

Overview

Benjamin Schneider is Professor Emeritus of Psychology at the University of Maryland and Affiliate Research Scientist at the Center for Effective Organizations, Marshall School of Business, University of Southern California. From 1982 to 2003 (also 1971-1979) Ben was Head of the Industrial and Organizational (I/O) Psychology Program at Maryland. From 2003-2016 he was employed as researcher and consultant at Valtera and then CEB as lead on the talent Management Lab's Engagement Project. He was also the John A. Hannah Professor of Organizational Behavior in Psychology and Management at Michigan State University (1979-1982), and Visiting Professor at: Peking University (5/88-6/88), University of Aix-Marseille (9/92-12/92 and 4/99-5/99), and the Tuck School at Dartmouth College (8/99-12/99). In addition he has been a Fulbright Scholar at Bar-Ilan University, 1973-1974 and Assistant Professor of Administrative Sciences and Psychology at Yale University, 1967-1971. Ben holds the Ph.D. in Psychology (University of Maryland) and the M.B.A. (Baruch School, CUNY).

Ben's scholarly accomplishments include more than 150 professional journal articles and book chapters, twelve books and appointment to the editorial review boards of seven major professional journals. Professional recognition includes election to Fellowship in the American Psychological Association, the Association for Psychological Science, the Academy of Management (President, Organizational Behavior Division, 1982-1983), the Society for Industrial and Organizational Psychology (SIOP, President, 1984-1985), the International Association of Applied Psychology, and winner of the Year 2000 Distinguished Scientific Contribution Award from the Society for Industrial and Organizational Psychology, the 2006 Career Contributions to the Service Discipline Award from the Services Marketing Special Interest Group (SERVSIG) of the American Marketing Association, the 2009 Michael R. Losey Award from the Society for Human Resource Management (SHRM) for career contributions to HR, the 2009 Herbert J. Heneman Jr. Career Contributions Award from the HR Division of the Academy of Management and the 2013 Lifetime Achievement Award from the Organizational Behavior Division of the Academy of Management.

Ben was co-Editor, 1984-1994 (with A.P. Brief) of Lexington Books' "Issues in Organization and Management Series" (25 books) and Editor, 1994- 2006 of Sage Books' "Organizational Behavior Series" (10 books) within the larger Foundations of Organization Science Series.

Ben is a frequent presenter at conferences and conventions and has offered workshops over the years on such topics as: Service climate, organizational climate and culture, employee engagement, and person-environment fit.

Recent consulting clients for Ben have included the Wharton School (University of Pennsylvania) and the Marshall School (USC) for projects on faculty engagement, Eli Lilly for projects on service and innovation climate, and safety culture for INGAA.

Brief CV

Books (since 2004)

- Schneider, B., & Smith, D. B. (Eds.) (2004). *Personality and organizations*. Mahwah, NJ: Erlbaum.
- Schneider, B., & White, S. S. (2004). *Service quality: Research perspectives*. Thousand Oaks, CA: Sage.
- Ployhart, R., Schneider, B., & Schmitt, N. (2006). *Staffing organizations: Contemporary practice and theory, 3rd ed.* Mahwah, NJ: Erlbaum.
- Macey, W. H., Schneider, B., Barbera, K. M., & Young, S. A. (2009). *Employee engagement*. London, UK: Wiley/Blackwell.

- Ehrhart, M. G., Schneider, B., & Macey, W. H. (2014). *Organizational climate and culture: An introduction to theory, research and practice*. New York: Routledge.
- Schneider, B., & Barbera, K. M. (Eds.) (2014). *The Oxford handbook of organizational climate and culture*. New York: Oxford University Press.

Articles and Book Chapter (last five years)

- Schneider, B., Ehrhart, M. W., & Macey, W. H. (2012). A funny thing happened on the way to the future: Competitive advantage lost out. *Industrial and Organizational Psychology*, 5, 96-101.
- Ployhart, R. B., & Schneider, B. (2012). The social and organizational context of personnel selection. In Schmitt, N. (Ed.), *The Oxford handbook of personnel assessment and selection* (pp. 48-67). New York: Oxford University Press.
- Schneider, B., & Lundby, K. (2012). Service relationships: Nuances and contingencies. In Eby, L. T. & Allen, L. D. (Eds.), *Personal relationships at work: The effect of positive and negative work relationships on employee attitudes, behavior and well-being* (pp. 287-300). New York: Routledge/Psychology Press.
- Schneider, B., Ehrhart, M. G., & Macey, W. H. (2013). Organizational climate and culture, *Annual Review of Psychology*, 64, 361-388.
- Schneider, B., & Barbera, K. M. (2014). Introduction and overview. In B. Schneider & K. M. Barbera (Eds.), *The Oxford handbook of organizational climate and culture* (pp. 3-21). New York: Oxford University Press.
- Schneider, B., & Barbera, K. M. (2014). Summary and conclusions. In B. Schneider & K. M. Barbera (Eds.), *The Oxford handbook of organizational climate and culture* (pp. 675-683). New York: Oxford University Press.
- Bowen, D. E., & Schneider, B. (2014). A service climate synthesis and future research agenda. *Journal of Service Research*, 17, 5-22.
- Porter, L. W., & Schneider, B. (2014). What was, what is and what may be in OP/OB. *Annual Review of Organizational Psychology and Organizational Behavior*, 1, 1-22.
- Schneider, B., González-Romá, V., Ostroff, C., & West, M. (In Press). Organizational climate and culture: Reflections on the history of the constructs in *JAP. Journal of Applied Psychology*.
- Schneider, B., & Barbera, K. M. (2014). Introduction and overview. In B. Schneider & K. M. Barbera (Eds.), *The Oxford handbook of organizational climate and culture* (pp. 3-21). New York: Oxford University Press.
- Schneider, B., & Barbera, K. M. (2014). Summary and conclusions. In B. Schneider & K. M. Barbera (Eds.), *The Oxford handbook of organizational climate and culture* (pp. 675-683). New York: Oxford University Press.
- Schneider, B. (2017). Part I: Foundations of psychological measurement and evaluation applied to employee selection, Benjamin Schneider, section editor. In J. L. Farr & N. T. Tippins (Eds.), *Handbook of employee selection, 2nd ed.* (pp. 1-162). New York: Routledge.
- Schneider, B., González-Romá, V., Ostroff, C., & West, M. (2017). Organizational climate and culture: Reflections on the history of the constructs in the *Journal of Applied Psychology. Journal of Applied Psychology*, 102, 468-482.
- Schneider, B., & Bartram, D. (2017). Aggregate personality and organizational competitive advantage. *Journal of Occupational and Organizational Psychology*. DOI:10.1111/joop.12180