difficulty as Determinants of Task Performance, Journal of Vocational Behavior, 11, 314-321.

Lefkowitz, J. (1975). Psychological Attributes of Policemen: A Review of Research and Opinion, Journal of Social Issues, 1975, 31 (1), 3-26.

Lefkowitz, J. & Fox, H. (1975). Some Answers to "Some Questions about 'Differential Validity: Ethnic Group as a moderator in Predicting Job Performance'," Personnel Psychology, 28 (3), 345-349.

Lefkowitz, J. (1974). Job Attitudes of Police: Overall Description and Demographic Correlates, Journal of Vocational Behavior, 5, 221-230.

Fox, H. & Lefkowitz, J. (1974). Differential Validity: Ethnic Group as a Moderator in Predicting Job Performance, Personnel Psychology, 25, 209-223.

Cohen, J. & Lefkowitz, J. (1974). Development of a Biographical Inventory Blank to Predict Faking on Personality Tests, Journal of Applied Psychology, 59, 404-405.

Lefkowitz, J. (1972). Differential Validity: Ethnic Group as a Moderator in Predicting Tenure, Personnel Psychology, 25, 223-240. (a)

Lefkowitz, J. (1972). Evaluation of a Supervisory Training Program for Police Sergeants, Personnel Psychology, 1972, 25, 95-106. (b)

Lefkowitz, J. (1970). Effect of Training on the Productivity and Tenure of Sewing Machine Operators, Journal of Applied Psychology, 54 (1), 81-86.

Lefkowitz, J. & Katz, M.L. (1969). Validity of Exit Interviews, Personnel Psychology, 169, 22 (4), 445-455.

Lefkowitz, J. (1967). Self-Esteem of Industrial Workers, Journal of Applied Psychology, 51 (6), 521-528.

Feinberg, M.R. & Lefkowitz, J. (1962). Image of Industrial Psychology Among Corporate Executives, American Psychologist, 17 (2), 109-111.

### C. Chapters in Books:

Lefkowitz, J. & Lowman, R.L. (2009). Ethics Of Employee Selection. In J.L. Farr & N.T. Tippins, (Eds.), Handbook of Employee Selection. Erlbaum/Taylor & Francis, Publishers. (In press.)

Lefkowitz, J. (2009). Individual And Organizational Antecedents Of Misconduct in Organizations: What Do We [Believe That We] Know, And On What Bases Do We [Believe That We] Know It? In C. Cooper & R. Burke (Eds.), Research Companion to Crime and Corruption in Organizations. (In press.)

### D. Government Reports or Monographs

Lefkowitz, J. (1980). Job Attitudes of Police. Law Enforcement Assistance Administration, United States Department of Justice.

### E. Other Publications

Lefkowitz, J. (2007). "Ethics in Industrial-Organizational Psychology Research." In S. Rogelberg, Ed. The Encyclopedia of Industrial and Organizational Psychology, Vol. 1, 218-222. Thousand Oaks, CA.: Sage.

Lefkowitz, J. (2007). "Ethics in Industrial-Organizational Psychology Practice." In S. Rogelberg, Ed. The Encyclopedia of Industrial and Organizational Psychology, Vol. 1, 215-218. Thousand Oaks, CA.: Sage.

Lefkowitz, J. (2007). "Corporate Social Responsibility." In S. Rogelberg, Ed. The Encyclopedia of Industrial and Organizational Psychology, Vol. 1, 114-118. Thousand Oaks, CA.: Sage.

### PROFESSIONAL PAPERS

Lefkowitz, J. & Lowman, R.L. (2008). Society for Industrial & Organizational Psychology (SIOP) 22nd Annual Conference. Presenter in a Roundtable Discussion, Ethical Issues in Personnel Selection.

Lefkowitz, J. (2007). Society for Industrial & Organizational Psychology (SIOP) 21<sup>st</sup> Annual Conference. Presenter in a Panel Discussion, "In order to Prosper, I-O Psychology Should...." Chair: Jerald Greenberg. Presentation: "...Improve its Values Model to Match the Quality of its Ethics."

Lefkowitz, J. (2006). Society for Industrial & Organizational Psychology (SIOP) 21<sup>st</sup> Annual Conference. Chair and Presenter in a Panel Discussion, "Resolved: The APA Ethics Code is Inadequate for I-O Psychology." (Participants: Jerald Greenberg, Richard Jeanneret, Deirdre Knapp, Robert McIntyre, Rodney Lowman, Steven Behnke.) May 5, Dallas, TX.

Lefkowitz, J. (2006). Society for Industrial & Organizational Psychology (SIOP) 21<sup>st</sup> Annual Conference. Poster: "Job Reactions of Non-Traditional or 'Contingent' Professional Workers." (With Jay M. Finkelman & Brian Redmond). May 5, Dallas TX.

Andreoli, N. & Lefkowitz, J. (2006). Society for Industrial & Organizational Psychology (SIOP) 21<sup>st</sup> Annual Conference. Poster: "Individual and Organizational Antecedents of Misconduct in Organizations." May 6, Dallas TX.

Lefkowitz, J. (2005). Society for Industrial & Organizational Psychology (SIOP) 20<sup>th</sup> Annual Conference. Chair and Presenter in a Panel Discussion, "'Giving Psychology Away'—But to Whom?" (Participants: Jay M. Finkelman, Michael J. Zickar, Judith S. Blanton, Steven J. Noble.) April 16, Los Angeles, CA.

Lefkowitz, J. (2005). Society for Industrial & Organizational Psychology (SIOP) 20<sup>th</sup> Annual Conference. Presenter in a Panel Discussion, "Justice, The Elusive Concept: Three Perspectives, Consultant, Lawyer, Ethicist." (Chair: Walter Reichman.) April 16, Los Angeles, CA.

Lefkowitz, J. (2005). Society for Industrial & Organizational Psychology (SIOP) 20<sup>th</sup> Annual Conference. Presenter in a Panel Discussion, "The Case for Ethical Cultures: What Convinces Organizations to Change?" (Chair: Jack W. Wiley.) April 16, Los Angeles, CA.

Lefkowitz, J. (2004). Society for Industrial & Organizational Psychology (SIOP) 19<sup>th</sup> Annual Conference. Chair and participant of a Panel Discussion: "The Values of Industrial-Organizational Psychology: Who Are We?" (Other Participants: Jerald Greenberg, Richard Jeanneret, Rodney Lowman, William H. Macey, Lois E. Tetrick.).

Lefkowitz, J. (2004). Society for Industrial & Organizational Psychology (SIOP) 19<sup>th</sup> Annual Conference. Co-Host at an "Expert Witness Discussion Hour." (Other Participant-Hosts: Mark J. Schmit, Wayne F. Cascio, Frank J. Landy, James C. Sharf, Kevin R. Murphy, Lance W. Seberhagen.).

Lefkowitz, J. (2003). Society for Industrial & Organizational Psychology (SIOP) 18<sup>th</sup> Annual Conference. Chair of a Symposium: "Current Cases of Corporate Corruption: Any Implications for I/O Psychology?" (Other Participants: D. Ilgen, R. Lowman, B. Schneider, R. Lee, E. Locke), Also an individual presentation.

Lefkowitz, J. (2002). Presented Colloquium at Rutgers University, Doctoral Program in Organizational Psychology: "Ethics and Values in Organizational Psychology."

Lefkowitz, J. (2002). Presented a one-day seminar, "Surviving a Title VII Review" to the Mid-Atlantic Personnel Assessment Council, Oct. 9, held at Baruch College, CUNY. (With H. Goldstein.).

Lefkowitz, J. (2002). American Psychological Association Annual Conference, Chicago, Illinois. Presented a Poster: "Congruence in supervisor-Subordinate Relationships: Beyond Relational Demography."

Lefkowitz, J. (2002). Society for Industrial & Organizational Psychology (SIOP) 17<sup>th</sup> Annual Conference, Toronto, April 12-14. Chair of a Symposium "What Are the Values of Industrial & Organizational Psychology?" (Participants: R.L. Lowman, M.J. Zickar, J.L. Ouutz, D.R. Ilgen, J. Lefkowitz). Also an individual presentation: "What Are the Values and Ethics of Industrial & Organizational Psychology?"

Lefkowitz, J. (1999). Fall Meeting of the Mid-Atlantic Personnel Assessment Consortium, Sept. 29--Oct. 1, New York City. Presentation, "Title VII Cases: Adverse Impact and the Shifting Burden of Proof."

Lefkowitz, J., Howard, K., & Nicolopoulos, V. (1998). Academy of Management National Conference, Aug. 7--12, San Diego, CA. Presentation, "Congruence in Supervisor-Subordinate Relationships: Beyond Relational Demography" at a symposium, "Opening the 'Black Box' of Organizational Demography: New research and Theory."

Lefkowitz, J. & Gebbia, M. (1995). American Psychological Society Conference, June 29--July 2, New York City. Presented Paper, "The 'Shelflife' of a Test Validation Study: A Survey of Expert Opinion."

Lefkowitz, J. (1994). Society for Industrial & Organizational Psychology (SIOP), Ninth Annual Conference, Nashville, TN., April 7-10. Chair of Symposium: "Methodological and Theoretical Issues in the Construction of Biodata Predictors."

Lefkowitz, J., Gebbia, M., Balsam, T. & Dunn, L. (1994) Society for Industrial & Organizational Psychology (SIOP), Ninth Annual Conference, Nashville, TN., April 7-10. Symposium presentation, "An Operational Taxonomy of Latent Dimensions of Biodata Items and Their Relationships to Item Validity."

Lefkowitz, J. & Battista, M. (1992) Society for Industrial & Organizational Psychology (SIOP), Seventh Annual Conference, Montreal, Quebec, May 1 - 3. Presented paper, "Bias in Supervisor ratings: Sex, ethnicity, ability, and supervisor's Liking."

Lefkowitz, J. (1991). Academic Symposium on Psychological Measurement. Nanjing Normal University, The People's Republic of China, Dec. 2 - 5: Presented an Invited Paper: "Potential sources of Bias in Supervisory Ratings of Job Performance."

Lefkowitz, J. (1991). Society for Industrial & Organizational Psychology (SIOP) Conference, St. Louis, Mo., April 26 - 28: Co-Chair [with D. Thompson] of Panel Discussion: "Cracking the Glass Ceiling: Applications of New Knowledge of Gender."

Lefkowitz, J. (1991). Society for Industrial & Organizational Psychology (SIOP) Conference, St. Louis, Mo., April 26 - 28: Chair of Panel Discussion: "Validation in the 1990s: Legal, Social, Demographic, & Professional Issues."

Lefkowitz, J. (1988). Presentation to National Consortium of I/O and OB Doctoral Students, American Psychological Association, Atlanta, GA., Aug. 11: "Are I/O Psychologists Really Psychologists?"

Lefkowitz, J. (1988). Academy of Management, National Conference, Anaheim, CA., Aug.

8: Discussant at Selection/Assessment Paper Session.

Lefkowitz, J. & Iorizzo, L. (1987). American Psychological Association Conference, New York City, August: Poster Presentation. "Gender differences in job attitudes and personological variables."

Lefkowitz, J. (1987). Society for Industrial and Organizational Psychology Conference, Atlanta, Ga., April: Chair of a Symposium "Are I/O Psychologists Psychologists?"

Lefkowitz, J. (1986). American Psychological Association Conference, Washington, D.C., August: Panelist on a symposium "The I/O Psychologist as Expert Witness: Scientist or Adversary?"

Lefkowitz, J. (1982). American Psychological Association Conference, Washington, D.C., August: Poster Presentation: "Work Alienation-Involvement: Scale Construction, Validation, and a Developmental Model".

Lefkowitz, J. (1979). American Psychological Association Conference, New York City, August: Speaker & panelist at a symposium on legal aspects of psychological employment testing.

Lefkowitz, J. (1978) Bureau of National Affairs (BNA), Washington, D.C. and Metropolitan New York Association for Applied Psychology, NYC., December 11-12: Speaker and Panelist at a Symposium and Workshop on the Uniform Guidelines on Employee Selection Procedures. Presented a paper "Comparison of Technical Standards required by the EEOC 'Uniform Guidelines on Employee Selection Procedures (1978)' with prior standards in the EEOC 'Guidelines on Employee Selection Procedures (1970, 1976)' and the FEA 'Guidelines on Employee Selection Procedures (1976).'"

Lefkowitz, J. (1978). Eastern Psychological Association Conference, Washington, D.C., April: Presented a paper, "Research in Police Departments," at a symposium on "Organizational Research in the Real World."

Lefkowitz, J. (1976). American Psychological Association Conference, Washington, D.C., September: Chair of a symposium "Police Selection: Impact of Administrative, Professional, Social, and Legal Considerations."

Lefkowitz, J. (1975). New York State Psychological Association, Kiamesha Lake, New York, April, 1975: Panelist at a symposium on the "Role and Contribution of Mid-Career Counseling."

Lefkowitz, J. (1972). Eastern Psychological Association, New York City, April: Chairman of the symposium on "Organizational Psychology."

Lefkowitz, J. (1967). Eastern Psychological Association, Boston, Mass., April: Presented a

paper "Self-Esteem of Industrial Workers."

### **PROFESSIONAL HONORS**

Elected a Fellow of the Society for Industrial & Organizational Psychology (SIOP), the American Psychological Association (APA) and the Association For Psychological Science (APS).

Winner of the Abraham J. Briloff Prize in Ethics of the Baruch College, CUNY, 2003-2004, for Ethics and Values in Industrial-Organizational Psychology (2003, Lawrence Erlbaum Associates, 493 pp.) Briloff Prize won again in 2006-2007 for "The constancy of ethics amidst the changing world of work." Human Resource Management Review, 16, 245-268.

Diplomate Examiner (American Board of Professional Psychology) in Industrial and Organizational Psychology, 1973-Present.

American Board of Professional Psychology (ABPP) Diplomate in Industrial and Organizational Psychology, 1972.

Licensed Psychologist, New York State, 1968.

National Science Foundation Predoctoral Fellowship, 1963-65.

U. S. Office of Vocational Rehabilitation Traineeship, 1961-1963.

Research Grant (one of only 25 awarded) from the National Institute of Law Enforcement and Criminal Justice, Law Enforcement Assistance Administration (LEAA) of the United States Department of Justice, 1970-1971: "Job Attitudes of Police."