

# Robert G. DelCampo

Anderson School of Management  
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## Education

*Doctor Of Philosophy*, Business Administration: Management (Organizational Behavior), W.P. Carey School of Business, Arizona State University; Tempe, Arizona. Dissertation Topic: Influences on and Determinants of Psychological Contract Evaluation in Hispanic Business Professionals. Graduated: May 2004.

*Master of Business Administration*, Human Resources, Anderson Graduate School of Management, University of New Mexico, Albuquerque, New Mexico. Graduated: May 2000.

*Bachelor of University Studies*, Cum Laude, Focus in Management, Emphasis in Psychology, Family Studies and Music, University of New Mexico, Albuquerque, New Mexico. Graduated: May 1999.

## Professional Experience

Assistant Professor. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. August 2004-present.

*Awarded Anderson School of Management Foundation Board Endowed Fellowship  
2006-2009, 2009-2012.*

Research Associate/Instructor. Arizona State University, W.P. Carey School of Business, Department of Management, Tempe, Arizona. 2000-2004.

*Undergraduate Honors Thesis Director: Ettinger, A. 2004. "Big League Negotiations:  
The Development of the Major League Baseball Players Association."*

Graduate Assistant. University of New Mexico, Anderson School of Management, Albuquerque, New Mexico. 1999- 2000.

Field Marketing Representative. NTN Communications; Albuquerque, New Mexico. 1999.

## Editorial and Reviewing Experience

### *Associate Editor*

The Business Journal of Hispanic Research. 2006-present.

International Journal of Diversity in Organizations, Communities and Nations. 2007.

### *Consulting Editor*

Journal of Education for Business. 2009-present.

### *Reviewer*

Journal of Managerial Psychology. 2007-present.

Organizational Research Methods. 2007-present.  
National Science Foundation, Research Grant Proposals, 2004-present.  
Human Resource Management. 2005-present.  
Journal of Business Research. 2005-present  
Cross-Cultural Management. 2008-present.  
Journal of Education for Business. 2008-present.  
Journal of Business and Management. 2005-present.  
Asia Pacific Management Review. 2006-present.  
Journal of High Technology Management Research, 2001-present.  
Organizational Behavior and Human Decision Processes, 2004-present.  
Academy of Management Organizational Behavior Division, 2003-present.  
Academy of Management Gender and Diversity in Organizations Division, 2005-present.  
Western Academy of Management, 2004-present.  
Pearson/Prentice-Hall, 2007-present.  
Thompson/South-Western Learning, 2003-present.

## **Honors, Awards and Grants Received**

*Winner, Emerald Literati Award for Outstanding Publication in Cross-Cultural Management*. 2009.  
*Anderson School of Management Foundation Board Fellowship*. 2006-2009, 2009-2012.  
*“Fifteen People who Will Change Albuquerque in 2008”*. *Albuquerque: The Magazine*, December, 2007/January 2008.  
*Visiting Professor, ITESM, Chihuahua Campus, Chihuahua, Mexico*. Summer, 2007.  
*Nominee, University of New Mexico Outstanding Teacher of the Year Award*. 2006-2007, 2007-2008, 2008-2009.  
*New Mexico Business Weekly: “40 under 40”*. 2007.  
*Finalist (one of 15), Academy of Management, Newman Award for Outstanding Paper Based on a Dissertation*. 2005.  
*Finalist, Best Symposium, Work-Family Conflict*. Academy of Management Annual Meetings, New Orleans, LA. 2004.  
*Winner, Best Symposium, Diversity and Mentorships: The mentoring relationships and experiences of racial minorities and women*. Academy of Management Annual Meetings, Seattle, WA. 2003.  
*Joan and David Lincoln Summer Grant Program for the Integration of Ethics into the Curriculum*; This grant supports the “Speaking of Ethics: Integrating offenders into the ethics classroom” project outlined in the Works-in-progress section below. 2003.  
*HR Doctoral Consortium*, Selected to represent Arizona State University at 2003 Academy of Management Human Resources Doctoral Student Consortium.  
*OB Doctoral Consortium*, Selected to represent Arizona State University at 2002 Academy of Management Organizational Behavior Doctoral Student Consortium.

## **Grant Applications**

*National Science Foundation Science, Technology, Engineering and Mathematics Talent Expansion Program, NSF 06-502 Type II*. “Optimizing Investment in STEM Programs for Minorities”. 2006. with Salazar, A.C.; Ibarra, R. & Santos, R. requested amount: \$1,322,694

## **Professional Affiliations**

Member, Academy of Management, 2000-present.  
Member, American Psychological Association, 2004-present.  
Member, Society for Industrial and Organizational Psychology, 2002-present.

Member, National Society of Hispanic MBAs, 2006-present.  
Member, Human Resource Management Association of New Mexico (HRMA-NM), 2008-present.  
Member, Academy of Business Education, 2007-present.  
Member, Phi Beta Kappa, 1999-present.  
Member, Golden Key National Honor Society, 1997-present.

## **Scholarly Publications**

Taylor, B., **DelCampo, R.G.** & Blancero, D.M. (2009). "The Relationship between Work-Family Conflict/ Facilitation and Psychological Contract Fairness among Hispanic Business Professionals." Journal of Organizational Behavior. Vol. 30 No. 5. p. 643-664. (refereed)

Arthur, M. M., Van Buren, H.V & **DelCampo, R.G.** (2009). "Distance to the flag: The impact of American Politics on perceptions of women's golfing abilities." American Journal of Economics and Sociology. Vol. 68 No. 2. p. 518-539. (refereed)

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. "Insights on Hispanic Business Professionals, Perceived Organizational Support and Psychological Contracts: Report from a large scale national study." International Journal of Business Research. In press (refereed)

Hom, P.W. & **DelCampo, R.G.** (2009). "Developing Multimedia Cases for Undergraduate Education in Organizational Behaviour". Journal of the Academy of Business Education. Vol. 10 No. 1. p.163-176. (refereed)

**DelCampo, R.G.** & Thomas, D. (2009), "Mexican-American Entrepreneurship and social networks: A review and vision for the future." International Journal of Business Research. In press. (refereed)

**DelCampo, R.G.** , DelCampo, D.S. & DelCampo, R.L. (2009). "Work, Family, and Personal Fulfillment Issues of Professional and Working Class Hispanic Women." The Business Journal of Hispanic Research. Vol. 3 No. 1. p.48-52. (refereed).

**DelCampo, R.G.** & Blancero, D.M. (2008). "Perceptions of Psychological Contract Fairness of Hispanic Professionals". Cross Cultural Management. Vol. 15 No. 3. p.300-315. (refereed) **Winner 2009 Emerald Literati Award for Outstanding Publication.**

**DelCampo, R.G.**, Blancero, D.M. & Boudwin, K.M. (2008). "Hispanic professionals after September 11<sup>th</sup>: A move toward 'American' identification". Cross-Cultural Management. Vol. 15 No. 1. p.20-29. (refereed)

Blancero, D.M., **DelCampo, R.G.** & Marron, G.F. (2008). "Ready or Not: *Hispanic Millennials Are Here*". The Business Leaders of the Future." The Business Journal of Hispanic Research. Vol. 2 No. 1. p.50-60. (refereed)

Blancero, D.M. & **DelCampo, R.G.** (2007), "Retaining Hispanic Talent: Fairness, Flexibility, Family and Organizational Support." The Business Journal of Hispanic Research." Vol. 1 No. 2. p.10-18. (refereed)

Blancero, D.M., **DelCampo, R.G.** & Marron, G. (2007). "Hired for Diversity yet Rewarded for Conformity: Hispanics in Corporate America". The Business Journal of Hispanic Research. Vol. 1 No. 1. p.12-25. (refereed)

**DelCampo, R. G.**, Van Buren, H.J. & Blancero, D.M. (2007). "The Social Networks of Hispanic Elite Professionals: Do Density and Ethnic Identity Matter for Career Success?" The Business Journal of Hispanic Research. Vol. 1 No. 1. p. 70-77. (refereed)

**DelCampo, R.G.** (2007). "Awareness and evaluation of Hispanic Professional Workplace experience: discrimination, status and fairness issues". International Journal of Diversity in Organizations, Communities and Nations. Vol. 7 No. 1. p.23-28. (refereed)

**DelCampo, R.G.** (2007). "Understanding the Psychological Contract: A direction for the future". Management Research News. Vol. 30 No. 6. p. 432-440. (refereed)

**DelCampo, R.G.** (2007). "Cross-cultural Evaluation of the Psychological Contract: Insight on Racioethnicity and Equity Sensitivity". Review of Business Research. Vol. 7 No. 4. p.109-113. (refereed)

Blancero, D.M., **DelCampo, R.G.** & Marron, G.F. (2007). "Perception of Fairness of Psychological Contracts by Hispanic Business Professionals: An Empirical Study in the United States". International Journal of Management. Vol. 24 No. 2. p.364-375. (refereed)

**DelCampo, R.G.** (2007) "The impact of personality factors on employee perceptions of the psychological contract". International Journal of Management. Vol. 24 No. 1. p. 43-52. (refereed)

**DelCampo, R.G.** & Hinrichs, A.T. (2006). "A Touch of Class: Differences and Similarities in Work and Family Balance and Family Relationships in Professional and Working Class Hispanics". Journal of Business and Management. Vol. 12 No. 1. p.71-81. (refereed)

**DelCampo, R.G.** (2006). "Cultural Strength as a Moderator of the Relationship between Person-Organization Fit and Turnover Propensity". International Journal of Management. Vol. 23 No. 3. p.465-469. (refereed)

## **Books**

**DelCampo, R.G.**, Boudwin, K.M. & Hines, S.L. (2008). "THAT'S WHAT SHE SAID! A Guide to using "The Office" to Demonstrate Management Parables, Organizational Behavior and Human Resource Management Topics in the Management Classroom. Dubuque, IA: Kendall/Hunt.

**DelCampo, R.G.** (2009). Instructors Resource Manual: Managing Human Resources, 6<sup>th</sup> Edition. supplement to L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 6<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

**DelCampo, R.G.** (2005). Instructors Resource Manual: Managing Human Resources, 5<sup>th</sup> Edition. supplement to L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 5<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

## Other Publications

**DelCampo, R.G.** (2009), "Latin America" Encyclopedia of Business in Today's World (ed. C. Wankel). Thousand Oaks, CA: Sage.

Figuroa, M. & **DelCampo, R.G.** (2008), "Beyond the Sky's Limit: From Farm Worker to the Upper Reaches of the Professional World: The Journey of Luis Nogales." The Business Journal of Hispanic Research. Vol. 1 No. 2. p.28-40. (refereed).

**DelCampo, R.G.** (2007). "Work family conflict within Hispanic-American families". The Business Journal of Hispanic Research. Vol. 1 No. 1. p. 97-99. (refereed)

Blancero, D. M. & **DelCampo, R.G.** (2005). "Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination". Employment Relations Today. Vol. 32 No. 2. p.31-39. (refereed)

**DelCampo, R.G.** & Blancero, D.M. (2003). "Latinos in Corporate America". Hispanic MBA Magazine. Spring, 2003 (invited); reprinted in: "The Multicultural Advantage: Power Moves for People of Color" Vol. 3 No. 5.

### *Textbook Supplements*

**DelCampo, R.G.** (2009). Video Guide: Managing Human Resources, 6<sup>th</sup> Edition. supplement to L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 6<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

**DelCampo, R.G.** & Haney, M.J. (2008). "Companion Website" to accompany DuBrin, A. Human Relations, 10<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall.

**DelCampo, R.G.** & Boudwin K.M. (2006). "PowerPoint Slide Supplements" to accompany Hill, C. & Jones, G. Strategic Management, 1st Edition. New York, NY: Houghton Mifflin.

**DelCampo, R.G.** & Hinrichs, A.T. (2005). "Personal Response System supplement to accompany Organizational Behavior: A Strategic Approach" to accompany M. Hitt, C. Miller & A. Colella. Organizational Behavior: A Strategic Approach. Hoboken, NJ: John Wiley & Sons.

Hinrichs, A.T & **DelCampo, R.G.** (2005). "PowerPoint Slide Supplement" to accompany L.R. Gomez-Mejia, D.B. Balkin & R.L. Cardy. Managing Human Resources, 5<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall

**DelCampo, R.G.** & Pepper, M.B. (2003). "Films to supplement the Human Resource Classroom" to accompany L. Gomez-Mejia; D. Balkin & R. Cardy. Managing Human Resources, 4<sup>th</sup> Edition. Upper Saddle River, NJ: Prentice Hall.

## Papers Under Review

Arthur, M. M., **DelCampo, R.G.** & Van Buren, H.J. "The impact of gender differentiated golf course features on women's networking." Under review at Industrial Relations. (refereed).

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. Perceived Organizational Support And Psychological Contract Evaluation In Hispanic Business Professionals. Under review at: American Journal of Economics and Sociology. (refereed).

Boudwin, K.M., **DelCampo, R.G.** & Van Buren, H.J., “A Mockumentary as a Mock-experience: Using ‘The Office’ to Solidify Understanding of Organizational Behavior Topics.” Under review at: Organization Management Journal. (refereed).

### ***Papers with Revisions Requested***

Blancero, D. M., **DelCampo, R.G.** & Marron, G. "Just Tell Me! Fairness of Alternative Dispute Resolutions". Under second review at: Industrial Relations. (refereed)

**DelCampo, R.G.**, Van Buren, H.J. & Blancero, D.M., “Comparing Immigrant and U.S. Born Hispanic Business Professionals: Insights on Discrimination.” Under second review at: Cross-Cultural Management. (refereed).

**DelCampo, R.G.** & Boudwin, K.M., “The interface of work-family conflict and racioethnicity: An analysis of Hispanic Business Professionals.” Under third review at: Journal of Business and Psychology. (refereed)

**DelCampo, R.G.**, Boudwin, K.M & Jacobson, K.L. “Integrating Racioethnicity and Psychological Contract Fairness: Hispanic perceptions and process”. Under third review at: Journal of Managerial Issues. (refereed).

## **Conference Presentations and Proceedings**

### ***Papers in Proceedings***

Boudwin, K.M., **DelCampo, R.G.** & Van Buren, H.J. (2009), “A Mockumentary as a Mock-experience: Using ‘The Office’ to Solidify Understanding of Organizational Behavior Topics.” *Proceedings of The 2009 Meeting of the Eastern Academy of Management, Hartford, CT*. May, 2009. (refereed).

**DelCampo, R.G.** & Thomas, D. (2009), “Mexican-American Entrepreneurship and social networks: A review and vision for the future.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October, 2009. (refereed)

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. “Insights on Hispanic Business Professionals, Perceived Organizational Support and Psychological Contracts: Report from a large scale national study.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October, 2009. (refereed)

DelCampo, D.S., **DelCampo, R.G.** & DelCampo, R.L. (2008). “Work, Family, and Personal Fulfillment Issues of Professional and Working Class Hispanic Women.” *Proceedings of The National Society of Hispanic MBAs Conference & Career Expo, Inaugural Research Forum, Atlanta, GA*. October, 2008. (refereed).

**DelCampo, R.G.**, DelCampo, R.L. & DelCampo, D.S. (2007). “Understanding Work, Family, and Personal Issues for Latina Women.” *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October, 2007. (refereed).

**DelCampo, R.G.** (2007). “Cross-cultural Evaluation of the Psychological Contract: Insight on Racioethnicity and Equity Sensitivity”. *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October, 2007. (refereed)

**DelCampo, R.G.** (2007). “Awareness and evaluation of Hispanic Professional Workplace experience: discrimination, status and fairness issues”. Presented (Virtually) at: *Proceedings of The Seventh International Conference on Diversity in Organizations, Communities and Nations, Amsterdam, The Netherlands*. \* July, 2007. (refereed)

\*note: *The International Journal of Diversity in Organizations, Communities and Nations* serves as the proceedings for outstanding submissions and also appears under the “Scholarly Publications” heading.

**DelCampo, R.G.**, Blancero, D.M. & Boudwin, K.M. (2006). “Hispanic professionals after September 11<sup>th</sup>: A move toward ‘American’ identification”. *Proceedings of the International Association of Business & Economics; Las Vegas, NV*. October, 2006. (refereed)

### ***Presentations***

Berglund, D., DelCampo, R.L., DelCampo, D.S. & **DelCampo, R.G.** (2009). “The Changing Landscape of American Women: Work, Family and Personal Fulfillment.” Accepted for presentation at the National Council on Family Relations 71<sup>st</sup> Annual Conference, San Francisco, CA.

Boudwin, K.M., **DelCampo, R.G.** & Van Buren, H.J. (2009). “A Mockumentary as a Mock-experience: Using ‘The Office’ to Solidify Understanding of Organizational Behavior Topics.” Presented at the annual meetings of the Eastern Academy of Management, Hartford, CT. (refereed).

**DelCampo, R.G.** & Thomas, D. (2009). “Mexican-American Entrepreneurship and social networks: A review and vision for the future.” Accepted for presentation at the annual meetings of the International Academy of Business and Economics, Las Vegas, NV. (refereed)

Blancero, D.M., **DelCampo, R.G.**, Gao, T. & Lewis, P. “Insights on Hispanic Business Professionals, Perceived Organizational Support and Psychological Contracts: Report from a large scale national study.” Accepted for presentation at the annual meetings of the International Academy of Business and Economics, Las Vegas, NV. (refereed)

Arthur, M. M., **DelCampo, R.G.** & Van Buren, H.J. (2008). “The impact of gender differentiated golf course structures on women’s networking abilities.” Presented at: Academy of Management Meetings, Anaheim, CA. (refereed).

**DelCampo, R.G.**, Mathis, C.J. & Boudwin, K.M. (2008). “Work-Family Balance and Social Support: An analysis of Impacts on Employee Loyalty.” Presented at: Academy of Management Meetings, Anaheim, CA. (refereed).

Mathis, C.J., **DelCampo, R.G.** & Cates, D.A. (2008). “Gender-Role Orientation of Employees: Understanding the Relationships among Social Support, Work-Family Balance, and Job Performance.” Presented at: Academy of Management Meetings, Anaheim, CA. (refereed).

DelCampo, D.S., **DelCampo, R.G.** & DelCampo, R.L. (2008). "Work, Family, and Personal Fulfillment Issues of Professional and Working Class Hispanic Women." Presented at: National Society of Hispanic MBAs Conference & Career Expo, Inaugural Research Forum, Atlanta, GA. (refereed).

**DelCampo, R.G.** & Thomas, D. (2008), "Mexican-American Entrepreneurship: A review and vision for the future." Presented at IC<sup>2</sup> Institute Conference: An American Story: Mexican American Entrepreneurship & Wealth Creation, Austin, TX. (refereed)

**DelCampo, R.G.** & Boudwin, K.M. (2007). "Work-family conflict and racioethnic identification: An analysis of Hispanic Business Professionals." Presented at: Academy of Management Meetings, Philadelphia, PA. (refereed).

**DelCampo, R.G.** (2007). "Awareness and evaluation of Hispanic Professional Workplace experience: discrimination, status and fairness issues". Presented (Virtually) at: The Seventh International Conference on Diversity in Organizations, Communities and Nations, Amsterdam, The Netherlands July, 2007. (refereed)

**DelCampo, R.G.** , DelCampo, R.L.& DelCampo, D.S. (2007). "Latina Women: Understanding Work, Family, and Personal Issues." Presented at: National Council on Family Relations, Pittsburgh, PA November, 2007. (refereed).

**DelCampo, R.G.** (2005). "Psychological Contract Fairness and Status Judgments: An Analysis of Hispanic Professionals". Presented at: Academy of Management Meetings, Honolulu, HI August, 2005. *Finalist (one of 15), Newman Award for Outstanding Paper Based on a Dissertation.* (refereed)

**DelCampo, R.G.**, DelCampo, R.L. & DelCampo, D.S. (2005). "Satisfaction With Family Life in Working Class Mexican and Anglo Americans". Presented at: National Council on Family Relations, Phoenix, AZ November, 2005. (refereed)

**DelCampo, R.G.** (2005). "Acculturation, Racioethnic Identity and the Psychological Contract: an Analysis of Hispanic Business Professionals". Presented at: Western Academy of Management, Las Vegas, NV April, 2005. (refereed)

**DelCampo, R.G.**, DelCampo, R.L., DelCampo, D.S. & Blancero, D.M. (2004). "A Touch of Class: Differences and Similarities in Work and Family Balance and Family Relationships Between Professional and Working Class Hispanics." Presented at: Academy of Management Meetings, New Orleans, LA August, 2004. *Finalist, Best Symposium.* (refereed)

**DelCampo, R.G.** & Hom, P.W. (2004). "Speaking of Ethics: Virtually Integrating Offenders into the Classroom through Multimedia Presentation." Presented at: Academy of Management Meetings, New Orleans, LA August, 2004. (refereed)

Hom, P.W. & **DelCampo, R.G.** (2004). "Nothing Endures but Change: Assessing Dynamic Effects of Turnover Causes." Presented at: Academy of Management Meetings, New Orleans, LA August, 2004. (refereed)

DelCampo, R.L., DelCampo, D.S. & **DelCampo, R.G.** & Blancero, D.M. (2004). "Work and Family Balance, Family Relationships, and Job Satisfaction Among Dual Earner, Working Class Mexican-Americans." Accepted for presentation at: American Psychological Association, Honolulu, HI, July, 2004. (refereed)

Blancero D.M. & **DelCampo, R.G.** (2003). "Unfair Psychological Contracts and Discrimination: an Analysis of Hispanic Professionals." Presented at: Academy of Management Meetings, Seattle, WA, August, 2003. (refereed)

Blancero, D.M. & **DelCampo, R.G.** (2003). "Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination." Presented at: Academy of Management Meetings, Seattle, WA, August, 2003. *Winner, Best Symposium.* (refereed)

Hom, P.W. & **DelCampo, R.G.** (2003). "Developing Multimedia Cases for Undergraduate Education in Organizational Behavior." Presented at: Academy of Management Meetings, Seattle, WA, August, 2003. (refereed)

Hom, P.W., **DelCampo, R.G.** & Griffeth R. (2003). "Testing the Dynamic Effects of Turnover Antecedents Using Second-Order Latent Growth Modeling". Presented at: 18<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference; Orlando, FL, April, 2003. (refereed)

**DelCampo, R.G.** (2003). "Cross-cultural evaluation of the psychological contract: insight on racioethnicity and equity sensitivity". Presented at: 24<sup>th</sup> Annual Industrial and Organizational Psychology and Organizational Behavior Graduate Student Conference; Akron, OH, March, 2003. (refereed)

**DelCampo, R. G.** (2002). "The Influence of Culture Strength on Person-Organization Fit and Turnover". Presented at: 23rd Annual Industrial and Organizational Psychology and Organizational Behavior Graduate Student Conference; Tampa, FL, March, 2002. (refereed)

## Courses Taught

### Arizona State University-W.P. Carey School of Business

<u>Course</u>	<u># Students</u>	<u>Mean</u>	<u>Semester</u>
(by students) 1=outstanding; 1-5 scale			
MGT 311:			
Human Resource Management	30	<b>1.04</b>	Summer 2001
MGT 352:			
Human Behavior in Organizations (OB)	37	<b>1.09</b>	Summer 2002
MGT 410:			
*Responsible Leadership	57	<b>1.00</b>	Fall 2002
MGT 410:			
*Responsible Leadership	42	<b>1.00</b>	Spring 2003
MGT 320:			
Managing People in Organizations (OB)	45	<b>1.03</b>	Fall 2003
MGT 410:			
*Responsible Leadership	15	<b>1.00</b>	Summer 2003
MGT 410:			

\*Responsible Leadership 44 1.00 Spring 2004  
 additional guest lecturing experience in Graduate Organizational Behavior (MBA core)

University of New Mexico-Anderson School of Management

<u>Course</u>	<u># Students</u>	<u>Mean</u>	<u>Semester</u>
(by students) 6=outstanding; 1-6 scale			
MGT 306: Organizational Behavior & Diversity	33	5.9	Fall 2004
MGT 306: Organizational Behavior & Diversity	39	5.9	Fall 2005
MGT 306: Organizational Behavior & Diversity	41	5.9	Fall 2005
MGT 306: Organizational Behavior & Diversity	33	6.0	Fall 2006
MGT 306: Organizational Behavior & Diversity	45	5.9	Fall 2006
MGT 306: Organizational Behavior & Diversity	42	5.9	Fall 2007
MGT 306: Organizational Behavior & Diversity	45	6.0	Fall 2007
MGT 306: Organizational Behavior & Diversity	44	6.0	Fall 2008
MGT 306: Organizational Behavior & Diversity	45	5.9	Fall 2008
MGT 464: Human Resource Management	26	6.0	Fall 2004
MGT 464: Human Resource Management	16	6.0	Spring 2005
MGT 464: Human Resource Management	37	5.9	Spring 2006
MGT 464: Human Resource Management	40	6.0	Spring 2007
MGT 457/566: *Diversity in Organizations	35	6.0	Spring 2005
MGT 457/566: *Diversity in Organizations	30	6.0	Spring 2006
MGT 457/566: *Diversity in Organizations	30	6.0	Spring 2007
MGT 457/566: *Diversity/Human Relations (Grad)	10	5.7	Spring 2005
MGT 457/566: *Diversity/Human Relations (Grad)	10	5.9	Spring 2006
MGT 457/566: *Diversity/Human Relations (Grad)	16	5.9	Spring 2007
MGT 457: *Diversity in Organizations	37	5.9	Spring 2008
MGT 566: *Diversity/Human Relations (Grad)	9	6.0	Spring 2008
(changed course evaluation system beginning Fall 2008 5=outstanding; 1-5 scale)			
MGT 306: Organizational Behavior & Diversity	45	4.9	Fall 2008
MGT 306: Organizational Behavior & Diversity	45	4.9	Fall 2008
MGT 457: Diversity in Organizations	30	4.9	Spring 2009
MGT 566: Diversity & Human Relations (Grad)	13	5.0	Spring 2009
*=new courses developed			

**Invited Presentations**

**DelCampo, R.G. (2008).** (Featured Speaker) “The Millennial Workforce: Management and

Retention”. Presented at Meeting of the New Mexico Estate Planners Commission; Albuquerque, NM, November, 2008.

**DelCampo, R.G. (2008).** (Keynote Speaker) “A Research Perspective on Hispanic Mentoring and Networking”. Albuquerque Hispano Chamber of Commerce Board of Directors Retreat; Albuquerque, NM, June, 2008.

**DelCampo, R.G. (2008).** (Featured Speaker) “They're Coming Fast!: The Millennial Workforce-Retention Through Understanding”. Presented at Meeting of the Albuquerque Chapter of Credit Unions; Albuquerque, NM, May, 2008.

**DelCampo, R.G. (2007).** (Executive Forum, Featured Speaker) “Research that makes a difference: Meet the editors of *The Business Journal of Hispanic Research*”. Presented at 18<sup>th</sup> Annual NSHMBA Conference; Houston, TX, October, 2007.

**DelCampo, R.G. (2007).** (Featured Speaker, sponsored by BMW) “Effective Mentoring Relationships”. Hispanic Executive Summit; Orlando, FL, April, 2007.

**DelCampo, R.G. (2007).** (Featured Speaker) “A Research Perspective on Hispanic Leadership”. NSHMBA-NM Kickoff Event; Hispanic Leadership Series; Albuquerque, NM, March, 2007.

**DelCampo, R. G. (2006).** Wiley Faculty Network Workshop, February 17, 2006; virtual presentation/facilitation of discussion on use of ‘clicker’ technology in the classroom.

Blancero, D.M. & **DelCampo, R.G. (2006).** (Featured Speaker, sponsored by P & G) “A Status Report: Today's Hispanic Worklife”. Presented at 17<sup>th</sup> Annual NSHMBA Conference; Cincinnati, OH, October, 2006.

**DelCampo, R.G. (2004).** (Featured Speaker, sponsored by Pitney Bowes) "The New Hispanic Workforce: Challenges and Trends". Presented at 15<sup>th</sup> Annual NSHMBA Conference; Fort Worth, TX, October, 2004.

**DelCampo, R.G. (2003).** "Hispanic Workers: Status, Discrimination and Work Agreements". Presented at NSHMBA Western Region Leadership Meeting; Phoenix, AZ, August, 2003.

**DelCampo, R.G. (2003).** “Unfair Psychological Contracts: an Analysis of Hispanic Business Professionals”. Presented at: 7<sup>th</sup> Annual Summit del Sol; Tempe, AZ, April, 2003.

**DelCampo, R.G. (2002).** “Psychological Contracts: an Individual Difference Perspective”. Presented at: 6<sup>th</sup> Annual Summit del Sol; Tucson, AZ, April, 2002.

## **Press**

**USA Today.** *Studies in Sexism 2008*. January 2, 2009.

**Tucson Citizen.** *Women slowly gain on Corporate America*. January 2, 2009.

**Soundview Executive Book Summaries.** *Linking on the Links.* October 31, 2008.

**SHRM.org.** *Research: Low Expectations Limit Women's Results.* October 7, 2008.

**Forbes Life Executive Women.** *The Highest-Paid Women in Corporate America.* September 11, 2008.

**The Globe & Mail.** *One More Gap in Pay Between Men and Women.* August 15, 2008.

**Academy of Management Online.** *Low expectations are still high hurdles for women execs, studies find.* August, 2008.

**KOAT Action 7 News.** *Hispanic Baby Boom.* June 30, 2008.

**Albuquerque: The Magazine.** *Fifteen People who will change Albuquerque.* December 2007/January 2008.

**New Mexico Business Weekly.** *UNM professor working on new Hispanic business journal.* June 27, 2007.

**New Mexico Business Weekly.** *40 Under 40: Top Young Business Professionals.* May 2007.

**Albuquerque Journal.** *DelCampo named Associate Editor.* February 26, 2007.

**Albuquerque Tribune.** *Death of a business haven.* February 21, 2007.

**New Mexico Business Weekly.** *Biz research journal names UNM Prof as Editor.* February 1, 2007.

## **Works-in-Progress**

Cook, A., **DelCampo, R.G.** & Arthur, M.M., "Work-family policies and employee perceptions of organizational support: A two study investigation accounting for cultural differences in at-home family and friend support". For submission to: International Journal of Human Resource Management.

Mathis, C.J., **DelCampo, R.G.** & Cates, D.A., "Investigating Gender-Role Orientation among Social Support, Work-Family Balance, and Job Performance" For submission to: Sex Roles.

**DelCampo, R.G.**, Mathis, C.J. & Boudwin, K.M., "Work-Family Balance and Social Support: An analysis of Impacts on Employee Loyalty." For submission to: Journal of Vocational Behavior.

**DelCampo, R. G.**, Blancero, D.M. & Quinones, M.A., "An empirical analysis of Hispanic-oriented MBA programs: Which is the best?" For submission to: The Business Journal of Hispanic Research.

**DelCampo, R.G.**, Jacobson, K.L. & Van Buren, H.J., “Salary Inversion and Retaliation in Management Departments: Analysis and Implications.” For submission to: Journal of Organizational Behavior.

Taylor, B., **DelCampo, R.G.**, Blancero, D.M., Marron, G.F. & Gao, T. The Relationship between Work-Family Conflict/ Facilitation and Psychological Contract Fairness among Hispanic Business Professionals. To be submitted to: Academy of Management Journal.

Lee, A., Blancero, D.M., & **DelCampo, R.G.** Organizational Justice: A Mediated Model From Individual Well Being And Social Exchange Theory Perspectives. For submission to: Academy of Management Journal.

## **Research Interests**

Under-represented workforce segments, particularly the plight of the Hispanic worker; gender issues at work; work-family conflict; psychological contracts; organizational justice; fairness and idiosyncratic work agreements

## **Service to Professional Organizations**

Member, Academy of Management, Gender and Diversity in Organizations Division, Janet Chusmir Service Award Committee, 2009.

Chair, Interactive Paper Session, Academy of Management Gender and Diversity in Organizations Division, “Work-Family Conflict”, Chicago, IL; August, 2009.

Conference Chair, NSHMBA Academic Forum, National Society of Hispanic MBAs, Atlanta, GA, October, 2008.

Member, Executive Advisory Board, New Mexico Chapter, National Society of Hispanic MBAs (2009-present).

Vice-President for Education and Research, New Mexico Chapter, National Society of Hispanic MBAs (2006-2009).

Member, Steering committee for the formation of New Mexico Chapter of the National Society of Hispanic MBAs (2005-2008). Chapter installed 2008.

Chair, Paper Session, Academy of Management Organizational Behavior Division, “Venus and Mars: Gender Dynamics in Organizations”, Philadelphia, PA; August, 2007.

Discussant, Paper Session, Academy of Management Gender and Diversity in Organizations Division, Community and Organizational Climate Diversity: Enhancing Performance and Interpersonal Reactions”, Philadelphia, PA; August, 2007.

Chair, Paper Session, Academy of Management Organizational Behavior Division, “Psychological Contract Fulfillment and Violation”, Atlanta, GA; August, 2006.

Discussant, Paper Session, Academy of Management Gender and Diversity in Organizations Division, "Is Diversity 'managed' by Organizations or by Diverse employees?", Atlanta, GA; August, 2006.

**DelCampo, R.G.** (2002). "Predicting Success in the Workforce". Literature Review commissioned by Arizona State University Undergraduate Curriculum Committee.

## **Committees**

### ***University-Level***

University of New Mexico Special Admissions Committee (2006-present)

University of New Mexico Greek Life Feasibility Task Force, appointed by President David J. Schmidly (2007-2008)

### ***College-Level***

Anderson School of Management Alumni Relations Coordinator Search Committee (2009)

Anderson School of Management Dean Search Committee (2008-2009)

Faculty Advisor, ASM Society for Human Resource Management (SHRM) (2007-present)

Faculty Advisor, Alpha Kappa Psi Professional Business Fraternity (2008-present)

Anderson School of Management Information Technology Committee (2008-present)

Anderson School of Management Library Committee (2006-2008)

Anderson School of Management Information Technology Task Force (2006)

Anderson School of Management Hispano MBA Committee (2005-2007)

Anderson School of Management Classroom on Wheels 'COWS' Pilot Program Committee (2005)

### ***Departmental***

Anderson School of Management Strategy Faculty Search Committee (2009-2010)

Anderson School of Management Strategy Faculty Search Committee (2008-2009)

Anderson School of Management Visiting Strategy Professor Search Committee (2008)

Anderson School of Management Business Law Lecturer Search Committee (2007-2008)

Anderson School of Management Business Ethics Lecturer Search Committee (2007-2008)

Anderson School of Management Strategy/OB/Leadership Faculty Search Committee (2007-2008)

Anderson School of Management OB/HR Faculty Search Committee (2006-2007)

Anderson School of Management Visiting Strategy Professor Search Committee (2006)

Anderson School of Management Business Ethics Search Committee (2005)

Anderson School of Management General Lecturer Search Committee (2005)

### ***Ph.D. Dissertation Committees***

Kestell, V. Doctoral Dissertation Committee. University of New Mexico, Organizational Learning and Instructional Technology. (defended Spring 2005).

Sharp, R. Doctoral Dissertation Committee. Touro University International, Organizational Behavior.

Washington, M. Doctoral Dissertation Committee. Touro University International, Organizational Behavior.

Taylor, B. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Spring 2007).

Lewis, P. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Summer 2007).

Lee, A. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Spring 2007).

Hrabeck, E. Doctoral Dissertation Committee. Touro University International, Organizational Behavior.

Waul, A. Doctoral Dissertation Committee. Touro University International, Organizational Behavior. (defended Spring 2007).

***Ph.D. Comprehensive Exam Committees***

Lovett, M. Comprehensive Exam Committee (Minor area: Management). University of New Mexico, Sports Administration. (defended/passed Fall 2008).

***Ph.D. Dissertation Committees Chaired***

Gill, E. Doctoral Dissertation Committee. Touro University International, Organizational Behavior.

***Master's Thesis Committees***

Williams, A. Master's Thesis Committee. University of New Mexico, Public Administration (2005)

***Ronald E. McNair Scholar Post-Baccalaureate Achievement Program Mentor***

Gutierrez, J. 2008.

Duran, L. 2009.