

## Curriculum Vita

Name: Ellen Ernst Kossek  
Position: University Distinguished Professor

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Research <http://thesustainableworkforce.org>  
<http://wfsupport.psy.pdx.edu/>  
<http://www.kpchr.org/WORKFAMILYHEALTHNETWORK/public/default.aspx>

### Education

Ph. D. Yale University, Organizational Behavior, 1987  
M.A. Yale University, Organizational Behavior, 1986

M.B.A. The University of Michigan, Ann Arbor 1981  
Certified Specialization in Human Resources & Labor Relations

B.A. Mount Holyoke College, South Hadley, Mass. 1979  
Psychology with Honors

- Recipient of Outstanding Psychology Major Award
- Study abroad at University of Bath, England with course emphasis on labor and employment
- Complex organizations program internships and January study over 4 years
  - U. S. Commission of Civil Rights, research intern, (Washington, D.C.)
  - Deere and Company, Personnel & Labor Relations Dept., (Dubuque, Iowa)
  - U.S. House Rep. Mike Blouin, (D-Iowa), Paid Legislative Intern, (Wash., D.C.)
  - Country Probation Office, career exploration project, (Dubuque, Iowa)
  - Cornell School of Industrial and Labor Relations, research intern, Women and Work Project, (New York, New York)
- Senior Independent study video training research designed to improve college graduates' interviewing skills using behavioral modeling

### Research Interests:

Technology and self-regulation of work- life boundaries;  
Work- family; work-life policies, practices and flexible work arrangements in organizations;  
Implementing HR and cultural practices as org. innovation, health interventions & change;  
Workforce diversity, gender, racioethnicity, & the employment relationship;  
International and global OB/HRM and workplace multiculturalism;  
Multi-level, multi-source and longitudinal quasi-experimental methods  
Psychometric scale development of new workplace constructs relevant to societal change

### Special Recognition, Fellowships, and Honors

- Appointed *University Distinguished Professor*, Michigan State University, 2009
- Jean Campbell Fellowship, University of Michigan Center for Education of Women, 2009
- Sage Scholarship Award from the National Academy of Management Gender and Diversity in Organizations Division- recognizes a present or past member of the division who has made significant contributions through an accumulated body of work that has advanced the field of research on Gender and Diversity in Organizations, 2008
- Elected to *Board of Governors*, National Academy of Management, 2003-2006
- Elected *Fellow*, American Psychological Association, 2002
- Elected *Fellow*, Society of Industrial-Organizational Psychology, 2001
- Elected Division Chair, Gender and Diversity in Organizations Division of the Academy of Management, 2001-2002 with 5 years of leadership *Program chair*, 2000; *Pre-conference Chair*, 2001, *Doctoral Consortium Chair*, 1999, 1998, 1997
- Alcoa Foundation funded Faculty Development *Fellow* in International HRM/OB, 2000
- Recognized for excellence in work-family research by Rosabeth Moss Kanter award committee: 2003, 2001, 1999
- Journal of Organizational Behavior *Best Paper of the Year Prize* for 1993, Co-winner, (Unsolicited award selected by Editorial Board- Paper on linkages between organizational diversity climate and work group demography)
- Yale University *Graduate Doctoral Fellowship & Mellon Grant Award*  
School of Management 1983-1987
- Japan Society, NY, NY. *MBA Fellowship*, 1980

### Academic Employment

#### Michigan State University, East Lansing, Michigan

School of Human Resources and Labor Relations (formerly School of Labor & Industrial Relations)

- University Distinguished Professor, 2009- present
- Professor, Human Resource Management & Organizational Behavior, 1999- 2009
- Associate Professor (with tenure) 1993-1999
- Assistant Professor 1983-1987

#### Other Michigan State University Appointments

- Courtesy Adjunct Professor, Department of Management, 1998-present
- Adjunct Professor of HR-OB, Executive MBA, Dept. of Management, 2007
- Research Affiliate, 1987-present, Institute for Public Policy and Social Research, 1987-1997
- Research Affiliate, Institute for Children Youth & Family, 1994-2004
- Center for Gender in Global Context, 2006-present

### Recent Academic Administrative Responsibilities

Director and Co-Principal Investigator 2005- 2013

NIOSH (National Institute of Occupational Health and Safety) Center on Work- Family Health and Stress Portland State Univ. Portland, Oregon, and Michigan State University  
 National Work –Family Health Network, includes Intervention design, measures, & process evaluation committees; Publications Committee Chair, Administrative data Chair, Process evaluation Chair 2008- 2010

Chair, Ph.D. Committee 2009-present  
 Michigan State University School of Human Resources & Labor Relations

- Lead year long collaborative faculty redesign of Ph.D. curriculum
- Counsel current doctoral students and point of contact for recruiting applicants & reviewing applications to help manage Ph.D. program
- Manage Dept. Brown Bag Research Series

Chair, Search HR – OB Committee 2011-

Provost’s Work and Family Task Force and Advisor to NSF Advance grant, 2009- present

Institute for Children Youth and Families Steering Committee Board Member 1998-2000  
 Michigan State University

Visiting Scholar Appointments During Summers or Sabbaticals

- The University of South Australia Adelaide, Australia July 2010  
 Visiting Scholar, Work-Life Center & Human Resource Center
- Harvard Business School Boston, Massachusetts Oct./ Nov.2008  
 Visiting Scholar, OB
- Center for Creative Leadership Greensboro, N.C. 2008-2009  
 Visiting Scholar
- The University of Michigan, Center for Education of Women March, 2009  
 Jean Campbell Visiting Scholar
- University of Warwick, U.K 2000, 2001  
 Visiting Scholar & Guest Lecturer for Masters in Public Administration for local government leaders
- University of Manchester (UMIST), UK Oct. 2000  
 Visiting Scholar
- The University of Michigan, Institute for Social Research 1994-1995  
 Visiting Scholar

Academic Appointments While Pursuing Graduate Study

- The University of Michigan, School of Business, 1979-1981
- Research Assistant to Director of Business School Division of Research
- Yale University, School of Management New Haven, Connecticut 1983-1987
- Graduate Teaching Assistant

- Leadership and Social Psychology in Organizations (Prof. Victor Vroom)
- Entrepreneurship (Prof. Rosabeth Moss Kanter)
- Individuals and Groups in Organizations (Prof. Ivan Lansberg)
- Managing Organizational Systems (Prof. Martha Miller)
- Strategic Human Resource Management (Prof. Carole Schreiber)
- Research Assistant, Mellon Foundation case-writing project on leadership in nonprofits (Prof. Victor Vroom)

Pace University, Lubin School of Business    White Plains, New York    1984-1986  
 Adjunct Professor, (Taught OB/HR undergraduate night business classes while a full time doctoral student at Yale)

The University of Iowa, Iowa City, Iowa    1979  
 Iowa University Affiliated Program of Developmental Disabilities  
 Research Assistant for Executive Director (summer job prior to MBA matriculation)

Business and Organizational Experience

Hubble Space Institute, MD. The Cleveland Clinic, DTE Energy CFO Group,    2011

- Designed and lead executive development workshops on managing work engagement and implementing flexibility as new ways of working

Singapore Government, Ministry of Manpower and Civil Service    August 2010

- Designed and lead Training workshops for employees and managers on implementing and managing work-life boundaries and flexible work arrangements
- Designed and lead train the trainer workshops on managing flexstyles

Center for Creative Leadership    2009-present

- Work on a team to conduct research, design and validate instrument and managerial training on work boundary styles of leaders and international diversity linkages to global leadership

Hitachi Ltd. Tokyo Japan    2000-2004

- Designed and conducted executive education in HR Role in Managing Organizational Change & 360 Performance Appraisal

IBM Corporate Headquarters    Armonk, New York    1984-1985

- Personnel Research and International Equal Opportunity Departments  
 (Worked two summers & part time during school year while at Yale)

United Nations Association, New York, New York    1983

- Research Assistant for Executive Director, (summer job prior to doctoral matriculation)

General Telephone and Electronics (GTE) Corp.    1981-1983  
 Geneva, Switzerland and Stanford, CT

- Administrator, Placement & Development, & Human Resources Associate
- Identified as High Potential HR Employee with 4 leadership development assignments (Area Personnel Office Europe, Corp. Compensation/Benefits, Telephone Operations Group)
- Reported to Directors for all assignments.
- Supervisory experience

Hitachi, Ltd., Corporate Headquarters

Tokyo, Japan 1980

International Labor Relations and Personnel Section

- Developed management development HR program for non Japanese Overseas Middle Management Talent Development Program

### Publications

#### Revision invited or under review

Kossek, E., Stiehl, E., Q. Keller, C. Leana, Care Flows in Organizations. Revise and resubmit under review at *Academy of Management Review*

Kossek, E. , Ruderman, M., Braddy, P., Hannum, K. 2011. Work-nonwork boundary management profiles. Under review. *Journal of Management*

Lee, M, Kossek, E., Hall, D., Litiro, J. Entangled Strands: A Process Perspective on the Evolution of Careers in the Context of Personal, Family, Work, and Community Life. Revise and Resubmit invited to *Human Relations*.

Kossek, E., Pichler, S. Ryan., A., Lee, M. Exploring Linkages between SHRM, Work-Life Strategy, and Implementing New Ways of Working for Professionals, Research on Careers series- (G Baugh & S. Sullivan, editors ) JAI Press. Paper revise and resubmit invited

Kossek, E. & Lautsch, B. Work –life boundary interruptions in context: A typology integrating multiple perspectives ( submission to *Organizational Psychology Review*.

Berg, P. B., Baird, M., Kossek, E., & Block, R. Collective Bargaining and Public Policy: Pathways to Work-life flexibility in Australia and the United States. Under review.

Berg, P., Kossek, E., Misra, K. & Belman, D. Do Unions Matter for Work-Life Flexibility Policy Access and Use? Under review

Casper, L., King, R., Moen, P., Dunham, M, Kastansos, G., & Kossek, E. Changing work, not workers: A work, family and health intervention framework. Under review.

#### In Press or Published

Kossek, E., Pichler, S., Bodner, T. & Hammer, L. 2011. Workplace social support and work-family

conflict: A meta-analysis clarifying the influence of general and work-family specific supervisor and organizational support, *Personnel Psychology*. 64: 289-313.

Hammer, L. B., Kossek, E. E., Bodner, T., Anger, K. & Zimmerman, K. 2011. Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors. *Journal of Applied Psychology*. 96 (1), 134-150.

Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011, Focal Article. How work-family research can finally have an impact in the workplace. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. Pages TBD.

Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011, Author Response Article: Innovative ideas on how Work-Family research can have more impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. Pages TBD.

Hall, D., Lee, M, Kossek, E. & Las Heras, M. 2011. Pursuing Career Success while Sustaining Personal and Family Well Being: A Study of Reduced-Load Professionals over Time. *Journal of Social Issues on Sustainable Careers*. In press.

Kossek, E. and Ruderman, M. In press. Work –family flexibility and the employment relationship. In *Understanding the Employee-Organization Relationship: Advances in Theory and Practice* ( Shore, L. M., Coyle-Shapiro,, J. and . Tetrick, L. E.) NY: Taylor and Francis.

Leana. C. & Kossek, E. In press. Positive organizational change by and for the working poor, In *Using a Positive Lens to Explore Social Change and Organizations: Building a Theoretical and Research Foundation* K: Golden-Biddle & J. Dutton, Eds. , Publisher: Routledge, Taylor and Francis Group (volume in series: Organization and Management)

Litrico, J B. Lee M. D. Kossek, E. In press. Cross-level dynamics between changing organizations and career patterns of reduced-load professionals. *Organizational Studies*.

Kossek, E., Michel, J. Flexible Work Scheduling. 2011. *Handbook of Industrial-Organizational Psychology*. Sheldon Zedeck, Editor. American Psychological Association. Vol. 1, pp. 535-572.

Lautsch, B. & Kossek, E. 2011. Managing a blended workforce: Supervising telecommuters and non-telecommuters. *Organizational Dynamics*. 40: 10-17.

Kossek, E. E. , Lewis, S. & Hammer, L. 2010. Work-Life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream, *Human Relations* 63: 1-17.

Kossek, E., Lautsch, B. & Eaton, S. 2009. “Good teleworking”: Under what conditions does teleworking enhance employees’ well-being? In *Technology and Psychological Well-being*. Edited by Yair Amichai-Hamburger. Cambridge: Cambridge University Press, 148-173.

- Lautsch, B., Kossek, E. 2009. Supervisory approaches and paradoxes in managing telecommuting implementation. *Human Relations*, 62: pp. 795 - 827.
- Hammer, L. , Kossek, E., Yragui, N. Bodner, T., Hansen, G. 2009. Development and validation of a multi-dimensional scale of family supportive supervisor behaviors. (FSSB), *Journal of Management*. 35: 837-856.
- Kossek, E. and Hammer, L. 2008. Nov. Work/life training for supervisors gets big results. *Harvard Business Review*, p. 36.
- Friede, A., Kossek, E., Lee, M., & MacDermid , S. 2008. Human resource manager insights on creating and sustaining successful reduced-load work arrangements, *Human Resource Management*, 47 (4):, 707- 727.
- Kossek, E. Pichler, S., Meece, D., Barratt, M. 2008. Family, friend and neighbor child care providers and maternal well-being in low income systems: An ecological social perspective. *Journal of Organizational and Occupational Psychology*, pp. 369-391.
- Kossek, E. & K. Misra, 2008. Nonwork influences on work motivation. In *Work motivation: Past, Present, and Future*. SIOP Frontiers Volume In R. Kanfer, G.Chen, & R. Pritchard Editors. LEA Press: Erlbaum, pp. 471- 500.
- Kossek, E. & Lee, M. 2008. Implementing a reduced-workload arrangement to retain high talent: A case study, *Journal of Managerial Psychology*. 11: 1: 49-64.
- Kelly, E., Kossek, E., Hammer, L. Durham, M. , Bray, J., Chermack, K., Murphy, L. , Kaskubar, D. 2008. Getting there from here: research on the effects of work-family initiatives on work-family conflict and business outcomes. *The Academy of Management Annals* (Volume 2), no. 1 James P. Walsh and Arthur Brief (Eds.) , 305- 349.
- Kossek, E. & Distelberg, B. 2008. Work and family employment policy for a transformed work force: trends and themes. In (N. Crouter & A. Booth, Eds.) *Work-life policies* Edited by Ann C. Crouter and Alan Booth. Washington, DC: Urban Institute Press, 1-51.
- Ryan, A. & Kossek, E. 2008. Work-life policy implementation: Breaking down or creating barriers to inclusiveness, *Human Resource Management*. 47(2): pp. 295-310.
- Lirio, P. Lee, M., Williams, M. Haugen, M. & Kossek, E. 2008. The inclusion challenge with reduced-load professionals: The role of the manager. *Human Resource Management.*, 47 (3): 443-461.
- Kossek, E. & Van Dyne. L. 2008. Face time matters: A cross level model of how work life flexibility influences work performance of individuals and groups. In *Work Family Handbook*. In D. Lero, & K. Korabick, and D. Whitehead, Editors, Amsterdam, Elsevier, Ltd. 305-330.

Van Dyne, L., Kossek, E., & Lobel, S. 2007. Less need to be there: Cross level effects of work practices that support work-life flexibility and enhance group processes and group-level ocb, *Human Relations*. 60: 1123- 1153. (Lead article).

Hammer, L. B., Kossek, E. E., Zimmerman, K., & Daniels, R. 2007. Clarifying the construct of family supportive supervisory behaviors (FSSB): A Multilevel perspective. In P. L. Perrewe and D. C. Ganster (Eds.), *Research in occupational stress and well-being* (Vol. 6, pp. 171-211). Amsterdam: Elsevier Ltd.

Kossek, E. E., Lee, M. D., Hall, D. T. 2007, May, Making flexible schedules work for everyone. *Harvard Management Update*, May, Volume 12, Number 5. Reprinted as Harvard Business Press Case.

Kossek, E. and S. Pichler. 2006. EEO and the management of diversity. In *Handbook of Human Resource Management*. Oxford Press. P. Boxell, J. Purcell, & P. Wright, Editors. pp. 251-272.

Lee, M., Kossek, E., & Baitaille, C. 2007. *Saskatchewan Labour Proceeding*. Making flexibility work: The manager's perspective on implementation of reduced-load work arrangements, pp. 45-54.

Kossek, Ellen Ernst. 2006. Work and Family In America: Growing Tensions Between Employment Policy And A Changing Workforce. A Thirty Year Perspective. Commissioned chapter by SHRM Foundation and University of California Center for Organizational Effectiveness for the 30th anniversary of the State of Work in America. In *America at Work: Choices and Challenges*, In (E. Lawler and J. O'Toole, Eds.), NY: Palgrave MacMillan. Pp. 53-72.

Kossek, E., Lautsch, B., Eaton, S. 2006. Telecommuting, Control, And Boundary Management: Correlates Of Policy Use And Practice, Job Control, And Work-Family Effectiveness. *Journal of Vocational Behavior*, 68, 347-367.

Lee, M., Lirio, P., Karakas, F., MacDermid, S., Buck, M & Kossek, E. 2006. Exploring Career and Personal Outcomes and the Meaning of Career Success Among Part-Time Professionals in Organizations In Burke, R. J. *Research companion to work hours and work addiction*. Cheltenham, UK: Edward Elgar, 284-309.

Kossek, Ellen Ernst, Lobel, S., Brown, J. 2006. Human Resource Strategies to Manage Work Force Diversity: Examining "The Business Case," In A. M. Konrad, P. Prasad, & J. K. Pringle (Eds.), *Handbook of Workplace Diversity*. Thousand Oaks, CA: Sage, pp. 53-74.

Kossek, E. E., 2005. Workplace Policies And Practices To Support Work And Families. In S. Bianchi, L. Casper, R. King (Eds.), *Work, Family, Health, and Well-Being*. Erlbaum Press, pp. 97-116.

Block, R., Malin, M., Kossek, E., Holt, A. 2006. The Legal and Administrative Context of Work and Family Policies in the U.S. Canada and the European Union. *Managing the Work-Home Interface*. Routledge, (F. Jones, Burke, R., Westman, M., Editors).



Belman, D. R. & Kossek, E.E. 2006. Minority And Majority Truck Owner-Operators: Entrepreneur Or Galvanized Employees?, In *Human Resource Strategies for the High Growth Entrepreneurial Firm*. J. Tanksy, & R. Heneman & J. Tanksy, Eds., operators: Entrepreneur or galvanized employees." Information Age Publishing, Inc. Greenwich, Connecticut, pp. 189-222.

Kossek, E., Meece, D. R., Barratt, P, Prince, E. 2005. U.S. Latino Migrant Farm Workers: Managing Aculturative Stress And Conserving Work-Family Resources. In S. Poelmans (Ed.) pp. 47-70. *International and Cross-Cultural Perspectives on Work and Family*. Mahwah, NJ: Erlbaum Press.

Kossek, E.E., Lautsch, B.A., & Eaton, S.C. 2006. Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and work-family effectiveness. *Journal of Vocational Behavior*, 68, 347-467.

Kossek, E. E., Markel, K., McHugh, P. 2003. Increasing diversity as a HR change strategy. *Journal of Organizational Change Management*, 16(2): 328-352.

Kossek, E. E., Huber, M. Lerner, J. 2003. Sustaining Economic and Psychological Well-Being Of Mothers On Public Assistance: Individual Deficit And Social Structural Accounts. *Journal of Vocational Behavior*, 62: 155-175. Nominated for annual Rosabeth Moss Kanter award for excellence in work family research.

Palthe, J. & Kossek, E. 2003. The Role of Organizational Subcultures And Employment Modes In The Translation Of HR Strategy Into HR Practice, *Journal of Organizational Change Management*, 16(2): 287-308.

Kossek, E. E., Ozeki, Cynthia, Kosier Wasson, D. 2001. Wellness Incentives: Lessons Learned About Organizational Change. *Human Resource Planning Journal*, 24(4): 24-36.

Kossek, E. E., Noe, Ray, & Colquitt, Jason. 2001. Caregiving Decisions, Well-Being And Performance: The Effects Of Place And Provider As A Function Of Dependent Type And Work-Family Climates, *Academy of Management Journal*, 44 (1): 29-44. Nominated for annual Rosabeth Moss Kanter award for Excellence in Work-family Research.

Kossek, Ellen Ernst. 2000. Learning From The Working Poor And Welfare Reform: Paradoxes In Promoting Employability, In *Relational Wealth: A New Model for Employment in the 21st Century*. (Carrie Leana & Denise Rousseau, Editors). Oxford, England: Oxford Press, pp. 183-198.

Kossek, E. E., R. Noe, DeMarr, B. 1999. Work-Family Role Synthesis: Individual, Family And Organizational Determinants. *International Journal of Conflict Resolution*, 10(2): 102-129. (Lead article).

Kossek, E.E., Barber, A. E. & Winters, D. 1999. Using Flexible Schedules in The Managerial World: The Power of Peers. *Human Resource Management Journal*, 38: 36-46.

- Kossek, E. E. & Ozeki, C. 1999. Bridging The Work-Family Policy and Productivity Gap. *International Journal of Community, Work, and Family*, 2 (1): 7-32. (Lead article.) Nominated for Rosabeth Moss Kanter award for excellence in work-family research. Top 20 paper.
- Huber, M. S. & Kossek, E. E. 1999. Community Distress and Welfare Exits: The Under-Examined Factor For Families In The United States. *International Journal of Community, Work, and Family*, 2 (2): 205-18.
- Kossek, E. E., Roberts, K., Fisher, S., & DeMarr, B. 1998. Career Self-Management: A Quasi-Experimental Assessment Of A Training Intervention. *Personnel Psychology*, 51: 935-962.
- Roberts, K., Kossek, E. E., and Ozeki, C. 1998. Managing A Global Workforce: Challenges, Strategies & Solutions. *Academy of Management Executive*, 12(4): 93-106.
- Kossek, E. E., Ozeki, C. 1998. Work- Family Conflict, Policies, And The Job-Life Satisfaction Relationship: A Review And Directions For Organizational Behavior/Human Resources Research. *Journal of Applied Psychology*, 83: 139- 149. (Lead article).
- Kossek, Ellen Ernst. 1998. Organizational payback from work/life policies. Competitive refereed learning activity contributed to Integrating Work and Personal Life: The Wharton Resource Guide. Editors: Friedman, S., DeGroot, J., Christensen, P., San Francisco: Jossey-Bass Pfeiffer.
- Klein, E., Kossek, E. & Astrachan, J. 1998. The Organization Woman: Reflections Of Society In The Workplace. In *The Psychodynamics of Leadership*. (E. Klein, F. Gable nick, P. Herr, Editors) .Psychosocial Press: Madison, CT, pp. 279-296.
- Cutcher-Gershenfeld, J., Kossek, E. E., Sandling, H. 1997. Managing Multiple Concurrent Change Initiatives: Integrating Quality And Work/Family Strategies. *Organizational Dynamics*, (Winter) 25(3): 21-36.
- Kossek, E. E., Huber-Yoder, M., Castellino, D. Lerner, J. 1997. The Working Poor: Locked Out Of Careers And The Organizational Mainstream? *Academy of Management Executive*. Issue on Careers in the Twenty-first Century, (Winter): 76-92.
- Klein, E., Astrachan, J., Kossek, E. E. 1996. Leadership Education: The Impact Of Managerial Level And Gender On Learning. *Journal of Managerial Psychology*, 11(2): 31-40.
- Kossek, E. E., Dass, P., DeMarr, B. 1994. The Dominant Logic Of Employer-Sponsored Childcare: Human Resource Managers' Institutional Role. *Human Relations*, 47: 1121-1149.
- Kossek, E. E., Young, W., Gash, D. 1994. Waiting For Innovation In The Human Resources Department: Godot Implements A Human Resource Information System. *Human Resource Management Journal*, 33 (1): 135-159.

Kossek, E. E., Zonia, S. 1994. The Effects Of Race And Ethnicity On Perceptions Of Human Resource Policies And Climate Regarding Diversity. *Journal of Business and Technical Communication*, 8: 319- 334.

Kossek, E. E., Zonia, S. 1993. Assessing Diversity Climate: A Field Study Of Reactions To Employer Efforts To Promote Diversity. *Journal of Organizational Behavior*, 14: 61-81. (Selected by Journal Editorial Board as Best Paper Award of 1993).

Kossek, E. E., DeMarr, B., Ross K., and Kollar, M. 1993. Assessing Employee's Elder Care Needs And Reactions To Dependent Care Benefits. *Public Personnel Management Journal*, 24 (4): 617-638.

Kossek, E. E., & Block, R. 1993. The Employer As Social Arbiter: Considerations In Limiting Involvement With Off-The-Job Behavior. *Journal of Employee Rights & Responsibilities*, VI: 139-56.

Kossek, E. E., Nichol, V. 1992. The Effects Of Employer-Sponsored Child Care On Employee Attitudes And Performance. *Personnel Psychology*, 45:485 - 509, (Lead article).

Klein, E., Astrachan, J., Kossek, E. E. 1992. Affective reactions of managers to leadership education: An exploration of the same gender effect. *Journal of Applied Behavioral Science*, 28: 102-117.

Kossek, E. E., 1990. Diversity In Child Care Assistance Needs: Problems, Preferences, And Work-Related Outcomes. *Personnel Psychology*, 43(4): 769-791.

Kossek, E. E., 1990. Why Many HR Programs Fail. *Personnel*, N. Y.: American Management Association, May: 50-53.

Kossek, E. E., Grace, P. 1990. Taking A Strategic View Of Employee Day Care Assistance: A Cost-Benefit Model. *Human Resource Planning Journal*, 13(3): 189-202.

Gash, Debra and Kossek, Ellen Ernst. 1990. Understanding End User Training As A Lever For Strategic Organizational Change, in U. Gautier and L. Garwood (Eds.), *Technological Innovation and Human Resources: End User Training*, New York: de Gruyter, Vol. 2: 229-254.

Klein, E., Stone, W., Correa, M., Astrachan, J., Kossek, E. E., 1989. Dimensions Of Experiential Learning At Group Relation's Conferences. *Social Psychiatry*, 24: 241-248.

Kossek, E. E., 1989. The Acceptance Of Human Resources Innovation By Multiple Constituencies. *Personnel Psychology*, 42: 263-281.

Correa, Mary, Klein, E., Stone, W., Astrachan, J., Kossek, E. E., and M. Komarraju. 1988. Reactions To Women In Authority, *Journal of Applied Behavioral Science*, 24(14): 219-233.

Kossek, E. E., 1987. Human Resource Management Innovation. *Human Resource Management Journal*, 26(1): 71-92.

### Publications - Books

1. Gattrell, C., Cooper, C. and Kossek, Ellen 2010 'Women and Management, Cheltenham, UK and Northampton, MA, USA: Edward Elgar Publishing. Two volumes.
2. Kossek, E. & Lautsch, B. 2008. *CEO of Me: Creating a Life That Works in the Flexible Job Age*. Philadelphia: Wharton School Publishing, (Affiliated with Pearson, Prentice Hall), ISBN 9780132349994 (currently under Second printing). Reprinted in Indian subcontinent.
  - Reviewed in Publishers' Weekly and cited in Washington Post, Chicago Tribune, Martha Stewart's website, and many other U.S. and international publications.
3. Pitt-Catsoupes, M., Kossek, E. E., Sweet, S. Editors. 2006. *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. Foreword by Rosabeth Moss Kanter

### Authored Book Chapters

- Kossek, E., Sweet, S. & Pitt-Catsoupes, M., The Insights Gained from Integrating Disciplines, pp. 67-72.
- Kossek, E. E. & Friede, A. The Business Case: Managerial Perspectives on Work and the Family., pp. 611-628.
- Pitt-Catsoupes, M., Kossek, E. & Sweet, S., Charting New Territory: Advancing Multi-Disciplinary Perspectives, Methods, and Approaches in the study of Work and Family, pp. 1-16.
- Sweet, S. & Pitt-Catsoupes, M., Kossek, E., How Diverse Methodologies Inform Understandings of Work and Family Relations, pp. 361-366.
- Pitt-Catsoupes, M., Kossek, E., Sweet, S. Cultivating Change in Governance and Business Practice, pp. 607-610.

Reviewed in *Personnel Psychology* and *Contemporary Sociology*, and other journals

4. Kossek, E. E. & Lambert, S. Editors. 2005. *Work and Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press. Foreword by Linda Stroh.

#### Authored Book Chapters:

- Kossek, E., Lautsch, B., Eaton, S. Flexibility Enactment Theory: Implications of Flexibility Type, Control and Boundary Management for Work-Family Effectiveness, p. 243-262.
- Kossek, E. & Lambert, S. Introduction: Work-Family Scholarship: Voice & Context, p. 3-18.
- Lambert, S. & Kossek, E. Established Assumptions and Enduring Challenges in the Work-Life Field, p. 513-532.
- Lee, M, MacDermid, S. Dohring, P., Kossek, E. Professionals Becoming Parents: Socialization, Adaptation and Identity Transformation, p. 287-318.

Book reviewed in *Administrative Science Quarterly*, 2006.

5. Kossek, E. E. & Block, R. N. (Eds.) 2000. *Managing Human Resources in the 21st Century: From Core Concepts to Strategic Choice*. Cincinnati: Ohio: Southwestern/ITT Publishing.

Authored Book Chapters/Teaching Modules:

- New Employment Relations: Challenges And Basic Assumptions, Kossek, E. E. & Block, R., pp.1.1-1.33.
- The Strategic Perspective Of Human Resource Management: From Transactions To Transformation, Kossek, E. E., pp. 2.1-2.51.
- Human Resource Leadership: Organizational Roles And Choices, Kossek, E. E. & Markel, K., pp. 3.1-3.45.
- Human Resource Issues In Managing Diversity, Nkomo, S. & Kossek, E. E., pp. 9.1-9.22.
- Support Of Work/Life Integration: Cultural Issues Facing The Employer, Kossek, E. E., pp.11.1-11.22. (Includes Work Life Strategy Board Game)

6. Kossek, E. E. & Lobel, S. 1996. (Eds.), *Managing Diversity: Human Resource Strategies for Transforming the Workplace*. (Co-editor and Contributor of Four Chapters). Oxford, England: Blackwell. Includes *Field Guide* (ISBN 1-57718-128-X) of original cases to accompany text.

Authored Book Chapters:

- "Transforming Human Resource Systems To Manage Diversity: An Introduction And Orienting Framework" (Ellen Ernst Kossek & Sharon Lobel) pp. 1-19.
- "Human Resource Strategies To Support Diversity In Work And Personal Lifestyles: Beyond The "Family Friendly" Organization" (Sharon Lobel & Ellen Ernst Kossek) pp. 221-244.
- "Managing Diversity As A Vehicle For Culture Change: Confronting Monocultural Dominance At IBM" (Ellen Ernst Kossek) In *Field Guide*, pp. 49-67.
- "Adapting Human Resource Systems To Manage Global Diversity: The Case Of Amoco Production Company" (Ellen Ernst Kossek) In *Field Guide*, pp. 24-44.
- *Reviewed in 1997 by Stella Nkomo in Human Resource Management Journal*

7. Kossek, Ellen Ernst, 1991, *Child Care Challenges for Employers*. (Editor and contributor), Fort Washington, PA: LRP Press, Forward by Dana E. Friedman. (Proceedings of State of Michigan Governor's Conference on Employer-Sponsored Child Care). Reviewed in *Personnel Psychology*, 1992; *American Management Association's HR Focus*, 1992.

Authored book chapter: The productivity impact of employer-sponsored childcare. (Ellen Ernst Kossek), pp. 165-178.

8. Kossek, Ellen Ernst, 1989, *The Acceptance of Human Resource Innovation: Lessons for Managers*. Westport, CT: Quorum Books of Greenwood Press. *Foreword by Victor H. Vroom*.

*Book based on dissertation; Reviewed in Personnel Psychology, 1990; Personnel Administrator, 1989; The Worklife Report, 1989.*

### Manuscripts in Progress

Kossek, E., Hammer, L., Michel, J. Yragui, N. Multilevel modeling in work-family research: an exploration of cross-level leadership micro-climates

Kossek, E., Ollier- Malaterre, A., Lee, M. Hall, D. Where does the work go and why: Multi-Level linkages between workload reduction and patterns of organizational cultural and managerial support

Greenhaus, J. & Kossek, E. Work-life policies: Process model differentiating processes for access, use and cultural support

Graham, K. Greenhaus, J.& Kossek Elder care and the work-family interface

Kossek, E., Huang, J. Piszczek, M., Ruderman, M. & Fleenor, J. Host country cultural distance and expatriate leadership effectiveness in international job assignments

Kossek, E. Berg, P., Piszczek, M., Petty, R. The cultures of flex: Group level staffing practices and occupational influences on work-life experiences

Hall, T., Kossek, E., Lee, M., Briscoe, J., Gutierrez, B. Development of a multidimensional work-life orientation measure: Linkages to protean careers

Kossek, E., Hammer, L. Kelly, E. , Moen, P. Designing Organizational Interventions in Context to Reduce Work-Family Conflict and Improve Health and Effectiveness: Principles and Practice

Kossek, E. The Sustainable Workforce

Kossek, E. and Ollier- Malattere, A. Editor Work-Life Policies section of International Work-Life Book

### Publications- Technical and Government Reports, Monographs, Psychological Assessments & Management Education Feedback

Kossek, E., Ruderman, M, Harnuam, K., Braddy, E. 2011. Work Style Profile: Managing boundaries between work and family. Assessment and Technical Report.. Center for Creative Leadership. Greensboro, North Carolina.

Portable work: Why Flexibility access is not enough to improve your life. 2009.

[www.umich.edu/~cew/PDFs/kossek09-1.pdf](http://www.umich.edu/~cew/PDFs/kossek09-1.pdf)

Center for Education of Women Jean Campbell Visiting Scholar research paper.

Kossek, K.E., Berg, P., Nie, M, & Distelberg, B. (2007). Increasing policy effectiveness: A work-family research agenda. White Papers, *Family Research Initiative*, Michigan State University. East Lansing, Michigan.

Kossek, E. & Hammer, L. and colleagues. 2008. *Family Supportive Supervisor Behaviors: Implications for Work-Family Safety and Stress*. Based on The National Work, Family and Health Network Pilot Study for U.S. Grocery Industry Store. April 16<sup>th</sup>, 2008. National Institute of Occupational Health and Safety and National Institutional of Child and Health Development.

Kossek, E. and Lee, M.2005. Alfred P. Sloan Foundation Study Technical Report. Making Flexibility Work: What Managers Have Learned About Implementing Reduced-Load Work. Michigan State University and McGill University.

Lee, M. & Kossek, E. 2004. Crafting Lives that Work: A Six-Year Retrospective on Reduced Load Work in the Careers and Lives of Professionals and Managers. An Alfred P. Sloan Study. The complete report can be downloaded at <http://www.polisci.msu.edu/kossek/final.pdf>.

Kossek, E. & Lee, M. 2005. Bench marking Survey; A Snapshot of Organizational Implementation of Reduced-Load Work.

Kossek, E., Lerner, J., Huber-Yoder, M. & Castellino, D. (1994). Feedback Report on First Wave of Data Collected March-August 1994 for Mothers and Their Children (9-13) Regarding the Social Contract Initiative. State of Michigan, Department of Social Services. Lansing, Michigan.

Block, Richard, Cutcher-Gershenfeld, J. Kossek, Ellen Ernst, Moore, M., Gash, D., McHugh, P., Gilles, A. *Innovative Labor Management Practices in Small Firms*. Report to the U. S. Department of Labor, 1991.

Kossek, Ellen Ernst. *Labor-Management Innovation at Nagel Paper Company*. Case Study for the Labor-Management Innovations in Small Firms Project of the State of Michigan Dept. of Commerce, 1989.

Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations  
Kossek, Ellen E. 2009. Managing a Diverse Workforce: Aligning and Managing Work/Life Relationships in Organizations

<http://www.shrm.org/Education/hrededucation/Pages/AligningandManagingWorkLife.aspx>

#### Publications- Dictionaries/Encyclopedias/ Teaching Resources

Kossek, E. et al. 2007. Managing Work and Family in Organizations. Boston College Work and Family Network Teaching Modules..

Kossek, E. 2009. Work-life Balance. Organization and Management Encyclopedia. Sage.

Kossek, E. & Lautsch, B. In press. 2006. Flexible work arrangements. *Encyclopedia of Careers*. Jeff Greenhaus, Editor. Jossey Bass.

Pitts-Catsouphe, M. & Kossek, E. 2002-2004. Co –Editors, Sloan Work and Family Network Work and Family Encyclopedia, Teaching Resources [www.bc.edu/wfnetwork](http://www.bc.edu/wfnetwork) (Founding Editor)

Kossek, Ellen Ernst. 2001. Sloan Teaching Resources Website. Kossek, Ellen Ernst

- Telecommuting Entry.
- Contributed to Measuring Payback From Work-Family Programs & Telecommuting Point Counterpoint Teaching Exercise, 2002.  
[Http://Www.Bc.Edu/Bc\\_Org/Avp/Csom/Cwf/Test2/Default2d.Html](http://www.bc.edu/bc_org/avp/csom/cwf/test2/default2d.html)

Kossek, Ellen Ernst. 1998. Dictionary Entry for Child Care Benefits. (Cary Cooper & Chris Argyris, Editors). The Concise Blackwell Encyclopedia of Management. Oxford, England: Blackwell.

Kossek, Ellen Ernst. 1996. Dictionary Entry for Work-Family Conflict. (Peters, L., Greer, R., Youngblood, S., Editors.) The Blackwell Business Encyclopedia of Human Resource Management. Oxford, England: Blackwell.

Kossek, Ellen Ernst. 1996. Dictionary Entry for Child Care Benefits (Peters, L., Greer, R., Youngblood, S., Editors.) The Blackwell Business Encyclopedia of Human Resource Management. Oxford, England: Blackwell.

Kossek, Ellen Ernst and DeMarr, Beverly. 1996. Dictionary Entry for Eldercare Benefits. (Peters, L., Greer, R., Youngblood, S, Editors.) The Blackwell Business Encyclopedia of Human Resource Management. Oxford, England: Blackwell.

#### Publications-Refereed National Conference Paper Proceedings

Kossek, E., Zonia, S.C. and Young, W. 1996. The limitations of the power of organizational demography: Can diversity climate be enhanced in the absence of teamwork? In (M. Ruderman, M. Hughes-James, & S. Jackson, Eds.). *Selected Research on Work Team Diversity*. Greensboro, North Carolina: Center for Creative Leadership and Wash., D.C.: American Psychological Association, pp. 121-152. (Selection of best papers from a 1995 conference on diversity in work teams held at the Center for Creative Leadership.)

Kossek, E., Barber A., Winters, D. 1993. An assessment of individual, work group and organizational influences on the acceptance of flexible work schedules. Human Resources Division. In Dorothy Perrin Moore, (Ed.). *Best Papers 1993. National Academy of Management Annual Meetings*, Atlanta, 116-120.

Kossek, E., and Yates, J. 1993. Globalization: What every human resource professional should know. *Best Paper Proceedings of the Biannual National Research Symposium. Society for Human Resource Planning*, Ithaca, NY, National Conference, Plenum Press.



Kossek, E. 1990. Comments on dissertation roundtable papers, Proceedings of 1990 National Industrial Relations Research Association meetings, 71-73.

Gash, D. and Kossek, E., 1989. Links between systems strategy and end user training, *Proceedings of the 22nd Hawaii International Conference on Systems Science*, Honolulu, Hawaii, January.

Kossek, E., Block, R., The employer as social arbiter, 1988. *Proceedings of Council on Employee Rights and Responsibilities National Conference*, Virginia Beach, VA, October: 317-323.

Kossek, E., Discussant, 1987, Contributed papers session in the management of human resources and organizational behavior," *Proceedings of the 40th Annual Meeting of the Industrial Relations Research Association*, Chicago, IL, (December 28-30), 525-527.

#### Publications-Non Referred Journal Articles

Lee, E. & Kossek, E. Crafting Lives that work. 2006, May.  
Dialogue on Work and Family. Sloan Work and Family Electronic Newsletter.  
[www.bc.edu/wfnetwork](http://www.bc.edu/wfnetwork)  
[http://wfnetwork.bc.edu/The\\_Network\\_News/11/newsletter.shtml](http://wfnetwork.bc.edu/The_Network_News/11/newsletter.shtml)

Kossek, E. & Lambert, S. 2003. What can managers do to promote work life balance for themselves and others. *Leadership in Action*, Greensboro, North Carolina: Center for Creative Leadership, 23(4): 13.

Kossek, E. & Friedman, S. 2002, March, Dialogue on Work and Family. Sloan Work and Family Network Electronic Newsletter. [www.bc.edu/wfnetwork](http://www.bc.edu/wfnetwork)

Kossek, E. 2001. September 11 and Work-Life Integration. *Gender and Diversity in Organizations Newsletter*, National Academy of Management, Vol. 4.

Kossek, E., Gershenfeld, J. & Sandling, H. 1993. Investigating the TQM Connection, *Work-Family Roundtable: The TQM Connection*, NY: The Conference Board, Fall: p. 8.

Kossek, E. 1992. Research Corner: The Effects of Employer-Sponsored Child Care on Employee Attitudes and Performance. *Options*, Michigan State University: Michigan Child Care Clearinghouse, 1(1): winter, 7.

Kossek, E. 1991, Managing Diversity," Newsletter for Industrial Relations Council on GOALS. Council provides minority fellowships for Graduate Study in Human Resource Management/ Industrial Relations. Fall, East Lansing, Michigan.

Kossek, E. 1990- "Where Did My Career Go? Finding a Future in the Flattened Organization," *Progress*, Jackson, Michigan: Consumer Power Company, August, 15-17.

#### Publications- Book Reviews

Kossek, E. Book review of. *The Influence of Culture on Human Resource Management Processes and Practices* by Dianna Stone and Eugene Stone-Romero,. 55 (2): June 2010 p. 344-346.

Kossek, Ellen Ernst. *Gender Power, Leadership, & Governance*, by G. Duerst-Lahti & R. Kelly, Ann Arbor: University of Michigan Press, 1995. *Administrative Science Quarterly*, 1999.

Kossek, Ellen Ernst. *The Human Side of Factory Automation*, by A. Majchrzak, San Francisco, Jossey-Bass, 1987. *Academy of Management Executive*, May 1990.

### Case Contributor to Organizational Behavior Text

Kossek, E. E. Amoco's Global Human Resource Systems. In Schermerhorn, J., Hunt, J., & Osborn R. *Organizational Behavior*, Sixth Edition, 1996; NY: Wiley, 441-443.

### External Advisory Boards

- Research Scientific Advisory Board, Rouen School of Business, France, 2010- present
- Advisory Board, International Center for Work and Family, University of Navarra IESE Business School, Barcelona, Spain, 2005-present
- Hitachi Ltd. Institute of Management Development Advisory Board, Tokyo, 2000-2004
- Board of Directors, and Girl's Camp Advisory Board, State of Michigan YMCA Camp Hayowenta- Arbutus, 2003-present
- Alfred P. Sloan Task Sloan Network Task Force on Web Supported Work-Family Learning Communities, 2005 -2007
- National Academy of Management Board of Governors, 2003-2006, Chair of Academy Division and Interest Group Review Committee, Member Financial Strategies, and Ethics Committees
- Wharton Business School, the University of Pennsylvania, Merck Work/Life Roundtable Board – 1990s
- National College & University Work/Family Association Research Advisory Board, 1995-2005
- Sloan Boston College Work and Family Network Teaching Resources Advisory Board & Virtual Think Tank Member on Teaching Across Disciplines, 2000-2006
- Founding co- Editor, Sloan Work and Family Encyclopedia, 2003-2005
- Appointed to State of Michigan's Governor's Task Force on Employer Child Care, 1989-1990

## Referred Editorial and Reviewing Experience

Consulting Editorial Board Member, *Journal of Applied Psychology*, 2002-2011  
Editorial Board Member and Special Issue Editor on Work Life and Organizational Change, *Human Relations*, 2006- present  
Editorial Board Member, *Human Resource Management Journal* 1999- present  
Editorial Board Member, *Academy of Management Journal of Management Education*, 2006- 2007  
Editorial Board Member, *Journal of Organizational Behavior*, 1999- 2007  
Editorial Board Member & Book Review Editor, *Human Resource Planning Journal*, 1997 to 2001  
Consulting Editorial Board Member, *Journal of Applied Behavioral Science*, 1995 to 2003  
Ralph Alexander Best Dissertation Award Committee Member, HR Division, 2002, 2004  
SIOP Best Doctoral Annual Meeting Paper Committee, 2003

Ad Hoc Reviewer for

*Academy of Management Review*  
*Academy of Management Journal*  
*Administrative Science Quarterly*  
*Personnel Psychology*  
*Organizational Science*  
*Human Resource Management Review*,  
*Journal of Management*,  
*Organizational Behavior & Human Performance*  
*Social Science Review*  
*Psychological Reports*  
*Journal of Occupational Health and Psychology*

## Research funding and grants

- 2008- 2013 (consortium member of approx. \$30 million grant shared with network) *Co-Principal Investigator and Center Associate Director, Publications Committee Chair, and Organizational Intervention and Process Evaluation Team of the National Work Family and Health Research Network*. Developmental Research Unit at Portland State University and Michigan State University of the National Institute of Child Health and Development and Health (NICHD). RFA-HD-04-017: Developing Study Designs to Evaluate the Health Benefits of Workplace Policies and Practices. Applying clinical trial methodology to organizations, we design model protocols for state of the art evidence-based workplace intervention studies that examine the health consequences of work-family and managerial flexibility control and supportive policies and practices. These interventions are designed to improve employees' abilities to more successfully meet work and family demands, thereby improving worker and family health (including their children and other dependents). Approx. \$1.2 million to Michigan State University as part of \$30 million dollar cooperative research network with Harvard, Minnesota, Penn State, Portland State Universities and Kaiser Foundation and RTI International.

- 2008-2009 Principal Investigator: \$10,000 grant to support joint research on work, family, and managing globalization and flexibility. Center for Creative Leadership, Greensboro, North Carolina
- 2005-2008. *Co- Principal Investigator & Center Associate Director*: Under-Emphasized Constructs for Evaluating the Health Benefits of Workplace Interventions: Identifying and Fostering Family Supportive Supervisor Behaviors and Considering Family Crossover Effects. National Institute of Occupational Health and Safety. One of four NIH Center's funded in the U.S. as part of the National Work, Family and Health Network, \$1.4 million, collaboration with Portland State University (approx. \$450,000 to Michigan State) We designed managerial training intervention in the grocery store industry in a quasi-experimental study in Michigan/Ohio.
- 2005-2008 *Principal Investigator* The Role of Unions in Fostering Flexibility: Changing Dialogue and Negotiating Change, \$394, 827, Alfred P. Sloan Foundation Board Level grant.
- 2007, Mich. State Univ., Family Research Initiative, Work and Family Network, and Working Paper grants, \$10,000
- 2008, Families and Communities together. \$9,000. Michigan State University.
- 2003, Work and Family Theory Conference *Lead Organizer and Fundraiser* (Center for Creative Leadership, Greensboro, North Carolina, SC Johnson Corporation, Whirlpool Corporation, Eli Lilly Corporation, Booz Allen Corporation, School of Labor & Industrial Relations Alcoa Fund, and Families and Communities Together), total of approximately \$50,000
- 2002-2004, *Co- Principal Investigator*, Managing Professionals in New Work Forms, \$350,000, Alfred P. Sloan Foundation Board Level grant.
- 2001-2002 Michigan State Univ., Intramural Interdisciplinary Grant, \$13,500
- 2000-2002, *Co-Principal Investigator*, Gerber Foundation, The Michigan Child Care Partnership, \$147,000
- 2001, Reuters International, \$5000
- 2000, EDS Corp. \$2000
- 2000, ADCO Corp., \$2000
- 1998- 1999, Southwestern/ITT, \$20,000
- 1995, Research Outreach Methodology Grant- Michigan State University, \$20,000

- 1993-1994, *Co-Principal Investigator*, State of Michigan, Department of Social Services federal matching grant from U. S. Department of Health and Human Services, \$35,000
- 1994, *Co-Principal Investigator*, Research Outreach Methodology Grant, Michigan State Univ., \$35,000
- 1994 *Co-Principal Investigator*: General Motors Corporation, North American Operations, \$28,000
- *Principal Investigator or Co-Principal Investigator*: State of Michigan Research Excellence Fund & Management Policy Studies Fund grants, Institute for Public Policy and Social Research, Michigan State University:
  - 1987 - 88: \$ 24,500
  - 1988 - 89: \$ 17,500
  - 1989 - 90: \$ 6,300
  - 1990 - 91: \$ 8,900
  - 1991 - 92: \$ 10,000
  - 1992 - 93: \$ 10,000
  - 1993 - 94: \$ 25,000
- 1991-1992, *Principal Investigator*, Michigan Child Care Clearinghouse, \$15,730
- 1993, International Business Conference Travel Funding, CIBER, Michigan State University, \$2000
- 1992-1993, *Co-Principal Investigator*, International Linkage Fund, \$8000
- 1991, *Principal Investigator*, Sisters of Mercy Corporation, Farmington Hills, Mich., \$1000
- 1989, 1990, 1991, *Principal Investigator*, State of Mich. Dept. of Commerce, Lansing, Mich., \$1,295, (1989), \$9,500 (1990) \$15,000 (1991)
- 1990, *Principal Investigator*, MSU Foundation, E. Lansing, Mich., \$12,000
- 1990, *Principal Investigator*, Michigan State University, Alumni Association and School of Labor and Industrial Relations, \$3000
- 1990, *Co-Principal Investigator*, U. S. Dept. of Education, 2 weeks summer salary
- 1988-1990, *Co-Principal Investigator*, AMOCO Corp., Chicago, Illinois, \$38,000; 1992 - 1993: \$10,000

- 1988, *Co- Investigator*, Collaborative School of Labor & Industrial Relations Grant from Michigan Labor - Management Partnership Project and U.S. Department of Labor, \$64,000
- 1988, *Principal Investigator*, Lansing Board of Water and Light, \$2,500
- 1987, *Collaborator*, \$1million computer lab teaching grant from IBM
- 1986-1997, *Principal Investigator*, The Travelers Corporation, \$7,000

### Teaching Experience

#### Courses Taught:

- Organizational Behavior & Management
- Organizational Development, Leadership and Change
- International OB/HRM , Cross-cultural OB, and Global Employment Systems
- Study Abroad – International HR- Rouen, France
- Managing Talent in the Global Multicultural Firm
- Managing Diversity, Work-Life and Globalization
- Ph.D. seminars in Organizational Behavior, Organizational Theory, and Human Resource Management, Diversity, Psychology/ Sociology of Work
- Strategic Human Resource Management
- Human Resource Management
- High Performance Work Systems & Work Teams
- Quality of Work Life

#### Study Abroad International HR Teaching Experience

- International HR for Michigan State Graduate Students at Rouen Business School, Rouen France. I designed and lead a short term mixed method for credit class with on line learning modules predeparture for students enrolled in a 10 day study trip visiting companies and working having cross-cultural educational learning projects. 2009, 2011

#### Other Teaching Competencies:

- Managing Work, Family, Life in Organizations
- Managing Career
- Leadership and Critical Managerial Skills
- Workplace Flexibility, New Ways of Working and Virtual Work in Organizations
- Training and Development
- Experienced in teaching private and public sector managers and executives in the U.S., Singapore, Netherlands, England, Portugal, Germany, Denmark, Australia, and Japan in professional seminars
- Have taught at doctoral, masters, executive, and undergraduate credit levels as well as open enrollment noncredit teaching

### Teaching Philosophy:

- I like to develop action based learning field projects for students to study a management or human resources issue working with real organizational partners.
- I integrate a) group work and team projects on a collaborative stretch task, and b) an individual project on a topic of interest to the student. This approach is designed to encourage adult development learning principles of self customization of learning topics, as well as teamwork in studying an organizational challenge.
- I encourage self reflection on class, personal identity, and work experiences to apply practice to theory.
- I bring thoughtful leaders in industry into the classroom in person or electronically to help enrich the students' real life knowledge of practice.

### Conference Papers and Presentation- Refereed

#### American Psychological Association

- 2009. August. Achieving Balance: Integrating the demands of professional life and personal life. International National Meetings. Toronto, Canada.

#### National Academy of Management

- Facilitator, 2011, Organizational Behavior Doctoral Consortium
- Speaker, 2011, Gender and Diversity in Organizations Doctoral Consortium
- Facilitator, 2011, Current and Future Inclusion Efforts in the Academy of Management
- Author and Presenter, 2011, Work-life effectiveness efforts by the line, Linkages to Group job Context and individual effectiveness
- Author and Presenter, 2011, Diversity in work-family role alignment styles, theoretical and empirical perspectives
- Flexible on Flexibility: Managerial and Organizational Support of Work-Life Flexibility as Pockets of Change, 2010. Presenter in Symposium on Qualitative Methods in Work Family Research
- Sage Scholarship Award Winner Panel, Presenter on panel of previous Sage award winners on career experiences, 2010, presenter
- Managing Flexstyles: Exploring Linkages between personal preferences for self-regulation of work-life flexibility and work-family outcomes, 2010 Presenter in symposium on the Individual Experience of Flexibility
- Organizational Change for the Working Poor, In Positive Organizational Scholarship Symposium, 2010, co author. (K. Golden Biddle and J. Dutton, Organizers)
- Paradoxes of Implementing Work-life flexibility policies: Emerging research theory and practice, 2009. Chair and Paper author and presenter: Implementing different types of work-life flexibility in unionized contexts: Individual, organizational, and multi-level perspectives. Paper

- author. 2008. Multi-level and stakeholder perspectives on work-life well-being.
- Kossek, E. 2009. Managing flexstyles and work-life relationships: A teaching development workshop.
  - Kossek, E., 2009. Career construction: A new look, paper author.
  - Kossek, E. 2009. Careers in the rough research development workshop
  - Kossek, E. 2009. Gender and Diversity in Organizations Doctoral consortium faculty presenter.
  - Kossek E. 2009. Organizational behavior and the working poor Leadership and work group context linkages to work, family and health in low income settings.
  - Kossek, E. 2008. Symposium presenter. The questions we don't ask: Work-family issues among low-income families.
  - Kossek, E. 2008. Gender and Diversity in Organizations Doctoral Consortium.
  - Kossek, E., 2007, Managing work and life over your academic career, Gender and Diversity in Organizations, Doctoral Consortium
  - Kossek, E., Berg, P., Misra, K. 2007. Implementing Flexibility in Unionized Environments: Adding a Collective Voice Perspective to Work-Life Research. In E. Kossek and P. Berg. Chairs. National Academy of Management Symposium, Implementing Flexibility across contexts: Research Gaps and Future Directions. Philadelphia, PA
  - Kossek, E. & Misra, K. 2007. Managing motivation: Implications for work-life research, New directions in motivation symposium (Kanfer and Chen Chair)
  - Kossek, E. Hammer, L. & Petty, R., 2007. Supervisor support of work and family, in Work Family and Health All- Academy, Symposium (Kossek, Chair)
  - Kossek, E. 2006, National Academy of Management Teaching about Managing Work-Family-Life Integration as a leadership competency. Professional Development workshop sponsored by HR Division, GDO and Careers.
  - Kossek, E. ,2006. Crafting Lives That Work: What Happens to Professionals Careers When They Choose to Work Less, Exploring Linkages Between SHRM, Work-Life Strategy, and New Ways of Working for Professionals In The Opt Out Revolution.
  - Kossek, E. Chair. 2005. A New Vision of Work and Family: Management Practices Embracing a Dual Agenda.; Lautsch, B. and Kossek, E. 2005. Supervising Telecommuting and the Work-Family Dual Agenda. Lee, M., Karakas, F., & Kossek, E. 2005. Mapping of Career and Family Life Processes.
  - Kossek, E., Meece, D., Barratt, M., Prince, B. 2005. Managing Acculturative Stress and Work-Family Resources: Insights from U.S. Latino Mid-Western Migrant Workers. In Symposium, The Impact of Globalization on the Work-Family Interface of Vulnerable Groups. (S. Poelmans, Chair.)
  - Kossek, E., Pichler, S., Barratt, M., Meece, D. 2005. Work-family Conflict in Low-Income Systems: The Critical Role of Parent-Provider Relationships. In Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees Managing Work-Family Balance. (K. Sutton and L. Dunn- Jensen, Co-Chairs)
  - Kossek, E. 2004. Showcase Symposium. Putting work in its place: New perspectives on the working time of professionals. Chair, Co-Author and Facilitator. Nominated as Finalist for Best Careers Division Symposium award. Showcase symposium.
  - Kossek E., Lautsch, B. & Eaton, S. 2004, Symposium presenter. Boundaries between work and home: An integrated look at basic research and applied knowledge.



- Van Dyne, L., Kossek, E. & Lobel, S. 2004 Co-author. Being there: Face time, flexible work arrangements, and helping in work groups
- Eaton, S. C., Lautsch, B. , Kossek, E. 2003. Portable work: Organizational support makes all the difference in whether it works. In Showcase symposium: The effects of formal and informal family-friendly organizational supports.
- Kossek, E. 2002. Managing work-life integration as a new faculty member. HR Doctoral Consortium.
- Kossek, E. 2002. Chair, Gender and Diversity in Organizations Annual Business Meeting.
- Kossek, E. 2002. Panel Presenter to Management Education Division Preconference: Publishing Texts in Human Resources & Organizational Behavior
- Kossek, E. 2002. The role of perceived implementation attributes of work-life policies in individual decision-making on job acceptance and turnover. Paper presented in Symposium: The work-life interface: firm implementation, individual preferences, and behavior
- Kossek, E. 2002. Discussant, Invisible diversities in the workplace: Exploring and integrating hidden identities Symposium
- Kossek, E. 2002. Bargaining with the baby, Paper presented in Work and home as competing and complementary domains. Showcase symposium.
- Kossek, E., Huber, M., Lerner, J. 2001. Competing perspectives on antecedents of well being of welfare to work mothers with young children: Computer use as an indicator of job quality. Paper presented in Gender, Information Technology & Organizations Symposium
- Kossek, E., Palthe, J. 2000. Work and employment modes of human resource architectures: linkages to organization subcultures. Symposium chair and Paper presenter.
- Kossek, E. 2000. Discussant for OB and HR Symposium on Work and Family in a New Age
- Kossek, E. 2000. Paper Presenter on Symposium on Integrating Organizational Behavior and HR Perspectives on Work and Family: HR & OB Divisions
- Kossek, E. 2000. Innovative Teaching. HR Junior Faculty Consortium
- Kossek, E. 2000. Effective Research Collaborations, HR Doctoral Consortium
- Kossek, E. 1999. Discussant, HR Symposium on Job Design and Workplace Accommodation
- Kossek, E. 1998. Managing Careers. HR Junior Faculty Consortium
- Kossek, E., Colquitt, J., Noe, E. 1998. Symposium Chair and Paper Presenter: New directions in work-family research: the importance of caregiving place
- Kossek, E., Markel, K. McHugh, P. 1998. Symposium Chair and Paper Presenter: Opening the black box of organizational demography: Current advances in diversity research. Kossek, E. & Yakura, E. 1998. Symposium Paper Presenter: Searching for fit in strategic HRM
- Kossek, E. 1997. Managing Careers. HR Junior Faculty Consortium
- Kossek, E. 1997. Teaching the Hard Topics. OB Junior Faculty Consortium
- Kossek, E. 1997. Discussant, Symposium: The transformation of work: Implications for women's careers
- Kossek, E., Noe, R., & DeMarr, B. 1997. Self-management of work and family roles: individual and organizational determinants of role synthesis
- Kossek, E., Lerner, M., Huber-Yoder, D. Castellino, 1996. Symposium Chair and Paper Presenter: The working poor: Locked out of careers and the organizational mainstream? Paper:

A Longitudinal study of the implications of labor market activity for the psychological and economic well-being of mothers and children living in poverty.

- Kossek, E. & Yakura, E. 1996. Symposium Chairs. Punctuated equilibria and work/life jolts in the scholarly worlds
- Kossek, E. 1996. Chair. Work, family, and career issues: National and international findings
- Kossek, E., Roberts, K., Fisher, S. DeMarr, B. 1995. Symposium Chair and Paper Presenter: Careers in Context: Fostering Psychological Success in Transforming Organizations, Paper: Personal and Contextual Influences on Career Outcomes
- Kossek, E. & Lobel, S. 1995. Symposium Chair and Paper Presenter: Managing diversity within diversity: Human resource strategies for acknowledging differences within employee groups; paper: Human resource strategies to support diversity in work and personal lifestyles: beyond the family friendly organization
- Kossek E. & Nichol, V. 1995. Work/family issues and work outcomes (affect and performance) in high encounter service jobs: Future research and human resource policy implications; paper: Understanding the immediate climate for work/family integration: Assessing Congruence in Supervisor and Subordinate Perceptions
- Kossek E. 1994. Work/Family Research, HR Doctoral Consortium
- Kossek, E., Barber, A., Winters, D. 1993. An assessment of individual, work group and organizational influences on the acceptance of flexible work schedules, (*Selected by HR Division for Best Paper Proceedings.*)
- Kossek, E. 1993. Discussant, Organizational Commitment session of Org. Behavior Division
- Kossek, E. & Zonia, S. 1992. The effects of race and ethnicity on perceptions of human resource policies and climate regarding diversity
- Kossek, E., Moore, E., & Cutcher-Gershenfeld, J. 1992. Symposium Chair & Presenter: Computers as a strategic lever for transforming human resource management/ industrial relations graduate education
- Kossek, E., & Zonia, S. 1992. Preconference on Diversity: Presenter, Dilemmas of conducting research on diversity
- Kossek, E. & Dass, P. 1991. Management ideologies and employer-sponsored child care programs in organizations
- Kossek, E., Gash, D., Nichol, V. 1991. The value of human resource information systems: Rhetoric versus reality
- Kossek, E. 1989. The effect of hierarchical level on acceptance of HR innovation
- Kossek, E. & Gash, D. 1989. Waiting for innovation: Godot implements a computer system
- Kossek, E. 1989. Chairperson, Attitudes, implementation, and development of technology, Org. Behavior Division

#### National Meetings of Society For Industrial & Organizational Psychology

- Presenter and Author, 2011, Implications of Work-Life Flexibility for Managers: Practices, Pitfalls, and Prospects
- Presenter and Author, 2011, Work-Family Research is Atheoretical?: Not Anymore: Advances in Boundary Theory
- Presenter, 2011, Work-Family Research, The Crossroads

- Co-author, 2011, One Brick at a Time, Cultural Context Effects at Work
- Co author.2010. Work-family social support and Work-family conflict: A meta-analysis
- Discussant. 2009. Discussant. Predictors and moderators of stress effects: Insights from applied findings.
- Kossek et. al. Author and presenter. 2009. Implementing a reduced workload arrangement to retain professional employees: Learning from a case study.
- Kossek et al. Author and presenter, 2009. An embedded leadership and work group context perspective on work- family
- Hammer, Kossek et al, 2009. Spousal crossover of job demands and control on health..
- Kossek, E., Hammer, L., Michel, J., Yragui, N. 2008. Multilevel Modeling in Work-Family Research: An Exploration of Cross-Level Relationships In Symposium : Implementing Strong Research Designs in the Work-Family Interface (Tom Britt, Chair)
- Hammer, L., Kossek, E., Yragui, N. Kristi Zimmerman, Rachel Daniels 2008  
\*Family Supportive Supervisor Behaviors and Cardiovascular Disease in Symposium Work-Family Affective Experiences that Reduce Conflict and Improve Health (Whitney Bostford, Chair)
- Kossek, E., Pichler, S., Hammer, L. , Bodner, T. 2007. Contextualizing Workplace Supports for Family: An Integrative Meta- Analysis of Direct and Moderating Linkages to Work-Family Conflict Paper presented at National Meetings of the Society of Industrial & Organizational Psychology, April 2007 New York City as part of the Symposium Social Support, Leadership and Work-Family Outcomes.(Jeanette Cleveland, Michelle Harrison, & April Jones, Co-Chairs.
- Hoffman, M., Kossek, E., Ruderman, M, Fleenor, J. 2007. Congruence and Dissonance in National and Organization Cultures Linkages to Career Derailment Experiences of Transnational and Local National Leaders
- Panelist. Marginalized Workers Symposium. New York, 2007. Bernardo Feldman, Chair.
- Discussant. Child Outcomes related to work and family symposium.
- Facilitator, work and family network
- Identifying Family Supportive Supervisory Behaviors for Work and Family Low Income Workers' Work and Family Needs. Symposium on Diversity in Work and Family, 2006
- Discussant, two symposiums on work and family. 2005
- Kossek, E. , Lautsch, B., Eaton, S. 2004. Boundary management strategy Paper Presenter and Chair of Symposium Individual Differences and Work-Family
- Kossek, E., Lautsch, B. Eaton, S., K. Vandebosch, 2004. Telework and work- family conflict. Quasi-experimental design
- Kossek, E. 2004. Discussant. Work and Family: New research directions
- Kossek. E., Markel, K., McHugh, P. 2002. Trickle organizational demographic change in sex and race composition: Shaping ambiguous group social climates for diversity. paper part of symposium: defining, measuring, and creating a positive climate for diversity
- Kossek, E. & Markel, K. 2001. Resource-based and psychological views of organizational support of work-life integration: Competing perspectives and a typology. & Co-Chair & Discussant; New directions in work-family research symposium

- Kossek, E. 1999. Invited Symposium presenter on work-family theory panel. Theory or lack thereof in work-family research
- Kossek, E. 1999. Discussant, Work family empirical research symposium
- Kossek, E. 1998. Discussant, Symposium on New directions in work/family research
- Kossek, E. 1998. Paper presenter in Symposium on Advances in research on alternative work arrangements.
- Ilgen, D., Wasson D., Knot, J. Kossek, E. 1998. Organizational justice, and financial incentives to manage health benefits
- Kossek, E., Noe, R., & DeMarr, B. 1997. Personality: An antecedent of work-family role synthesis strategy choices
- Kossek, E. 1995. Human resource strategies for managing diversity, Symposium Chair and Discussant
- Kossek, E., Roberts, K., Fisher, S., Muldar J. 1994. Training and development: A lever for resocialization in changing organizations
- Kossek, E., & Ely, R. 1988. Combining quantitative and qualitative methodology in research, with R. Ely, /O Psychology Doctoral Consortium.

#### Sloan Foundation Refereed Conferences on Work And Family- San Francisco, Boston

- Berg, P Kossek, E., Baird, M. Building a Better Workplace: The Use and Impact of Union-Negotiated Work-Family Flexibility Policies in U.S. and Australian Universities MIT, Boston May, 2008.
- Lee, M., MacDermid, S., Dohring, P. & Kossek E. 2002. Presenter. Convergence and divergence in identity transformation among new parents in alternative work arrangements.
- Kossek, E. E., Huber, M., & Lerner, J. 2002 Presenter. Sustaining economic and psychological well-being of mothers on public assistance: individual deficit and social structural accounts

#### Other Conference Presentations

- Author, co-worker social support and Work-family stress. NIOSH National conference on occupational safety and health, May, 2011.
- Presenter and author, Cross-level relationships in manager and organizational support of customized work, International conference on community, work & family, Tampere, Finland, May 2011.
- Berg and Kossek. Managing Flexibility in Unionized Environments. Industrial Relations Research Association, 2008.
- Hammer, L. Kossek, E., Anger, W., & Zimmerman, K. Evaluation of a Supervisor Support Training Intervention to Affect Worker Health/. Paper presented at the National Institute for Occupational Safety and Health 2007 Work Life Symposium, Bethesda, MD, September 2007.
- Eaton, S., Kossek, E. Lautsch, B. 2003, March. Managing from a distance. Eastern American Sociological Society Meetings, Philadelphia, PA.

- Kossek, E. & Van Dyne, L. 2003, March. Face time matters, College and University Work and Family Association, Philadelphia, PA: University of Pennsylvania.
- Lobel, S. & Kossek, E. 2003, June. Managing human resources to value workplace diversity. Presentation to the Eastern Academy of Management International Meetings, Porto Portugal.
- Meece, D., Barratt, M., Kossek, E., & Hawkins, D. 2003, April. Family, work, and infant care in limited income Latino migrant farm-working and Anglo non-migrant families. Presented at the Biannual meeting of the Society for Research in Child Development, Tampa.
- Meece, D., Kossek, E. E., Barratt, M., Hawkins, D. K., Cragun, J. 2002, April, The complexity of infant care arrangements among low-income non-migrant families and migrant farm working families. National Conference on Human Development, Charlotte, NC.
- Hammer, L., Kossek, E., Anger, K. Sept. 2007, Bethesda, Maryland Worklife 2007 National Symposium: Protecting and Promoting Worker Health/ Evaluation of a Work-Life Supervisor Support Training Intervention to Affect Worker Health

Invited Speaker, Presenter, Advisor/Participant, Conferences State National International

- Keynote, International conference on work and family, Barcelona, Spain, July, 2011
- Keynote, British Psychological Society, Occupational Health Work-life consulting Group, London, UK, May 2011
- Keynote, Work-life Cross-national Conversations, Paris France, May 2011
- U.S. Women's Bureau and Secretary of Labor National Dialogue on Workplace Flexibility, Opening session Presenter, Chicago Illinois, April 2011
- Cornell University, Michigan State, Rutgers Cross- University Doctoral Seminar Speaker, 2011
- DTE Chief Final Officer Group, Executive Offsite Retreat, June 2011
- Hubble Space Institute, Hard Science, Soft Skills, March 2011
- Case Western Reserve University, Work-Life in Academic, March 2011
- Cleveland Clinic, Managing Work-Life Boundaries in Medicine, March 2011
- The Employers Association, Targeted HR: Implementing Organizational Interventions, March 2011
- U.S. Secretary of Labor National Dialogue on Workplace Flexibility, Pasadena CA, Feb 2011
- Work-Life Summit, Alliance for Work-Life Professionals, Imaginarium Speaker, Feb. 2011
- Positive Organizational Scholarship Ten-year Conference, The University of Michigan, Jan. 2011
- Martin Luther King Day Speaker, Grand Traverse County Employees, Jan, 2011
- Alfred P. Sloan Workplace Flexibility Conference
- Executive Roundtable on Work-Life Flexibility, SHRM Foundation, Wash., DC., Sept, 2010
- Working poor and work-life flexibility, Kellogg Foundation Advisory meeting, University of California, Hastings, San Francisco, CA, July 2010
- Ceo of Me: Creating a Life that Works in the Flexible Job Age, Keynote, State conference of Michigan Health Care recruiters, September, 2010

- Creating a Culture of Flexibility: What Managers Need to Know, Ministry of Manpower and National Work-Life Harmony conference, Singapore, August 2010
- Managing Flexstyles Train the trainer workshop, Singapore Ministry of Manpower, August, 2010
- CEO of Me: Creating a Life That Works in the Flexible Job Age, Keynote, National Work Life Harmony Conference and Ministry of Manpower Civil Service, Singapore, August 2010
- Advisor, Work-Life Flexibility for Hourly Workers, University of California Hastings, Kellogg Foundation Report, July 2010
- Managing Flexibility, Aequus Partners, Sydney Australia, July 2010
- HR Roundtable, University of South Australia, July 2010
- Creating a Life that Works in the Flexible Job Age: Bob Hawke Keynote Lecture, Adelaide Australia, July 2010
- Multi-level Modeling in Work Life Research, University of South Australia, July 2010
- Teaching workshop on Managing Flexstyles: University of South Australia, July 2010
- May 2010 Keynote Reconciling Work and Personal Life: Athens University of Economics and Business International Human Resources in Europe, Greece May 2010: Managing Flexstyles: What Doctors and Academics Need to Know: Michigan State University College of Medicine Mentor Program
- May 2009: Managing Flexstyles to Become CEO of Your Life: Work-Life Michigan State University Women in Business Student Association Leadership Conference
- April 2010: Work-Life Flexibility and Health and Well-Being: The Work-Life Conference Board Conference, Wash., DC
- April 2010: Increasing Supervisor Support of Work and Family; Boston College Work and Family Roundtable, Chicago, Illinois
- April 2010 Managing Flexstyles; What Academics Need to Know Training and Development workshop MSU Cyclotron Dept.
- April 2010: The National Work Family Health Network: Michigan's Next Great Companies: Economic Development Summit, Lansing , Michigan
- CEO of Me: Managing Flexibility Workshop: Michigan State University Cyclotron, April 2010
- CEO of Me: What Academics Need to Know. Texas A & M, Provosts Office, Feb. 2010.
- Operationalizing the Antecedents of Work-Family Positive Spillover: A longitudinal Study. Presentation as part of a symposium at the Work, Stress, and Health Conference, Puerto Rico, November 2009
- The Impact of Work-Family Flexibility in Unionized Organizations” at the conference “The Union Role: Creating 21st Century Workplace Policies to Support Working Families.” Harry Van Arsdale Jr. Center for Labor Studies, Empire State College, State University of New York. November.- 2009, Peter Berg
- Explaining Differences in Collectively Bargained Work-Life Flexibility Policies and Practices in Australia and the United States” at 15<sup>th</sup> World Congress of the International Industrial Relations Association. Sydney, Australia, August., 2009. Peter Berg
- Work-Family Flexibility in Unionized Organizations: Results from a National Study” at the conference “Balancing Opportunity and Challenge: Union Strategy and Work-Family Flexibility.” National Labor College, Silver Spring, Maryland. June. , 2009, Peter Berg.

- Teaching graduate students about the working poor. The Aspen Institute Webinar, Nov. 2009
- Kossek, Berg, Beck, Firestein, 2009. June. Developed and ran a national conference for union leaders in Wash., D.C Work-Family Flexibility in Unionized Organizations: Results from a National Study at the George Meany Center in Washington, D.C.
- CEO of Me: How women and men can exert more control over their working lives, Keynote speaker, 24 and more, international conference on increasing female labor force participation, Amsterdam, Netherlands, Dutch Government Task Force Part Time Plus.
- How to Become the CEO of your Working Lives: What Academics Need to Know, Michigan State University Faculty Development Workshop.
- National Work-Family Health Network U.S. Congressional Briefing, Wash, DC, Oct. 2009.
- Managing Flexstyles, Center for Creative Leadership Greensboro, NC. 2009 December.
- Embedded Leadership and work –family conflict, Dept. of I-O psychology brown bag, Michigan State University Fall, 2009.
- Women Work and Family in the Flexible Job Age Kauffman Lecture. University of Indiana South Bend November, 2009
- Cross-level effects of reduced load work and cross level effects of supervisor and organizational support for work and family. International Work and Family conference Barcelona.
- Emotions in the workplace: “for the Chicago's 101 Best and Brightest and Brightest Companies to Work For
- Special Librarian’s Association National Meeting, Wash. DC . How to Become the CEO of Your Life, June 2009.
- Managing Flexibility: What Managers Need to Know: World at Work, Seattle, June 2009.
- Michigan State University Webinar on CEO of Me: Managing Flexstyles Human Resource and Education Center, Spring 2009.
- The Cultures of Flex: Center for Education of Women, University of Michigan, March 2009.
- IOOB National Doctoral Student Conference, Chicago, February, 2009
- The Conference Board Work Life and Diversity Council at Palisades, the IBM Management Development Center in New York, About the National Work-Family and Health Network and Adult Learning, November 2008
- Distinguished University Professor “Where does the Work Go and Why?: Managers Roles in Implementing New Ways of Working to the Management Dept. at Boston University
- Organizational Studies Group Invited research colloquium, MIT, Boston, Mass. Nov. 2008.
- Keynote, Work-life and The Changing Professorite, Michigan State University, Dept. of Education, Sept. 2008.
- Institute of Chartered Accountants of British Columbia, Vancouver, Work-life Balance Day , Keynote Oct. 2008
- Center for Creative Leadership, Greensboro, NC, International podcast on CEO of Me, Oct. 2008
- Consumers Powers, Michigan Executive Leadership Meeting: Implementing New Ways of Working. Fall 2008.
- Connect Listen and Learn. National Association of Women Lawyers National Podcast. May 2008.

- CEO of Me, Creating a Life that Works in the Flexible Job Age. Webinar Accenture.
- New Ways of Working and Work-Family Health Network: Cranfield University, UK, Faculty and Doctoral program, June 2008.
- Medtronic, Managing Your Flexstyles Training Workshop, Minneapolis, Minn. July 2008
- CEO of Me: Women's Leadership Network, Kellogg's, Oct. 2008
- General and Family Specific Workplace Social Support for Effectiveness On and Off the Job: Current Research and Future Directions Key note speech. National I-O- OB PH.D. conference. Chicago Illinois Institute of Technology
- CEO of Me: Managing Flexstyles and Work-Life Relationships , World at Work Total Rewards Conference, Philadelphia, May 2008
- Keynote: The State of Work and Family Research. International Work Psychology Conference Work, Well-being and Performance, Sheffield U.K. June 2008
- Work and Life Academic Challenges- Doctoral consortium presentation, University of Sheffield, U.K.
- A Meta-Analysis of Supervisor and Work Family Support, University of Sheffield, U.K.
- Managing Your Work-Life Relationships. Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK, June 2008
- The National Work Family Health Network: New York University Business School Doctoral and faculty symposium, May 2008.
- CEO of Me: Creating a Life that works in the Flexible Job Age, City of New York Baruch University, Women's Opt In Program. May 2008.
- CEO of Me: Managing your Flexstyles. Michigan State University Faculty Folk, University Club, East Lansing, Michigan April 2008.
- How We Live and Work Today: An Individual Perspective on Talent Management. The Conference Board and Families and Work Institute Conference Atlanta, March 2008
- CEO of Me: Helping Employees Create a Life that Works by Managing Flexstyles, Raleigh, North Carolina, Annual Conference of College and University Work Family Association, March 2008
- Work, Family, and Health Network Research Findings: Multimethods, Multi-Interventions, Multi-Industry, NIOSH Work, Stress and Health, Washington, D.C. , March 2008
- Kings College, London, April 2008, HRM Learning Board and scholarly colloquium Invitee
- Keynote Speaker Penn State Work and Family in Organizations Symposium, State College, PA, October 2007
- Dow Chemical Corp. Managing Reduced Load and New Ways of Working for Professionals, October, 2007.
- Work life voice: Managing flexibility in unionized environments. Industrial Relations Research Association, New Orleans, with P. Berg and K. Misra, 2007.
- State of Michigan College and University Personnel State Meeting, Making Flexibility Work, October, 2007
- Supervisor Support of Work and Family, IESE Invited Presenter, Barcelona, Spain, July 2007
- Making Flexibility Work, 50<sup>th</sup> Anniversary of School of Labor & Industrial Relations, Alumni Meeting, September, 2007
- May 2007, Boston College Work and Family Roundtable, San Diego, California.



- Lisbon, Portugal, Keynote speech to Portuguese Press and Leading Country Employers on Work-Family and Health, March 2007
- Deloitte and Touche Partners Meeting, Ritz Carleton, Lisbon Portugal, 2007 March
- Brown Bags on Work-Family and Health, Michigan State University, March 2007.
- National Work Family Network, NIH including NICHD, Washington DC March 2007.
- Simon Fraser University Canada, Managing Work-Life and Health, Semester Invitee from Doctoral student and Faculty, December 2006
- East Lansing, Michigan, American Council of Education, Customized Work in Organizations for High Talent Retention, East Lansing, Michigan. Sept. 2006
- East Lansing, Michigan Human Resources Role in Organizational Change, 50<sup>th</sup> Anniversary, School of Labor & Industrial Relations, Oct. 2006.  
Charlotte, North Carolina. Managing High Talent: Leading Edge Consortium SIOP Practitioners Conference, Oct. 2006
- 2006, Washington, DC and Portland, Oregon, National Work and Family Network Presentations
- Bergen, Norway, Crafting Lives That Work, European Group and Organizational Studies Conference, Lee and Kossek, July 2006
- New York, New York. 2006, June. The Conference Board Diversity and Work and Family Conference. Managing New Ways of Working and Inclusion.
- Manchester, New Hampshire. 2006. Managing Multiculturalism and Diversity in a Global World and Human Resources Role in Organizational Change, State of New Hampshire Society for HRM.
- Lansing, Michigan, 2006. Managing Workplace Flexibility, May Industrial Relations Research Association.
- East Lansing Michigan, 2006 April. Crafting Lives That Work. Ph. D. Students. I-O Psychology, Michigan State University.
- Detroit, Michigan, Crafting Lives That Work, 2007. Wayne State University I-O Psychology Ph.D. Students.
- Mount Pleasant, Michigan, 2005, Work and Family in Organizations. Central Michigan University.
- Albion, Michigan, 2005, Diversity, Work and Family in Employment. Albion College.
- International Teleconference Management Education Session. October 5, 2005. Achieving Success on Your Own Terms: The Reduced-Hours Work Arrangement for Professionals. Work Life Harmony International Management Education Session
- August , 2005. Flexibility Panel Session, Alfred P. Sloan Foundation, New York New York
- East Lansing, Michigan, Oct. 5, 2005. Creating a Culture of Flexibility in Academia: A Win/Win for Individuals, their Families and the Institution; Provost's Office of Faculty & Organizational Development
- Washington, D. C. 2005. Invited Discussant on Employer Support of Flexibility. Working Time for Working Families: Europe and the United States. Conference sponsored by American University Law School and the Friedrich Ebert Foundation
- Barcelona, Spain. 2005. Keynote Speech to Spanish Foreign Press. IESE Business School. Managing Dual Centric Employees.

- Philadelphia, PA .2005. Crafting Lives that Work. Wharton Business School. University of Pennsylvania.
- Washington, D. C. 2005, February. Press Release of Alfred P. Sloan Study Individual Phase: Crafting Lives that Work. National Press Club, Washington, D.C.
- Copenhagen, Denmark. 2004. Oct. The Business Case for Work and Family. The Conference Board of Europe, International meeting on Diversity and Work and Family.
- East Lansing, Michigan, 2004, May. Strategic Human Resource Management. LG Korean Management Top Executive Program. Speaker on Strategic Human Resource Management. Program on humanistic globalization.
- Cambridge, Mass. 2004, May. Massachusetts Institute of Technology. Sloan Work and Family Annual Meeting. Invited Participant.
- Tokyo, Japan. 2004, May. Hitachi. Current Issues In Employment Policy for Women, International Employees & Strategic HRM.
- Baltimore, MD. 2004, April. Employer performance: Theoretical and empirical linkages to workplace human resource strategies for improving health, work-family integration & well-being. Workplace strategies and Interventions for Improving Health and Well-Being Conference. Speaker on the employer perspective on links between work-life policies and employment. National Institute of Child Development.
- New York, New York. 2003, Nov., Workplace Flexibility Panel. Alfred P. Sloan Foundation.
- Novi, Michigan, 2003, June. Leadership, Invited Keynote, Management and Decision Making. Leadership Conference YMCA CEOs
- Wash, D.C. 2003, June. NIH Conference on Workforce-Worker Mismatch. Employer Work-Family Policies.
- Los Angeles, 2003. May, Discussant, Sloan Foundation Annual Work and Family Meeting, UCLA.
- Greensboro, North Carolina, 2003, May. Work and Family Theory & Practice, Presenter on Portable Work and Conference Organizer Center for Creative Leadership.
- Boston, Mass., 2003 & 2002. May. Participant, Brandeis & Boston University Work and Family Journalism Conference.
- East Lansing, Michigan, 2003. April. Portable Work Antecedents and Outcomes, Brown Bags to the Industrial Organizational Psychology and Labor & Industrial Relations Departments.
- Indianapolis, Indiana, 2003, March. Invited Semester Keynote, Work and Family: A Review and Directions for Future Research, Lily Auditorium, Indiana & Purdue University.
- New Brunswick, New Jersey, 2003, Feb. Managing Diversity and Multiculturalism: New Approaches for the New Millennium Center for Women and Work, Diversity Corporate Roundtable.
- Columbus, Ohio, 2003, Feb. Entrepreneurship in Trucking Firm: Is it better to be an owner or employee? Conference on Human Resource Issues in Small Fast Growth Firms. Ohio State University.
- New York, New York, 2002. Nov., Sloan Foundation Managing Time Conference, Discussant on Work and Family and Job Design, New York Cornell Club
- Tokyo, Japan, 2002, June, 360 Degree Appraisals: Developmental and Performance Based Approaches, Central University and Hitachi, Ltd.

- Ann Arbor, Mich., 2002, May, Organizational Behavior Brown Bag Presentation.
- Bellagio Italy, 2001, July. Invited Rockefeller Foundation Presenter of welfare to work employment strategies at Scholarly Conference on the Inclusive Workplace.
- Caregiving Decisions, 2001, March. Rutgers University School of Human Resources and Management.
- Tokyo, Japan, 2000, Dec., 2001, June, Human Resources Role in Managing Organizational Change in the New Economy, Hitachi Institute for Management Development.
- East Lansing, Michigan, 2001.Feb., Michigan State University, School of Labor & Industrial Relations, Third Annual Women's Conference, Strategies for Success: Building an Agenda for Working Women, Leader of workshops on Work-Family Policies and Organizational Culture Change Linkages.
- State College, Pennsylvania, 2000, Nov., Pennsylvania State University Lecture Series on Work & Family, Rebroadcast on local public television network.
- East Lansing, Michigan, 2000. Oct. Michigan State University Graduate School of Labor & Industrial Relations Alumni Day.
- Ann Arbor, Michigan, 2000, Oct., University of Michigan Business School Alumni Day Panel on Work & Family in the New Economy.
- Giessen, Germany, 2000, Sept. Presenter Arthur Anderson Conference on Organizational Change.
- Birmingham, England, Sept. 2000, June, 2001. HR Leadership and Roles in Organizational Change, Warwick University.
- Ann Arbor, Michigan, 2000, May, Caregiving Decisions, Climate and Performance: Big Ten Work-Family Administrators Conference (Keynote).
- Ann Arbor, Michigan, 2000, Feb., Top Ten Ways to Attract (and Keep) Talent in Hi-Tech Growth Industries: Ann Arbor IT Consortium, (Keynote)
- Milan, Italy, 1999, July, New Employment Relations. International Organizational Behavior Teaching Conference.
- Columbus, Ohio, Career Self-Management: A Quasi-Experimental Assessment of A Training Intervention. 1998, Nov., The Ohio State University, Fisher School of Business.
- Detroit, Michigan. Luncheon Speaker, 1998, Sept. Honorable Lt. Governor Connie Binsfield, Employer Conference on Joining Forces and Employer Sponsored Child Care. Fox Theater, Michigan Non Profit Initiative Co-Sponsor.
- Chicago, Illinois, 1998, Feb., Keynote speaker, The implications of new forms of work arrangements for managing diversity. Center on Law and the Workplace. Kent Chicago Law School, Illinois Institute of Technology.
- Chicago, Illinois, 1998, May, Loyola University of Chicago. Chicago, Illinois, Center for Organizational Development and Institute for Industrial and Labor Relations. Career Self-Management: A Quasi-Experimental Assessment of a Training Intervention.
- East Lansing, Mich., 1997, Nov. Lessons learned on using student groups in the classroom, Presenter to Lily Teaching Fellows, Michigan State University.
- Pittsburgh, PA, 1997, Oct., Invited participant: Conference on social capital and employment relations in the 21st century. University of Pittsburgh.

- Ann Arbor, Mich., 1997, March. Linking Work/Life/ Family Issues to Continuous Organizational Improvement. Center for the Education of Women, The Univ. of Michigan
- Novi, Mich., 1996, Jan., Human Resource Strategies for Managing Diversity, Michigan Industrial Organizational Psychologists.
- Lansing, Mich., 1994, Dec., The Effects of the Social Contract and Welfare Reform on Mothers and Children Living in Poverty. State of Michigan Department of Social Services. Presentation to Director and Senior Staff.
- East Lansing, Mich., 1994, May. Keynote Speaker: High Involvement Management. State of Michigan Employee Involvement Association
- Ann Arbor, Mich., 1994, Nov., Work and Family: Critical Issues for Managers, Invited Guest Speaker, University of Michigan Graduate School of Business.
- Philadelphia, PA, 1994, Sept., Payback from Employer-Sponsored Work/Life Initiatives. National Client Meeting, Workshop Presenter, The Partnership Group.
- Philadelphia, PA & White House Station, NJ. 1995, 1996, Feb., Participant, Corporate Business School Conference on Teaching Work/Family Issues. Merck and Company and The Wharton School, The University of Pennsylvania. Merck Corporate Headquarters.
- Novi, Michigan, 1993, Nov./Dec. Workplace Teams: Installing and Sustaining Workplace Teams, Project on Innovative Employment Relations.
- Atlanta, GA, 1993, April. Managing Diversity and Work/Family Issues, Invited speaker to the GOALS Clark-Atlanta project.
- Ann Arbor, Michigan, 1993, July. Superior-Subordinate Dyad's Views on the Impact of Child Care Responsibilities on Work Behavior, Invited paper to the Employee Assistance Society of North America's Annual Institute.
- Troy, MI, 1992, March, Implementation of Dependent Care Policies in Organizations, Michigan Ontario Compensation Association.
- Brighton, Michigan, 1990, May, The workforce 2000: Implications for GM Flint, General Motors Buick, Olds, Cadillac's Powertrain's Personnel Managers Symposium.
- Toronto, Canada, 1988, Jan., Organization Acceptance of Human Resource Management Innovation, Invited Colloquium, York University, Graduate School of Business.
- Wash., D.C., 1990, May. Labor Management Innovations In Small Firms, National Federal Mediation & Conciliation Service Conference on Labor Management Cooperation. Wash., D.C., (co-author)
- Grand Rapids, MI, 1988, May, GM-UAW PEL Speaker on Social Issues Involved in Implementing Innovation, Rochester Products.
- Detroit, Michigan, 1990, June, The Productivity Impact of Employer-Sponsored Child Care, Workshop at the First Annual Governor's Conference on Employer-Sponsored Child Care, Wayne State University.
- East Lansing, Mich., 1988, April, Organizational Acceptance of Human Resource Management Innovation, Mid-Michigan Chapter of the Industrial Relations Research Association.
- Lansing, Mich., 1988, July. Human Resource Management Policies to Support New Technology, State of Michigan Annual Training Conference.
- East Lansing, MI, 1992, May. Analyzing and Interpreting Your Needs Assessment: Understanding Diversity in Child Care Assistance Needs, A Human Resource Management

Seminar, "Connecting with the Needs of Your Changing Work Force: Options for Work and Family Programs. Personnel Management Programs Services.

- East Lansing, Mich., 1992, Nov., Utilization of On-Site Child Care, The Corporate Child Care Challenge to America, 1992 Colloquium Series, Michigan State University.
- East Lansing, Mich., 1991, May, The Rhetoric and Reality of HRM, Strategic HRM panel of 35th anniversary of the School of Labor and Industrial Relations.
- East Lansing, Mich., 1991, Aug., Work/Family Policies as a Form of Corporate Citizenship, Association of Students in Economics and Business Management Conference, Michigan State University
- East Lansing, Mich., 1991, Sept., Discussion facilitator leader for manufacturing sector. SATURNIZING the Workplace, Lansing Area Joint Labor Management Committee.
- East Lansing, Mich., 1991, April. Employer- Sponsored Child Care as An Example of Organizational Adaptation, Complex Organizations Senior Seminar, Michigan State University.
- E. Lansing, Mich., 1991, Oct., Implementing Workforce Diversity, Using Information Systems in the Public and Private Sectors, Windows on our Global Future. College of Social Science Contemporary Issues Symposium & Windows on our Global Future.
- East Lansing, Mich., 1991, Nov., Diversity in Child Care Needs, Creating Caring Communities, Michigan State University.
- East Lansing, Mich., 1991, Dec., The Effects of Using On Site Child Care on Employee Attitudes and Performance, Institute for Public Policy and Social Research Seminar Series. Michigan State University.
- East Lansing, Mich., 1990, March. The Value of Human Resource Information Systems in Organizations, Social Science Research Bureau Series. Michigan State.
- Lansing, Mich., 1990, April. Lessons for Implementing Human Resource Innovations, Lansing Area Joint Labor-Management Committee.
- East, Lansing, Mich., 1990, Oct., Managing Human Resources in a Global Economy, Moderator and Presenter, Windows On Our Global Future, College of Social Science Contemporary Issues Celebration, Michigan State University.
- East Lansing, Mich., 1990, Nov., Diversity in Child Care Assistance Needs, Social Science Research Bureau Faculty Seminar Series, Michigan State University.
- Lansing, Mich., 1989, April, Current Trends in Industrial Relations: Work Force 2000: evening course taught to union leaders at UAW Local 652.
- East Lansing, Mich., 1989, May, Guest speaker on gender and intergroup relations for third year psychiatric resident's graduate seminar in the MSU Psychiatry Dept.
- East Lansing, Mich., 1989. July. Labor-Management Innovations in Small Firms, Michigan Department of Commerce, (with R. Block).
- Lansing, Mich., 1989, Oct., Case Studies of Labor-Management Innovations in Small Firms, Michigan Governor's Conference on Labor-Management Cooperation, with R. Block, J. Cutcher-Gershenfeld and firm representatives.
- Grand Rapids, Michigan, 1989, Oct. Human Resource Innovations for Work Force 2000, Society of Human Resource Management.

### Additional Public Service

- \* Appointed to Girl's Program Committee of the State of Michigan YMCA Camp Hayowentha-Arbutus, 2000-present
- \* Research Consultant, Down River Corporation Board of Directors 1998- 1999
- \* Research Consultant, State of Michigan Department of Social Services, 1993 - 1995
- \* Selection Committee Member, The Michigan Employer Child Care Challenge, Invited by the Honorable Lynn Banks, Michigan House, 1993.
- \* Advisory Consultant, Governor's Task Force on Child Care: The Michigan Child Care Initiative, 1989- 1990
- \* Program Co-Chair of First Governor's Conference on Employer-Sponsored Child Care - State of Michigan, 1990
- \* Advisor, Michigan Child Care Futures Project, Michigan 4C Assoc. and Institute for Children, Youth and Family, Michigan State Univ., 1992
- \* Invited Contributor, Michigan Perspective, Michigan State University outreach document of key state trends, 1992
- \* Research Consultant, State of Michigan Department of Commerce, 1989
- \* Research Consultant, Lansing Board of Water and Light, 1989
- \* Research Consultant, American Red Cross, Lansing, Michigan, 1989

### Organizational Consultation

- \* Cleveland Clinic
- \* DTE Energy CFO Group
- \* Singapore Government Ministry of Manpower
- \*Country of Bermuda Ombudsman
- \*Spartan Stores, Supervisor Training Intervention to Increase Work-Family Support
- \*General Motors, EDS, Reuters, Managing boundaries between work and home
- \* Hitachi Corporation International Management Development Center, Advisory Board, Tokyo
- \* Ford Corporation: Managing work-life and organizational change, Management Development Center
- \* Study of high performance work systems and business plan diffusion
- \* Assisted IBM Corporation's Area 4 Offices with the Development of its Managing Diversity Organizational Assessment and Strategy
- \*Evaluation of implementation of teleworking and new ways of working in virtual office
- \* Evaluation of work and family strategies and climate
- \* Evaluation of training to shift culture from career entitlement to empowerment
- \* Evaluation of third party intervention regarding work teams
- \* Evaluation of implications of labor market activity for women and children living in poverty
- \* Survey of work/life integration stress and work/family climate
- \* Surveys and focus groups assessing diversity climate
- \* Dependent care (child and elder) needs assessment surveys
- \* Evaluation of productivity impact of on-site child care
- \* Survey of barriers to effectiveness of flexible work schedules

- \* Surveys of organizational climate, and the effectiveness of high involvement interventions such as work teams, TQM & re-engineering, gain-sharing, unit manager empowerment, employee-run grievance programs, & joint-labor management committees
- \* Evaluation of the impact of Human Resource Information Systems (HRIS) on HR roles

#### Reports Prepared for Organizational Use Only

- Spartan Stores , Work-Life Flexibility Study, 2008
- Alfred P. Sloan Workplace Flexibility Feedback Reports to 60 Fortune 500 companies in the U.S. and Canada, 2005, 2006
- State of Michigan YMCA Girls and Boys Camps, 2005, 2009
- General Motors, 2004
- Ford Motor Company Leadership Development Center, 2004
- Reuters and EDS Corps. 2002
- The University of Michigan, Evaluation of work/family programs survey, 1996
- State of Michigan Department of Social Services, 1994
- General Motors Powertrain, 1994, 1995
- Michigan Bell Corp., 1992
- Amoco Corporation, 1989 and 1991
- Sisters of Mercy Health Care Corporation, 1990
- Lansing Chapter, American Red Cross, 1989
- Lansing Board of Water and Light, 1989
- Task Force Report on Strengthening the School of Labor and Industrial Relations International Curriculum, 1990
- Feedback report to the School of Labor and Industrial Relations Alumni on the alumni survey, 1990

#### Mentored Students on Graduate Class Consulting Projects

- o Oversaw student written & oral feedback reports for entire class field projects on strategic HRM, organizational behavior, or employee involvement and organizational change (Organizational Behavior, Human Resource Strategies & Decisions, Organizational Development, or Quality of Work Life)
  - Ford Motor Company, Asia and Pacific Office (India & China focus), 2010
  - Yazaki, International HRM Global Leadership Development, 2009.
- Michigan State University Office of International Students, 2007
  - Hitachi Ltd., 2001
  - ADCO Corp., 2001
- State YMCA Camp of Michigan, 2000, 2005, 2009
- General Electric OEM Sales, 2000
- General Motors Small Cars Plant, Michigan Dept. of Corrections, and Camp Courageous of Iowa, 1999
- General Motors, Alcoa, Office of Military Affairs, Sparrow Hospital 1998
- Ford Motor Company, Corporate Strategic HR Planning Dept. HR Scenario Planning, 1995-1997

- Chrysler Corporation, Use of Assessment Centers for Engineers, 1997
- Project on Innovative Employment Relations, 1995
- Sparrow Hospital, 1995
- Bill Laimbeer Paper Supplier, 1995
- Pizza Hut, 1993
- Eaton Corp., 1992, 1995
- APV Corp., a subsidiary of Baker-Perkins, 1992
- Monsanto Corp., 1991
- Pepsi Corp., 1990

### Professional Affiliations

\*National Academy of Management, HRM, OB/OT, & Gender and Diversity Divisions.

\*American Psychological Association, Society of Industrial/Organizational Psychology. (Div. 14)

### Media

- Regularly quoted by state and national and international media and research such as the U.S., U.K., Australia, Singapore, China, India, & Germany. Quoted nationally in Forbes, The Washington Post, Denver Post, Financial Times of London, USA Today, Chronicle of Higher Education, Wall Street Journal, Shape, Business Week, Continental Airlines magazine, SIOP, Portugal national press, Chicago Tribune, Dallas papers, San Francisco Chronicle, Newhouse Newspapers, Associated Press, The Boston Globe, the National Associated Press, Detroit News, Detroit Free Press, The Los Angeles Times, Working Mother, Parents, Psychology Today, Self, Prevention, Fitness magazines, Martha Stewart and Jugglazine websites. Australia blog website. Australia Public Broadcasting, Singapore Press, UK Press
- Have conducted many recorded and live radio and TV interviews nationally including Morning of Edition of Marketplace on National Public Radio, State of Michigan Public Radio Interview, and All Things Considered, ABC News.
- Serves as regular resource to media
- Invited to present research results by Press officer for the Sloan Foundation at National Press Club in Washington DC, and on NIH findings to the U.S. Congress, which resulted in many national news wire stories.

### Other University Administrative Service

#### University Level Service (Michigan State University):

- NSF Advance Grant Task Force, Michigan State University
- Faculty Infant Care Task Force- Michigan State University
- Provost's Task Force on Faculty Work Life, 2006-2010
- Work Life Initiative, Network Leader, 2006-2007



- Speaker at Deans, Chairs & Directors' Workshop on Work and Family and Culture Change in Academia, Sponsored by University Work Life and Provosts Office for Faculty and Organizational Development , 2005
- Participant, Liberal Art Visioning Focus Group, 2003
- College of Social Science Appointed Representative: University President's Task Force on Faculty Work/Life Improvement (Chair, Culture Climate & Rewards Subcommittee), 1999-2000
- Institute for Children Youth and Family Coalition Steering Committee, 1998-2000
- Facilitator, University Continuous Quality Improvement Symposium, 1996
- Faculty Sponsor, SROP McNair Minority Fellow, 1994, 2004
- Elected to Academic Council, 1992 – 1993
- Academic Governance Committee, 1992 – 1993
- University Planning Committee on Child Care, one of two Faculty Representatives appointed by Provost's office, 1991 – 1993
- Faculty Participant, Working Conference on Child Care, 1991
- Advisor, Campus Task Force on Student Child Care, 1989
- Steering Committee, Institute for Children Youth and Family, 1995-1996
- Obtained and managed the budget, administration, and staffing for a \$100,000 research project funded by four different funding sources and involved three different university departments, 1993-1997

#### College Level Service

- Social Science Research Committee, 2010-
- Selected by Dean to Serve on College Promotion & Tenure Committee, 2001-2002, 2004, 2005, 2006, 2007
- Participant, Industrial Organizational Psychology Teaching Diversity Workshop 2003
- Funded University Distinguished Doctoral Student in Psychology, 2003-2004
- Dean's College of Social Science Advisory Committee (Appointed for three terms; Served as chair elected by committee 1995-1996); Among other duties, committee suggests appointments for tenure review committee (1989-1990, 1995-1999)
- External Review, Institute for Public Policy and Social Research, 1996
- Applied Developmental Science Task Force, 1993
- Task force to develop College strategy for managing work force diversity, 1990
- Faculty Search Committee, School of Criminal Justice, 1991 –1992
- Dean's Representative, Psychology Dissertation Defenses, various committees 1992-present
- Participant, College of Social Science Workshop on Strategies for Incorporating Diversity Topics in the Curriculum, Sept. 26, 28, 1992

#### School/ Department Level Service

- Ph. D. Program Committee, 2004- present, Acting Chair, 2006, Chair, 2009- present
- Elected Faculty Representative, Performance Review Committee, 2002
- Research committee, 2009- present

- Admissions Committee, periodically 2002-present
- Start Up Committee for School Advisory Committee
- Elected to Academic Policy Committee: Reviewed and gave approval for all applications for admissions to School (Elected for two terms by peers.), 1992-1997
- Chair, Off- Campus Degree Program for Experienced Professionals Needs Assessment 1999
- Faculty Advisory Committee: Committee managed review of School Department head and advised director on staff and faculty issues. (Elected for three terms by peers.) Includes ad hoc school performance appraisal committee, 1992-1995; 1997- 1999
- Faculty rep. Elected by peers as faculty representative on school performance appraisal committee, 1999
- Initiated MSU School of Labor and Industrial Relations' receipt of \$1.8 million grant from IBM Corp., in 1988 for computer lab
- Chaired Korean International Search Committee & served as member on 7 other search committees (Appointed by two different School Directors and outside school Directors)
- Co-chaired committee to internationalize curriculum and ran a School Roundtable with senior executives on the need to internationalize program
- Regularly meet with recruiters of students and develop cooperative learning projects: students work on real world issues, gain organizational experience, and develop feedback reports and presentations to employing organizations who are friends of the School
- Developed retreat, gained faculty support, and publisher book proposal for book that will involve voluntary contributions by virtually *all* faculty members in the School
- Regularly invite and manage the visits of national outside speakers for research colloquia at the Dept. & University
- Faculty Supervisor, Goals Minority Fellowship student, 1994
- Task Force on Internationalizing School Curriculum, 1990
- Supervisor, Amoco Foundation Grant to fund intern to help internationalize curriculum, 1992-1993
- Organized roundtable conference of senior human resource professionals from Motorola, Chase Manhattan Bank, Chevron, Amoco, Dow Chemical, and school faculty, 1992 – 1993

#### Other service to the field

- Run Work-Fam, listserv on work-family policy
- Reviewer, National Science Foundation
- Reviewer, Alfred P. Sloan Foundation
- Reviewer, U.S. Center for Disease Control
- Reviewer, International Government's funding of scientific research or tenure, such as Israel, Canada, U. K., and other countries
- External Reviewer for tenure or full promotion or awards at over 50 U.S. universities
- Reviewer for one or more of the following divisions each year for National Academy of Management Annual Meetings (OB and HRM Divisions, Careers, Gender and Diversity in Organizations, or Technology and Innovation Divisions), 1988- 2003
- Reviewer, Best Doctoral Dissertation Award & Best Division Paper Award, HR Division, National Academy of Mgt., 1996, 1999.

- Reviewer, Dissertations, 1990, National Industrial Relations Research Association Meetings
- Served on the Education and Training Committee of the Society for Industrial and Organizational Psychology, American Psychological Association, 1988-1989.
- Reviewer for 1997 and 1998 National Meetings of Society of Industrial/Organizational Psychology
- Reviewer for Rosabeth Moss Kanter Best paper on Work Family Research, award; Boston College Center on Work and Family, Fall 2000, 2002

#### Dissertation or Guidance Committees

Matt Piszczek, School of Human Resources and Labor Relations  
 Young Hee Kang, School of Labor and Industrial Relations  
 Brian Distelberg, Human and Family Ecology  
 Ryan Petty, School of Labor & Industrial Relations  
 Shaun Pichler, School of Labor & Industrial Relations  
 Cynthia Ozeki, Labor and Industrial Relations, Chair  
 Beverly DeMarr, Labor and Industrial Relations, Chair  
 Victor Nichol, Labor and Industrial Relations, Chair  
 Melissa Huber-Yoder, Dept. of Psychology, Chair  
 Jennifer Palthe, School of Labor and Industrial Relations, Chair  
 Kyoko, Kato, Labor & Industrial Relations, Advisory and Competency Committee  
 Kamudi Misra, Dissertation Advisory Committee, Labor and Industrial Relations  
 Na Wei, Education  
 Somvadee Chaiyave, Criminal Justice  
 Christy Brandt, Psychology  
 Thakoon, Nimsombun, Criminal Justice  
 David Sam, Education  
 Joe LaLopa, Parks and Recreation  
 Deborah Winters, Dept. of Management  
 Donna Shafter, Education  
 Kathy Sielke, Education  
 Joy Grier, Human and Family Ecology  
 Wen Jeng Lin, School of Labor and Industrial Relations  
 Joe Martocchio, School of Labor and Industrial Relations  
 Domini Castellino, Psychology  
 Darlene Gambil, Management, University of Pittsburgh  
 Kelli Schutte, Education