

Mark Vincent Roehling

Office

School of Human Resources & Labor Relations
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ACADEMIC EMPLOYMENT

Associate Professor, School of Human Resources & Labor Relations Michigan State University East Lansing, Michigan	8/01 to present
Assistant Professor, Management Department Haworth College of Business Western Michigan University, Kalamazoo, Michigan	1/99 to 6/01
Assistant Professor, Human Resource Studies Department School of Industrial and Labor Relations Cornell University, Ithaca, New York	1/97 to 1/99

EDUCATION

Michigan State University, Broad Graduate School of Business, East Lansing, Michigan
Human Resource Management/Organizational Behavior, Ph.D., 1997

University of Michigan Law School, Ann Arbor, Michigan
Juris Doctor, 1981

University of Michigan, Ann Arbor, Michigan
Bachelor of General Studies, 1977 (concentration in Urban and Community Studies)

PUBLICATIONS

Journal Articles

Posthuma, R., Roehling, M.V., & Campion, M. (forthcoming). Employment discrimination law exposure for international employers: A risk assessment model. *International Journal of Law and Management*.

Roehling, M.V., Pichler, S., & Bruce, T. (forthcoming). Moderators of the effects of weight bias on job-related outcomes: A meta-analysis of experimental studies. *Journal of Applied Social Psychology*.

(Journal Articles, continued)

- Roehling, M.V., Roehling, P.V., & Boswell, W. (2010). The potential role of organizational setting in creating entitled" employees An investigation of the antecedents of equity sensitivity. *Employee Responsibilities and Rights Journal*, 22, 133-145.
- Garcia, F., Posthuma, R., & Roehling, M.V. (2009). Comparing preferences for males and nationals across countries: Extending relational models and social dominance theory. *International Journal of Human Resource Management*, 20(12), 2471-2493.
- Roehling, P.V., Roehling, M.V., Vandlen, J., Blazek, J., & Guy, W. (2009). Perceived obesity among top CEOs: Weight discrimination and the "glass ceiling" effect. *Equal Opportunities International*, 28(2), 179-196.
- Roehling, M.V., Roehling, P.V., & Odland, M. (2008). Investigating the validity of stereotypes about overweight employees: The relationship between body weight and normal personality traits. *Group and Organization Management*, 33, 392-424.
- Roehling, M.V. (2008) An empirical assessment of alternative conceptualizations of the psychological contract construct: Meaningful differences or "much to do about nothing"? *Employee Responsibilities and Rights Journal*, 20(4), 261-290.
- Wolkinson, B., & Roehling, M.V. (2008). Arbitration of weight discrimination grievances. *Dispute Resolution Journal*, 62(4), 36-45.
- Roehling, M.V, Roehling, P.V., & Pichler, S. (2007). The relationship between body weight and weight-related perceived employment discrimination: The role of sex and race. *Journal of Vocational Behavior*, 71, 300-318.
- Roehling, M.V., Posthuma, R., & Dulebohn (2007). Obesity-related "perceived disability" claims: Legal standards and human resource implications. *Employee Relations Law Journal*, 32(4), 30-52.
- Roehling, M.V., & Wright, P.W. (2006). Organizationally sensible versus legal-centric approaches to employment decisions. *Human Resource Management*, 45, 605-627.
- Posthuma, R., Roehling, M.V., & Campion, M. (2006). Applying U.S. employment discrimination laws to international employers: Simplifying a complex legal structure. *Personnel Psychology*, 59(3), 705-740.
- Boswell, W., Roehling, M., & Boudreau, J. (2006). The role of personality in predicting job search among European managers. *Personality and Individual Differences*, 40, 783-794.
- Roehling, M.V., Boswell, W., Caliguiri, P., Feldman, D., Graham, M. Guthrie, J., Morishima, M., & Tansky, J. (2005). The future of HR management: Research

needs and directions. *Human Resource Management*, 44(2), 207-216.

Roehling, M.V. (2005). Invited commentary. In B. Fryer & J. Kirby, Fat chance, *Harvard Business Review*, 83, 33-42.

Roehling, M.V., & Boswell, W. (2004). "Good cause" beliefs in an "employment at-will world": A focused investigation of psychological versus legal contracts. *Employee Responsibilities and Rights Journal*, 16, 211-231.

Roehling, M.V., & Wright, P.M. (2004). Organizationally sensible vs. legal-centric responses to the eroding employment at-will doctrine. *Employee Responsibilities and Rights Journal*, 16, 89-104.

Roehling, M.V. (2003). The employment at-will doctrine: Second level ethical issues and analysis. *Journal of Business Ethics*, 47, 115-124.

Moynihan, L, Roehling, M.V., Cavanaugh, W., & Boswell, W. (2003). A longitudinal study of the relationships among job search self-efficacy, job interviews, and employment outcomes. *Journal of Business and Psychology*, 18, 207-233.

Boswell, W., Roehling, M.V., Cavanaugh, M., & Moynihan, L. (2003). Individual job choice decisions and the impact of job attributes and recruitment practices: A longitudinal field study. *Human Resource Management Journal*, 42(1), 23-38. (Nominated for the *Ulrich-Lake Award for Excellence*).

Roehling, M.V. (2002A). The "good cause" norm in employment relations: Empirical evidence and policy implications. *Employee Responsibilities and Rights Journal*, 14, 91-104.

Roehling, M.V. (2002B). Weight discrimination in the American workplace: Ethical issues and analysis. *Journal of Business Ethics*, 40, 177-189.

Boswell, W., Moynihan, L., Roehling, M.V., & Cavanaugh, M.A. (2001). Responsibilities in the "new employment relationship": An empirical test of an assumed phenomenon. *Journal of Managerial Issues*, 13(3). 307-328.

Roehling, P.V., Roehling, M.V., & Moen, P. (2001). The impact of work/life policies and practices on employee loyalty: A life course perspective. *Journal of Family and Economic Issues*, 22(2), 141-170. (Nominated for the *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*)

- Roehling, M.V. (2001). Extra pounds hurt more than your health. *Business Insight* (Jan., pp. 24-29).
- Cavanaugh, M.A., Boswell, W., Roehling, M.V., & Boudreau, J.W. (2000). An empirical examination of self-reported stress among U.S. managers. *Journal of Applied Psychology*, 85, 65-74.
- Roehling, M.V., Cavanaugh, M.A., Moynihan, L., & Boswell, W. (2000). The nature of the new employment relationship(s): A content analysis of the practitioner and academic literatures. *Human Resource Management*, 39, 305-320.
- Roehling, M.V., & Winters, D. (2000). Job security rights: The effects of specific policies and practices on the evaluation of employers. *Employee Responsibilities and Rights Journal*, 12, 25-38.
- Roehling, M.V., & Cavanaugh, M. (2000). Effective employer job fair practices: The student jobseeker perspective. *Journal of Career Planning and Employment*. Summer, 48-52.
- Roehling, M.V. (1999). Weight-based discrimination in employment: Psychological and legal aspects. *Personnel Psychology*, 52, 969-1016.
- Roehling, M.V., & Winters, D. (1999). Effective recruitment brochures: An empirical assessment of the college job seeker perspective. *Journal of Career Planning and Employment*. Fall, 57-64.
- Williamson, L.G., Campion, J.E., Malos, M.A., Roehling, M.V., & Campion, M.A. (1997) The employment interview on trial: Linking legal defensibility with structure. *Journal of Applied Psychology*, 82, 900-912.
- Roehling, M.V. (1997). The origins and early development of the "psychological contract" construct. *Journal of Management History*, 3, 204-217. (Winner of the *Shuman Best Paper Award*.)
- Roehling, M.V. (1993). "Extracting" policy from judicial opinions: The dangers of policy capturing in a field setting. *Personnel Psychology*, 46, 477-502.
- Barber, A.E., & Roehling, M.V. (1993). Job postings and the decision to interview: A verbal protocol analysis. *Journal of Applied Psychology*, 78, 845-856.

Articles in Annual Research Series

Shore, L.M., Tetrick, L.E., Taylor, S.J., Coyle-Shapiro, J., Liden, R., McLean Parks, J., Morrison, E.W., Porter, L.W., Robinson, S., Roehling, M., Rousseau, D., Schalk, R., Tsui, A., & Van Dyne, L. (2004). The employment relationship. In G.R. Ferris and J. Martocchio (Eds.), *Research in Personnel and Human Resources Management*. Volume 22, pp. 291-370. JAI Press: Greenwich, CT.

Book Chapters

Roehling, M.V., Posthuma, P., Hickox, S. (2008). Foundations for understanding the legal environment of human resource management in a global context. In Storey, J., Wright, P. & Ulrich, D. (Eds.). *The Routledge Companion to Strategic Human Resource Management*.

Roehling, M.V. (2007). The law of unjust discharge. In B. Wolkinson (Ed.) *Employment Law: The Workplace Rights of Employees and Employers*. Blackwell Publishing.

Roehling, M.V. (2004). Legal theory: Contemporary contract law perspectives and insights for employment relationship theory. In Coyle-Shapiro, J. A-M., Shore, L.M., Taylor, M.S., & Tetrick, L.E. (Eds.) *The employment relationship: Examining psychological and contextual perspectives*, pp. 65-92. Oxford, UK: Oxford University Press.

Roehling, M.V., & Goffnet, S. (2003). The role of law in corporate governance. In W. Stopper (Ed.), *Restoring trust: HR's role in corporate governance*. New York: Human Resource Planning Society.

Roehling, M.V., Campion, J.E., & Arvey, R.D. (1999). Unfair discrimination in the employment interview. In R. Eder & G. Ferris (Eds.) *The job interview: Theory, research, and practice*. Newbury, CA: Sage Publications.

Other Publications

Roehling, M.V. (2006). The bona fide occupational qualification. In S. Rogelberg (Ed.) *Encyclopedia of Industrial/Organizational Psychology*. Newbury, CA: Sage Publications.

Roehling, M.V., & Posthuma, R. (2006). The Civil Rights Act of 1964 and The Civil Rights Act of 1991. In S. Rogelberg (Ed.) *Encyclopedia of Industrial/Organizational Psychology*. Newbury, CA: Sage Publications.

Block, R.N., & Roehling, M.V. (2006). Labor Law. In S. Rogelberg (Ed.) *Encyclopedia of Industrial/Organizational Psychology*. Newbury, CA: Sage Publications.

Roehling, M.V., & Finkelstein, L. (2006). The Age Discrimination in Employment Act of 1967. In S. Rogelberg (Ed.) *Encyclopedia of Industrial/Organizational Psychology*. Newbury, CA: Sage Publications.

Book Reviews

Roehling, M.V. (2007). What every business manager and HR professional should know about federal labor and employment law” (7th edition), by Louis DiLorenzo and Sheldon London. *Human Resource Planning*.

Roehling, M.V. (2006). A manager’s guide to employment law: How to protect your company and yourself, by Dana Muir. *Human Resource Planning*.

Roehling, M.V. (1998). The quest for justice on the job: Essays and experiments, by Jerald Greenberg. *Administrative Science Quarterly*, 43(3), 736-738.

CONFERENCE PAPERS AND PRESENTATIONS

McDaniels, M., Roehling, M.V., McGroarty, E., Reid, T., & Luz, C. (2010). Improving faculty quality and diversity through alignment and structure. Joint Annual Meeting, National Science Foundation, Division of Human Resource Development, Washington D.C.

Roehling, M.V. (2009). The effect of increased legal protection for overweight employees: Evidence from the Michigan experience. Academy of Management Meeting, Chicago.

Wilcox, K., McGroarty, E., Roehling, M.V., Bush, T.R., Curry, T., Luz, C., & McDaniels, M. (2009). Advancing diversity through the alignment of policies and practices. National Science Foundation Annual ADVANCE Grant Meeting, Alexandria, Virginia.

Roehling, M.V., Pichler, S., Bruce, T., & Oswald, F.. (2008). The effects of weight bias on job-related outcomes: A meta-analysis of experimental studies. Academy of Management Annual Meeting, San Diego.

Roehling, P.V., Roehling, M.V., Vandlen, J., Blazek, J., & Guy, W. (2008). Perceived obesity among top CEOs: Weight discrimination and the “glass ceiling” effect. Academy of Management Annual Meeting, San Diego.

- Dulebohn, J., Murray, B., Roehling, M.V., & Werling, W.E.. (2008). The effect of explanation on learning in a pay program change context and the mediating role of justice perceptions: A field experiment. Academy of Management Annual Meeting, San Diego.
- Roehling, M.V. (2008). Weight bias in the workplace: The legal perspective. Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco.
- Garcia, F., Posthuma, R., & Roehling, M.V. (2008). Comparing preferences for males and nationals across countries: Extending relational models and social dominance theory. Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco.
- Roehling, M.V. (2007). Doing well by doing good in the employee-organization relationship: Current knowledge and future promise," All Academy Session, Academy of Management Annual Meeting, Philadelphia.
- Roehling, M.V, & Roehling, P.V. (2007) Weight-based stereotypes in employment decision making "in the eyes of the law." Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Posthuma, R.A., Roehling, M.V., & Campion, M.A. (2007). Employee selection procedure legal risks and defensibility factors. Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Zhdanova, L., Baltes, B.B., Chakrabarti, M., Ferrell, C.C., Finkelstein, L., Roehling, M.V., & Shepard, A.K. (2007) Examining and reducing rater stereotype affects on performance ratings. Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Randolph, D.L., Finkelstein, L., Roehling, M.V., & Baltes, B.B. (2007) Measuring attitudes toward obese managers multidimensionally. Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Posthuma, R., Roehling, M.V., & Campion, M. (2005). Employment discrimination law exposures for international employers. A risk assessment model. Academy of Management Annual Meeting, Honolulu, Hawaii.
- Roehling, M.V., Roehling, P.V., & Dunn, M. (2005). The relationship between excess body weight and normal personality traits: Investigating the validity of stereotypes about overweight employees. Academy of Management Annual Meeting, Honolulu, Hawaii.
- Moynihan, L., Roehling, M.V., & Boswell, W. (2005). An investigation of the effects of personality, emotional and cultural intelligence on job search. Academy of Management Annual Meeting, Honolulu, Hawaii.

- Posthuma, R., Roehling, M.V., & Campion, M. (2005). When are multinational employers exposed to the risk of employment discrimination lawsuits? Academy of International Business Annual Meeting, Quebec City, Canada.
- Boswell, W., & Roehling, M.V., Moynihan, L. (2005). "My dream job": The role of initial favored status in the job search and choice process. Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles.
- Roehling, M.V., Allen, T. (2004) The Human resource implications of the Sarbanes-Oxley Act of 2002. Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Posthuma, R., Roehling, M.V., & Campion, M. (2004). Regulation of employment discrimination in multinational enterprises: When do U.S. laws apply? Annual Conference of the Society for Industrial and Organizational Psychology, Chicago.
- Roehling, M.V. (2003). The employment at-will doctrine: Second level ethical issues and analysis. Academy of Management Annual Meeting, Seattle.
- Roehling, M.V., & Wright, P.W. (2003). Legally defensible vs. organizationally sensible: Avoiding legal-centric employment decision making. Academy of Management Annual Meeting, Seattle.
- Roehling, M.V. (2003). Structured interview effectiveness from a legal perspective: Current issues, relevant research, and practical implications. Annual Conference of the Society for Industrial and Organizational Psychology.
- Roehling, M.V., & Posthuma, R. (2003). Test-takers' rights (and employer obligations) in the employment selection process: Proposed international standards. Annual Conference of the Society for Industrial and Organizational Psychology.
- Roehling, M.V. (2002). Investigating the influence of personal characteristics, organizational setting, and organizational tenure on sensitivity to equity in the employment relationship. Academy of Management Annual Meeting, Denver.
- Roehling, M.V. (2002). Weight discrimination in the American workplace: Ethical issues and analysis. Academy of Management Annual Meeting, Denver.
- Tetrick, L., Taylor, S., Coyle-Shapiro, J., Shore, L., Eisenberger, R., Folger, R., Liden, R., Morrison, E., Lyman, P., Robinson, R., Roehling, M., Rousseau, D., Schalk, R., Van Dyne, L. (2002). Thorny theoretical issues within the E-O relationship. Academy of Management, Denver.

- Coyle-Shapiro, J., Shore, L., Taylor, S., Tetrick, L., Eisenberger, R., Folger, R., Liden, R., Morrison, E., Lyman, P., Robinson, R., Roehling, M., Rousseau, D., Schalk, R., Van Dyne, L. (2002). The organization's perspective on the employment exchange. Academy of Management, Denver.
- Shore, L., Coyle-Shapiro, J., Taylor, S., Tetrick, L., Eisenberger, R., Folger, R., Liden, R., Morrison, E., Lyman, P., Robinson, R., Roehling, M., Rousseau, D., Schalk, R., Van Dyne, L. (2002). Psychological contracts: Definition and distinctiveness. Academy of Management, Denver.
- Roehling, M.V. (2001). "Good cause" beliefs in an "employment at-will world": A focused investigation of psychological versus legal contracts. Academy of Management Annual Meeting, Washington D.C..
- Cavanaugh, W., Moynihan, L., & M., Boswell, W., & Roehling, M.V. (2001). A typology of job seeker employment relationship preferences. The Annual Conference of the Society for Industrial and Organizational Psychology, San Diego.
- Roehling, M.V. (September, 2000). The "acceptable bias": Weight discrimination in the American workplace. Annual Meeting of the American Obesity Association, Washington, D.C.
- Roehling, P.V., & Roehling, M.V. (2000). Work-family spillover among dual earner couples: A life course perspective. International Congress of Psychology, Stockholm, Sweden.
- Boswell, W., Moynihan, L.M., Roehling, M.V., Cavanaugh, M.A. (2000). Personality, job search self-efficacy, and job search outcomes. The Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans.
- Roehling, M.V., Roehling, P.V., & Moen, P. (1999). The impact of work/life policies and practices on employee loyalty: A life course perspective. Academy of Management Annual Meeting, Chicago, Illinois.
- Roehling, M.V., Cavanaugh, M.A., Moynihan, L., & Boswell, W. (1999). The nature of the new employment relationship(s): A content analysis of the practitioner and academic literatures. Academy of Management Annual Meeting, Chicago, Illinois.
- Roehling, M.V. (1999). Weight-based discrimination in employment: Psychological and legal aspects. The Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.

- Cavanaugh, M., Roehling, M.V., Boswell, W., & Boudreau, J.W. (1999). "Challenge" and "hindrance" related stress among U.S. Managers. American Psychological Association/NIOSH Conference on Stress in the Workplace and New Employment Relations, Baltimore, Maryland.
- Boswell, W., Cavanaugh, M., Roehling, M.V., & Boudreau, J. (1998). Job demands and stress as predictors of executive job search. The Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Roehling, M.V. (1997). The employment contract lawyers advocate vs. the contract employees and juries act upon. The Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis.
- Roehling, M.V. (1997). Challenges to the further development of the structured interview: Legal defensibility. The Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis.
- Roehling, M.V., Campion, M., Malos, S., Campion, J.E., & Williamson, L. (1997). The legal defensibility of the job interview: An empirical investigation. The Annual Meeting of the Academy of Legal Studies in Business, Atlanta.
- Roehling, M.V. (1996). The origins and early development of the "psychological contract" construct. Academy of Management Annual Meeting, Cincinnati. Winner of the Shuman Best Paper Award
- Roehling, M.V. (1996). The conceptualization of the psychological contract construct: Critical issues. Academy of Management Annual Meeting, Cincinnati.
- Roehling, M.V. (1996). Responding to the eroding employment at-will doctrine: The important role of human resource professionals. Midwest Academy of Management Annual Meeting, South Bend, Indiana.
- Roehling, M.V., & Winters, D. (1996) Recruitment brochures: A multi-method assessment of job seekers' preferences and information seeking practices. Midwest Academy of Management Annual Meeting, South Bend, Indiana.
- Roehling, M.V., & Winters, D. (1994). Responding to the eroding employment at-will doctrine: doctrine: Legal considerations and evidence regarding the impact of at-will policies on recruitment outcomes. Paper presented at the Annual Meeting of the Academy of Management, Dallas, Texas.

Roehling, M.V. (1993). Policy capturing and prescription in the legal domain: Dangerous practices for human resource professionals. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, Georgia. Winner of Best Doctoral Student Paper Award, HRM Division.

Roehling, M.V., & Barber, A.E. (1993). The validity and usefulness of verbal protocol analysis. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.

INVITED TALKS/PRESENTATIONS

Roehling, M.V. (October, 2009). The Effective recruitment of law enforcement personnel, Police Union Leadership Program, East Lansing, Michigan

Roehling, M.V. (September, 2008). Promoting fair and effective employment practices or contributing to poor employee health? An interdisciplinary assessment of proposed increased legal protection for overweight employees. Yale University, Rudd Center for Food Policy and Obesity, New Haven, Connecticut.

Roehling, M.V. (September, 2007). Weight discrimination and wellness plans. National Institute of Occupational Safety and Health Conference on Work-life, Washington, D.C.

Roehling, M.V. (June, 2007). Legal issues in workplace drug testing. HRETC Seminar on Drug Testing in the Workplace, East Lansing, Michigan

Roehling, M.V. (October, 2006). The Effective recruitment of law enforcement personnel, Police Union Leadership Program, East Lansing, Michigan

Roehling, M.V. (October, 2005). Managing the union: Selected issues, Police Union Leadership Program, East Lansing, Michigan

Roehling, M.V. (February, 2004). Weight discrimination in the workplace: New evidence, issues, and analysis. Department of Psychology, Wayne State University.

Roehling, M.V. (October, 2003). Managing the union organization: Selected issues. Police Union Executive Leadership Program, Michigan State University.

Roehling, M.V. (February, 2003). Employment law issues in small, fast growth companies. Conference on Human Resource Issues in Small, Fast Growth Firms, Ohio State University.

- Roehling, M.V. (February, 2002). Individual and organizational level influences on equity sensitivity. Industrial and Organizational Psychology Department, Michigan State University.
- Roehling, M.V. (August, 2000). Innovative research. Human Resource Management Doctoral Consortium, Academy of Management Annual Meeting, Toronto.
- Roehling, M.V. (May, 2000). The “acceptable bias”: Weight discrimination in the American workplace. School of Industrial and Labor Relations, Cornell University, Ithaca, New York.
- Roehling, M.V., & Cavanaugh, M. (July, 1999). Recruiting strategies that work. College Relations and Recruiting Institute. Ithaca, New York.
- Roehling, M.V. (July, 1998). Effective campus recruitment strategies. College Relations and Recruiting Institute. Ithaca, New York.
- Roehling, M.V. (May, 1998). Managing a fundamental employee concern: Respect in the workplace. Core Human Resource Executive Development Program, Cornell University, Ithaca, New York.
- Roehling, M.V. (November, 1997). The changing employment relationship and job choice. Center for Advanced Human Resource Studies Annual Meeting, Ithaca, New York.
- Roehling, M.V. (June, 1997). “The Deal” study. IBM Human Resources Senior Team Meeting, Armonk, New York.

GRANTS

- SmithGroup, *Promoting Diversity, Inclusion, and Quality through the Strategic Alignment and Structuring of Employment Policies and Practices* (2010), Principal investigator, with Jeff Ericksen, \$25,000.
- Michigan State Bar Foundation, *Hiring Ex-Offenders* (2009), with Stacy Hickox (lead collaborator), \$15,900.
- National Science Foundation ADVANCE Transformation Grant, *Advancing Diversity Through Alignment of Policies and Practices (ADAPP)*(2008), Co-principal investigator, \$3,980,000.
- Michigan State Bar Foundation, *Advancing the Rights of Persons with Disabilities in the Work Place* (2008), with Stacy Hickox (lead collaborator), \$17,310.

(Grants, continued)

Institute for Public Policy and Social Research, *Weight Discrimination in the Michigan Workplace: The effectiveness of current legislation and emerging critical issues* (2006), Principal investigator, \$25,000.

Julian Samora Institute, *An investigation of EEOC's handling of Hispanic employment discrimination claims* (2002), with B. Wolkinson (lead collaborator), \$10,000.

PROFESSIONAL SERVICE ACTIVITIES

Executive Committee (elected position), Human Resource Management Divisions, Academy of Management (2010 to present).

Executive Editor, *Human Resource Management* (2004-2008).

Member of the Editorial Board, *Employee Rights and Responsibilities Journal* (2002-present).

Member of the Editorial Board, *International Journal of Conflict Management* (2005-present).

Member of the Editorial Board & Book Review Editor, *Human Resource Planning* (2002-2004).

Co-Chair of Junior Faculty Consortium, Human Resource Management Division, Academy of Management (2002-present).

Chair of Member Relations Committee, Human Resource Management Division, Academy of Management (2000-2001).

Program Committee, Society for Industrial and Organizational Psychology Annual Meeting, 1998.

Program Committee, Academy of Management Annual Meeting, 1998.

Ad hoc reviewer for the following journals:

Personnel Psychology

Journal of Applied Psychology

Administrative Science Quarterly

Organizational Behavior and Human Decision Processes

Industrial and Labor Relations Review

International Journal of Management Review

Journal of Organizational Behavior

Human Relations

American Business Law Journal

Business & Society

TEACHING EXPERIENCE

Staffing Organizations	1999-2010
Training and Development	2001-2010
Employment Law	2008-2010
Human Resource Professionals and the Law	2007

Strategic Human Resource Management	1999-2001
Introduction to Human Resource Management	1993-2001
Employee Relations	1997
Organizational Behavior	1994-1995, 2004

PROFESSIONAL EXPERIENCE IN NON-ACADEMIC SETTINGS

Human resource management and labor relations experience. Prior to law school, I worked in the human resource management department at General Motors, Detroit Diesel Allison Division. My rotational assignment provided experience working in the following departments: salary personnel, hourly personnel, safety, labor relations, training, and employee benefits.

Employment law experience. After graduating from law school and until I returned to study HRM, I was continuously employed in the full-time practice of law (approximately nine years). My area of specialization was civil litigation, and included employment matters such as wrongful discharge/discrimination lawsuits, and workers' disability compensation and unemployment compensation administrative hearings.

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Academy of Management (Human Resource, Gender and Diversity Divisions)
Academy of Legal Studies in Business (Employment Law and Ethics Sections)
Michigan Bar Association