JENNIFER D. PARLAMIS

University of San Francisco 415.422.2130
2130 Fulton Street 808.344.5667
San Francisco, CA 94117 jparlamis@usfca.edu

Education

2001 Teachers College, Columbia University New York
Ph.D. Social and Organizational Psychology May 2001
Dissertation Title: *Venting Anger in Conflict: The role of attributions, the target of venting and the status of the offender.*

1994 The Moscow Institute of Social and Political Studies, Moscow
Russian Language Certificate

1993 Georgetown University, Washington D.C.
B.A. Psychology & Fine Arts, Magna Cum Laude, Phi Beta Kappa

Professional Positions

2007- *Assistant Professor*, Masters of Science in Organization Development Program, School of Business and Professional Studies, University of San Francisco. September 2007-present.

2002-2005 *Lecturer in Psychology and Education*, Department of Organization and Leadership, Teachers College, Columbia University. August 2002-August 2005.

2002-2005 *Director, Masters Program for Organizational Psychology*, Department of Organization and Leadership, Teachers College, Columbia University. August 2002-August 2005.

2001-2002 *Postdoctoral Fellow and Director of the Behavioral Research Lab*, Management Division, Columbia Business School, Columbia University. January 2001 to August 2002.

2001-2002 *Adjunct Professor*, Executive MBA Program, Columbia Business School, Columbia University. January 2001 to August 2002.

- *Dean's commendation for teaching excellence, Columbia Business School--Summer 2002*

1999-2001 *Adjunct Instructor*, Psychology Department, Barnard College. Sept 1999 to August 2001. Taught Organizational Psychology.

2000 *Adjunct Instructor*, Stern School of Business, New York University. Fall 2000. Taught Organizational Behavior.

Teaching

Leadership for Organization Development. Course designed to introduce students to the history of leadership theory as well as the issues and practice of contemporary leadership. Through critique and personal assessment and reflection, students will develop their own voices as leaders of change. Format: personal assessment & feedback, reflective practice, case analysis, exams, lectures, and presentations. Topics include team leadership, transformational leadership, change leadership, strategic leadership, gender and cultural influences on leadership, ethical leadership, approaches to developing leaders, coaching and trends and current issues (e.g. positive leadership, complexity science, courage, appreciative inquiry and leadership, generational issues, globalization).

Group Process, Communication, and Facilitation. Graduate course introducing students to major theories of group process and team dynamics, as well as practical techniques for facilitating productivity as a team member or outside facilitator. Format: case analysis, group projects, class exercises, and exams. Topics include group structure; cohesion; power, conflict, and negotiation; decision-making; and group facilitation.

Applied OD Research and Statistics. Graduate course focusing on applied research methods and statistical techniques relevant to the practice of OD. Format: lectures, group work, service learning project, online statistics program, and exams. Topics include research strategy and design, quantitative and qualitative research methods and data analysis techniques.

Managerial Negotiations. Course designed for managers and executives. Simulation-based course premised on learning through experience. Format: negotiation simulations, lectures, reflective journal, real-world negotiations. Topics covered: Distributive, Integrative, Mixed-Motive, Multi-Issue and Multi-Party Bargaining; Power, Trust and Emotions in Negotiation; Coalitions, Agents, and Third-Party Intervention.

Psychological Aspects of Organizations. Upper-level graduate course examining contemporary theory, research and practice in organizational behavior with a focus on social psychological underpinnings of organizational theory. Format: lectures, group projects, research, student-led discussions, primary source readings. Topics covered: Social Facilitation, Impression Formation, Impression Management, Decision Making, Attitudes, Ethics, Group Dynamics, Social Identity Theory, Intergroup Conflict.

Organizational Behavior. Upper-level undergraduate or first-year graduate course focusing on individual and group dynamics in organizations. Format: lectures, group projects, case studies, executive summaries. Topics covered: Organizational Development and Change; Organizational Culture; Job Attitudes and Satisfaction; Motivation Theories and Applications; Leadership, Power and Authority; Organizational Demographics and Discrimination; Conflict Resolution; Negotiation in Organizations.

Organizational Psychology. Introduction to the theories and research that underlie the field of organizational psychology, with consideration of applications to various organizational contexts. Format: lectures, group projects, case study analyses, exam. Topics covered: Job Satisfaction, Job Commitment, Motivation, Perception, Stereotyping, Group Dynamics, Leadership, Power, Organizational Culture and Structure, Conflict Resolution, Negotiation in Organizations.

Understanding Behavioral Research. Designed to teach graduate students about research methods in the social sciences. Students acquire basic knowledge necessary for critiquing and conducting research. Format: lectures, written assignments, study critiques. Topics covered: True and Quasi-experiments, Correlational Research, Sampling, Survey Research, Questionnaire Design, Case Study Research, Qualitative and Quantitative Data Analysis, Basic Statistics, Regression Analysis.

Research Interests

Negotiation and Conflict Resolution, including emotional reactions and expression during conflict, virtual negotiation (i.e., negotiation via email), attribution processes during negotiation and individual difference variables influencing negotiation outcomes.

Organizational Behavior and Psychology, including group formation, in-group bias and out-group discrimination, organizational demographics and cross-cultural differences, decision making in organizational contexts.

Papers

Parlamis, J.D., Block, C.J., & Allred, K. (forthcoming) Letting off Steam or Just Steaming? The Influence of Venting Target and Offender Status on Venting. *International Journal of Conflict Management.*

Perry, E.L., & Parlamis, J.D., (2006). Age and Ageism in Organizations: A Consideration of National Culture. In A.M. Konrad, P.Prasad & J.K. Pringle (Eds), Handbook of Workplace Diversity. Thousand Oaks: Sage Publications.

Parlamis, J.D., (manuscript in preparation) Fighting Words: What to Say and What Not to Say When Responding to Venting.

Parlamis, J.D., & Sedlar, S., (manuscript in preparation). Negotiations in-person or over email: an overview of differences and a study.

Parlamis, J.D. & Sedlar, S., (manuscript in preparation). Discriminatory Behavior and Affirmative Action.

Allred, K.G., Parlamis, J.D., & Chiongbian, V. (working paper). Attributional biases in conflict: Accusers vs. the accused. International Center for Cooperation and Conflict Resolution, Columbia University.

Dickman, J., (1990). Courage in Adversity, *The Exceptional Parent*, Jan/Feb 52-54.

Invited Talks and Presentations

Parlamis, J. (2008, July). Venting Anger: Third Party Targets and Responses. Paper presentation. International Association of Conflict Management.

Parlamis, J. (2008, February). Venting Anger in Conflict. Invited Speaker. Northern California ADR Faculty Conference.

Parlamis, J. (2007). Venting Anger in Conflict. Paper presentation. University of San Francisco, College of Professional Studies.

Sedlar, S., Parlamis, J., Kaufman, B., & Kurul, A. (2003) Affirmative Action and Intergroup Discrimination. American Psychological Association. Poster Session. Toronto, Canada.

Parlamis, J.D. (2002) Venting Anger in Conflict. Society for Personality and Social Psychology. Poster Session. Savannah, Georgia.

Parlamis, J.D. (2000) Venting Anger in Conflict: A Cognitive Appraisal Theory of Venting. Columbia Business School, Management Department Invited Talk

Parlamis, J.D., & Sedlar, S. (2000) Discriminatory Behavior and Affirmative Action. American Psychological Association. Poster Session. Washington D.C.

Allred, K.G., Parlamis, J.D., & Chiongbian, V. (1999) Biases in Judgments of Responsibility. The International Association for Conflict Management. 11th Annual Conference.

Parlamis, J.D., Allred K.G., Chiongbian,V. (1998) Attributional Biases in Conflict: Accusers vs. the Accused. International Center for Cooperation and Conflict Resolution, Columbia University.

Applied Experience and Professional Development

2009 *Internal Consultant*, University of San Francisco, College of Professional Studies.

2009 *Participant*. CADE program. Faculty Seminar on Jesuit Pedagogy and Online Learning.

2008 *Participant*. Faculty Seminar on Service Learning.

1995 *Consultant and Corporate Trainer*, Bank of New York, New York

Service

El Salvador Immersion Faculty Participant
Western Academy of Management Program Committee
USF Academic Affairs Committee Faculty Representative
Western Conversations USF Faculty Respresentative
USF MSOD Scholarship Committee Reviewer.
USF College of Professional Studies Strategic Planning Committee.
USF College of Professional Studies Faculty task force on alternative formats.
USF College of Professional Studies Brown Bag Seminar.
OD/OBL Edge speaker series.
Bay Area Organization Development Network.

Volunteer Activities

President, Parent Steering Group, *Mediator and Group Process Consultant.* Haleakala Waldorf School. Maui, Hawaii.
Habitat for Humanity
Georgetown Emergency Response Medical Service, *Emergency Medical Technician* 1991-1993

Activities and Associations

American Psychological Association
Association for Conflict Resolution
Bay Area Organization Development Network
International Association for Conflict Management
Western Academy of Management
Northern California group of Alternative Dispute Resolution professionals and academics
Phi Beta Kappa