

CURRICULUM VITAE

Paul M. Roman

February 2009

Office Address:

Institute for Behavioral Research

143 Barrow Hall

University of Georgia

Athens, GA 30602

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CURRENT ACADEMIC APPOINTMENTS

Distinguished Research Professor of Sociology, (since 7/91; fourth 5-year competitive appointment until 7/11);

Director, Center for Research on Behavioral Health and Human Services Delivery, Institute for Behavioral Research (since 9/86)

Adjunct Professor of Sociology, Center of Alcohol and Drug Studies, Rutgers University (since 9/2005)

PREVIOUS ACADEMIC APPOINTMENTS

Professor of Sociology, University of Georgia	9/86-7/91
Charles A. and Leo M. Favrot Professor of Human Relations in the Department of Sociology, Tulane University	7/75-8/86
Professor of Epidemiology, School of Public Health and Tropical Medicine, Tulane University	7/75-8/86
Visiting Assistant Professor of Sociology, Syracuse University	Summer 1970
Associate Professor to Professor of Epidemiology, Tulane University	9/72-6/75
Assistant Professor to Professor of Sociology, Tulane University	9/69-6/75
Assistant Professor of Sociology, University of Georgia	9/68-8/69
Research Associate, New York State School of Industrial and Labor Relations, Cornell University	1/67-8/68

EDUCATION

Cornell University, Ph.D., organizational behavior 1968

Cornell University, B.S. in agriculture, with distinction (rural sociology) 1964

ADMINISTRATIVE EXPERIENCE

Director, Center for Research on Behavioral Health and Human Services Delivery
Institute for Behavioral Research, University of Georgia (name changed in
1998 from Center for Research on Deviance and Behavioral Health) 1986-present

Director, National Institute on Alcohol Abuse and Alcoholism Research
Training Program, University of Georgia 1987-2003

Director, Tulane University Alcohol Research Center 1974-1986

Acting Chair, Department of Sociology, Tulane University 1979

Head, Department of Sociology, Newcomb College of Tulane University 1972-1977

PROFESSIONAL APPOINTMENTS AND HONORS

Lifetime Achievement Award, Institute for Behavioral Research, University
of Georgia 2003

Chair-Elect (1997-98) and Chair (1998-99), Section on Alcohol and Drugs
American Sociological Association 1997-1999

Member, Health Services Research Review Committee, National
Institute on Drug Abuse, National Institutes of Health 1998-2006

Chairperson, Drug Courts Special Research Review, National
Institute on Drug Abuse, National Institutes of Health 1999

Chairperson, Alcohol Epidemiology and Prevention Research Review
Committee (Study Section), National Institutes of Health 1994-1996

Member, Alcohol Epidemiology and Prevention Research Review
Committee (Study Section), National Institutes of Health 1992-1996

Chairperson, Alcohol Research Centers Special Review Committee
National Institutes of Health 1995, 2002

Chairperson, Drug Abuse Health Services Centers Special Review Committee, National Institutes of Health	1995
Member, MERIT Award Special Review Committee, National Institute on Alcohol Abuse and Alcoholism, National Institutes of Health	1994, 1995, 1996
W. A. Owens Award for Outstanding Career Achievement in Research in the Social and Behavioral Sciences, University of Georgia	1992
Member, Advisory Board, R. Brinkley Smithers Institute for Alcohol-Related Workplace Studies, New York State School of Industrial and Labor Relations, Cornell University	1992-present
Chair, Publications Committee, Southern Sociological Society	1992-1993
Elected Member, Publications Committee, Southern Sociological Society	1988-1993
Member, Membership Committee, Southern Sociological Society	1989-1991
Blaine Lecturer, Office of the Governor of the State of Maine	1989
Sutter Distinguished Lecturer, Department of Psychiatry, Washington University at St. Louis	1989
Flowerree Lecturer, Department of Psychology, Tulane University	1989
John Umstead Distinguished Lecturer, North Carolina Department of Human Resources	1988
Member, Panel on Employer Policies and Working Families, National Academy of Sciences-National Research Council	1988-1991
Member, Ad Hoc Committee on National Substance Abuse Policy, Institute of Medicine-National Academy of Sciences	1988
Director's Task Force, Sixth Annual Report to the Congress on Alcohol and Health, National Institute on Alcohol Abuse and Alcoholism	1986-1987
Founding Commissioner, Employee Assistance Certification Commission	1986-1989
Selected for <i>Who's Who in America</i>	1986, 2002
Aaron Brown Memorial Lecturer, University of Texas Medical Center, Houston	1985
President's Advisory Panel of Distinguished Faculty, Tulane University	1983-86

Chair, Committee on Nominations, Southern Sociological Society	1982
Jack Donovan Memorial Lecturer, 15th Annual Eagleville Conference on Alcohol and Drug Abuse, King of Prussia, PA	1982
Student Senate Award for Distinguished Achievement in Research, Tulane University	1981
Consultant and Lecturer, Australian Foundation on Alcoholism and Drug Dependence, Canberra, Australia	1980, 1981
Elected Member of Executive Council, Southern Sociological Society	1978-81
Chair of Research Committee and Executive Board Member, Association of Labor and Management Administrators and Consultants on Alcoholism	1976-81
Director's Task Force for the Design of the Third HEW/NIAAA <i>Alcohol and Health Report to Congress</i>	1976-78
Chair, Grant Application Review Group, Occupational Alcoholism Program Branch, National Institute on Alcohol Abuse and Alcoholism	1973-76
Committee on the Profession, Southern Sociological Society	1975-78
Chair, Committee on the Profession, Southern Sociological Society	1976-77
Chair, Division on Drinking and Drugs, Society for the Study of Social Problems	1974-75
Chair, Elections Committee, Southern Sociological Society	1974
Director's Task Force for the Design of the Second HEW/NIAAA <i>Alcohol and Health Report to Congress</i>	1974
Selection Panel, Scholars and Fellows Program, National Center for Alcohol Education, Washington, DC	1973
Mortar Board Award for Excellence in Teaching, Tulane University	1973
Executive Council, Committee on Disability of the Section on Medical Sociology, American Sociological Association	1972-75
Program Chair, Annual Meeting of Society for the Study of Social Problems	1972
Awards Committee, Southern Sociological Society	1971, 1974

Committee on the Profession, Southwestern Sociological Society 1971-73

Co-chair, Division on Psychiatric Sociology, Society for the Study of Social Problems 1967-70

EXTRAMURAL RESEARCH GRANT FUNDING

Research Grants Funded at Tulane University, 1970-1986

P.I.: Paul Roman
Project Title: Occupational Role Change and Mental Health
Agency: Christopher D. Smithers Foundation
Total Funding: \$1500
Period: 1970-1971

P.I.: Paul Roman
Project Title: Career Development Among Mid-Life Academicians
Agency: National Institute of Education
Total Funding: \$13,338
Period: 1971-1973

P.I.: Paul Roman
Project Title: Epidemiology of Behavior Disorders
Agency: National Institutes of Health, Bureau of Health Manpower Education
Total Funding: \$73,912
Period: 1972-1973

P.I.: Paul Roman
Project Title: Supervisory Reactions to Employee Alcoholism Policies
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$202,614
Period: 1972-1975

P.I.: Paul Roman
Project Title: Monitoring of Occupational Alcoholism Program Development
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$717,058
Period: 1974-1979

P.I.: Paul Roman
Project Title: Longitudinal Analysis of Occupational Alcoholism Program Development
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$524,284
Period: 1979-1983

P.I.: Paul Roman
Project Title: Structure of Private Sector Employee Alcoholism Programs
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$874,908
Period: 1983-1986

Research and Research Training Grants Funded at University of Georgia, 1986 to present

P.I.: Paul Roman
Project Title: Medicalization, Substance Abuse Treatment and the Workplace
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$870,391
Period: 1986-1990

P.I.: Paul Roman
Project Title: Jekyll Island Research Conference on Alcohol Problems in the Workplace
(Supplement to above-cited grant)
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$24,555
Period: 1987-1988

P.I.: Paul Roman
Project Title: Research Training on Employee Alcoholism Programs
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$481,635
Period: 1987-1992

P.I.s: Terry Blum and Paul Roman
Project Title: Worksite Integration of Alcohol, Drug Abuse, and Mental Health Prevention
Strategies (parent grant based at Georgia Tech)
Agency: National Institute on Drug Abuse
Total Funding (to UGA): \$111,560
Period: 1988-1994

P.I.s: Terry Blum and Paul Roman
Project Title: Structure and Content of Employee Alcoholism Programs (parent grant based at
Georgia Tech)
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding (to UGA): \$342,400
Period: 1988-1994

P.I.: Paul Roman
Project Title: Research Training on Employee Alcoholism Programs
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$540,908
Period: 1993-1998

P.I.s: Terry Blum and Paul Roman
Project Title: Employer and Employee Reaction to Drug Abuse (parent grant based at Georgia Tech)
Agency: National Institute on Drug Abuse
Total Funding (to UGA): \$762,000
Period: 1991-1997

P.I.: Paul Roman
Project Title: Private Alcoholism Treatment: Management and Performance
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$3,477,037
Period: 1994-2000

P.I.: Paul Roman
Project Title: Private Alcoholism Treatment: Management and Performance (Supplement to above-cited grant)
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$14,560
Period: 1995-1996

P.I.: Paul Roman
Project Title: Private Alcoholism Treatment: Management and Performance (Minority support supplement to above-cited grant)
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$116,170
Period: 1996-1999

P.I.s: Jack K. Martin and Paul Roman
Project Title: Influences on Problem Drinking Among African Americans
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$322,409
Period: 1997-1998

P.I.: Paul Roman
Project Title: Data Review and Analysis of Employed African Americans' Drinking (parent grant transferred to Kent State University in 1998)
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding (to UGA): \$214,578
Period: 1998-2002

P.I.: Paul Roman
Project Title: Research Training on Employee Alcoholism Programs
Agency: National Institute on Alcohol Abuse and Alcoholism
Total Funding: \$680,706
Period: 1998-2003

P.I.: Paul Roman
Project Title: Adoption of Innovations in Private Alcoholism and Drug Abuse Treatment
Agency: National Institute on Drug Abuse
Total Funding: \$2,861,574
Period: 1999-2004

P.I.: Paul Roman (as dissertation sponsor for James Awbrey)
Project Title: Organizational Analysis of Narcotics Anonymous
Agency: National Institute on Drug Abuse
Total Funding: \$24,200
Period: 2000-2001

Title: Therapeutic Communities: Organization and Management
PI: Paul M. Roman
Dates: October 2001 - September 2006
Amount: \$2,713,757 (total costs)
Agency: National Institute on Drug Abuse

Title: The Effects of CTN Membership on the Adoption of Treatment Innovations
PI: Paul M. Roman
Dates: July 2001- June 2006
Amount: \$4,361,974 (total costs)
Agency: National Institute on Drug Abuse

Title: The Effects of CTN Membership on the Adoption of Treatment Innovations (Supplement)
PI: Paul M. Roman
Dates: January 2004- June 2006
Amount: \$253,090 (total costs)
Agency: National Institute on Drug Abuse

Title: The Nature of the Substance Abuse Counseling Occupation
P.I.: Paul Roman (as dissertation sponsor for Diana Wall)
Agency: National Institute on Drug Abuse
Total Funding: \$27,000
Period: October 2002- September 2003

Title: Adoption and Implementation of Naltrexone in Substance Abuse Treatment
P.I.: Paul Roman (as dissertation sponsor for Carrie B. Oser)
Agency: National Institute on Drug Abuse
Total Funding: \$27,000
Period: October 2003- September 2004

P.I.: Paul Roman
Project Title: Analyses of Data on the Adoption of Quality-Oriented Innovations
Agency: Robert Wood Johnson Foundation
Total Funding: \$156,023
Period: 2005-2008

P.I.: Paul Roman
Project Title: Adoption of Innovations in Private Alcoholism and Drug Abuse Treatment
Agency: National Institute on Drug Abuse
Total Funding: \$2,971,574
Period: 2006-2011

P.I.: Paul Roman
Project Title: Advancing Recovery: System Change Through Organizational Collaboration
Agency: Robert Wood Johnson Foundation
Total Funding: \$1,798,356
Period: 2006-2010

Title: The Effects of CTN Membership on the Adoption of Treatment Innovations
PI: Paul M. Roman
Agency: National Institute on Drug Abuse
Total Funding: \$499,000 (direct costs)
Period: 2007-2012

EDITORIAL ACTIVITIES

Editor, <i>The Bridge: An E-Journal on Technology Transfer in Substance Abuse Treatment</i> , National Office of the Addiction Treatment Technology Centers, University of Missouri at Kansas City	2008-present
Editorial Board, <i>Journal of Substance Abuse Treatment</i>	2006-present
Editorial Board, <i>Journal of Workplace Behavioral Health</i> (formerly <i>Employee Assistance Quarterly</i>)	1984-present
Editorial Board and Assistant Editor, <i>Journal of Drug Issues</i>	1981-present
Editor, <i>Newsletter of the Section on the Sociology of Alcohol and Drugs</i> , American Sociological Association	1998-2003

Editor-in-Chief, <i>Journal of Employee Assistance Research</i>	1990-1994
Senior Editor and Monthly Columnist, <i>Employee Assistance</i>	1988-1995
Guest Member, Editorial Board, <i>Annual Review of Sociology</i>	1986
Editorial Board, <i>Deviant Behavior</i>	1978-1990
Editorial Board, <i>Alcohol, Health and Research World</i>	1980-1989
Editorial Board, <i>Labor Management Alcoholism Journal</i>	1973-1983
Student Editor, <i>Cornell Journal of Social Relations</i>	1966-1967

BOOKS, MONOGRAPHS and SPECIAL JOURNAL ISSUES

Co-Editor, Special Number entitled, "Health Services Research in Substance Abuse,"
Journal of Drug Issues, vol. 35 (3), 2005

Encyclopedia of Deviant Behavior and Criminology, Vol. IV, Substance Abuse, Mental Disorders, Suicide and Stigmatized Behaviors, Paul M. Roman and Charles Faupel, co-editors under direction of Clifton D. Bryant, General Editor. London and New York: Taylor and Francis, 2002.

Teaching the Sociology of Alcohol and Drugs: Syllabi and Other Instructional Resources, Washington: American Sociological Association, 2000 (edited with R. Dembo, J. A. Johnson, A. DeVandever, and J. Chinugos)

Cost Effectiveness and Preventive Impact of Employee Assistance Programs, Washington: Center for Substance Abuse Prevention Monograph No. 5, Department of Health and Human Services, 1995 (with T. Blum)

Drug Testing in the Workplace: Research Findings and Perspectives. New York: Plenum Press 1994 (co-edited with Scott Macdonald, volume of original research papers)

Alcohol: The Development of Sociological Perspectives on Use and Abuse. New Brunswick, NJ: Center of Alcohol Studies of Rutgers University, 1991 (edited volume of original papers)

Alcohol Problem Intervention in the Workplace: Employee Assistance Programs and Strategic Alternatives. Westport, CT: Greenwood/Quorum Press, 1990 (edited volume of original papers)

Women and Alcohol Use: A Review of the Research Literature. Washington: National Institute on Alcohol Abuse and Alcoholism, DHHS Publication No. ADM-88-1574, 1988

Monograph Editor, "Alcoholism and Its Treatment in the Workplace," in Marc Galanter, ed., *Recent Developments in Alcoholism*, vol. 6. New York: Plenum Press, 1988, pp. 105-224

Editor, Special numbers entitled, "Social Theories of Alcohol Use and Abuse," *Journal of Drug Issues*, vol. 14, nos. 3 and 4, 1987, pp. 220-393

Editor, Special Number entitled, "The Orientations of Sociology Toward Alcohol and Society," *Journal of Drug Issues*, vol. 14 (1), 1984, pp. 1-210

Prevention and Health Promotion Programming for Work Organizations. Dekalb, IL: Prevention Resources Monograph No. 2, Office of Health Promotion, Northern Illinois University, 1981

Spirits and Demons at Work: Alcohol and Other Drugs on the Job. Ithaca: ILR Press of Cornell University, (with H. M. Trice), first edition, 1972; second edition, 1978

Training Evaluation: Basic Issues. Madison, Wisconsin: National Society of Training Directors, 1974 (with H. M. Trice)

Sociological Perspectives on Community Mental Health. Philadelphia: F. A. Davis Publishers, 1974 (edited volume of original papers, with H. M. Trice)

Explorations in Psychiatric Sociology. Philadelphia: F. A. Davis Publishers, 1974 (edited volume of original papers, with H. M. Trice)

The Sociology of Psychotherapy. New York: Science House, 1974 (edited volume of original papers, with H. M. Trice)

Schizophrenia and the Poor. Ithaca: ILR Press of Cornell University, 1967 (with H. M. Trice)

JOURNAL ARTICLES AND BOOK CHAPTERS

Oxycontin® admissions in public and private substance abuse treatment: Associations with organizational characteristics. *Journal of Addictive Diseases*, in press. (with Knudsen HK & LJ Ducharme)

Buprenorphine adoption in the National Drug Abuse Treatment Clinical Trials Network. *Journal of Substance Abuse Treatment*, in press. (with Knudsen HK, AJ Abraham & JA Johnson)

- Opioid treatment programs in the Clinical Trials Network: Representatives and buprenorphine adoption. *Journal of Substance Abuse Treatment*, in press. (with Ducharme LJ)
- Modified therapeutic communities and adherence to traditional elements. *Journal of Psychoactive Drugs*, in press. (with Dye MH, LJ Ducharme, JA Johnson & HK Knudsen)
- Racial and ethnic composition as a correlate of medication availability within addiction treatment organizations. *Sociological Focus*, in press. (with Knudsen HK)
- Sociology and alcoholism. In G. Ritzer, ed. *Encyclopedia of Sociology*. New York and London: Blackwell Press, in press.
- Turnover intention and emotional exhaustion 'at the top': Adapting the job demands-resources model to leaders of addiction treatment organizations. *Journal of Occupational Health Psychology*, 14:84-95. 2009 (with Knudsen HK & LJ Ducharme)
- Alcohol use and death. In C. D. Bryant and D. L. Peck (eds.) *Encyclopedia of Death and the Human Experience*, vol. 1. Thousand Oaks, CA: Sage, 2009, pp. 27-32. (with LA O'Brien)
- Employee assistance program. In G. L. Fisher and N. A. Roget (eds.) *Encyclopedia of Substance Abuse Prevention, Treatment, and Recovery*. Thousand Oaks, CA: Sage, 2009, pp. 358-360.
- Workplace drug policies. In G. L. Fisher and N. A. Roget (eds.) *Encyclopedia of Substance Abuse Prevention, Treatment, and Recovery*. Thousand Oaks, CA: Sage, 2009, pp. 1008-1013.
- Emotional exhaustion and turnover intention in human service occupations: The protective role of coworker support. *Sociological Spectrum*, 28:81-104. 2008 (with Ducharme LJ & HK Knudsen)
- A categorical typology of naltrexone-adopting private substance abuse treatment centers. *Journal of Substance Abuse Treatment*, 34:433-442. 2008 (with Oser CB)
- Assessment and treatment of co-occurring eating disorders in publicly funded addiction treatment programs. *Psychiatric Services*, 59:1056-1059. 2008 (with Gordon SM, JA Johnson, SF Greenfield, L Cohen & T Killeen)
- Clinical supervision, emotional exhaustion, and turnover intention: A study of substance abuse treatment counselors in the Clinical Trials Network of the National Institute on Drug Abuse. *Journal of Substance Abuse Treatment*, 35:387-395. 2008 (with Knudsen HK & LJ Ducharme)

- Service delivery in substance abuse treatment: Reexamining 'comprehensive' care. *Journal of Behavioral Health Services & Research*, 34:121-136. 2007 (with Ducharme LJ, HL Mello, HK Knudsen & JA Johnson)
- Innovation adoption in substance abuse treatment: Exposure, trialability, and the Clinical Trials Network. *Journal of Substance Abuse Treatment*, 32:321-329. 2007 (with Ducharme LJ, HK Knudsen & JA Johnson)
- Controlled-release oxycodone admissions in public and private substance abuse treatment: Associations with organizational characteristics. *Journal of Addictive Diseases*, 26:41-50. 2007 (with Knudsen HK & LJ Ducharme)
- Racial and ethnic disparities in SSRI availability in substance abuse treatment. *Psychiatric Services*, 58:55-62. 2007 (with Knudsen HK & LJ Ducharme)
- The use of antidepressant medications in substance abuse treatment: The public-private distinction, organizational compatibility, and the environment. *Journal of Health & Social Behavior*, 48:195-210. 2007 (with Knudsen HK & LJ Ducharme)
- Research participation and turnover intention: An exploratory analysis of substance abuse counselors. *Journal of Substance Abuse Treatment*, 33:211-217. 2007 (with Knudsen HK & LJ Ducharme)
- Job stress and poor sleep quality: Data from an American sample of full-time workers. *Social Science & Medicine*, 64:1997-2007. 2007 (with Knudsen HK & LJ Ducharme)
- Counselor turnover in substance abuse treatment centers: An organizational-level analysis. *Sociological Inquiry*, 77:166-193. 2007 (with McNulty TL, CB Oser, JA Johnson & HK Knudsen)
- Organizational-level predictors of adoption over time: Naltrexone in private substance use-disorders treatment centers. *Journal of Studies on Alcohol and Drugs*, 68:852-861. 2007 (with Oser CB)
- Research network involvement and addiction treatment center staff: Counselor attitudes toward buprenorphine. *The American Journal on Addictions*, 16:365-371. 2007 (with Knudsen HK & LJ Ducharme)
- Why are recovering substance abuse counselors paid less? *Substance Abuse*, 28:31-44. 2007 (with Olmstead TA, JA Johnson & JL Sindelar)
- The adoption of medications in substance abuse treatment: Associations with organizational characteristics and technology clusters. *Drug & Alcohol Dependence*, 87:164-174. 2007 (with Knudsen HK & LJ Ducharme)

- Alcohol abuse and alcoholism. In C.D. Bryant and D.L. Peck (eds.) *21st Century Sociology: A Reference Handbook*. Beverly Hills, CA: Sage Publications, 2007.
- Availability of integrated care for co-occurring substance abuse and psychiatric conditions. *Community Mental Health Journal*, 42:363-375. 2006 (with Ducharme LJ & HK Knudsen)
- Evidence-based treatment for opiate-dependent patients: Availability, variation, and organizational correlates. *American Journal of Drug and Alcohol Abuse*, 32:569-576. 2006 (with Ducharme LJ & HK Knudsen)
- Trends in the adoption of medications for alcohol dependence. *Journal of Clinical Psychopharmacology*, 26:S13-S19. 2006 (with Ducharme LJ & HK Knudsen)
- Counselor emotional exhaustion and turnover intention in therapeutic communities. *Journal of Substance Abuse Treatment*, 31:173-180. 2006 (with Knudsen HK & LJ Ducharme)
- Early adoption of buprenorphine in substance abuse treatment centers: Data from the private and public sectors. *Journal of Substance Abuse Treatment*, 30:363-373. 2006 (with Knudsen HK & LJ Ducharme)
- Patterns of organization and management in private and public substance abuse treatment programs. *Journal of Substance Abuse Treatment*, 31:235-243. 2006 (with Ducharme LJ & Knudsen HK)
- Trends in adoption of medications for alcohol dependence. *Journal of Addictive Diseases*, 24:6A. 2005 (with Ducharme LJ, JA Johnson & HK Knudsen)
- Computer systems in addiction treatment programs: Availability and implications for program evaluation. *Evaluation and Program Planning*, 28:368-378. 2005 (with Ducharme LJ & HK Knudsen)
- Exploring predictors of alternative job changes. *Journal of Occupational and Organizational Psychology*, 78:63-82. 2005 (with Fields D, ME Dingman & TC Blum)
- Editors' introduction: Special issue on health services research in substance abuse. *Journal of Drug Issues*, 35:457-459. 2005 (with Johnson JA, LJ Ducharme & HK Knudsen)
- Buprenorphine diffusion: The attitudes of substance abuse treatment counselors. *Journal of Substance Abuse Treatment*, 29:95-106. 2005 (with Knudsen HK, LJ Ducharme & T Link)
- Does service diversification enhance organizational survival? Evidence from the private substance abuse treatment system. *Journal of Behavioral Health Services and Research*, 32:241-252. 2005 (with Knudsen HK & LJ Ducharme)

- A changed America? The effects of September 11th on depressive symptoms and alcohol consumption. *Journal of Health and Social Behavior*, 46:260-273. (with Knudsen HK, JA Johnson & LJ Ducharme)
- Organizational predictors of pharmacological innovation adoption: The case of disulfiram. *Journal of Drug Issues*, 35:559-574. 2005 (with Knudsen HK, LJ Ducharme & JA Johnson)
- What are the correlates of substance abuse treatment counselor salaries? *Journal of Substance Abuse Treatment*, 29:181-189. 2005 (with Olmstead TA, JA Johnson & JL Sindelar)
- Procedural justice, distributive justice: How experiences with downsizing condition their impact on organizational commitment. *Social Psychology Quarterly*, 68:89-102. 2005 (with Clay-Warner J & KA Hegtvedt)
- Addictive behavior in the workplace. In R. Kidwell and C. J. Martin (eds.) *Managing Organizational Deviance*. Beverly Hills, CA: Sage Publications, 2005, pp. 236-252.
- Social aspects of alcohol abuse and alcoholism. In Adam Kuper and Jessica Kuper (eds.) *The Social Science Encyclopedia* (3rd ed.), London: Routledge Kegan Paul, 2005.
- The management of workplace deviance: Organizational responses to employee drug use. *Journal of Drug Issues*, 34:121-143. 2004 (with Knudsen HK & JA Johnson)
- The availability of psychiatric programs in private substance abuse treatment centers, 1995-2001. *Psychiatric Services*, 55:270-273. 2004 (with Knudsen HK & LJ Ducharme)
- Modeling the use of innovations in private treatment organizations: The role of absorptive capacity. *Journal of Substance Abuse Treatment*, 26:353-361. 2004 (with Knudsen HK)
- Race and gender differences in workplace autonomy: A research note. *Sociological Inquiry*, 74:590-603. 2004 (with Petrie M)
- Predominantly female caseloads: Identifying organizational correlates in private substance abuse treatment centers. *Journal of Behavioral Health Services and Research*, 31:403-417. 2004 (with Tinney SM, CB Oser & JA Johnson)
- Employee assistance programs and other workplace preventive strategies. In Marc Galanter and Herbert D. Kleber, eds., *The American Psychiatric Press Textbook of Substance Abuse Treatment*. (Third edition) Washington: American Psychiatric Press, Inc., 2004. (with Blum TC)
- Patterns of problem drinking among employed African-American men: Preliminary results from a national study. *Challenge: A Journal of Research on African American Men*, 11:33-66. 2004 (with Martin JK, SA Tuch & J Dixon)

- Retaining counseling staff at substance abuse treatment centers: Effects of management practices. *Journal of Substance Abuse Treatment*, 24:129-135. 2003 (with Knudsen HK & JA Johnson)
- Downsizing survival: The experience of work and organizational commitment. *Sociological Inquiry*, 73:265-283. 2003 (with Knudsen HK, JA Johnson & JK Martin)
- Rural and urban similarities and differences in private substance abuse treatment centers. *Journal of Psychoactive Drugs*, 35:511-518. 2003 (with Knudsen HK, JA Johnson & CB Oser)
- The National Institute on Alcohol Abuse and Alcoholism, in J. Blocker and D. Fahey (eds.) *Encyclopedia of Temperance and Alcohol Use*, New York: ABI Press (forthcoming)
- Selden Daskam Bacon, in J. Blocker and D. Fahey (eds.) *Encyclopedia of Temperance and Alcohol Use*, New York: ABI Press (forthcoming)
- Employee assistance programs, in J. Blocker and D. Fahey (eds.) *Encyclopedia of Temperance and Alcohol Use*, New York: ABI Press (forthcoming)
- Organizational compatibility and workplace drug testing: Modeling the adoption of innovative social control practices. *Sociological Forum*, 18:621-640. 2003 (with Knudsen HK & JA Johnson)
- Problem drinking patterns among African Americans: The impacts of reports of discrimination, perceptions of prejudice, and 'risky' coping strategies. *Journal of Health and Social Behavior*, 44:408-425. 2003 (with Martin JK & SA Tuch)
- Predicting closure of private substance abuse treatment facilities. *Journal of Behavioral Health Services and Research*, 29:115-125. 2002 (with Johnson JA)
- The workplace and alcohol problem prevention. *Alcohol: Research and Health*, 26:49-57. 2002 (with TC Blum)
- Adoption and implementation of new technologies in substance abuse treatment. *Journal of Substance Abuse Treatment*, 22:211-218. 2002 (with JA Johnson)
- Does decentralization make a difference for the organization? An examination of the boundary conditions circumscribing decentralized decision-making and organizational financial performance. *Journal of Management*, 28: 217-244. 2002 (with Richardson HA, RJ Vandenberg & TC Blum)
- Counselor turnover in private substance abuse treatment facilities. *Frontlines* vol. 2, 2002 (publication of the Academy of Health Services Research for the National Institute on Alcohol Abuse and Alcoholism). pp.5, 8. (with Johnson JA & HK Knudsen)

Missing work: the decline in infrastructure and support for workplace alcohol intervention in the United States, with implications for developments in other nations. In W. Miller and C. Weisner (eds). *Changing Substance Abuse Through Health and Social Systems*. New York: Kluwer/Plenum, pp. 197-210, 2002.

Alcohol and drug problem management in the workplace. In Jay Thomas and Michel Hersen, eds., *Handbook of Mental Health in the Workplace*. Beverly Hills: Sage Publications, 2002 (with Baker SC)

Quality management in a health care setting: A study of substance abuse treatment centers. In D. Fedor and S. Ghosh (eds.) *Research in Quality Management*, vol. 4. Greenwich, CT: JAI Press, 2001 (with Milne SH & TC Blum)

Alcohol and crime: Treatment and rehabilitation. In J. Hagan et al., eds. *Encyclopedia of Crime and Justice*. New York: Macmillan, 2001.

Alcohol and work: Centuries of co-existence. In C. D. Bryant, ed., *Encyclopedia of Criminology and Deviant Behavior*, Philadelphia: Taylor and Francis, 2001. (with Johnson JA)

Employee assistance programs and workplace consultation: Perspectives as we enter the 21st century. In Robert Golembiewski, ed. *Handbook of Organizational Consultation* 2nd edition. New York: Marcel Dekker, 2000 (with Johnson JA & TC Blum)

Alcohol and the workplace. In D. Cooper, ed. *Alcohol Use: The Handbook*. London: Radcliffe Medical Publishers, 2000 (with Blum TC & JA Johnson)

Quality management in a health care setting: A study of substance abuse treatment centers. *Advances in the Management of Organizational Quality*, 5:215-248. 2000 (with Milne SH & TC Blum)

The transformation of private alcohol problem treatment: Results of a national study. *Advances in Medical Sociology*, 7:321-342. 2000 (with Johnson JA & TC Blum)

The transformation of private alcoholism treatment: Results of a national study. In J Levy, D. McBride and Richard C. Stephens, eds. *Research in Medical Sociology, Volume 8*. Greenwich, CT: JAI Press, 1999 (with Blum TC & JA Johnson)

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