

# Liuba Y. Belkin

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College of Business & Economics  
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## EDUCATION

- Ph.D. Organizational Behavior – Rutgers University** **May 2007**  
Rutgers Business School, Newark, NJ  
**Dissertation title: *Emotional Contagion in the Electronic Communication Context in Organizations***
- MBA, Marketing/Management - Rutgers University** **May 2002**  
Rutgers Business School, Newark, NJ
- MS, Economics - BS, Economics** **February 1997**  
Institute for Economics and Law, Moscow, Russia.

## RESEARCH

### Research Focus

My primary research examines emotions at work. Specifically, my two main streams of research explore (1) emotions in the context of communication technology (such as e-mail) in organizations and (2) the role of emotions in leadership and managerial practices. Other research areas in my work include electronic communication and feedback/appraisal practices, as well as online cooperation and performance.

### Publications in Refereed Journals and Book Chapters

Newbury, W., Belkin, L.Y. & Ansari, P. (forthcoming). “Perceived career opportunities from globalization: Influences of globalization capabilities and attitudes towards women in Iran and the U.S.”, *Journal of International Business Studies*.

Newbury, W., Gardberg, N. & Belkin, L. Y. (2006). “Organizational attractiveness is in the eye of the beholder: The interaction of movement capital with foreignness”, *Journal of International Business Studies*, 37: 668-686.

Kurtzberg, T.R., Belkin, L.Y. & Naquin, C. E. (2006) “The effect of e-mail on attitudes towards performance feedback”, *International Journal of Organizational Analysis*, 14: 4-21.

Kurtzberg, T.R., Naquin C.E., & Belkin L.Y. (2005). “Electronic performance appraisals: The effects of e-mail communication on peer ratings in actual and simulated environments”, *Organization Behavior and Human Decision Processes*, 98: 216-226.

Chen, C.C., Belkin, L.Y., & Kurtzberg, T.R. (2006). “A follower-centric contingency model of charisma attribution: The importance of follower emotion”, in Shamir, B., Pillai, R., Bligh, M., & Uhl-Bien, M. (eds.) *Follower-Centered Perspectives on Leadership: A Tribute to the Memory*

## **Publications in Best Paper Proceedings**

Chen, C.C., Belkin, L.Y., McNamee, R., & Kurtzberg, T.R. (2007). "In the eyes of the follower: Construction of charisma in response to organizational change", *Academy of Management Best Paper Proceedings, August (forthcoming)*.

William Newburry, Pardis Ansari and Liuba Belkin (2002). The impact of women on perceptions of individual career opportunities from globalization: The case of Iran. *Academy of International Business-Northeast Annual Meeting, Maryland, September, pp. 172-186*.

## **Refereed Presentations**

Chen, C.C., Belkin, L.Y., McNamee, R., & Kurtzberg, T.R. "In the eyes of the follower: construction of charisma in response to organizational change", *Academy of Management annual meeting, August, 2007*.

Belkin, L.Y. & Kurtzberg, T.R. "Emotional contagion in the electronic communication context: Conceptualizing the dynamics and implications of electronic emotional encounters in organizations", *EMONET V conference, Atlanta, GA, August, 2006*.

Belkin, L.Y., Chen, C.C., McNamee, R., & Kurtzberg, T.R. "Organizational change, member emotion, and construction of charismatic leadership", *EMONET V conference, Atlanta, GA, August, 2006*.

Belkin, L.Y., Kurtzberg, T.R., and Naquin, C.E. "Emotional contagion in the online environment: Investigating the dynamics and implications of emotional encounters in mixed-motive situations in the electronic context", *International Association of Conflict Management annual meeting (Montreal, Canada), June 2006*.

Belkin, L.Y., Naquin C.E. & Kurtzberg, T.R. "Online communication and social dilemmas: How communication media influences interpersonal trust, cooperative behavior and perceptions of fairness", *Academy of Management annual meeting (Honolulu, HI), August 2005*.

Newburry, W., Belkin, L.Y. & Ansari, P. "Perceived career opportunities from globalization: Influences of globalization capabilities and attitudes towards women in Iran and the U.S.", *Academy of International Business annual meeting (Quebec City, Canada), July 2005*.

Kurtzberg, T.R., Belkin, L.Y. & Naquin, C.E. "It's not what you say, but how you say it: The effects of e-mail on feedback delivery and receipt", *Academy of Management annual meeting (New Orleans, LA), August 2004*.

Gardberg, N, Newburry. W, and Belkin, L.Y. "Organizational attractiveness is in the eye of the beholder: Movement capital's moderating effects on the relationships of cultural distance and internationalization with organizational attractiveness", *Academy of International Business annual meeting (Monterey), July 2003. Best paper finalist*.

Gardberg, N, Newburry. W, and Belkin, L.Y. "The moderating effect of movement capital on the relationships of cultural distance and internationalization with organizational attractiveness", *Academy of Management meeting European division (Portugal), May 2003*.

Ansari, P., Belkin, L. and Newburry, W. “Perceptions regarding the power of women and comfortability with women in the workplace: The case of Iran” *Center for Iranian Research and Analysis 20th Annual Conference, Atlanta, April, 2003.*

Newburry, W., Belkin, L.Y. and Ansari, P. “The impact of women on perceptions of individual Career opportunities from globalization: The case of Iran”, *North-East Academy of International Business meeting (University of Maryland), September 2002. Best paper nominee.*

**Academic Work in Progress:**

Naquin C.E., Kurtzberg, T.R., & Belkin, L.Y “Online communication and social dilemmas: How communication media influences interpersonal trust, cooperative behavior and perceptions of fairness” under review at the *Social Justice Research Journal.*

Chen, C.C., Belkin, L.Y., McNamee, R., & Kurtzberg, T.R. “In the Eyes of the Follower: Construction of Charisma in Response to Organizational Change”, under review at the *Academy of Management Journal.*

Belkin, L.Y., Kurtzberg, T.R., and Naquin, C.E. “Emotional contagion in the online environment: Investigating the dynamics and implications of emotional encounters in mixed-motive situations in the electronic context” is in additional data collection and data analysis stage (*targeted at Organizational Behavior and Human Decision Processes journal*).

Belkin, L.Y., Ansari, P, and Newburry, W. “Individual and company level influences on employee perceptions of power and comfort with women in the workplace: The case of Iran” is in the final preparation stage for the journal submission (*targeted at Gender, Work & Organizations journal*).

“Emotional contagion in the electronic communication context: Conceptualizing the dynamics and implications of electronic emotional encounters in organizations”, is in its writing stage (with Terri Kurtzberg).

“Making sense of trust: The role of cognitive and affective processes in trust building, breaks and repair” (with Patrick Saporito) in its writing stage.

“Being honest online: The role of media in the decision to misrepresent information” (with Charles Naquin and Terri Kurtzberg) in its writing stage.

“Behavioral integrity and leadership attributions across cultures” is in its planning stage (with Chao C. Chen).

**Teaching Experience at Rutgers Business School:**

Semester	Role	Course	Level	Teaching Effectiveness Rating	Overall Course Effectiveness Rating
Spring 2007	Instructor	Organizational Behavior	Undergraduate	4.75/5	4.7/5

Fall 2005	Adjunct Assistant Instructor	Negotiations	Graduate (MBA) 2 sections	4.96/5 and 4.71/5	4.92/5 and 4.64/5
Fall 2004	Instructor	Negotiations	Undergraduate	4.31/5	4.53/5

- Guest lecturer for Negotiations class (MBA level) – Fall 2004 – Spring 2006.
- Part-time grading assistant for Negotiations class (MBA level) – Fall 2002 – Spring 2005.
- Teaching assistant for Organizational Behavior class – Spring 2003; Spring 2006.

### **Awards:**

- **2006 CIMIC Award for an Outstanding Research Record** for a PhD Student in Management (one awarded annually - \$500 award).
- **2005-2006 Dissertation Research Award** from Technology Management Research Center Awards Program (\$2500 award).
- **Eldridge Haynes Prize for Best Paper First Runner-Up** (Best Paper by a Scholar(s) Under 40, with Naomi Gardberg and William Newburry), Academy of International Business Annual Meeting, 2003.
- **Best Paper Finalist** (with Naomi Gardberg and William Newburry), Academy of International Business Annual Meeting, 2003.
- **Best Empirical Paper Nominee** (with William Newburry and Pardis Ansari), Academy of International Business-Northeast Annual Meeting, 2002.

### **Grants/Fellowships**

- **Dissertation Fellowship** (Rutgers Business School) – Fall 2006 (\$9,000).
- **Dissertation Fellowship** (Rutgers Business School) – Spring-Summer 2005 (\$7,500).
- **Scholarship award** for a dissertation research – Summer 2006 (\$3,000).
- **Scholarship award** for a dissertation proposal – Summer 2004 (\$3,000).
- **Research grant** for projects with Professor Terri Kurtzberg – Summer 2006 (\$3,000).
- **Research grant** for projects with Professor Terri Kurtzberg – Summer 2005 (\$3,000).
- **Research grant** for projects with Professor Terri Kurtzberg – Summer 2004 (\$3,000).
- **Research grant** for projects with Professor Terri Kurtzberg – Summer 2003 (\$3,000).

### **Professional Service and Activities**

- Nominated for the OB doctoral student consortium at 2006 Academy of Management Annual Meeting, Atlanta.
- Reviewer, Academy of Management Conflict Management Division (2007 annual meeting).
- Reviewer, Academy of Management Organizational Behavior Division (2006; 2007 annual meeting).
- Reviewer, Academy of Management Organizational Communication and Information Systems Division (2006; 2007 annual meeting).
- Reviewer, International Conference for Emotions and Worklife (EMONET V) (2006 annual meeting).

- Initiated and helped to organize the PhD student – faculty consortium, Fall 2005, Rutgers Business School

### **Ad hoc reviewer**

*Organization Science*

### **Professional Affiliations**

Member, Academy of Management (Organizational Behavior, Conflict Management, & Organizational Communication and Information Systems divisions)

Member, International Association for Emotions and Worklife (EMONET)

Member, International Association for Conflict Management

## **WORK EXPERIENCE (NON ACADEMIC)**

**INTERNATIONAL PURCHASING AGENCY, INC** **1997 – 2000**

Matawan, NJ

*Import-Export firm specializing in travel accessories and small leather goods*

**Business manager**

**SILVEL S.A.** **1995 – 1997**

Moscow, Russia

*An investment firm primarily specializing in trading on behalf of institutional investors, and an in house hedge fund of Russian equities and government notes.*

**Chief Compliance Officer**

**Trainee Stock Broker/ Stock Broker**