

Curriculum Vitae
T.T. (Rajan) Selvarajan
Associate Professor of Management
College of Business and Economics
CSU-Eastbay
Email: rajan.selvarajan@csueastbay.edu

Academic Background

Ph.D. in Business Administration. Arizona State University, Tempe, Arizona, USA.
Area: Management. Year of graduation: 2000.

Academic Work Experience

Associate Professor of Management, College of Business and Economics, CSU-Eastbay (2016-present)

Associate Professor of Management, School of Business Administration, Montclair State University, New Jersey (2014-2016)

Associate Professor of Management (with tenure), School of Business Administration, University of Houston-Victoria (2009- 2014)

Assistant Professor of Management, School of Business Administration, University of Houston-Victoria (2004 - 2009).

Assistant Professor, College of Business and Technology, Northeastern State University, Oklahoma (2002)

Employee engagement

TEACHING INTERESTS

International Human Resource Management
Human Resource Management
Leadership and Organizational Change
Organizational Behavior
Cross cultural management
Managing Diversity in Organizations
International Human Resource Management
Human Resource Management
International Management

AWARDS

Engaged Teaching Fellow Award, Montclair State University (2015). Award given to select faculty on a competitive basis to pursue engaged teaching pedagogies (\$1000).

Research Grant, Montclair State University (2015). Award given to select faculty on a competitive basis to pursue research (\$5000).

Cloninger, P, Selvarajan, T. T., Singh, B (2015). The mediating influence of work–family conflict and the moderating influence of gender on employee outcomes. *International*

Cardy, R. L. & Selvarajan, T. T. (2006). Assessing Ethical Behavior: Impact of outcomes on judgment bias. *Journal of Managerial Psychology*, 21 (1), 52-72.

Cardy, R. L. & Selvarajan, T. T. (Rajan) (2006). Competencies: Alternative frameworks for competitive advantage. *Business Horizons*, 49 (3), 234-245.

Selvarajan, T. T. Rajan, Ramamoorthy, N., Flood, P., & Rowley, P. (2006). Employee Stock Option Plan and Employee Attitudes: A Test of Extrinsic versus Intrinsic Models. *International Journal of Sociology and Social Policy*, 26 (5/6), 245-254.

Slattery, J. P., Selvarajan, T.T. (Rajan), & Anderson, J. E. (2006). Influences of New Employee Development Practices on Temporary Employee Work-Related Attitudes. *Human Resource Development Quarterly*, 17 (3), 279-303.

Slattery, J. P. & Selvarajan, T. T. Rajan (2005). Antecedents to Temporary Employee Turnover Intentions. *Journal of Leadership and Organizational Studies*, 12 (1), 53-67.

Book Chapters in Scholarly Edited Books

Cardy, R. L. & Selvarajan, T. T. (Rajan) (2015, forthcoming). Management Interventions. In Anderson, N., Ones, D., and Viswesvaran C (Ed.) *Handbook of industrial, work and organizational psychology, Volume 2*. Sage Publications. 2nd edition.

Cardy, R. L. & Selvarajan, T. T. (Rajan) (2006). Beyond rhetoric and bureaucracy: Using HRM to add ethical value. In Deckop, J (Ed.) *Human Resource Management Ethics*. Charlotte, NC: Information Age Publishing.

Cardy, R. L. & Selvarajan, T. T. (Rajan) (2001). Management Interventions. In Anderson, N., Ones, D., Sinangil, H., and Viswesvaran C (Ed.) *Handbook of industrial, work and organizational psychology, Volume 2*. Sage Publications.

Research Papers Under Review

Selvarajan, T. T. and Singh, B and Solansky, S. Performance appraisal fairness and

Curriculum Vitae

- Selvarajan, T. T., Cloninger, P., and Singh, B. (2012) Social support and work family conflict: A test of moderated mediation model. *Paper presented at the Academy of Management Meeting, Boston, 2012.*
- Selvarajan, T. T. and Singh, B (2012). Performance appraisal fairness and LMX: A study of US and Mexican employees. *Paper presented at the Southern Management Association Meeting, Orlando, Fl, October, 2012.*
- Singh, B. & Selvarajan, T. (2012). Is it Spillover or Compensation? Effects of Community and Organizational Diversity Climates on Race Differentiated Employee Intent to Stay. *Paper presented at the Southern Management Association Meeting, Orlando, Fl, October, 2012.*
- Cloninger, P. & Selvarajan, T. T. (2011). Relationship between Family-friendly Organizational Policies and Work-Family Conflict: Moderating Role of Core Self Evaluations. *Presented at the Western Decision Sciences Conference, Portland, Oregon.*
- Cloninger, P. & Selvarajan, T. T. (2011). Relationship between work family interface, employee attitudes and outcomes. *Presented at the SAM Advanced Management Conference, Orlando, Florida.*
- Cloninger, P. & Selvarajan, T. T. (2010). Can ethics education improve ethical judgments: An empirical study *Presented at the SAM Advanced Management Conference, Arlington, VA*
- Selvarajan, T.T. & Sardesai, R. (2008). The Influence of New Technology on Human

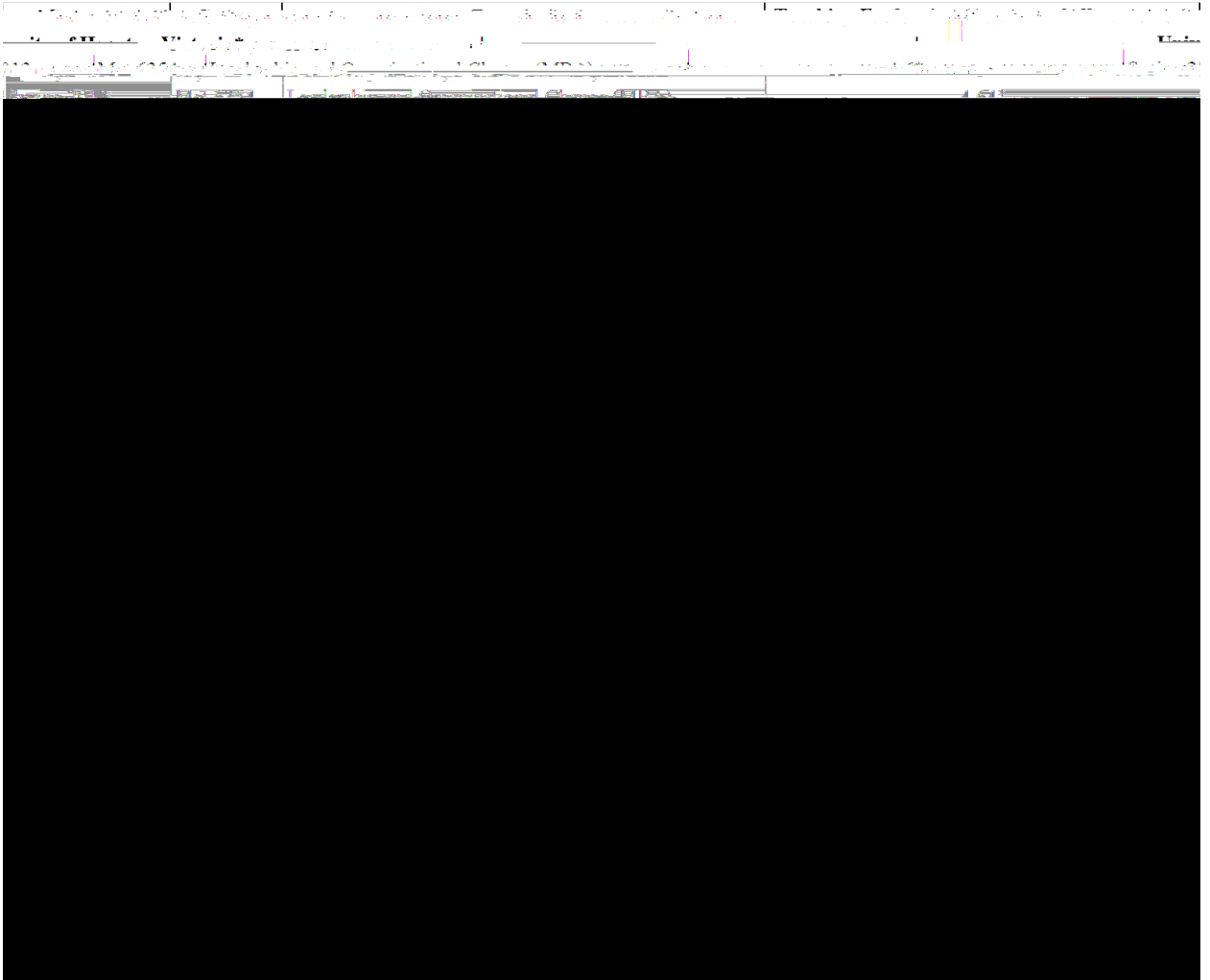
Selvarajan, T.T. & Cardy, R. L. (2003, August). Ethical Performance Appraisal: The influence of schematic, affective, and attributional processes. *Academy of Management Meeting, Seattle, Washington.*

TEACHING

Courses Taught

MBA Level

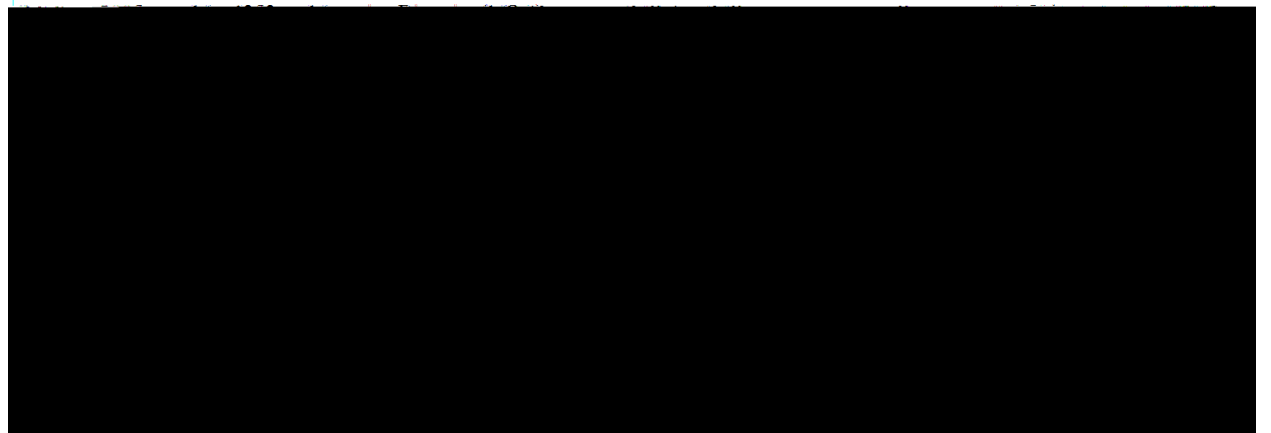
Management and Organizational Behavior
Leadership and Organizational Change



*** on a 5 point scale where 1 = lowest rating' and 5 = 'highest rating'**

Summary of student teaching evaluations (continued on next page)

4.61*	Summer 07	Mgt 6300	International Human Resource Management (MBA)	4.52*	
4.55*	Summer 07	Mgt 6353	Managing Diversity in Organizations (MBA)	4.91*	
		4.72*	Spring 2007	Mgt 6353	Managing Diversity in Organizations (MBA)
		4.5*	Spring 2007	Mgt 6359	Strategic Management (MBA)
		4.63*	Spring 2007	Mgt 6359	Strategic Management (MBA)
	Fall 2006	Mgt 6300	International Human Resource Management (MBA)	4.52*	
		4.72*	Spring 2006	Mgt 6353	Managing Diversity in Organizations (MBA)
		4.5*	Spring 2006	Mgt 6359	Strategic Management (MBA)
4.50*	Fall 2005	Mgt 6353	Managing Diversity (MBA)	4.65*	
		4.65*	Fall 2005	Mgt 6354	Leadership and Organizational Change (MBA)



SERVICE**Service to the University**

University Undergraduate affairs committee (chair)
 Faculty search committee (chair)
 Research and Teaching Awards Committee (chair)
 Faculty research grant award committee (chair)
 Undergraduate Curriculum Planning and Assessment Committee, Member
 Human Subjects Committee, Member
 Employee of the month committee, Member
 MBA Conference, Coordinating Faculty
 School of Business undergraduate curriculum committee (member)

Service to the Profession**Editorial Board Member**

Journal of Management Development
 Journal of Business Strategies

Reviewer for Academic Journals

Journal of Management
 International Journal of Human Resource Management
 Personnel Review
 Human Resource Development International
 Journal of Business and Management
 Group and Organization Management
 Journal of Occupational Health Psychology

Reviewer: Conference Papers

Academy of Management, Gender and Diversity issues in Management Division.
 Academy of Management, Organizational Behavior Division.
 Western Decision Sciences Institute (WDSI).
 Academy of Management, Human Resource Division.
 Midwestern Academy of Management Meeting
 Southern Management Association Meeting
 Southwest Decision Sciences Institute (SWDSI)

Discussant/Program Chair for conferences

Session Chair/Discussant: Southwest Academy of Management Meeting
 Session Chair/Discussant: Southern Management Association Meeting.
 Academy of Management

MEMBERSHIP OF ACADEMIC ORGANIZATIONS (current and past)

Academy of Management
American Psychological Association
Midwestern Academy of Management
Southern Management Association
Southwestern Management Association

INDUSTRY WORK EXPERIENCE

Consultant: Whittman Hart/March First (2000-2002)
Human Resources Manager, Essar Group, India (1991-1993)
Operations Manager, Neyveli Lignite Corporation, India (1986-1991)

REFERENCES

- 1) Dr. Peggy Cloninger
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University of Houston-Victoria
14000 University Boulevard
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- 2) Dr. Jeff Slattery
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- 3) Dr. Barjinder Singh
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