

CURRICULUM VITAE

NANCY DA SILVA

Business Address

Department of Organization and Management
 San Jose State University
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EMPLOYMENT

Jan. 2008 – present Professor
 Department of Organization and Management
 College of Business
 San Jose State University

Aug. 2006 – Dec. 2007 Associate Professor
 Industrial/Organizational Psychology Program
 Psychology Department
 College of Social Sciences
 San Jose State University

Aug. 2000 – July 2006 Assistant Professor
 Industrial/Organizational Psychology Program
 Psychology Department
 College of Social Sciences
 San Jose State University

EDUCATION

2000 Ph. D. in Industrial/Organizational Psychology, University of Houston
 Dissertation Title: “An examination of owner characteristics and
 entrepreneurial management strategy in predicting small firm
 performance”

1997 M.A. in Industrial/Organizational Psychology, University of Houston
 Thesis Title: “Reconceptualizing the entrepreneur”

1994 B.Sc. in Psychology, University of Toronto, Canada

COURSES TAUGHT

Graduate	Multivariate Methods Applied Psychometrics Industrial/Organizational Psychology Field Work
Undergraduate	Capstone Senior Seminar in Strategic Human Resource Management Fundamentals of Management and Organizational Behavior Applied Organizational Behavior Workforce Planning, Staffing, and Training HR Analytics Introduction to Statistics Introduction to Industrial/Organizational Psychology Research Methods Lab Cognitive Psychology Lab Introduction to Psychology Lab Honors Seminar in Psychology

FUNDED GRANTS

2008, Fall	Facilitating telecommuting as a means of congestion reduction Agency: Mineta Transportation Institute, September 2008 Proposed amount: \$52,519 Principal Investigators: Nancy Da Silva and Meghna Virick
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AWARDS AND SMALL GRANTS

2012, Spring	Student Success Grant
2012, Spring	College of Business Master Teacher Award
2011, Spring	College of Business Master Teacher Award
2009, Fall	College of Business Master Teacher Award
2009, Spring	College of Business Cost Share Funds Award (with Meghna Virick)
2009, Spring	University Planning Council, San Jose State University
2008, Fall	College of Business Master Teacher Award
2008, Spring	University Planning Council, San Jose State University
2007, Spring	University Planning Council, San Jose State University

PUBLICATIONS (peer reviewed)

- 2016 Oldham, G. & Da Silva, N. (in press). Employee creative idea generation: The interactive effects of idea implementation, attachment, and psychological safety. *Business Creativity and the Creative Economy*.
- 2015 Oldham, G. & Da Silva, N. The impact of digital technology on the generation and implementation of creative ideas in the workplace. Special Issue: Digital Creativity: New Frontier for Research and Practice. *Computers in Human Behavior*, 42, 5-11.
- 2013 Allen, S. L., Smith, J. E., & Da Silva, N. Leadership style in relation to organizational change and organizational creativity in non-profit organizations. *Nonprofit Management Leadership Journal*, 24(1), 23-42.
- 2012 Da Silva, N., & Oldham, G. Adopting employees' ideas: Moderators of the idea generation idea implementation link. *Creativity Research Journal*, 24(2-3), 134-145.
- 2011 Da Silva, N. & Davis, A. Absorptive Capacity at the Individual Level: Linking Creativity to Innovation in Academia. *Review of Higher Education*, 34(3), 355-379.
- 2010 Borlongan-Conway, M. D., Da Silva, N., & Tokunaga, H. Employee goal orientation in relation to creative performance. *Review of Management Innovation and Creativity*, 3(6), 94-102.
- 2010 Da Silva, N., Hutchinson, J., & Wahl, G. Organizational strategy and employee outcomes: A person-organization fit perspective. *The Journal of Psychology: Interdisciplinary and Applied*, 144(2), 145-161.
- 2010 Tetrick, L., Weathington, B., Da Silva, N., & Hutcheson, J. Individual differences in attractiveness of jobs based on compensation package components. *Employee Responsibilities and Rights Journal*, 22(3), 195-211.
- 2010 Virick, M., Da Silva, N., & Arrington, K. Moderators of the curvilinear relation between extent of telecommuting and job and life satisfaction: The role of performance outcome orientation and worker type. *Human Relations*, 63(1), 137-154.
- 2004 Latting, J. K., Beck, M. H., Slack, K. J., Tetrick, L. E., Jones, A. P., Etchegaray, J. M., & Da Silva, N. Promoting service quality and client adherence to the service plan: The role of top management's support for innovation and learning. *Administration in Social Work*, 28(2), 29-48.
- 2003 Da Silva, N., Tetrick, L. E., Slack, K. J., Etchegaray, J. M., Latting, J. K., Beck, M. H., Jones, A. P. Is there a relationship between employee perceptions of organizational learning practices and employee performance? *The Psychologist-Manager Journal*. Special issue titled "Organizational Learning", 6(1), 104-116.

- 2003 Tetrick, L. E., & Da Silva, N. Assessing the culture and climate for organizational learning. In S.E. Jackson, M. Hitt, & A. DeNisi (Eds.), *Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management*. San Francisco: Jossey-Bass.
- 2002 Townsend, J. C., Da Silva, N., Mueller, L., Curtin, P., & Tetrick, L. E. Attributional complexity: A link between decision latitude, LMX, and performance. *Journal of Applied Social Psychology*, 23(1) 207-221.
- 2000 Tetrick, L. E., Slack, K. J., Da Silva, N., & Sinclair, R. R. Comparison of the stress-strain-outcome model incorporating the demand-control model and the social support for owners and non-owners. *Journal of Occupational Health Psychology*, 5(4), 464-476.

PUBLICATIONS/GRANT PROPOSALS IN PROGRESS

Da Silva, N., & Virick, M. Selecting employees for telecommuting arrangements: New insights. *Human Resource Management*.

Da Silva, N., & Virick, M. An empirical assessment of whether telecommuters are more or less likely to be laid off compared to their non-telecommuting peers.

Da Silva, N. & Tetrick, L. Do personal values and beliefs matter in predicting entrepreneurial orientation? Examination of small business owners.

Virick, M., & Da Silva, N. Visibility norms and telecommuting behaviors: A comparison of telecommuters and non-telecommuters.

Virick, M., & Da Silva, N. Layoff victims and their spouses' reactions to the layoff experience: A structural equation modeling approach to dyadic data.

Wright, J. & Da Silva, N. A time lag study examining role stressors in relation to work engagement.

PRESENTATIONS AT REFEREED (PEER REVIEWED) CONFERENCES

2013 Virick, M., & Da Silva, N. Negative effects of job loss: A dyadic approach. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Houston.

2010 Da Silva, N., & Virick, M. Explication of the curvilinear relationship between extent of telecommuting and employee outcomes. Paper presented at the Annual Meeting of the Academy of Management Meetings, Montreal.

2008 Arrington, K., Virick, M., & Da Silva, N. Telecommuting and job satisfaction: Investigation of work/life balance and workaholism. Poster presented at the Society for Industrial and Organizational Psychology annual conference, San Francisco.

2007 Jezzi, M., Da Silva, N., Hosoda, M. & Saposnek, D. Optimism as a moderator of work resources and work engagement. Poster presented at the American Psychological Association annual conference, San Francisco.

2007 Kim, D. M., Da Silva, N., Tokunaga, H., Hosoda, M. Predicting psychological safety and its outcome in the workplace. Poster presented at the American Psychological Association annual conference, San Francisco.

- 2007 Vandree, K., Da Silva, N., Tokunaga, H., Hosoda, M. Predicting individual and creative performance from contextual factors. Poster presented at the Society for Industrial and Organizational Psychology annual conference, New York.
- 2007 Margam, G., Hosoda, M., Da Silva, N., & Wells, P.M. Predictors and outcomes of perceived race discrimination. Poster presented at the Society for Industrial and Organizational Psychology annual conference, New York.
- 2004 Gakovic, A., Da Silva, N., & Tetrick, L. E. Conflict resolution tactics and employee perceptions of safety at work. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Chicago.
- 2002 Da Silva, N., Thomas, A., Mayoral, L., Yoshihara, M., & Hutcheson, J. Organizational strategy and employee outcomes: A person-organization fit perspective. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Toronto.
- 2002 Da Silva, N., Tetrick, L. E., Slack, K. J., Etchegaray, J. M., Jones, A. P., Latting, J., & Beck, M. Employees' psychological climate for organizational learning and supervisory performance ratings. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Toronto.
- 2002 Slack, K. J., Etchegaray, J. M., Jones, A. P., Tetrick, L. E., Da Silva, N., Latting, J., & Beck, M. Supervisor Support and Employee Performance: The Role of Perceived Values. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Toronto.
- 2001 Da Silva, N. An examination of psychological characteristics of small business owners and entrepreneurial business strategies. Paper presented at the Annual Meeting of the Academy of Management Meetings, Washington, D. C.
- 2000 Jones, A., Slack, K., Tetrick, L. E., Da Silva, N., Latting, J., & Beck, M. Management support, role conflict, and perceived group effectiveness. Poster presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans.
- 2000 Tetrick, L. E., Da Silva, N., Jones, A. P., Etchegaray, J. M., Slack, K. J., Kantambu-Latting, J., & Beck, M. H. Organizational learning: Does it lead to employee well-being? Poster presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans.
- 1999 Da Silva, N., Tetrick, L. E., Jones, A., Slack, K., Latting, J., & Beck, M. Development and validation of an organizational learning assessment instrument. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta.
- 1999 Jones, A., Slack, K., Tetrick, L. E., Da Silva, N., Latting, J., & Beck, M. The role of personal and group innovation in perceived group effectiveness. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta.

- 1999 Mueller, L., Da Silva, N., Townsend, J. C., & Tetrick, L. E. An empirical evaluation of competing safety climate measurement models. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Atlanta.
- 1998 Da Silva, N., & Tetrick, L. E. Reconceptualizing the entrepreneur: A look at Portuguese restaurant owners. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Dallas.
- 1998 Townsend, J. C., Da Silva, N., Mueller, L., Curtin, P., & Tetrick, L. E. Attributional complexity: A link between decision latitude, LMX, and performance. Poster presented at the Society for Industrial and Organizational Psychology annual conference, Dallas.
- 1997 Tetrick, L. E., Slack, K. J., Da Silva, N., & Sinclair, R. R. Comparison of the stress-strain-outcome model incorporating the demand-control model and the social support for owners and non-owners. Paper presented at the Annual Meeting of the Academy of Management Meetings, Boston.
- 1997 Tetrick, L. E., Da Silva, N., Hutcheson, J., & Weathington, B. The effects of compensation package components on attractiveness of positions and the relations of individual differences in the relative importance of these components. Paper presented at the Annual Meeting of the Academy of Management Meetings, Boston.
- 1996 Borovsky, D. M., Da Silva, N., Grosch, J., Hipley, L., Sinclair, R. R., & Tetrick, L. E. Fear of victimization in the workplace: An exploratory analysis. Poster presented at the Society for Industrial and Organizational Psychology annual conference, San Diego.
- 1996 Tetrick, L. E., Da Silva, N., & Sinclair, R. R. Relations of physical and psychological risk perception with sensation seeking. Poster presented at the American Psychological Association annual convention, Toronto.

ADVISOR/CHAIR OF MASTERS THESES

	<u>Student</u>	<u>Semester completed</u>	<u>Title of Masters Thesis</u>
1	Gavin Jensen	Apr. 2010	Effects of telework and remote management on job performance outcomes
2	Jose Gonzalez	May 2010	Discrete emotion: The difference between organizational citizenship behaviors and workplace deviance
3	Julie Rice	May 2009	Examining the relationship between job engagement and job satisfaction
4	Jerry Wright	Dec. 2009	Role stressors, coworker support, and work engagement: A longitudinal study
5	Ritu Koppula	Aug. 2009	A study examining the relationship between transformational leadership and employee job engagement

6	Lisbeth Andersen	Aug. 2008	Readiness for change: Can readiness for change be primed?
7	Thanh-Thao Phan	Aug. 2007	Predictors of job engagement with extraversion as the moderator variable
8	Kristi Arrington	Aug. 2007	Telecommuting and job satisfaction: An investigation of workaholism and work/life balance as variables
9	Jui Maru	May 2007	Relationship between graduate admission criteria, job performance, and success
10	Stephanie Allen	May 2007	Transformational leadership, change readiness, and creativity
11	Matthew Jezzi	Aug. 2006	The moderating role of optimism as related to work resources and work engagement
12	Diana Kim	Aug. 2006	Predicting psychological safety and its outcome in the workplace
13	Alicia Motta	May 2006	Age, tenure, and attribution: Key concepts of the psychological contract
14	Kyla Vandree	Dec. 2005	Predicting individual creative performance from contextual factors
15	Amy Klein	May 2004	Goal orientation and its relationship to organizational commitment
16	Norman Lopez	Dec. 2003	An interactional approach to investigating individual creative performance
17	Susan Jensen	May 2003	Cost cutting and employee attitudes
18	Campbell Jung	May 2003	Self efficacy, self-monitoring, and locus of control: Predictors of networking behavior

Note: The list above does not include theses in which I was 2nd or 3rd reader. I have been on the committee as 2nd or 3rd reader on 18 theses.

Member

Academy of Management
 American Psychological Association
 Bay Area Applied Psychologists
 Society for Industrial and Organizational Psychology