

September 2004

CURRICULUM VITAE

JEFFREY SANCHEZ-BURKS

PERSONAL DATA

Address:

Michigan Business School
University of Michigan
701 Tappan Street
Ann Arbor, Michigan 48109-1234

Phone:

(734) 763-3358

Email & URL:

jeffrysb@umich.edu
<http://webusers/bus.umich.edu/jeffrysb>

Academic Positions:

University of Michigan

- Sanford Robertson Assistant Professor of Business Administration (2003-2004)
- Assistant Professor of Management & Organizations (2002-Present)
- Davidson Institute Research Fellow, William Davidson Institute (2003-Present)
- Faculty Associate, Research Center for Group Dynamics, Institute for School Research (2002-Present)

University of Southern California

- Assistant Professor, Management & Organizations, Marshall School of Business (1999-2002)

EDUCATION

Ph.D. Social Psychology, University of Michigan (1999)
Graduate Certificate in Culture and Cognition (Psychology and Anthropology)

M.A. Social Psychology, University of Michigan (1999)

B.A. Psychology, *Cum Laude*, California State University in Northridge (1994)

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Society

International Association for Conflict Management

Society for Personality and Social Psychology

AWARDS AND GRANTS

2003-2004 Sanford Robertson Assistant Professorship (\$20,000)
(for early career research excellence)
School of Business
University of Michigan

- 2002 William Davidson Institute (\$4,500)
(Seed Grant)
University of Michigan
- 2001 Corporate Action Research Grant (\$10,000)
(with Dr. Sally Blount, NYU)
- 2001 Center for International Business Education and Research (\$4,750)
(Seed Grant)
University of Southern California
- 2001 Dexter Award Finalist for Best Paper on International Relations
Academy of Management - Organizational Behavior Division
"Conversing Across Cultures"
- 2000 Russell Sage Foundation Grant
(co-PI with Dr. Richard Nisbett, U of M)
- 2000 Research Excellence Award
Management and Organization Department,
Marshall School of Business, University of Southern California
- 1998 Philip Brickman Memorial Prize
Annual Award for the Most Outstanding Paper in Social Psychology
University of Michigan
- 1994-1998 Rackham Fellowship
University of Michigan
- 1999 Philip Brickman Memorial Prize (\$500)
Annual Award for the Most Outstanding Paper in Social Psychology
University of Michigan
- 1996-1997 Culture and Cognition Research Grant (\$4,000)
National Science Foundation, Washington, D.C.
- 1996 Dissertation Research Grant (\$2,000)
International Institute, University of Michigan

RESEARCH

RESEARCH INTERESTS

Cultural barriers to developing and managing business relations in domestic and international organizations; Situational and cultural influences on relational attunement; Cultural beliefs about professionalism and the consequences of interpersonal conflict. Non-conscious psychological processes in cross-cultural business interactions. The nature of prejudice in diverse organizations.

PUBLICATIONS

JOURNAL ARTICLES AND BOOK CHAPTERS

- (1) Sanchez-Burks, J. (2004). Protestant Relational Ideology: The Cognitive Underpinnings and Organizational Implications of an American Anomaly. *Research in Organizational Behavior*, (Vol 26).
- (2) Sanchez-Burks, J. & Mor Barak, M. (2004). Interpersonal Relationships in a Global Work Context. In M. Mor Barak, *Managing Diversity in the Age of Globalization: Toward a Worldwide Inclusive Workplace* (Chapter 9). Thousand Oaks: Sage.
- (3) Chen, Y., Blount, S. & Sanchez-Burks, J. (2004). "The Role of Status and Culture in Achieving Within-Group Synchrony. In M. A. Neale, E. A. Mannix, and S. Blount (Eds.), *Research on Managing Groups and Teams* (Vol. 6).
- (4) Sanchez-Burks, J., Lee, F., Choi, I., Nisbett, R. E., Zhao, S & Jasook, K. (2003) Conversing Across Cultures: East-West communication styles in work and non-work contexts. *Journal of Personality and Social Psychology*. 85(2), 363-372.
- (6) Sanchez-Burks, J. (2002) Protestant Relational Ideology and (In) Attention to Relational Cues in Work Setting. *Journal of Personality and Social Psychology*, 83(4), 919-929.
- (7) Sanchez-Burks, J., Nisbett, R. E., & Ybarra, O. (2000). Cultural styles, relational schemas and prejudice against outgroups. *Journal of Personality and Social Psychology*, 79(2), 174-189.
- (8) Sanchez-Burks, J. (2000). Cultural Work Styles and Inter-group Relations. *Best Paper Proceedings of the Academy of Management*, Toronto, Canada.

MANUSCRIPTS UNDER REVIEW

- (9) Sanchez-Burks, J. & Nisbett, R. E., Lee, F., & Ybarra, O. Cultural Training Based on a Theory of Relational Ideology.
- (10) Sanchez-Burks, J. & Blount, S. Unpacking Rapport: The Role of Behavioral coordination and Culture in Workplace Interviews.
- (11) Heaphy, E., Sanchez-Burks, J., & Ashford, S. American Professionalism: Contents and Consequences of an Organizational Role Schema.
- (12) Neuman, E., Sanchez-Burks, J., Ybarra, O., & Goh, K. "Is Team Harmony Necessary for Success? Cultural Beliefs about Conflict and Team Performance."

MANUSCRIPTS IN PREPARATION

- (13) Sanchez-Burks, J. & Lee, F. (forthcoming, 2005). Culture and Workways. To appear in S. Kitayama & D. Cohen (Eds). Handbook of Cultural Psychology Volume I. Guilford's distinguished Handbook series.

RESEARCH IN PROGRESS

- (14) Anderson, P., & Sanchez-Burks, J. Leadership models and implications for ethical action.
- (15) Trahan, A., & Sanchez-Burks, J. Resistance to Diversity Initiatives in Organizations stems from Ontological Individualism
- (16) Sandoval, B., & Sanchez-Burks, J. Relational Attunement and Congruence in Diverse workteams.
- (17) Sanchez-Burks, J., Baker, W., & Kacperczyk, O. Chameleon Networks and Cross-cultural Fluency
- (18) Gelfand, M., & Sanchez-Burks, J. Relational Congruity in Vertical Dyads

PRESENTATIONS

CONFERENCE SYMPOSIUM TALKS

- (1) Culture, Relational Schemas and Disadvantage in Workplace Situations. (Speaker). Society for Experimental Social Psychology Conference, October 2004, Forth Worth, TX.
- (2) Dilemmas of Social Emotional Intelligence. (Speaker) UMBS Women in Leadership Conference (WILC), 2004, Michigan's Ross School of Business.
- (3) Emotion, Arousal, and Affect in Conflict (Invited Chair). Conflict Management Division paper session, 2003 Annual meeting of Academy of Management, Seattle, WA.
- (2) Building effective networks in a pluralistic world. (Co-Chair: Blount, S.; Participants: Earley, C., Jehn, K., Chen, Y.). All-Academy symposium presented at the Academy of Management Conference, August, 2002, Denver, CO.
- (3) Bridging Cultural Styles in Organizations. (Co-Chair: Gibson, C.; Participants: Von Glinow, M., Tyran, C.,). International Western Academy of Management Conference, June, 2002 Lima, Peru.
- (4) How cultural ideologies shape cognition, emotion, and social judgments. (Co-Chair: Quinn, D.; Participants: Crandall, C., Pratto, F.). Annual Meeting of the Society for Personality and Social Psychology, February, 2001, San Antonio, TX.

CONFERENCE PAPERS

- (5) Neuman, E.J., & Sanchez-Burks, J. Beliefs about Conflict: A Cross-Cultural Look at Group-Related Decisions. Symposium on cross-cultural models applied to identity processes within organizations. American Psychological Association, August, 2004, Honolulu, Hawaii.
- (6) Sanchez-Burks, J., & Neuman, E. Bygones: Curious Beliefs about Workgroup Conflict among Americans. Symposium on Psychological Misunderstandings: Errors in self and social perception and their implications for social conflict. Society for Personality and Social Psychology, February, 2004, Austin, Texas.
- (7) Sanchez-Burks, J. (Invited Speaker). Surface Similarities, Deep Variation: Cultural Diversity in Workways International Interdisciplinary Colloquium on Workforce Diversity in the U.S. and in Europe. July, 2003, Nantes, France.
- (8) Neuman, E., Sanchez-Burks, J. & Goh, K. Symposium on "New millennium, new workplace: Implications of changing workplace relationships," Paper presented at the Annual meeting of Academy of Management, August, 2002, Seattle, WA.
- (9) Chen, Y., Blount, S. & Sanchez-Burks, J. The Role of Status and Culture in Achieving Within-Group Synchrony. Paper presented at the Stanford University Business School's Annual Research on Managing Groups and Teams Conference, May, 2002, Palo Alto, CA.
- (10) Sanchez-Burks, J., Lee, F., Conversing Across Cultural Ideologies: East-West communication styles in work and non-work contexts. Paper presented at the Annual meeting of Academy of Management Conference, August, 2001, Washington, D.C.
- (11) Sanchez-Burks, J. Cultural Schemas for Relational Sensitivity in the Workplace: A Test of Weber's Theory on Ascetic Protestantism. Paper presented at the Annual Meeting of the Academy of Management Conference, August, 2000, Toronto, Canada.
- (12) Sanchez-Burks, J. (Invited Plenary Session Chair). The Third International Symposium on Multinational Business Management, 2000, Nanjing, China
- (13) Sanchez-Burks, J., & Nisbett, R. Ascetic Protestantism & Simpatia: A relational schema analysis of Anglo- and Mexican-American work styles. Invited Paper presented at the Society for Research on Child Development Symposium on Culture, Mind and Self within the U.S., April, 1999, Santa Fe, New Mexico.
- (14) Sanchez-Burks, J., Nisbett, R. E., & Ybarra, O. Cultural relational styles: A source of cultural misunderstandings and conflict. Paper presented at the XIV International Congress of the International Association for Cross-Cultural Psychology, August, 1998, Bellingham, Washington

INVITED COLLOQUIA

- Michigan's Ross School of Business Hosmer Lecture Series, October, 2004.
- University of British Columbia, Business School & Psychology, February, 2004.
- University of California-Berkeley, Haas Business School, November, 2003.
- Stanford University, November, 2003.

- Organizational Psychology, University of Michigan, October, 2003.
- Interdisciplinary Committee on Organizational Studies (ICOS), University of Michigan, 2003.
- Group Dynamics Seminar, Institute for Social Research, University of Michigan, 2003.
- School of Information, University of Michigan, 2003.
- Wharton Business School, November, 2002.
- Northwestern University, Kellogg Graduate School of Management, October, 2001.
- New York University, Stern School of Business, October, 2001.
- University of Connecticut, Department of Psychology, October, 2001.
- National Autonomous American University (UNAM) Mexico City, Mexico, May, 2001.
- University of California, Los Angeles, Department of Psychology, October, 2000.
- University of Illinois, Champaign-Urbana, September, 2000.
- University of Southern California, Center for Effective Organizations, February, 2000.
- Harvard University, Harvard Business School, March, 1999.
- Stanford University, Department of Psychology/Business School, August, 1998.
- Society for the Psychological Study of Social Issues Conference, Ann Arbor, June, 1998.
- University of Michigan, Department of Psychology, October, 1997.

TEACHING AND ADVISING

HONORS AND AWARDS

2001 MBA Core Golden Apple Teaching Award Honorable Mention
Marshall School of Business
University of Southern California

UNDERGRADUATE COURSES TAUGHT

University of Southern California: *Organizational Behavior* (BBA Core) (1999, 2002)
University of Michigan: *Advanced Research Methods* (Winter 1998)
University of Michigan: *Introduction to Social Psychology* (Fall 1997)

GRADUATE COURSES TAUGHT

University of Michigan: *Human Behavior in Organizations* (MBA Core) (2003, 2004 Winter and Fall)
University of Michigan: *International Multidisciplinary Action Program* (MBA Core) (2003, 2004)
University of Southern California: *Managerial Perspectives* (MBA Core) (2000, 2001)
University of Southern California: *International Action Learning* (MBA Core) (2000, 2001)

ADVISING

Dissertation Committees

Mathew Garber (joint MBA & Ph.D. in Pharmacology) 2004-
Chi-Ying Cheng (Organizational Psychology) 2004-
Joel Rodriguez (Psychology), 2003-2004

Ph.D. Student Directed Research (2002-2005)

Olenka Kacperczyk

Peter Anderson

Emily Heaphy

Eric Neuman

Brian Sandoval (Organizational Psychology)

Amy Trahan (Organizational Psychology)

BBA Student Directed Research (2002-2004)

Kelly Anderson

UROF Student Directed Research (2003-2004)

Li'er Wong

S E R V I C E

EDITORIAL SERVICE

Ad-Hoc Reviewer

Academy of Management Journal

Academy of Management Review

Journal of Personality and Social Psychology

Journal of Asian Business

Journal of Experimental Social Psychology

Journal of International Business Studies

Journal of International Psychology

Psychological Bulletin

Review of General Psychology

Cultural Diversity and Ethnic Minority Psychology

Academic Book Reviewing

Lawrence Erlbaum

Conference Reviewing

National Academy of Management Meetings:

International Management & Organizational Behavior Divisions

Western Academy of Management Meetings

PROFESSIONAL SERVICE _____

Michigan Business School

Latino MBA Business Student Association (Faculty Advisor), 2004-2005

Minority Leadership Education and Development (LEAD) program in Business (speaker), 2003, 2004

Diversity Town Hall Forum (moderator/facilitator), January 2004

Organizational Behavior Research Participant Pool (Coordinator), 2003-2004

Business School Behavioral Lab Committee (Member), 2003-2004

Cross-cultural Organizational Behavior Research Workshop (Director)

Invited scholars in the field of cross-cultural management from Wharton, Columbia, London Business School and the University of Michigan and doctoral students from top 10 business schools. (Sponsored by the Center for International Business Education (CIBE). 2003

OBHRM 552 MBA Core Course Coordinator, 2003

UMBS Dean's Faculty Research Grant, reviewer, 2002