

Patricia B. Sikora
Curriculum Vita

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EDUCATION

Ph.D. Psychology, University of Colorado – Boulder, 2002. GPA 3.96/4.00
Program: Social Psychology Advisor: Dr. John Forward

Dissertation: Enlarging the view of participation in organizations: A proposed
framework and analysis via Structural Equation Modeling

Recipient of Albert Heyer Award – Departmental award for research in
Applied and Organizational Psychology

Graduate coursework in Organizational Communication, Business Management,
Educational Psychology, and Sociology

M.A. Psychology, University of Colorado - Boulder, 1999
Program: Social Psychology Advisor: Dr. John Forward
Thesis: The voices of “me:” An exploration of the work self in social context

M.S. Urban Affairs, University of Wisconsin - Milwaukee, 1984. GPA: 3.90/4.00
Awarded UWM Graduate School Fellowship, 1983
Awarded UWM Graduate School Research Assistantships 1981, 1982

B.S. Biology, Carroll College, Waukesha, Wisconsin, 1981. GPA: 3.89/4.00
Minors: Psychology and Sociology
Top Ten Scholar - Carroll Class of 1981; Four Scholastic Honor Societies

PUBLICATIONS and PRESENTATIONS

Greenberg, E., Grunberg, L., Moore, S., & Sikora, P. (in press). *Turbulence: Boeing and the State of American Workers and Managers*. Yale University Press.

Grunberg, L., Moore, S., Greenberg, E., & Sikora, P. (2008). The changing workplace: Employee responses over time at one large company. *Journal of Applied Behavioral Science*, 44, 215-236.

Sikora, P., Greenberg, E., Grunberg, L., & Moore, S. (2008). Downsizing and survivor alcohol use: A cross-lagged longitudinal analysis. *Work & Stress*, 22, 51-68.

Sikora, P., Moore, S., Grunberg, L., & Greenberg, E. (2008). Work-Family Conflict: An exploration of causal relationships in a 10 year, 4-wave panel study. Paper presented at the 2008 International Association of Business & Management Conference, San Diego, CA.

- Moore, S., Sikora, P., Grunberg, L., & Greenberg, E. (2007). Work stress and alcohol use: Examining the tension-reduction model as a function of worker's parent's alcohol use. *Addictive Behaviors, 32*, 3114-3121.
- Moore, S., Sikora, P., Grunberg, L., & Greenberg, E. (2007). Managerial women and the work-home interface: Does age of child matter? *Women in Management Review, 22*, 568-587.
- Moore, S., Grunberg, L., Greenberg, E., & Sikora, P. (2007). Type of job loss and its impact on decision control, mastery, and depression: Comparison of employee and company-stated reasons. *Current Psychology*, online issue July 31, 2007.
- Moore, S., Sikora, P., Grunberg, L., & Greenberg, E. (2007). Expanding the Tension-Reduction Model of Work Stress and Alcohol Use: Comparison of Managerial and Nonmanagerial Men and Women. *Journal of Management Studies, 44*, 261-283
- Sikora, P., Greenberg, E., Grunberg, L., & Moore, S. (March 2006). Downsizing and survivor alcohol use: a preliminary longitudinal analysis. Paper presented at the APA – NIOSH Work and Stress Conference, Miami, FL.
- Sikora, P.B., Beaty, E.D., & Forward, J. (2004). Updating theory on organizational stress: The Asynchronous Multiple Overlapping Change (AMOC) Model of workplace stress. *Human Resource Development Review, 3*, 3-35.
- Sikora, P.B. (2003). The “Managed Me:” A critical look at organizational identity in transition. Presented at the Academy of Management 2003 Conference, Seattle, WA.
- Sikora, P.B. (2003). Illusions of participation: An exploration of micropractices of discursive closure in teams. Presented at the Academy of Management 2003 Conference, Seattle, WA.
- Sikora, P.B. (2000). Case study in organizational change. In Deetz, S.A., Tracy, S.J., & Simpson, J.L., *Leading Organizations Through Transition: Communication and Cultural Change*. Thousand Oaks, CA: Sage Publications.

RELATED RESEARCH/CONSULTING EXPERIENCE

Sikora Associates, LLC, 1994 – present.

Principal and owner of organizational and marketing research consulting firm providing primary and secondary research services to corporations and non-profits. Services include executive interviewing, focus groups, survey design, statistical analysis, and strategic planning consultation.

University of Colorado/University of Puget Sound, July 2003 – April, 2007.

Consultant on NIH/NIAAA Research Grant. Statistical analysis and writing for a 10 year panel study of impact of layoffs and re-engineering on employee physical and emotional well-being in a Fortune 100 manufacturing firm.

RELATED RESEARCH/CONSULTING EXPERIENCE (cont.)

Women's Vision Foundation, Denver

Volunteer of the Year, 2005

External Trends Analysis and Member Perceptions Presentation – 2006 Leadership Retreat

Presentation/Training Program on Power and Influence, Leadership Institute, 2004, 2005

Member Satisfaction and Needs Assessment Surveys – 2004, 2005

SuccessForum Surveys, 2004, 2005

Marketing Committee Member, 2003-2006

Presentations on Measurement Theory to Boulder Area Human Resource Association, October 2003; Colorado Human Resources Association, November, 2002.

Office of Consumer Counsel, State of Colorado, 1999-2000. Examination of culture, norms, scripts, and roles underlying non-productive work interactions, including in-depth interviews, situation appraisal, executive coaching, and workshops to improve group and interpersonal dynamics.

Executive Office, Department of Regulatory Affairs, State of Colorado, 1997-1999.

Ethnographic, qualitative, and quantitative analyses of team and organizational change processes; executive coaching, management reports, team process analysis, and participative research feedback to change agents.

Exabyte, Boulder, Colorado, 1998. Analysis of shifts in culture and service levels related to organizational change; in-depth interviews and management consulting regarding root causes associated with employee turnover and dissatisfaction.

PROFESSIONAL AFFILIATIONS/MEMBERSHIPS

Academy of Management

American Psychological Association

Boulder Business and Professional Women

International Management Consultants