Cary Cherniss

Title and Address:

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Education

Highest Earned Degree

1969-1972 Ph.D. in Psychology, Yale University

Other Earned Degrees, Graduate and Undergraduate

1965-1969 A.B. in Psychology, University of California-Berkeley

Honors and Awards

Professional Awards and Honors

1965-1969 Dean's List (all semesters), University of California, Berkeley

1967 Regents Scholar, University of California

1969 Woodrow Wilson Fellow

1969 Berkeley Psychology Department Academic Achievement Award, given to the top graduating major in the department

1969 Phi Beta Kappa, U. of Cal., Berkeley

1969 Summa cum Laude Graduate, University of California, Berkeley

1997 Expert in residence, Kellogg Foundation

Research Interests

Description of Research and Scholarly or Creative Objectives

Job stress and burnout in human service organizations; promotion of emotional intelligence in the workplace; leadership development; conflict management in organizations; organizational change in schools.

Publications

Books

Cherniss, C. (2005). School change and the *MicroSociety* program. Newbury Park, CA: Corwin Press.

Cherniss, C. & Adler, M. (2000). <u>Promoting emotional intelligence in organizations: Making training in emotional intelligence effective</u>. Alexandria, VA: American Society for Training and Development.

Cherniss, C. (1999). <u>Jenseits von Burnout und Praxisschock Weinheim, Germany: Betz Verlag. (German translation of Beyond Burnout.</u>)

Cherniss, C. (1995). <u>Beyond burnout: Helping teachers, nurses, therapists, and lawyers recover from stress</u> and disillusionment. New York: Routledge.

Cherniss, C. (1980). Staff burnout: Job stress in the human services. Beverly Hills, CA: Sage.

Cherniss, C. (1980). Professional burnout in human service organizations. New York: Praeger.

Edited Books, Anthologies, Collections, Bibliographies

Fishman, D.B., & Cherniss, C. (1990). The human side of corporate competitiveness. Newbury Park: Sage.

The Emotionally Intelligent Workplace, San Francisco: Jossey-Bass, June, 2001, with Daniel Goleman.

Chapters in Books or Monographs

Cherniss, C. (2010). Helping leaders to become emotionally intelligent. In Bunker, K., Hall, D. T., & Kram, K. (Eds.), *Extraordinary leadership: Addressing the gaps in senior executive development* (pp. 97-120). San Francisco: Jossey-Bass.

Cherniss, C. (in press). Emotional intelligence. In I. B. Weiner & W. E. Craighead (Eds.), *Corsini's encyclopedia of psychology, fourth edition*. NY: John Wiley & Sons.

Cherniss, C. (2007). The role of emotional intelligence in the mentoring process. In B. R. Ragins & K. E. Kram (Eds.), *The handbook of mentoring*. (pp. 427-446). Thousand Oaks, CA: Sage.

Cherniss, C. (2006). Leadership and Emotional Intelligence. In R. J. Burke & C. L. Cooper (Eds.), <u>Inspiring leaders</u> (pp. 132-148). London: Routledge.

Cherniss, C., & Goleman, D. (2006). From school to work: Social and emotional learning as the vital connection. In M. J. Elias & H. Arnold (Eds.) <u>The educator's guide to emotional intelligence and academic achievement</u> (pp. 58-61). Thousand Oaks, CA: Corwin Press.

Riger, S.; Reyes, O; Watts, R.W.; Kelly, J. G.; Shinn, M.; Cherniss, C.; Jason, L.A; Trickett, E. (2004). Faculty deconstructs participatory research. In Jason, L. A. (Ed); Keys, C. B. (Ed); et al, <u>Participatory community research: Theories and methods in action</u> (pp. 233-238). Washington, DC: American Psychological Association.

Cherniss, C. (2004). Intelligence, emotional. In C. Spielberger (Ed.), <u>Encyclopedia of Applied Psychology</u> (Vol. 2, pp. 315-321). Oxford, UK: Elsevier.

Cherniss, C., & Goleman, D. (2002). Emotional intelligence. In <u>Business: The Ultimate Resource</u> (pp. 312-313). London: Perseus Books.

Cherniss, C. (2001). Emotional intelligence and organizational effectiveness. In C. Cherniss & D. Goleman (Eds.), <u>The emotionally intelligent workplace</u>. San Francisco: Jossey-Bass.

Cherniss, C., & Goleman, D. (2001). Training for emotional intelligence: A model. In C. Cherniss & D. Goleman (Eds.), The emotionally intelligent workplace. San Francisco: Jossey-Bass.

Cherniss, C., & Caplan, R. (2001). Implementing emotional intelligence programs in organizations: The American Express Financial Advisors case. In C. Cherniss & D. Goleman (Eds.), <u>The emotionally intelligent workplace</u>. San Francisco: Jossey-Bass.

Kram, K. E., & Cherniss, C. (2001). Developing emotional competence through relationships at work. In C. Cherniss & D. Goleman (Eds.), <u>The emotionally intelligent workplace</u>. San Francisco: Jossey-Bass.

Cherniss, C., & Deegan, G. (2000). The creation of alternative settings. In J. Rappaport & E. Seidman (Eds.), <u>Handbook of community psychology</u> (pp. 359-378). New York: Plenum.

Cherniss, C. (1993). The role of professional self-efficacy in the etiology and amelioration of burnout. In W. B. Schaufeli, C. Maslach, & T. Marek (Eds.), <u>Professional Burnout: Recent Developments in Theory and Research</u> (pp. 135-150). Washington, DC: Taylor & Francis.

Cherniss, C. (1993). Pre-entry issues revisited. In R. T. Golembiewski (Ed.), <u>Handbook of organizational</u>

- consultation (pp. 113-118). New York: Marcel Dekker.
- Fishman, D.B., & Cherniss, C. (1990). Emerging managerial themes for the 1990's: Interdependence and synergies among individual, organizational, and societal well-being. In D. B. Fishman & C. Cherniss (Eds.), The human side of corporate competitiveness (pp. 203-214). Newbury Park, CA: Sage.
- Cherniss, C. (1990). Resolving the "mixing and matching" problem: A view from the organizational perspective. In P. Tolan, C. Keys, F. Chertok, & L. Jason (Eds.), <u>Researching community psychology:</u> <u>Isues of theory and methods</u> (pp. 134-138). Washington, DC: American Psychological Association.
- Cherniss, C. (1987). Staff burnout: Too much stress or too little commitment? In S. Landesman & P. M. Vietze (Eds.), <u>Living environments and mental retardation</u>, (pp. 213-228). Washington, D.C.: American Association on Mental Deficiency.
- Cherniss, C. (1986). Staff burnout in dealing with the elderly: How to help the helper. In A. G. Awad, H. B. Durost, W. O. McCormick, & H. M. R. Meier (Eds.), <u>Disturbed behavior in the elderly</u>. New York: S. P. Medical & Scientific Books.
- Cherniss, C. (1986). Different ways of thinking about burnout. In E. Seidman & J. Rappaport (Eds.), <u>Redefining social problems</u>. New York: Plenum, 217-229.
- Cherniss, C. & Dantzig, S. A. (1986). Preventing and managing stress. In R. Kilburg, R. Thoreson, & P. Nathan (Eds.), <u>Professionals in distress: Issues, syndromes and solutions in psychology</u> (pp. 255-274). Washington, DC: American Psychological Association.
- Cherniss, C. (1985). Employee assistance groups. In R. K. Conyne (Ed.), <u>Group workers' handbook</u>. Springfield, IL: Charles C. Thomas, 177-195.
- Cherniss, C. & Krantz, D. L. (1983). The ideological community as an antidote to burnout in the human services. In B. A. Farber (Ed.), <u>Stress and burnout in the human service professions</u>. New York: Pergamon Press, 198-212.
- Cherniss, C., Trickett, E. J., D'Antonio, M., & Tracy, K. (1982). Involving students in organizational change in a high school. In J. L. Alpert (Ed.), <u>Psychological consultation in educational settings</u>. San Francisco: Jossey-Bass, 108-142.
- Cherniss, C. (1982). Cultural trends: Political, economic, and historical roots of the problem. In W. S. Paine (Ed.), <u>Job stress and burnout: Research, theory, and intervention perspectives</u>. Beverly Hills, CA: Sage, 83-94.
- Cherniss, C. (1981). Organizational design and the social environment in group homes for mentally retarded persons. In H. C. Haywood and J. R. Newbrough (Eds.), <u>Living environments for developmentally retarded persons</u>. Baltimore: University Park Press, 103-124.
- Cherniss, C. (1981). Preventing burnout: From theory to practice. In J. W. Jones (Ed.), <u>The burnout syndrome: Current research, theory, interventions</u>. Park Ridge, IL: London House Press, 172-176.
- Cherniss C. (1981). Burnout: Political, economic, and historical roots. In W. S. Paine (Ed.), <u>Proceedings of the first national conference on burnout</u>. Darby, PA: Gwynedd Mercy College/Mercy Catholic Medical Center, 1-36.
- Cherniss, C. (1980). Human service programs as work organizations: Using organizational design to improve staff motivation and effectiveness. In R. H. Price & P. E. Politser (Eds.), <u>Evaluation and action in</u> the social environment. New York: Academic Press, 125-153.
- Shinn, M., Perkins, D. N. T., & Cherniss, C. (1980). Using survey-guided development to improve program climates: An experimental evaluation in group homes for youths. In R. R. Stough & A. Wandersman (Eds.) Optimizing environments: Proceedings of the Eleventh Annual Conference of the Environmental Design Research Association. Washington, D.C.: Environmental Design Research Association.
- Cherniss, C. (1979). Institutional barriers to social support among human service staff. In K. A. Reid & R.

A. Quinlan (Eds.), Burnout in the helping professions. Kalamazoo, MI: Western Michigan University.

Cherniss, C. (1976). Personality and ideology: A personological study of Women's Liberation. In A. G. Kaplan & J. P. Bean (Eds.), <u>Beyond sex role stereotypes: Readings towards a psychology of androgyny</u>. Boston: Little, Brown, 363-380.

Articles in Refereed Journals

Cherniss, C. (2010). Emotional intelligence: New insights and further clarifications. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *3*, 183-191.

Cherniss, C., Grimm, L., & Liautaud, J. P. (2010). Process-designed training: A new approach for helping leaders develop emotional and social competence. *Journal of Management Development*, 29, 413-431.

Cherniss, C. (2010). Emotional intelligence: Towards clarification of a concept. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 110-126.

Cherniss, C., Extein, M., Goleman, D., & Weissberg, R. P. (2006). Emotional intelligence: What does the research really indicate? *The Educational Psychologist*, 41, 239-245.

Cherniss, C. & Fishman, D. B. (2004). The Mesquite "MicroSociety" school: Identifying organizational factors that facilitate successful adoption of an innovative program. <u>Evaluation and Program Planning</u>, <u>27</u>, 79-88.

Emmerling, R. J., & Cherniss, C. (2003). Emotional intelligence and the career choice process. <u>Journal of Career Assessment</u>, 11(2), 153-167.

Cherniss, C. (2002). 2001 DIVISION 27 PRESIDENTIAL ADDRESS: Emotional intelligence and the good community. <u>American Journal of Community Psychology</u>, 30(1), 1-11.

Cherniss, C., & Caplan, R. D. (2001). A case study in implementing emotional intelligence programs in organizations. <u>Journal of Organizational Excellence</u>, <u>21</u> (1), 73-85.

Cherniss, C. (1998, April). Social and emotional learning for leaders. <u>Educational Leadership</u>, 55(7), 26-28.

Cherniss, C. (1997). Teacher empowerment, consultation, and the creation of new programs in schools. Journal of Educational and Psychological Consultation, 8, 135-152.

Cherniss, C., & Herzog, E. (1996). Impact of home-based family therapy on maternal and child outcomes in disadvantaged adolescent mothers. <u>Family Relations</u>, 45, 72-79.

Friedler, M. E., Cherniss, C., & Fishman, D. B. (1992). Quality circles and classroom teachers. <u>Special Services in the Schools</u>, 6 (3/4), 155-178.

Cherniss, C. (1991). Long-term consequences of burnout: An exploratory study. <u>Journal of Organizational Behavior</u>, 12, 1-11.

Cherniss, C. (1991). Career commitment in human service professionals: A biographical study. <u>Human Relations</u>, 44, 419-437.

Cherniss, C. (1991). Institutional versus organizational levels of analysis: Commentary on Leiter. <u>Canadian Psychology</u>, 32, 559-565.

Cherniss, C. (1991). Confronting the social context of school change. <u>American Journal of Community Psychology</u>, 19, 389-394.

Cherniss, C. (1991). Biography of Seymour Sarason. Journal of Applied Behavioral Science, 27, 407-408.

Cherniss, C. (1990). Recovery from burnout: Results of a 10 year follow-up study. <u>Journal of Health and Human Resources Administration</u>, 13, 132-154.

Cherniss, C. (1989). Burnout in new professionals: A long-term follow-up study. <u>Journal of Health and Human Resources Administration</u>, <u>12</u>, 11-24.

Cherniss, C. (1989). Career stability in public service professionals: A longitudinal investigation based on biographical interviews. <u>American Journal of Community Psychology</u>, <u>17</u>, 399-422.

Cherniss, C. (1988). Observed supervisory behavior and teacher burnout in special education. <u>Exceptional Children</u>, <u>54</u>, 449-455.

Kruger, L. J., Cherniss, C., Maher, C., and Parad, H. (1988). Group supervision of paraprofessional counselors. <u>Professional Psychology: Research and Practice</u>, <u>19</u>, 609-616.

Kruger, L., Cherniss, C., Maher, C., & Parad, H. (1988). Development of a behavior observation system for group supervision of counseling services. <u>Counselor Education and Supervision</u>, <u>27</u>, 331-343.

Cherniss, C., & Kane, J. S. (1987). Public sector professionals: Job characteristics, satisfaction, and aspirations for intrinsic fulfillment through work. <u>Human Relations</u>, 40, 125-136.

Cherniss, C. & Cherniss, D. S. (1987). Professional involvement in self-help groups for parents of high-risk newborns. <u>American Journal of Community Psychology</u>, <u>15</u>, 435-444.

Cherniss, C. (1986). Instrument for observing supervisor behavior in educational programs for retarded children. American Journal of Mental Deficiency, 91, 18-21.

Cherniss, C. (1985). Stress, burnout, and the special services provider. <u>Special Services in the Schools</u>, <u>2</u>, 45-62.

Cherniss, C. (1978). The Consultation Readiness Scale: An attempt to improve consultation practice. American Journal of Community Psychology, 6, 15-21.

Cherniss, C., & Egnatios, E. (1978). Participation in decision-making by staff in community mental health programs. <u>American Journal of Community Psychology</u>, <u>6</u>, 171-190.

Cherniss, C. & Egnatios, E. (1978). Clinical supervision in community mental health. <u>Social Work</u>, <u>23</u>, 219-223.

Strumwasser, I., Cherniss, C., & Egnatios, E. (1978). The plight of the nurse in community mental health. <u>International Journal of Nursing Studies</u>, <u>15</u>, 67-73.

Cherniss, C. & Egnatios, E. (1978). Is there job satisfaction in community mental health? <u>Community Mental Health Journal</u>, 14, 309-318.

Price, R. H., & Cherniss, C. (1977). Training for a new profession: Research as social action. <u>Professional Psychology</u>, <u>8</u>, 222-231.

Cherniss, C. (1977). Creating new consultation programs in community mental health centers: Analysis of a case study. <u>Community Mental Health Journal</u>, <u>13</u>, 113-144.

Cherniss, C., & Egnatios, E. (1977). Styles of clinical supervision in mental health programs. <u>Journal of Consulting and Clinical Psychology</u>, <u>45</u>, 1195-1196.

Cherniss, C. (1976). Pre-entry issues in consultation. <u>American Journal of Community Psychology</u>, <u>4</u>, 13-24.

Cherniss, C., Egnatios, E., & Wacker, S. (1976). Job stress and career development in new public professionals. Professional Psychology, 7, 428-436.

Cherniss, C. (1972). Personality and ideology: A personological study of Women's Liberation. <u>Psychiatry</u>, <u>35</u>, 109-125.

Conference Presentations, Lectures, Demonstrations

Keynote or Plenary Addresses

Invited presentation. "Emotional Intelligence in the Workplace." Presented to the New Jersey Human Resource Management Association, Princeton, NJ, January 11.

Invited keynote address. "Can We Improve Emotional Intelligence: What the Research Tells Us." Presented at Higher Education Symposium on Emotional Intelligence, Georgetown University, Washington, DC, October 3.

2006 Invited presentation. "Emotional Intelligence: An Overview" Presented at Grand Rounds, Department of Surgery, University of Medicine and Dentistry of New Jersey, New Brunswick, NJ, October 4.

2005 Invited presentation. "Emotional Intelligence and Effective Leadership." Presented at a meeting of the Leadership Development Initiative, New York City Public Schools, New Visions, Inc., March 16.

2005 Invited address. "The Emotionally Intelligent Leader." Presented at a meeting of the OD Network of Greater New York, New York City, March 22.

2005 Invited presentation. "The Emotionally Intelligent Leader." Presented to the senior executive group, Port Authority of New York and New Jersey, New York City, June 16.

2005 Invited presentation. "The Emotionally Intelligent Leader." Presented to the Aspiring Principals program, Teachers College, Columbia University, July 1.

2005 Invited presentation "The Emotionally Intelligent Leader." Presented at the National Student Leadership Conference, Rutgers University, October 1.

2005 Invited presentation "The Emotionally Intelligent Leader." Presented at the Center for Nonprofit and Philanthropic Leadership, School of Business, Rutgers University, October 19.

2004 Invited keynote. "Emotional intelligence begins at home: Core competencies of effective practitioners." Presented at the EQ Symposium conference, Denver, Colorado, October 30.

2004 Invited lecture. "Promoting emotional intelligence in organizations." Presented at the Annual Graduate Symposium, School of Graduate Medical Education, Seton Hall University, November 3.

2002 Invited presentation. "Emotional Intelligence: Its Role in Health Care." Presented to the staff of the Rutgers University Health Service, New Brunswick, NJ, January 10.

2002 Invited address. "Emotional Intelligence: The Master Competency." Presented to the mid-Jersey chapter of the American Society for Training and Development, Princeton, NJ, March 14.

2002 Keynote address. "Emotional Intelligence." Presented at the PA/NJ CRLA annual conference, New Brunswick, NJ, April 12.

2002 Invited address. "Emotional Intelligence: An Overview." Presented at a meeting of the alumni of the School of Management and Labor Relations, Rutgers University, May 21.

2002 Keynote address. "Emotional Intelligence: An Overview." Presented at the annual conference of MicroSociety, Inc., Seattle, Washington, July 22.

2002 Keynote address. "Emotional Intelligence: An Overview." Presented at conference on emotional intelligence, Teachers College, Columbia University, August 1.

2002 Invited address. "Emotional Intelligence: An Overview." Presented to the faculty of the Department of Leadership and Information Systems, Industrial College of the Armed Forces, Washington, DC, August 6.

2002 Invited address. "Emotional Intelligence: An Overview." Presented to staff at Hackensack University Medical Center, Hackensack, NJ, September 30.

2002 Invited address. "Emotional Intelligence: Its Role in Organizational Change." Presented to flag officers (admirals) of the U.S. Coast Guard, New London, CT, October 1.

2002 Invited address. "Emotional intelligence." Presented to the Orange County, Calif. Executive Summit, a group of senior executives.

2001 Invited address. "Emotional Intelligence: An Overview." Presented at the annual Human Issues in Management Conference, Lake George, NY, July 10.

2001 Invited address. "Emotional Intelligence and the Good Community." Presented at the Annual Convention of the American Psychological Association, San Francisco, CA, August 26.

2001 Invited Workshop. "Helping People Cope with Stress and Trauma in the Workplace. Presented at the Annual Convention of the American Psychological Association, San Francisco, CA, August 26.

2001 Invited presentation. "Emotional Intelligence: An Overview." HR Futures Association Meeting, Hilton Head, SC, October 18.

2001 Invited presentation. "The Emotionally Intelligent Leader." Contemporary Issues in Leadership Lecture Series, Center for Organizational Development and Leadership, Rutgers University, November 21.

2000 Invited presentation. "Emotional Intelligence: What is it and why do leaders need it?" Contemporary Issues in Leadership Series, Center for Organizational Development and Leadership, Rutgers University, New Brunswick, NJ, March 23.

2000 Presented seminars on emotional intelligence in the workplace for the Norwegian Institute for Occupational Health, Oslo and Bergen, Norway, May 25-May 31.

2000 Invited symposium on "Using Emotional Intelligence to Improve the Effectiveness of Community Groups." Presented at the Annual Convention of the American Psychological Association, Washington, DC, August 5.

1998 Invited workshop. Success factors in implementing emotional intelligence programs in organizations. Presented at the Linkage Conference on Emotional Intelligence in the Workplace, Chicago, IL, September 27 (with K. Cannon).

1997 Invited address. Emotional intelligence: "What it is and why we need it." Presented at community-wide meeting sponsored by the Forum of Kalamazoo County, May 1.

1995 Invited keynote address. Stress and burnout research in health care: The importance of organizational-level variables. Presented at the Fourth European Conference on Organizational Psychology and Health Care, Munich, Germany, October 12-14.

1991 Invited address. Labor-management conflict and teacher burnout. Presented at conference on "Teacher stress and burnout," Teachers College, Columbia University, October 26.

1990 Invited address. Annual conference, Human Resource Association of the Northeast. "Commitment vs. Stress."

1990 Invited keynote address. "The role of professional self-efficacy in the etiology of burnout." Presented at a special conference on "Professional Burnout: Developments in Theory and Research", sponsored by the European Network of Organizational Psychologists. Jagiellonian University, Krakow, Poland.

1989 Invited address. Conference on "Issues in Autism", sponsored by the New Jersey Council of Organizations and Schools for Autistic Children and Adults. "Motivating and Retaining Staff."

1989 Invited address. Conference on the Dually-Diagnosed Client: Treating the Patient, Treating the Agency. "Burnout: Care and Feeding of Agency Staff."

1988 Invited address. "Resolving the "mixing and matching" problem: A view from the organizational perspective." Presented at a special conference on "Researching Community Psychology", sponsored by the American Psychological Association Science Directorate and held at De Paul University, Chicago, IL.

1987 Invited address. "Long-term consequences of professional burnout: Preliminary findings of a 12 year follow-up study." Presented at Eighth Annual Berkshire Conference on Behavior Analysis and Therapy, University of Massachusetts, Amherst, MA.

1985 Invited address. New Jersey School Psychologists Association. "Alternative Careers for School

Psychologists."

1985 Invited address. New Jersey Psychological Association Fall Meeting. "Promoting Individual and Organizational Development in the Work Place."

1983 Invited address. Conference on Hospital Environments: Psychological Effects on Patients and Staff. Loyola University, Chicago. "Improving the Quality of Work Life in Hospitals."

1983 Invited address. Conference on Early Intervention, Erikson Institute, Chicago. "Developing Effective Interdisciplinary Teams in Neonatal Intensive Care Units."

1982 Invited address. Conference on the Impact of Residential Environments on Retarded Persons and Their Care Providers, Lake Wilderness, Washington. "Staff Burnout: Too Much Stress or Too Little Commitment?"

1982 Invited address. Conference on Recent Trends in Oncology, Cook County Hospital Continuing Education for Nurses, Chicago. "Sources of Stress in Oncology Nursing."

1981 Keynote address. Conference on Staff Burnout Among Workers in Aging. Georgia State University, Atlanta, Georgia. "Professional Burnout in Bureaucratic Settings."

1981 Invited address. Conference on Coping with Cancer: The Patient, the Family, the Professional. Rush Cancer Center of Rush-Presbyterian-St. Luke's Medical Center, Chicago. "Psychosocial Needs of the Cancer Care Professional."

1981 Invited address. Annual meeting, Midwestern Legislative Legal and Research Directors and Staff, Chicago. "Stress and Burnout in Professional Work."

1981 Invited address. Conference on Burnout in the Human Services, Teachers College, Columbia University, New York City. "The Ideological Community as an Antidote to Burnout in the Human Services."

1980 Keynote address. Annual meeting, Illinois Association for Mental Deficiency, "Doing More with Less."

1979 Keynote address. Annual Conference, National Association of Community Mental Health Centers (Midwestern Region), Kansas City, Kansas. "Professional-Bureaucratic Role conflict in Community Mental Health Centers."

1979 Invited address. Conference on Caring for Emotionally Disturbed Children, Hawthorne Center, Plymouth, Michigan. "Coping with Stress in Caring for Emotionally Disturbed Children."

1979 Invited address. Annual conference, Michigan Association for Children with Learning Disabilities. "The Conflict between Professional Values and Bureaucracy."

1978 Keynote address. Annual Conference, National Association of Social Workers (Western Michigan region), Grand Rapids, Michigan. "Recent Research and Theory on Job Stress and Burnout in Helping Professions."

1973 Invited address. Center for the Study of Education, Yale University. "Institutional Character Analysis and the Yale Department of Education."

Papers, Abstracts, and Lectures

Presented lecture on emotional intelligence to class at Teachers College, Columbia University, Oct. 8, 2010.

Cherniss, C. <u>Implementing a school-based social and emotional learning program with fidelity.</u> Presented at the 11th Biennial Conference on Community Research and Action, Pasadena, CA, June 8, 2007.

Cherniss, C. <u>Emotional intelligence</u>: What it is and why it matters. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 15, 2000.

- Cherniss, C. <u>Managerial Competence and the Reduction of Employee Burnout</u>. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA, August 11, 1998.
- Cherniss, C. <u>The problem of teacher burnout in educational reform efforts</u>. Paper presented at the annual convention, American psychological Association, San Francisco, CA, August 18, 1998.
- Cherniss, C. <u>Teacher empowerment, consultation, and the creation of new programs in schools.</u> Paper presented at the 6th Biennial Conference on Community Research and Action, University of South Carolina, May 28, 1997.
- Cherniss, C. & Elias, M. <u>Implementing model programs in schools: Dilemmas and choice points.</u> Symposium presented at the 6th Biennial Conference on Community Research and Action, University of South Carolina, May 31, 1997.
- Cherniss, C., Herzog, E., & Cherniss, D. <u>Involving the grandmother in treatment: Impact of home-based family therapy with disadvantaged teenage mothers.</u> Paper presented at the annual meeting of the Society for Research on Adolescence, Boston, MA, March 8, 1996.
- Cherniss, C. <u>The CARRI Program: Evaluation Findings.</u> Paper presented at the annual conference of the National Center for Clinical Infant Programs, Washington, DC, December 5, 1993.
- Cherniss, C. <u>The problem of verification in qualitative case study research.</u> Presented at Annual Convention, American Psychological Association, Washington, D.C., August 18, 1992.
- Cherniss, C. <u>Impact of stress on career adaptation in teachers: A long-term follow-up study.</u> Presented at the Annual Conference of the American Educational Research Association, Chicago, IL, April 4, 1991.
- Cherniss, C. <u>The critical evaluation of a federal demonstration project serving adolescent parents, their infants, and families: The evaluator's perspective.</u> Presented at the Seventh Biennial Training Institute of the National Center for Clinical Infant Programs, Washington, DC, December 6, 1991.
- Cherniss, C. <u>Organizational negotiation skills and the prevention of burnout: Lessons of a long-term follow-up study</u>. Presented at annual convention of the American Psychological Association, Boston, MA, August 14, 1990.
- Cherniss, C. <u>Creating a new program in a hostile organizational culture</u>. Presented at annual meeting, Academy of Management, Anaheim, CA, August, 1988.
- Cherniss, C. <u>The fate of caring, commitment, and social activism in public service professionals.</u> Presented at Biennial Conference on Community Research and Action, University of South Carolina, Columbia, SC, May, 1987.
- Cherniss, C. <u>Stress and burnout in new public service professionals:</u> <u>A long-term follow-up study</u>. Presented at annual meeting, Academy of Management, New Orleans, LA, August, 1987.
- Cherniss, C. <u>The supervisory process in context</u>. Presented at annual convention, American Psychological Association, Washington, D.C., August 24-28, 1986.
- Cherniss, C. <u>Evaluating work stress programs</u>. Presented at Annual Meeting, Eastern Evaluation Research Society, Philadelphia, April 13, 1984.
- Cherniss, C. <u>Organizational interventions in community psychology</u>. Presented at Annual Northeastern Community Psychology Conference, New York University, New York, 1984.
- Cherniss, C. <u>Motivational strategies for young professionals in the human services</u>. Presented at Annual Convention, American Psychological Association, Toronto, Canada, 1984.
- Cherniss, C. <u>Consulting with an alternative setting</u>. Presented at Annual Meeting, Midwestern Psychological Association, Chicago, Illinois, 1983.
- Cherniss, C. <u>The ideological community: Preventing burnout by enhancing commitment</u>. Presented at Annual Convention, American Psychological Association, Washington, D.C., August 26, 1982.

- Cherniss, C. <u>The context for the emergence of burnout as a social problem</u>. Presented at Annual Convention, American Psychological Association, Washington, D.C., August 26, 1982.
- Cherniss, C. <u>Burnout: Two ways of defining it and their implications</u>. Presented at Annual Convention, American Psychological Association, Washington, D.C., August 26, 1982.
- Cherniss, C. <u>Preventing burnout: Strategies and options</u>. Presented at the Annual Convention, American Psychological Association, Los Angeles, 1981.
- Cherniss, C. <u>Management training and community psychology</u>. Presented at Annual Meeting, Midwestern Psychological Association, Detroit, Michigan, 1981.
- Cherniss, C. <u>Coping with the frustrations of working in a bureaucracy</u>. Presented at annual meeting, National Association for Children with Learning Disabilities, San Francisco, 1979.
- Cherniss, C. <u>The burnout phenomenon in new professionals</u>. Presented at Annual Meeting, Midwestern Psychological Association, Chicago, 1979.
- Cherniss, C. & Cherniss, D. <u>Ward heeling: An alternative "service delivery system."</u> Presented at the annual convention, American Psychological Association, Montreal, Canada, 1973.
- Amster, H., Cruise, D., & Cherniss, C. <u>The use of associative word strength to determine associative relationships among words as a function of their normative strengths and type of formal relationships between them</u>. Presented at annual meeting of the Psychonomic Society, St. Louis, 1968.

Memberships

Membership/Offices Held in Scholarly and Professional Societies

2005	Member, Fellows Committee, Society for Community Research and Action (Division 27, American Psychological Association)
2004	Academic Advisory Board, Global Committee on the Future of OD
2001-2002	Chair, Fellows Committee, Society for Community Research and Action (Division 27, American Psychological Association)
2000-2001	President, Society for Community Research and Action (Division 27, American Psychological Association)
1999-2002	Member, Executive Committee, Division 27 (Community Psychology), American Psychological Association
1999-2001	Co-chair, National Biennial Planning Committee, Division 27 (Community Psychology), American Psychological Association
1996-ongoing	Co-chair, Consortium for Research on Emotional Intelligence in Organizations
1996	Co-chair, Consortium for Research on Emotional Intelligence in Organizations
1995-1998	Member, Executive Board, Council of Program Directors in Community Research (Chair, 1997 - 1998).
1993-2001	Member, Seymour B. Sarason Award Committee (Chair, 1993 - 1995).
1993-1996	Member, Executive Committee, Prevention Network of New Jersey
1988-1991	Secretary, Council of Community Psychology Training Program Directors.

1984-1985	Member, Professional Affairs Committee, Division 14
	(Industrial/Organizational Psychology) American Psychological
	Association.

1983-1984 Member, Nominating Committee, Division 27, (Community Psychology) American Psychological Association.

1973-1977 Member, Training Committee, Division 27 (Community Psychology), American Psychological Association

American Psychological Association (Fellow)

Academy of Management

Society for Community Research and Action (Fellow) (Div. 27 of APA)

Society for Industrial and Organizational Psychology (Div. 14 of APA)