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Education

- Ph.D. Bowling Green State University, Bowling Green, OH (August, 1986). Major: Industrial/Organizational Psychology. Advisor: Dr. C. J. Cranny. Dissertation: *Sexual Harassment in the Workplace: A Policy Capturing Approach*.
- M.A. Bowling Green State University, Bowling Green, OH (December, 1983). Major: Industrial/Organizational Psychology. Advisor: Dr. C. J. Cranny. Master's Thesis: *Feedback and Individual vs. Small Group Performance*.
- B.A. College of St. Scholastica, Duluth, MN (May, 1981). Majors: Psychology, Social Sciences for Secondary Education. Minor: History.

Awards

- 2012 Best Paper Award, Division II: Organizational Behavior, Theory, and Development, Institute of Behavioral and Applied Management Conference.
- 2012 Best Reviewer Recognition, Institute of Behavioral and Applied Management Conference.
- 2011 Best Reviewer Recognition, Institute of Behavioral and Applied Management Conference.
- 2011 Teaching Excellence Award, School of Business Administration, Oakland University.
- 2010 Best Reviewer Recognition, Institute of Behavioral and Applied Management Conference.
- 2009 Best Reviewer Recognition, Institute of Behavioral and Applied Management Conference.

- 2007 Best Paper, Division 4: Creative Managerial Instructional Issues, Case Writing, Educational Proposals, Simulations, Grant Writing, & Executive Education, Institute of Behavioral and Applied Management Conference.
- 2007 Twenty Year Service Award, Oakland University.
- 2005 Best Reviewer Recognition, Institute of Behavioral and Applied Management Conference.
- 2005 Best Paper Award, Midwest Academy of Management Conference.
- 2005 Link Award, Society for Human Resource Management, Oakland University Chapter.
- 2003 Link Award, Society for Human Resource Management, Oakland University Chapter.
- 2000 Nominated for Oakland University Teaching Excellence Award.
- 2000 Link Award, Society for Human Resource Management, Oakland University Chapter.
- 2000 Faculty Recognition Award (Teaching), Oakland University.
- 1999 Faculty Development Leave, Oakland University (Winter 2000).
- 1999 Link Award, Society for Human Resource Management, Oakland University Chapter.
- 1998 Presidential Alumni Award, College of St. Scholastica, Duluth, MN.
- 1998 SBA Spring/Summer Research Grant (\$1000).
- 1997 Ten Year Service Award, Oakland University.
- 1997 Link Award, Society for Human Resource Management, Oakland University Chapter.
- 1995 Distinguished Service Award, School of Business Administration, Oakland University.
- 1995 Link Award, Society for Human Resource Management, Oakland University Chapter.
- 1989 Educational Development Grant #20624, School of Business Administration, Oakland University, with Lizabeth A. Barclay (\$200).
- 1985 Shanklin Award for Graduate Student Research, Bowling Green State University. (\$500)
- 1984 Freeburne Award for Teaching Excellence, Psychology Department, Bowling Green State

University. (\$100)

1984 University Non-Service Fellowship, Bowling Green State University.

1981 Graduated Summa cum laude, College of St. Scholastica.

1979 Benedictine Scholarship, College of St. Scholastica.

Publications and Paper Presentations

York, K. M. (2013, October 3). *An Empirical Test of Strategic Groups: Predicting Organizational Performance*. Paper presentation at Institute for Behavioral and Applied Management, San Diego, CA.

York, K. M. (2013, October 3). *The 401(k) Exercise: Encouraging Retirement Readiness*. Paper presentation at Institute for Behavioral and Applied Management, San Diego, CA.

York, K. M., & Miree, C. E. (2012). Searching for trace evidence of strategic management decisions: Using organizational theory to understand the competitive environment. *Journal of Strategic Management Education*, 8(2), 1-25.

York, K. M., & Markel, K. S. (2012, October 4). *An Exploratory Study of Time Use and Multitasking of University Students*. Paper presentation at Institute of Behavioral and Applied Management Conference, Nashville, TN. Best Paper Award, Division II: Organizational Behavior, Theory, and Development.

York, K. M., Thor, J. C., & Wharton, T. J. (2012, October 4). *It's Different Because It Affects Me: An Experiential Exercise in Ethics*. Paper presentation at Institute of Behavioral and Applied Management Conference, Nashville, TN.

York, K. M., & Barclay, L. A. (2012). The origami exercise: Exposing students to training effectiveness and assessment. *Journal of Human Resources Education*, 6(1), 7-20.

York, K. M., & Yugo, J. E. (2011, October 13). *Paying it Forward: Reviewing for IBAM and Other Conferences*. Paper presentation at Institute of Behavioral and Applied Management Conference, Orlando, FL.

York, K. M., & Barclay, L. A. (2011, October 14). *Origami Me, Origami You: An Experiential Exercise for Evaluating the Effectiveness of Training*. Paper presentation at Institute of Behavioral and Applied Management Conference, Orlando, FL.

Markel, K. S., & York, K. M. (2011, June 9). *Beyond Paper and Pencil: Innovations in Course Testing*. Paper presentation at Organizational Behavior Teaching Conference, Milwaukee, WI.

Kim, J., & York, K. M. (2011). The role of brands in recruitment: A mixed brand strategy approach. *Marketing Letters*, 22, 165-179.

York, K. M., & Markel, K. S. (2010, October 8). *Student Performance in Teams: Does Working in a Team Make a Difference?* Paper presentation at Institute of Behavioral and Applied Management, San Diego, CA.

York, K. M., & Gugel, P. E. (2010, October 8). *Alien Nation: Outsourcing Employment Eligibility Enforcement*. Panel Discussion at Institute of Behavioral and Applied Management, San Diego, CA.

York, K. M., & Yugo, J. E. (2010, October 7). *There's No Business Like Show Business...for Teaching Data Analysis*. Paper presentation at Institute of Behavioral and Applied Management, San Diego, CA.

York, K. M. (2010). *Applied human resource management: Strategic issues and experiential exercises*. Thousand Oaks, CA: Sage.

York, K. M., & Miree, C. E. (2009, October 2). *Competitive Balance in the NFL: Creating Difference Based on Sameness*. Paper presentation at Institute of Behavioral and Applied Management, Washington, DC.

Barclay, L. A., Markel, K. S., & York, K. M. (2009, June 12). *Making Learning Sticky: Examples and Methods to Improve Student Retention*. Paper presentation at Organizational Behavior Teaching Conference, Charleston, SC.

York, K. M., Tyler, K. L., Tyler, J. M., & Gugel, P. E. (2008). The ever-changing face of sex stereotyping and sex discrimination in the workplace. *Journal of Leadership and Organizational Studies*, 15(2), 123-134. DOI: 10.1177/1548051808321692.

Wharton, T. J., & York, K. M. (2008). Design and review of a client/consultant based management education program: Bridging theory and practice. *Journal of Faculty Development*, 22(2), 97-103.

York, K. M., & Wharton, T. J. (2008, October 2). *Do You Know the Way to AI? Teaching Appreciative Inquiry for Transformational Change*. Paper presentation at the Institute of Behavioral and Applied Management Conference, Orlando, FL.

York, K. M., & Wharton, T. J. (2008, October 2). *Do You Know the Way to AI? Teaching Appreciative Inquiry for Transformational Change*. Proceedings of the Institute of Behavioral and Applied Management Conference, 16, 340-345.

Markel, K. S., Barclay, L. A., & York, K. M. (2008, April 26). *Engaging Students in Large Introductory Sections of OB or HRM: Avoiding Blah, Blah-blah, Blah-blah*. Conference presentation at the Fifth Innovative Teaching in Human Resources Industrial Relations Conference, Minneapolis, MN.

Wharton, T. J., York, K. M., & Barclay, L. A. (2007, October 4). *Statistics Tutorials for Human Resource Management Problems: Relevant Techniques for the Classroom*. Paper presentation at Institute of Behavioral and Applied Management Conference, Reno, NV. [Best Paper Division 4: Creative Managerial Instructional Issues, Case Writing, Educational Proposals, Simulations, Grant Writing, & Executive Education.]

Wharton, T. J., York, K. M., & Barclay, L. A. (2007, October 4). Statistics tutorials for Human Resource Management problems: Relevant techniques for the classroom. *Proceedings of the Institute of Behavioral and Applied Management Conference, 13*, 48-63. [Best Paper Division 4: Creative Managerial Instructional Issues, Case Writing, Educational Proposals, Simulations, Grant Writing, & Executive Education.]

Strubler, D. C., & York, K. M. (2007). An exploratory study of the Team Characteristics Model using organizational teams. *Small Group Research, 38*(6), 670-695. DOI: 10.1177/1046496407304338.

Miree, C. E., York, K. M., & Lombardo, S. (2007). Using Competitive Intelligence processes to create value in the healthcare industry. *Journal of Competitive Intelligence and Management, 4*(1), 127-146.

York, K. M., & Barclay, L. A. (2007, May 5). *Merit Raise Decisions by Subject Matter Experts and Naive Judges*. Paper presentation at Midwest Psychological Association Conference, Chicago, IL.

Rajagopalan, B., York, K. M., Doane, D. P., & Tanniru, M. (2007). Enablers of Enterprise Systems training success – An exploratory investigation. *International Journal of Business Information Systems, 2*(3), 250-265.

Barclay, L. A., Markel, K., Schwartz, H. S., Tyler, K. L., & York, K. M. (2006, October 27). *The Undergraduate HRM Degree: Process Challenges in a Competitive Environment*. Paper Presentation at the Southern Industrial Relations and Human Resources Conference, Louisville, KY.

Barclay, L. A., & York, K. M. (2006, May 6). *Development of a Scale to Measure the Motivation for Antisocial Behavior in Organizations and its Relationship to Manifest Needs: Is There a Need to Annoy?* Poster presentation at Midwest Psychological Association Conference, Chicago, IL.

Van Sell, M. P., Barclay, L. A., Willoughby, F. G., & York, K. M. (2006). Faculty satisfaction with unions: The impact of personal instrumentality and active commitment. *Journal of Collective Negotiations*, 31(1), 33-44. [formerly *Journal of Collective Negotiations in the Public Sector*].

York, K. M., Tyler, C. L., Tyler, J. M., & Gugel, P. E. (2005, October 7). *Of Fighting Fires and Firefighters: Sex Discrimination in the Workplace Forty Years After the Civil Rights Act of 1964*. Paper presentation at Institute of Behavioral and Applied Management Conference, Scottsdale, AZ.

York, K. M., Tyler, C. L., Tyler, J. M., & Gugel, P. E. (2005, October 7). Of fighting fires and firefighters: Sex discrimination in the workplace forty years after the Civil Rights Act of 1964. *Proceedings of the Institute of Behavioral and Applied Management Conference*, 13, 85-90.

York, K. M., Strubler, D. C., & Smith, E. M. (2005). A comparison of two methods for scoring an in-basket exercise. *Public Personnel Management*, 34(3), 271-282.

Miree, C. E., & York, K. M. (2005). Building a competitive intelligence process for competitive human resource management. *Photizo Intelligence Briefing*, 2(5), 10-12.

York, K. M., & Kim, J. (2005, April 1). *An Exploratory Study of the Effect of Brand Equity on Job Choice Decisions*. Paper presentation at Midwest Academy of Management Conference, Chicago, IL. Midwest Academy of Management Conference 2005 Best Paper Award.

York, K. M., & Kim, J. (2005, April 1). An Exploratory Study of the Effect of Brand Equity on Job Choice Decisions. *Proceedings of the Midwest Academy of Management Conference*, 1-21.

Wharton, T.J., & York, K. M. (2004, October 21). *Innovative Management Education Assessment: Same Old, Same Old?* Paper presentation at Institute of Behavioral and Applied Management Conference, Providence, RI.

Wharton, T.J., & York, K. M. (2004). Innovative Management Education Assessment: Same Old, Same Old? *Proceedings of the Institute of Behavioral and Applied Management Conference*, 309-316.

York, K. M., & Miree, C. E. (2004). Causation or covariation: An empirical re-examination of the link between TQM and financial performance. *Journal of Operations Management*, 22(3), 291-311. DOI: 10.1016/j.jom.2004.02.001.

York, K. M., & Miree, C. E. (2004). Causation or covariation: An empirical re-examination of the link between TQM and financial performance. *Quality Control and Applied Statistics*, 49 (6), 681-683. [Abstract of: York, K. M., and Miree, C. E. (2004). Causation or covariation: An empirical re-examination of the link between TQM and financial performance. *Journal of*

Operations Management, 22 (3), 291-311.]

York, K. M., Barclay, L. A., Tyler, C. L., Markel, K. S., & Schwartz, H. S. (2004, May 28). *An Experimental Evaluation of Learning Outcomes Using an Assessment Center*. Paper presentation at American Psychological Society Conference, Chicago, IL.

Barclay, L. A., Pelfrey, S., & York, K. M. (2004, May 27). *Work-Related Attitudes of Internal Auditors*. Paper presentation at American Psychological Society Conference, Chicago, IL.

Barclay, L. A., & York, K. M. (2003). Clear logic and fuzzy guidance: A policy capturing study of merit raise decisions. *Public Personnel Management*, 32(2), 287-299. [Abstracted in *The Brunswik Society Newsletter*, October 2003.]

Markel, K. S., Tyler, C. L., York, K. M., & Barclay, L. A. (2002, November 9). *We're Not in Kansas Anymore: Turbulent Change and Its Impact on Teaching*. Conference on Innovative Teaching in Human Resources and Industrial Relations, Ohio State University, Columbus, OH.

Lichty, M., York, K. M., & Barclay, L. A. (2002, November 4). *The Assessment Center: An Approach That Benefits Everyone*. Presentation at the 2002 Assessment Institute, Indianapolis, IN.

York, K. M., & Barclay, L. A. (2002, October 18). *Assessment Centers for Program Evaluation: Assessing Student Academic Achievement*. Presentation at 30th International Congress on Assessment Center Methods, Pittsburgh, PA.

York, K. M. (2002, April 20). *Is This Test Valid? A Pair of Experiential Exercises to Teach Test Validation*. Presentation at the Midwest Academy of Management Conference, Indianapolis, IN.

York, K. M. (2002, Fall). Aliens abducted me and took my homework: Three exercises for teaching research methods. *Journal of the Academy of Business Education*, 3, 55-60.

York, K. M. (2002). Disparate results in adverse impact tests: The 4/5ths rule and the chi square test. *Public Personnel Management*, 31(2), 253-262.

Henke, J. W. Jr., Peacock, E., & York, K. M. (2002). A process for developing regional business school - business community relationships. *Journal of Marketing for Higher Education*, 11(2), 21-37.

Barclay, L. A., & York, K. M. (2001). Space at work: Exercises in the art of understanding physical indicators of culture. *Journal of Management Education*, 25(1), 54-69. DOI: 10.1177/105256290102500106.

York, K. M., & Miree, C. E. (October 21, 2001). *Which Comes First, the Chicken Or the Egg? An Empirical Investigation of the Relationship Between TQM and Financial Performance*. Paper presentation at the Strategic Management Society Conference. San Francisco, CA.

Barclay, L. A., & York, K. M. (May 3, 2001). *Implementing a Vague Directive: A Policy Capturing Study of Merit Raise Decisions*. Presentation at Midwest Psychological Association Conference, Chicago, IL.

York, K. M., Strubler, D. C., & Smith, E. (April 21, 2001). A comparison of two methods for scoring an in-basket. *Proceedings of the Midwest Academy of Management Conference*, 1-15.

York, K., M., & Barclay, L. A. (April 21, 2001). *A Trio of Experiential Exercises for HRM Courses*. Presentation at the Midwest Academy of Management Conference, Toledo, OH.

Klemanski, J. K., Barclay, L. A., & York, K. M. (2000, November). *Expanding Assessment Capacity in Higher Education*. Presentation at the American Evaluation Association Meeting, Honolulu, HI.

York, K. M. (2000, November 10). Is Total Quality Management linked to financial performance? An examination of Baldrige and state quality award winners. *Proceedings of the Institute of Behavioral and Applied Management (IBAM) Conference*, 345-353.

York, K. M. (2000, November 10). *Is Total Quality Management Linked to Financial Performance? An Examination of Baldrige and State Quality Award Winners*. Presentation at the Institute of Behavioral and Applied Management (IBAM) Conference, San Diego, CA.

Barclay, L. A., & York, K. M. (June 9, 2000). *Who's Driving? Low-Tech Teaching in a High-Tech World*. Presentation at the Organizational Behavior Teaching Conference, University of West Georgia, Carrollton, GA.

York, K. M., & Barclay, L. A. (June 8, 2000). *Assessment of Academic Achievement: Partnering with Students*. Presentation at the Organizational Behavior Teaching Conference, University of West Georgia, Carrollton, GA.

York, K. M., & Barclay, L. A. (2000). Technical appendix: Data analysis using Excel, p. 327-339, in Sekaran, U., *Research methods for business*. New York, NY: John Wiley and Sons.

Barclay, L. A., & York, K. M. (1999). Electronic communication skills in the classroom: An email in-basket exercise. *Journal of Education for Business*, 74(4), 249-253.

York, K. M., & Barclay, L. A. (1999, June 10). *Assessment of Student Academic Achievement: Crossing the Border from Class to Real World Application*. Paper presentation at Organizational Behavior Teaching Conference, New Mexico State University, Las Cruces, NM.

Barclay, L. A., & York, K. M. (1999, June 4). *Physical Space: A Photographic Analysis and Examination of Move-Related Attitudes*. Poster presentation at American Psychological Society Conference, Denver, CO.

Barclay, L. A., Gardner, J. C. Sr., Henke, J. W., Jr., Peacock, E., & York, K. M. (1998, September 15). *Beyond Strategic Planning: Constituent Involvement*. Presentation at the AACSB Continuous Improvement Conference, Dallas, TX.

York, K. M. (1998, June 12). *Teaching Organizational Research Methods: UFO's and Alien Abductions*. Paper presentation at the Organizational Behavior Teaching Conference, La Verne University, La Verne, CA.

York, K. M., Barclay, L. A., & Zajack, A. B. (1997). Preventing sexual harassment: The effect of multiple training methods. *Employee Responsibilities and Rights Journal*, 10(4), 277-289. DOI: 10.1023/A:1025659216587.

Barclay, L. A., & York, K. M. (1997, May 16). *An E-Mail In-Basket*. Presentation at the Michigan Regional Organizational Behavior Teaching Conference, Saginaw, MI.

Barclay, L. A., & York, K. M. (1997, May 16). *Physical space at work: Exercises for students*. Presentation at the Michigan Regional Organizational Behavior Teaching Conference, Saginaw, MI.

Wharton, T. J., & York, K. M. (1997). The Cyberspace Homeroom: Developing a course-related intranet. *Proceedings of the Michigan Regional Organizational Behavior Teaching Conference*, Saginaw Valley State University, 27-32.

York, K. M. (1996). Using Powerpoint as an interactive supplement to instruction. *Proceedings of the Michigan Regional Organizational Behavior Teaching Conference*, 20-27.

York, K. M. (1996, May 10). *Using Powerpoint as an Interactive Supplement to Instruction*. Presentation at the Michigan Regional Organizational Behavior Teaching Conference, Ypsilanti, MI.

York, K. M., & Barclay, L. A. (1996). The theory of teaching and the practice of assessment: Conflicts from the firing line. *Proceedings of the Michigan Regional Organizational Behavior Teaching Conference*, 28-37.

York, K. M., & Barclay, L. A. (1996, May 10). *The Theory of Teaching and the Practice of Assessment: Conflicts from the Firing Line*. Presentation at the Michigan Regional Organizational Behavior Teaching Conference, Ypsilanti, MI.

Barclay, L. A., & York, K. M. (1996). The scavenger hunt exercise: Symbols of organizational culture. *Journal of Management Education*, 20(1), 125-128. DOI:

10.1177/105256299602000113.

York, K. M. (1995). Disparate results in adverse impact tests: The 4/5ths rule vs. chi square. *Proceedings of the Association of Management Conference, Human Resource Management Group, 13(1)*, 128-141.

York, K. M. (1995). *Disparate Results in Adverse Impact Tests: The 4/5ths Rule vs. Chi Square*. Paper presentation at the Association of Management Conference, Vancouver, British Columbia, Canada.

York, K. M., & Barclay, L. A. (1995). An Opportunity for Continuous Improvement: Administration and Validation of a College Placement Test. *Proceedings of the Association of Management Conference, Educational Studies and Research Group, 13(2)*, 486-506.

York, K. M., & Barclay, L. A. (1995). *An Opportunity for Continuous Improvement: Administration and Validation of a College Placement Test*. Paper presentation at the Association of Management Conference, Vancouver, British Columbia, Canada.

York, K. M. (1995). Outline for a TQM Course Using the QI Stories Approach. *Proceedings of the Michigan Regional Organizational Behavior Teaching Conference*, 30-33.

York, K. M. (1995). *Outline for a TQM Course Using the QI Stories Approach*. Paper presentation at the Organizational Behavior Teaching Conference, Eastern Michigan University (June 2).

Wharton, T. J., & York, K. M. (1995, June 2). Using TQM Tools in the Classroom [Abstract of workshop]. *Proceedings of the Michigan Regional Organizational Behavior Teaching Conference*, 135.

Wharton, T. J., & York, K. M. (1995). *Using TQM Tools in the Classroom*. Workshop at the Organizational Behavior Teaching Conference, Western Michigan University (June 2).

York, K. M. (1995). Experiential and creative management exercises using an assessment center. *Journal of Education for Business, 70(3)*, 141-145.

Mayer, D., & York, K. M. (1994). In search of the reasonable person standard after *Harris v. Forklift Systems*: Use of surveys to determine contemporary community standards. *Academy of Management Conference Best Paper Proceedings 1994*, 254-258.

Mayer, D., & York, K. M. (1994, August). *In search of the reasonable person standard after Harris v. Forklift Systems: Use of surveys to determine contemporary community standards*. Poster presentation at the Academy of Management Conference (Dallas, TX).

York, K. M., & Barclay, L. A. (1994). Developing mission statements and strategic objectives:

Three experiential exercises in total quality management. *Proceedings of the Michigan Regional Organizational Behavior Teaching Conference*, Oakland University, Rochester, MI, 47-54.

York, K. M., & Barclay, L. A. (1994, May 13). *Developing mission statements and strategic objectives: Three experiential exercises in total quality management*. Workshop at the Organizational Behavior Teaching Conference, Oakland University, Rochester, MI.

York, K. M., & Barclay, L. A. (1994, May 5). *Perceptions of work-related stress by women business owners and managers*. Poster presented at the Midwest Psychological Association Conference, Chicago, IL.

York, K. M. (1994). *Experiential learning guide with spreadsheet projects*. Englewood Cliffs, NJ: Prentice-Hall. [Study guide for use with Dessler, G. (1994). *Human resource management 6e*. Englewood Cliffs, NJ: Prentice-Hall.]

Kleiman, R. T., & York, K. M. (1993, August 21). Creating the learning organization. *Proceedings of the American Statistical Association: Section on Quality and Productivity*, 277-280.

Kleiman, R. T., & York, K. M. (1993, August 21). *Creating the Learning Organization*. Paper presentation at the Industrial Statistics & Quality Improvement Conference, Rochester, MI.

Mayer, D., & York, K. M. (1993, April 23). *Reflections on the reasonable woman standard in sexual harassment cases*. Paper presented at the Tri-State Regional Business Law Association, Ann Arbor, MI.

Mayer, D., & York, K. M. (1993, February). Gender perception differences and the "Reasonable Woman" standard in sexual harassment cases. *Proceedings of the Employee Responsibilities and Rights Conference*, 68-73.

Mayer, D., & York, K. M. (1992, October). *Gender perception differences and the "Reasonable Woman" standard in sexual harassment cases*. Paper presented at the Employee Responsibilities and Rights Conference, Miami, FL.

York, K. M. (1992). A policy capturing analysis of federal district and appellate sexual harassment cases. *Employee Responsibilities and Rights Journal*, 5(2), 173-184. DOI: 10.1007/BF01384735.

York, K. M. (1992). Effect of level of detail on sexual harassment judgments. *Proceedings of the Association Management Conference*, 10(1), 48-53.

York, K. M. (1992, August). *Effect of level of detail on sexual harassment judgments*. Paper presented at the Association of Management Conference, Las Vegas, NV.

Doane, D. P., & York, K. M. (1992, May). *Validation of a Functional Status Scale Predicting Length of Stay in an Outpatient Treatment Program for Patients with Brain Injuries*. Paper presented at the Midwest Psychological Association Conference, Chicago, IL.

Kingstrom, P. O., & York, K. M. (1992, April). Fairness of Pay Policies: An Application of Policy Capturing. *Proceedings of the Midwest Academy of Management Conference*.

Kingstrom, P. O., & York, K. M. (1992, April). *Fairness of Pay Policies: An Application of Policy Capturing*. Paper presented at the Midwest Academy of Management Conference, St. Charles, IL.

York, K. M., & Barclay, L. A. (1991, October). Building sensitization: Examining cases and videos as training methods for the prevention of sexual harassment. *Proceedings of the Employee Responsibilities and Rights Conference*, 8-14.

York, K. M., & Barclay, L. A. (1991, October). *Building sensitization: Examining cases and videos as training methods for the prevention of sexual harassment*. Paper presented at the Employee Responsibilities and Rights Conference, Virginia Beach, VA.

York, K. M., & Bolda, R. M. (1991, August). Analysis of three ethics scales. *Proceedings of the Association of Management Conference*, MD 34-38.

York, K. M., & Bolda, R. M. (1991, August). *Analysis of three ethics scales*. Paper presented at the Association of Management Conference, Atlantic City, NJ.

York, K. M., & Dziekan, J. A. (1991, May). How to run an Assessment Center as an in-class exercise. *Proceedings of the Organizational Behavior Teaching Conference*, Dearborn, MI.

York, K. M., & Dziekan, J. A. (1991, May 10). *How to Run an Assessment Center as an In-Class Exercise*. Workshop at the Organizational Behavior Teaching Conference, Dearborn, MI.

York, K. M. (1990, November). A comparative analysis of sexual harassment judgments: An examination of federal judge and student policies. *Proceedings of the Employee Responsibilities and Rights Conference*, 170-180, Orlando, FL.

York, K. M. (1990, November). *A comparative analysis of sexual harassment judgments: An examination of federal judge and student policies*. Paper presented at the Employee Responsibilities and Rights Conference, Orlando, FL.

Barclay, L. A., & York, K. M. (1990, August). Social change and organizational adaptation from EEO to AIDS: Human Resources Challenge. *Proceedings of the Association of Management Conference*, 36-40, Orlando, FL.

Barclay, L. A., & York, K. M. (1990, August). *Social change and organizational adaptation*

from EEO to AIDS: Human Resources Challenge. Paper presented at the Association of Management Conference, Orlando, FL.

York, K. M. (1989). Defining sexual harassment in workplaces: A policy-capturing approach. *Academy of Management Journal*, 32(4), 830-850. DOI: 10.2307/256570.

York, K. M., & Cranny, C. J. (1989). Job hunting and applicant recruiting: Expectations in the interview process and suggestions for improvement. *The Industrial Psychologist*, 26(3), 19-23.

York, K. M. (1989). An experiment: Teaching experimental design. *Organizational Behavior Teaching Review*, 13(2), 107-110.

York, K. M. (1989, August). *A policy capturing analysis of federal district and appellate court sexual harassment cases*. Presentation at Academy of Management Conference, Washington DC.

York, K. M. (1989, June). *What do organizational behavior students know about organizational behavior on the first day of class?* Catalyst session presentation at Organizational Behavior Teaching Conference, Columbia, MO.

York, K. M., & Brookhouse, K. J. (1988). The legal history of work-related sexual harassment and implications for employers. *Employee Responsibilities and Rights Journal*, 1, 227-237. DOI: 10.1007/BF01384983.

York, K. M., Colasanti, L., & Josephson, H. I. (1988, April). *Relationships Between Organizational Climate, Job Satisfaction, and Stress-Related Illnesses*. Paper presented at Midwest Psychological Association Convention, Chicago, IL.

York, K. M., & Brookhouse, K. J. (1987, Oct). *The Legal History of Work-Related Sexual Harassment and Implications for Employers*. Paper presented at Employee Responsibilities and Rights Conference, Virginia Beach, VA.

York, K. M. (1987, May). *Sexual Harassment in the Workplace: A Policy Capturing Approach*. Paper presented at Midwest Psychological Association Convention, Chicago, IL.

York, K. M., Doherty, M. E., and Kamouri, J. (1987). The influence of cue unreliability in a multiple cue probability learning task. *Organizational Behavior and Human Decision Processes*, 39 (3), 303-317. DOI: 10.1016/0749-5978(87)90026-4.

York, K. M., Doherty, M. E., & Kamouri, J. (1987, May). *The Influence of Cue Unreliability in a Multiple Cue Probability Learning Task*. Paper presented at Midwest Psychological Association Convention, Chicago, IL.

York, K. M. (1986, April). *Sexual Harassment in the Workplace: A Policy Capturing Approach*

with Repeated Measures. Paper presented at the Seventh Annual Industrial/Organizational Graduate Student Conference, Minneapolis, MN.

York, K. M. (1985, April). *The Legal History of Sexual Harassment*. In K. M. York (Chair) *Sexual Harassment in the Workplace*. Symposium at the Sixth Annual Industrial/Organizational Graduate Student Conference, Akron, OH.

Silverman, I. W., York, K. M., & Zuidema, N. (1984). Area matching strategies used by young children. *Journal of Experimental Child Psychology*, 38, 464-474. DOI: 10.1016/0022-0965(84)90089-4.

York, K. M. (1984, April). *Feedback and individual vs. small group performance*. Paper presented at the Fifth Annual Industrial/Organizational Graduate Student Conference, Virginia Beach, VA.

Technical Reports

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Research-Related Activity

2013 Paper reviewer, *Journal of Management Education*, "Collaborative Learning: Individual and Group-Level Predictors of Students' Perceptions of Group Work" (June).

2013 Paper reviewer, Institute for Behavioral and Applied Management, "The Motivational Power of Incentive Travel: the Participant's Perspective", "Demographics and Personal Life Attachments: Relationships with Work Involvement of Older Workers", "Instructor Social Presence within the Community of Inquiry Framework and its Impact on Classroom Community and Learning Environment", "A Study of the Ability of Teaching and Social Presences of the Community of Inquiry to Explain Motivation and Self-Reported Learning with FTF and On-Line MBA Students", "Personal Branding and Transitioning Back into the World of Work" (May, June, July).

2012 Paper reviewer, Institute for Behavioral and Applied Management, "Listening to Reactions of People in the Midst of Change", "Social Entrepreneurship Education as Fourth-Level Prosocial Leadership: Teach Those Who Teach a Village to Raise Fish", "Transformational Leadership of Nurses in Long-term Care Contexts: Propositions and Implications for Research and Practice", "A Proposal to Change the Process of Defining Challenges in Managerial Decision Making" (May, July).

2011 Paper reviewer, *Journal of Management Education*, "Pernicious Performance Appraisals" (September).

2011 Paper reviewer, Institute for Behavioral and Applied Management, "Perceptions of Novice Clinical Adjunct Nursing Faculty", "Social Responsibility Perceptions of Leaders of Small and Medium-Sized Enterprises", "Beyond Philosophy: Business Ethics as a Practical Matter" (May).

2011 Paper reviewer, *Journal of Management Education*, "Digital Game-Based Learning (DGBL) and Management Education" (February).

2010 Paper reviewer, *Organization Science*, "Using Organizational Incentives to More Effectively Align Individual Behavior with Organizational Goals" (December).

- 2010 Paper reviewer, *Journal of Management Education*, “The Effect of Contemporary Learning Approaches on Student Perceptions: Integrating Experiential, Cooperative and Active Pedagogies in an Introductory Business Course” (November).
- 2010 Paper reviewer, second review, *Journal of Management Education*, “Teaching Service Quality” (May).
- 2010 Paper reviewer, *Institute for Behavioral and Applied Management Conference*, “The Impact of Ethical Climate on Organizational Trust and the Role of Business Performance: If Business Performance Increases, Does Ethical Climate Still Matter?”, “Withholding Requests for Disability Accommodation: The Influence of Individual and Situational Attributes”, “From the Classroom to the Marketplace”(May)
- 2009 Paper reviewer, third review, *International Journal of Operations and Production Management*, “Stuck in the Middle With You: The Effects of Incongruity of Senior and Middle Managers' Orientations on TQM Programmes” (November).
- 2009 Book reviewer (second review), *Organizational Behavior: A Skills-Based Approach*, Aldag/Kuzuhara for Kendall/Hunt Publishing Company (October).
- 2009 Paper reviewer, *Journal of Management Education*, “Collaborative Experiential Learning” (August).
- 2009 Paper reviewer, *Journal of Management Education*, “Teaching Service Quality” (June).
- 2009 Paper reviewer, *Institute for Behavioral and Applied Management Conference*, “Response Rates and Incentives in a National Employee Survey: The Case of the Veterans Administration”, “Pantsuits and Gender Paradigms: Election Year Attention to Candidate Clothing”, “Innovative Teaching Methodologies for Non-Traditional Management Students from Various Generations”, “Can Money Buy Happiness Regardless of Social Activity?”, “Downsizing and Building Organizational Memory: A Paradoxical Relationship Between "Brain-Drain" and "Brain-Gain", “Applicant’s Perception Towards Specific and General Information Job Advertisements” (June).
- 2009 Paper reviewer, second review, *International Journal of Operations and Production Management*, “Stuck in the Middle With You: The Effects of Incongruity of Senior and Middle Managers' Orientations on TQM Programmes” (June).
- 2009 Paper reviewer, second review, *Journal of Management Education*, “Predicting teammates’ values and beliefs: An eye-opening exercise with substance and lasting value” (April).
- 2009 Paper reviewer, second review, *Journal of Management Education*, “Enhancing Group Decision Making” (March).

- 2009 Paper reviewer, *Organizational Behavior Teaching Conference*, “Teaching Business Innovation as Making Music: Learning for Good”, “Tips, Tricks and Tensions: A Discussion of Non-traditional Tools for Learning and Assessment”, “Navigating Theory: Triangulating Reality in Uncertain Organizational Seas” (January).
- 2008 Paper reviewer, *International Journal of Operations and Production Management*, “Stuck in the Middle With You: The Effects of Incongruity of Senior and Middle Managers' Orientations on TQM Programmes” (December).
- 2008 Paper reviewer, *Journal of Management Education*, “Predicting Teammates' Values and Beliefs: An Eye-Opening Exercise with Substance and Lasting Value” (November).
- 2008 Paper reviewer, *Personnel Review*, “Do Participatory Decision-Making Processes in Top Management Teams Enhance Decision Effectiveness and Firm Performance?” (July).
- 2008 Book reviewer, *Organizational Behavior*, Aldag/Kuzuhara, for Kendall/Hunt Publishing Company (July).
- 2008 Paper reviewer, *Institute for Behavioral and Applied Management Conference*, “Personality Traits as Predictors of Virtual Reality Team Candidates”, “Guess Who’s Coming to Your Meeting? Implications of Avatars as Individual and Organizational Representations”, “Incentive Vividness and Improved Performance”, “Emotionally Intelligent Leaders” (April).
- 2007 Paper reviewer, *Journal of Management Education*, “Bringing Management Down From the Heavens: Day to Day Decision Making” (December).
- 2007 Paper reviewer, second review, *Journal of Management Education*, “The "It's Not My Fault!" Exercise: Exploring the Causes and Consequences of Manager's Explanations for Poor Performance” (November).
- 2007 Paper reviewer, second review, *Organizational Science*, “Examining Third-Person Judgments of Sexual Harassment in Organizations: A Brunswikian Perspective Using Legal Judgments as an Objective Standard” (October).
- 2007 Paper reviewer, *Journal of Management Education*, “Enhancing Group Decision Making” (October).
- 2007 Paper reviewer, *Journal of Management Education*, “The "It's Not My Fault!" Exercise: Exploring the Causes and Consequences of Manager's Explanations for Poor Performance” (August).
- 2007 Paper reviewer, *Institute for Behavioral and Applied Management Conference*, “Veterinary Professionals in a Corporate Practice: Diagnosing Sources of Friction

- between Professional and Business Roles”, “Feedback Seeking by Managers”, “Helping Norms in Work Groups: A Field Study” (April).
- 2007 Paper reviewer, *International Journal of Operations and Production Management*, “The Mediating Impact of NSD-performance on the Link Between Market Orientation and Financial Performance: Evidence from Hospital Industry in Turkey” (March).
- 2007 Paper reviewer, second review, *Journal of Management Education*, “Using Roald Dahl’s Charlie and the Chocolate Factory to teach different recruitment and selection paradigms” (February).
- 2007 “Management Development: Preparing for Your Career.” Workshop for Society for Human Resource Management (SHRM), School of Business Administration, Oakland University (February 10).
- 2006 Paper reviewer, *Journal of Management Education*, “Job Candidate Selection Exercise: Team Decision Making and Affirmative Action.” (July)
- 2006 Paper reviewer, Institute of Behavioral and Applied Management Conference, “Mentoring in Organizations as Organizational Strategy” (May).
- 2006 Paper reviewer, *Institute of Behavioral and Applied Management Conference*, “Today’s Generational Diversity: A True Ethical Dilemma,” “Increasing Minority Participation in Contracting Opportunities” (April).
- 2006 Paper reviewer, *Journal of Management Education*, “Teaching Recruitment and Selection with Roald Dahl’s Charlie and the Chocolate Factory: An Example of the Provocative Use of Fable and Fantasy in Management Education” (April).
- 2006 Paper reviewer, *Journal of Management Education*, “Job Candidate Selection Exercise: Team Decision Making and Affirmative Action” (February).
- 2006 “Sexual Harassment.” Workshop for Society for Human Resource Management (SHRM), School of Business Administration, Oakland University (February 18).
- 2005 Paper reviewer, *Journal of Management Education*, “Teaching current and controversial issues in management: A conversational learning, problem-driven approach.” (December).
- 2005 Paper reviewer, *Organization Science*, “Examining Third-Person Judgments of Sexual Harassment in Organizations: A Brunswikian Perspective using Legal Judgments as an Objective Standard” (September).
- 2005 Paper reviewer, *Journal of the Academy of Business Education*, “Collateral Learning

- through Service-Learning: An Approach to Developing Competent Business Professionals” (July).
- 2005 Paper reviewer, Institute for Behavioral and Applied Management Conference, “Classroom as a living system: A World Café activity to foster shared learning through webs of compelling dialogues”, “10 Horrific Research Errors and A Methodology for Avoiding Most of Them”, “Recruiting and Retaining the Older Worker”, “Are They Appropriate and Would You Go?: How Men and Women View Business Meetings in Strip Clubs”. (April)
- 2005 Paper reviewer, *Journal of Management Education*, second review of “Using Conflict Management Surveys to Extricate Research Out of the ‘Ivory Tower,’ An Experiential Learning Exercise” (April).
- 2005 Paper reviewer, *Journal of Management Education*, “A Further Study of Personality and Academic Performance” (April).
- 2005 Paper reviewer, *Journal of Management Education*, “Designing and Introducing Ethical Dilemmas into Computer-Based Business Simulations.” Second review of “The Reality of Teaching Business Ethics: A Simulation Approach” (February).
- 2005 “Teams and Teamwork.” Workshop for Society for Human Resource Management, School of Business Administration, Oakland University. Workshop was run by Kenneth M. York, assisted by T. J. Wharton (February 18).
- 2004 Paper reviewer, *Journal of Management Education*, “Using Conflict Management Surveys to Extricate Research Out of the ‘Ivory Tower,’ An Experiential Learning Exercise” (December).
- 2004 Paper reviewer, Midwest Academy of Management Conference, “The relationship between proactive coping skills and job satisfaction, absenteeism, tardiness, and performance” (November).
- 2004 Paper reviewer, Midwest Academy of Management Conference, “The antecedents and influences of career related continuous learning: Implications for management professionals” (November).
- 2004 Paper reviewer, Midwest Academy of Management Conference, “If employees do not see the glass ceiling, does it still exist?” (November).
- 2004 Paper reviewer, *Journal of Management Education*, “The Reality of Teaching Business Ethics: A Simulation Approach” (October).
- 2004 Paper reviewer, *Journal of Management Education*, “Introducing Ethical Dilemmas into

- Business Simulation Games” (September).
- 2004 “Teams and Teamwork.” Workshop for Applied Technology in Business program (ATiB), School of Business Administration, Oakland University (August 18).
- 2004 Paper reviewer, *Journal of the Academy of Business Education*, “Mission Impossible? The challenges of incorporating emotional intelligence and emotional competence into an undergraduate business curriculum” (March).
- 2003 Paper reviewer, Midwest Academy of Management Conference, “Psychological Capital and Wages: A Behavioral Economic Approach.” (November).
- 2003 Paper reviewer, *Human Resource Management Journal*, “Organizationally sensible vs. legal-centric approaches to employment decisions with legal implications” (September).
- 2003 Paper reviewer, *Journal of the Academy of Business Education*, “Going Beyond the Walls of the Classroom: The Challenges of Teaching Organizational Culture” (September).
- 2003 “Teams and Teamwork.” Workshop for Applied Technology in Business program (ATiB), School of Business Administration, Oakland University (August 13).
- 2003 Paper reviewer (re-review of revise-and-resubmit), *Human Resource Management Journal*, “Personnel application blanks: Persistence and knowledge of legally inadvisable application blank items” (February).
- 2003 Paper reviewer, *Journal of the Academy of Business Education*, “Management Skill Development and Case-Based Modeling” (February).
- 2003 “Facilitator Roles.” Workshop for Society for Human Resource Management (SHRM), School of Business Administration, Oakland University (February 8).
- 2002 Paper reviewer, *Human Resources Management Journal*, “Appropriateness of Personnel application blanks: Persistence and Knowledge of application blank items” (November).
- 2002 Paper reviewer, Midwest Academy of Management Conference, “Discrimination Because of Age—Are Professors Different?” and “Unlawful Discrimination in Employment: A Condition (not unlike the flu)” (November).
- 2002 Paper reviewer (re-review), *Academy of Management Review*, “Adult Development and Work Motivation” (October).
- 2002 “Teams and Teamwork.” Workshop for Society for Human Resource Management (SHRM) and American Marketing Association (AMA), School of Business Administration, Oakland University (September 21). Workshop was run by Kenneth

M. York, assisted by Cynthia Miree and John W. Henke, Jr.

- 2002 “Teams and Teamwork.” Workshop for Applied Technology in Business program (ATiB), School of Business Administration, Oakland University (August 22).
- 2002 Paper reviewer, *Academy of Management Review*, “Adult Development and Work Motivation” (May).
- 2002 Paper reviewer, *Journal of the Academy of Business Education*, “Quizzing as Motivator: An Exploration of Practices and Perceptions” (April).
- 2001 “Teams and Teamwork.” Workshop for Society for Human Resource Management (SHRM) and American Marketing Association (AMA), School of Business Administration, Oakland University (September 16). Workshop was run by Cynthia Miree, assisted by John W. Henke, Jr, and Kenneth M. York.
- 2001 “Teams and Teamwork.” Workshop for Applied Technology in Business program (ATiB), School of Business Administration, Oakland University (August 22).
- 2001 Paper reviewer, *Academy of Management Review*, “Time, Justice and Expectancy in the Grievance Appeals Process” (August).
- 2001 Paper reviewer, *Human Resource Management Journal*, “Retaliation Against Women Who Complain of Sexual Harassment: An Empirical Study with Recommendations” (July).
- 2001 Paper reviewer, *Journal of Management Education*, “Personal Theories of Leadership Development and Students’ Experience of Leadership Development” (May).
- 2001 Book reviewer, *Human Resource Management*, DeCenzo and Robbins, for John Wiley and Sons. (April).
- 2000 Paper reviewer, *Human Resources Management Journal*, “A Theory of Diversity in Human Resources” (December).
- 2000 Paper reviewer, Management and Business Administration Association Conference, “Organizational/Professional Commitment and Conflict for Human Resource Professionals” (October).
- 2000 “Interviewing.” Workshop for USA Federal Credit Union, Auburn Hills, MI (October 19).
- 2000 “Teams and Teamwork.” Workshop for Society for Human Resource Management (SHRM) and American Marketing Association (AMA), School of Business

- Administration, Oakland University (September 16). Workshop was run by John W. Henke, Jr, assisted by Cynthia Miree and Kenneth M. York.
- 2000 “Teams and Teamwork.” Workshop for Applied Technology in Business program (ATiB), School of Business Administration, Oakland University (August 30).
- 2000 Paper reviewer, *Human Resources Management Journal*, “Job Satisfaction of Retail Trainers: An Empirical Study” (August).
- 2000 “Organizational Change.” Workshop for School of Nursing, Oakland University (August 10, November 7).
- 2000 Paper reviewer, Organizational Behavior Teaching Conference, University of West Georgia, Carrollton, GA (February).
- 1999 “Teams and Teamwork.” Workshop for Society for Human Resource Management (SHRM) and American Marketing Association (AMA), School of Business Administration, Oakland University (September 25).
- 1999 “Time Management.” Workshop for Sequoia, A PANURGY Company, Rochester Hills, MI (August 26).
- 1999 “Headstart in Research Methods: Using Excel for Data Analysis and Presentation. Workshop for Society for Human Resources Management (SHRM), School of Business Administration, Oakland University (May 24).
- 1999 “Teams and Teamwork.” Workshop for Alpha Kappa Psi, Professional Business Fraternity, School of Business Administration, Oakland University (February 7).
- 1999 Paper reviewer, Organizational Behavior Teaching Conference, New Mexico State University, NM (February).
- 1998 “Teams and Teamwork.” Workshop for Society for Human Resource Management (SHRM) and American Marketing Association (AMA), School of Business Administration, Oakland University (September 19).
- 1998 “Headstart in Research Methods.” Workshop for Society for Human Resources Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (June 6).
- 1998 “Teams and Teamwork.” Workshop for Alpha Kappa Psi, Oakland University Chapter, School of Business Administration, Oakland University (April 7).
- 1998 “Information Technology in Human Resources Management,” presentation for John

- Tower's MIS200 (September 21).
- 1998 Paper reviewer for *Academy of Management Journal*, "Unexpected Effects of a Sexual Harassment Intervention" (February).
- 1998 Book reviewer, *Human Resource Management 7e*, Dessler, for Prentice Hall (February).
- 1997 Expert witness in a race discrimination in promotion case, *Brown v. Chicago* (November 19). [ERNEST BROWN, et al., Plaintiffs, v. CITY OF CHICAGO, Defendant. No. 95 C 1890 UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS, EASTERN DIVISION 917 F. Supp. 577; 1996 U.S. Dist. LEXIS 5762 March 1, 1996, Decided]
- 1997 Expert witness deposition for *Expert's Report: Chicago Police Lieutenant In-Basket Simulation (Form CPL-2)*. Report prepared for Kenneth N. Flaxman P. C., Law Offices, 122 South Michigan Ave, Suite 1850, Chicago, IL (September 30).
- 1997 "Teams and Teamwork." Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (September 27).
- 1997 Paper reviewer (re-review of a revised manuscript) for *Sex Roles*, "Gender Preferences for Job Attributes: A Cross Cultural Comparison" (February).
- 1996 "Teaching Innovations: PAL and Weak Situations." Management and Marketing Department Brown Bag Lunch presentation, School of Business Administration (December 4).
- 1996 "Teams and Teamwork." Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (November 16).
- 1996 "Total Quality Management." Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (October 12).
- 1996 Paper reviewer, *Sex Roles*, "Differential Perceptions of Sexual Harassment as a Function of Victim Attractiveness and Harasser Status" (September).
- 1996 Paper reviewer for *Organizational Behavior and Human Decision Processes*, "The Impact of Job Performance, Gender, and Race on the Managerial Review of Sexual Harassment Allegations" (July).
- 1996 "Sexual Harassment." Presentation for the Grosse Pointe Round Table, Grosse Pointe

- Yacht Club, New Baltimore, MI (July 11).
- 1996 “Spring Training: Oakland University Faculty Recruitment.” Training sessions for units recruiting faculty, with Lizabeth A. Barclay (School of Nursing April 26, Library May 8, Eye Research Institute May 9, Health Sciences May 15, School of Business Administration May 16, School of Engineering and Computer Sciences May 17, School of Education June 3, College of Arts and Sciences June 17 25 26).
- 1996 “TQM Training for Teams.” Team Leader training session for Deans, Vice Presidents, and President Russi, with Sheryl Clark (June 19).
- 1996 “Teambuilding.” Presentation for New Student Orientation, Oakland University (June 18).
- 1996 “TQM Training for Teams.” Team Leader training session for SBA faculty and staff and other OU staff with Sheryl Clark (June 4).
- 1996 “Teams and Teamwork.” Presentation for the Clarkston Rotary Club, Clarkston, MI (May 13).
- 1996 Paper reviewer for *Sex Roles*, “Gender Preferences for Job Attributes: A Cross Cultural Comparison” (May).
- 1996 “Disparate Results in Adverse Impact Tests,” Management and Marketing Department Brown Bag Lunch presentation, School of Business Administration (February 9).
- 1996 Paper reviewer (re-review of revised manuscript) for *Academy of Management Review*, “Determinants of Target Responses to Sexual Harassment: A Conceptual Framework” (February).
- 1995 Book reviewer, *Organizational Behavior*, Kreitner and Kinicki, for Irwin (December).
- 1995 Attended “Assessment Workshop”, Meadowbrook Hall, Oakland University (November 17).
- 1995 "Software Tips and Techniques for Doing HRM Tasks". Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (October 28).
- 1995 “Affirmative Action.” Presentation for Rochester Rotary Club, Rochester, MI (October 24).
- 1995 “The QI Story and Step 1: Reason for Improvement”, training session for the Process

- Redesign Advisory Group (PRAG), with Sheryl L. Clark (October 19).
- 1995 Attended AACSB's "Quality Improvement" Seminar, Philadelphia, PA (October 2-3).
- 1995 Paper reviewer (re-review of revised manuscript) for *Sex Roles*, "Effects of gender and situation on the perception of sexual harassment" (October).
- 1995 Paper reviewer (re-review of revised paper) for *Journal of Organizational Behavior*, "Managerial decision making regarding alternative work arrangements: A policy capturing study" (September).
- 1995 Attended "Employer Solutions: Family and Medical Leave Act, Age Discrimination" seminar, Michigan State University Management Education Center (September 29).
- 1995 "Information Technology in Human Resources Management," presentation for CSE125, Business Administration majors' section (September 21).
- 1995 Paper reviewer for *Sex Roles*, "Effects of gender and situation on the perception of sexual harassment" (July).
- 1995 "QI Stories Training," (Modules 1-3; Module 1 with Sheryl L. Clark), for the School of Business Administration (May 30, June 6, June 13).
- 1995 Paper reviewer for *Academy of Management Review*, "Determinants of Target Responses to Sexual Harassment: A Conceptual Framework" (June).
- 1995 Book proposal reviewer, *Human Resources Management: A Tool for Competitive Advantage*, for Prentice Hall (June).
- 1995 Book reviewer, *Cases and Experiential Exercises in Human Resource Management 2e*, Hilgert/Ling, for Prentice Hall (April).
- 1995 "Improving Motivation Through Team Building". Presentation for the Detroit Symphony Orchestra Hall Volunteer Council (March 30).
- 1994 "The Use of Intelligence." Presentation at Anchor Bay High School, Adopt A High School Program (March 28).
- 1995 Paper reviewer for *Journal of Organizational Behavior*, "Managerial decision making regarding alternative work arrangements: A policy capturing study" (November).
- 1995 "Sexual Harassment: Sensitization and Prevention." Presentation for Department of Modern Languages, Oakland University (February 6).

- 1995 Attended "Group Facilitator Training," Oakland University (January 24, 25, 26, 27).
- 1995 Attended "Team Leader Training," Oakland University (January 9, 10, 11, 12, 13).
- 1994 Attended "Allnet's Turn-Around Story: How Total Quality Contributed to Success," Quality & Productivity Management Association (QPMA) seminar, Farmington Hills, MI (December 13).
- 1994 "Work Motivation." Presentation for Hudson's Travel Service, Windsor, Ontario, Canada (December 2).
- 1994 Book reviewer, *Human Resources Management 6e*, Dessler, for Prentice-Hall (November).
- 1994 Paper reviewer for *Sex Roles*, "Perceptions of Sexual Harassment Victims as a Function of Labeling and Reporting" (November).
- 1994 "Team Motivation." Presentation for the Auburn Hills Chamber of Commerce, Auburn Hills, MI (November 16).
- 1994 "Software Tips and Techniques for Doing HRM Tasks." Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (November 5).
- 1994 Book reviewer, *Human Resource Management 7e*, Milkovich and Boudreau, for Irwin (October).
- 1994 Book proposal reviewer, *Human Resources Policy: A Behavioral Approach*, Yunker, Strauss, and Sayles (October).
- 1994 Paper reviewer for *Academy of Management Review*, "When the Earth Quakes and Volcanos Erupt: Sexual Harassment in the Workplace" (August).
- 1994 "Software Tips and Techniques for Doing HRM Tasks." Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (June 11).
- 1994 Paper reviewer for *Sex Roles*, "Sexual Harassment Sensitivity and Gender: Clarifying the Differences" (May).
- 1994 "The Use of Intelligence." Presentation at Anchor Bay High School, Adopt A High School Program (March 15).

- 1994 Paper reviewer, Organizational Behavior Teaching Conference, Oakland University (March).
- 1993 Paper reviewer for *Sex Roles*, "Explaining Social Phenomenon--Implicit Theories About Women and Work and Explanations for Sexual Harassment" (November).
- 1993 Book proposal reviewer *Human Resources: A Framework for General Managers*, James N. Baron and David M. Kreps, for Prentice-Hall (October).
- 1993 "The Challenge of Change". Professional development seminar for Volkswagen of America (V-Crest Systems), with Robert T. Kleiman (July 21 & 22).
- 1993 "How to Run an Effective Meeting." Peer Counselor Training Session, Oakland University (June 24).
- 1993 "TQM and Organizational Change." Workshop for the Society for Human Resource Management (Oakland University Chapter) and the Department of Management and Marketing, School of Business Administration, Oakland University (June 19).
- 1993 Attended "Personnel Law Update 1993" seminar, Troy, MI (June 10-11).
- 1993 "Career Plateauing." CPA Weekend Course M93-16 for Accounting and Auditing Continuing Professional Education, with Lizabeth A. Barclay, Oakland University (May 16).
- 1993 Book reviewer *Managing Human Resources 9e*, Sherman & Bohlander, for South-Western Publishing (May).
- 1993 Book reviewer *Experiential Learning Guide with PC Projects 5e*, Tom Mason and Nancy Kauffman, Study guide to Accompany *Personnel/Human Resource Management 5e*, Gary Dessler, for Prentice-Hall (April).
- 1993 Murray, D. D. (1993, April 6). "OU: Companies Must Be Flexible for Young Families." *Oakland Press*, p. 5C. Article about Women's Economic Club and Crain's Detroit Business Survey of the Working Environment.
- 1993 Joyner, T. (1993, April 6). "Women Want Flexible Rules to Meet Family Needs." *Detroit News*, p. 2A. Article about Women's Economic Club and Crain's Detroit Business Survey of the Working Environment.
- 1993 Roush, M. (1993, April 5). "Work-Home Dilemma Top Women's Woe." *Crain's Detroit Business*, p. 1, 16. Article about Women's Economic Club and Crain's Detroit Business Survey of the Working Environment.

- 1993 Roush, M. (1993, April 5). "Poll: Women Wanted To Be Entrepreneurs." *Crain's Detroit Business*, p. 16. Article about Women's Economic Club and Crain's Detroit Business Survey of the Working Environment.
- 1993 Paper reviewer, Organizational Behavior Teaching Conference, Walsh College (March).
- 1993 "Sexual Harassment in the Workplace: Implications for Employers." Presentation for Rotary Club, Auburn Hills, MI (February 8).
- 1993 "Increasing Sensitization: Understanding Sexual Harassment." Presentation with Lizabeth A. Barclay for Teaching and Learning Committee Lunch, Oakland University (January 29).
- 1992 Attended Campbell Interest and Skills Inventory Workshop (November 18).
- 1992 "Sexual Harassment: Do Men and Women See Eye to Eye?" Presentation with Lizabeth A. Barclay as part of Sexual Harassment Prevention Week at Oakland University (October 29).
- 1992 "Teambuilding." Professional development seminar for Volkswagen of America, with Robert T. Kleiman (October 6).
- 1992 Paper reviewer for *Journal of Applied Psychology*, "The Importance of Representative Design in Judgment Tasks: The Case of Resume Sampling." (September).
- 1992 Session Chair, "Ethics," Association of Management Conference, Las Vegas, NV (August).
- 1992 Paper reviewer for *Journal of Applied Psychology*, "Consistency, Confidence and Certainty in Judgment on Human Performance" (July).
- 1992 Paper reviewer, Employee Responsibilities and Rights Conference, Virginia Beach, VA (July).
- 1992 Book reviewer, *Developing Management Skills 2e*, (David A. Whetten & Kim S. Cameron), for HarperCollins (May).
- 1992 "Sexual Harassment: Do Men and Women See Eye to Eye?" Presentation with Lizabeth A. Barclay at the American Council on Education-National Identification Program (ACE-NIP) Spring Conference (April 10).
- 1992 "The Role of the Expert Witness in Equal Employment Opportunity Cases." Presentation for Black Awareness Month and Society for Human Resource Management, Oakland University Chapter, Oakland University, Rochester, MI (February 13).

- 1991 Paper reviewer, Employee Responsibilities and Rights Conference, Virginia Beach, VA (June).
- 1991 Paper reviewer, Organizational Behavior Teaching Conference, University of Michigan--Dearborn, Dearborn, MI (March).
- 1991 Paper reviewer for *Journal of Management*, "Reporting Sexual Harassment: A Help-Seeking Framework" (February).
- 1990 Session Chair, "Human Resource Challenge," Association of Management Conference, Orlando, FL (August).
- 1990 Paper reviewer, *Journal of Applied Psychology*, "Perceptions of Sexual Harassment in the Workplace" (August).
- 1990 Paper reviewer, *Academy of Management Journal*, "The Outcomes of Federal Court Decisions on Sexual Harassment" (March).
- 1990 "Sexual Harassment: An O.U. Perspective." Presentation as part of a panel discussion, Oakland University (March 6).
- 1989 Book reviewer, *Human Resource Management: An Experiential Approach* (Bernardin), for McGraw-Hill (October).
- 1989 "Quick Start on SAS." Research assistant training seminar, with Sherman Folland, School of Business Administration, Oakland University (Oct 10 & 13).
- 1989 "Motivation and Morale." Administrative Professional seminar, Oakland University (October 3).
- 1989 Attended Academy of Management Junior Faculty Workshop: Organizational Behavior, Organizational Development, & Organization and Management Theory (August 11-13).
- 1989 Paper reviewer and Discussant (Evaluation of Job Content), Midwest Academy of Management Conference, Columbus, OH (April).
- 1989 "Interviewing as a Selection Procedure." Presentation at American Society of Personnel Administration, Oakland University (February 22).
- 1989 "Development of a Compensation/Benefits Component for Organizational Behavior Classes," Educational Development Fund Grant #20624, with Lizabeth Barclay (January 12).
- 1988 "The Role of an Industrial/Organizational Psychologist as an Expert Witness in Title VII

- Cases,” presentation at Central Michigan University (December 6).
- 1988 Book reviewer, Arnold/Feldman's *Organizational Behavior 2e* (Arnold/Feldman) (November).
- 1988 Data analysis for LOMA Asset test battery, and Saturn selection test battery, for Personnel Designs, Inc. (October).
- 1988 Wrote the biographical inventory subtest of the LOMA Asset Test Battery, for Personnel Designs, Inc. (September).
- 1988 Book reviewer, *Exercises and Problems in Human Resource Management: Using the Microcomputer* (Stonebreaker), a Lotus-123 based software workbook supplement for human resource management textbooks, for McGraw-Hill (August).
- 1988 Assessor and interviewer in assessment center for Group Coordinator position, Romulus Engine Plant (General Motors), for Personnel Designs, Inc. (July).
- 1988 Session Chair, “Organizational Commitment Processes,” and paper reviewer, Midwest Academy of Management Conference, Toledo, OH (April).
- 1988 Book reviewer, *Human Resource Management 2e* (Cascio), for McGraw-Hill (January).
- 1987 Attended Midwest Academy of Management Junior Faculty Consortium, Indiana University, Bloomington, IN (April).
- 1987 Consultant in a Title VII race and sex discrimination in promotion case--Zwannigan v. Minnesota Mining and Manufacturing.
- 1987 Session Chair (Communication Within the Organization), Employee Responsibilities and Rights Conference, Virginia Beach, VA.
- 1987 Invited to join Faculty of Women's Studies, Oakland University.
- 1987 Expert witness in a Title VII race discrimination in pay case (Ben Coleman, Barbara McArthur, and Catherine Sullivan, Plaintiffs, v. Wayne State University, Defendant No. 85-CV-70191-DT; UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF MICHIGAN, SOUTHERN DIVISION; 664 F. Supp. 1082; 1987 U.S. Dist. LEXIS 6232; 44 Fair Empl. Prac. Cas. (BNA) 400; 45 Empl. Prac. Dec. (CCH) P37,629; July 7, 1987, Decided).
- 1987 Created workshop “Sexual Harassment on Campus--When It Happens and What to Do About it,” Bowling Green State University, Bowling Green, OH.

- 1986 Wrote the “Survey Construction” chapter of the software manual for General Motor's C-SCAN program, a computerized survey construction and analysis program, for Personnel Designs, Inc.
- 1986 Created Equal Employment Opportunity case for EEO Research Interest Group (including data sets, job analysis, and assessment exercises), Bowling Green State University.
- 1986 Data analysis for conference on linkages between test items and job duties, in a race discrimination in promotion case (Monroe County, NY), for Dr. Robert M. Guion.
- 1986 Freeburne Award Selection Committee.
- 1986 Data analysis, exhibit preparation, and consultation for Title VII sex and race discrimination in selection case (Burnette v. City of Columbus), for Dr. C. J. Cranny.
- 1985 Assistant Administrator in two Assessment Centers conducted for St. Vincent's Medical Center, Toledo, OH, by the Institute for Organizational Research and Development (IORD), Bowling Green State University.
- 1985 Conducted market survey interviews for Comprehensive Assistance and Referral for Employees (CARE), an employee assistance program sponsored by Bowling Green State University.
- 1985 “TV Edit and Runoff.” Word processing training seminar in DEC-2060 TV Edit and Runoff, for psychology graduate students, Bowling Green State University.
- 1985 Employee Assistance Program Interest Group.
- 1984 Edited critical incidents for development of a Behaviorally Anchored Rating Scale-based (BARS) performance appraisal system for General Motors, by Personnel Designs, Inc.
- 1984 Speaker selection committee for Content Validity III Conference, Bowling Green State University.
- 1984 Ad hoc reviewer for American Psychological Association Convention, Division 35 (Psychology of Women).
- 1984 Equal Employment Opportunity Research Interest Group.

Courses Taught--School of Business Administration, Oakland University

- QMM-250 Statistical Methods for Business
- ORG-330 Introduction to Organizational Behavior

ORG-331	Introduction to Human Resources Management
ORG430	Organizational Research Methods
ORG-432	Motivation and Work Behavior
ORG-434	Advanced Human Resources Management
ORG-480	Special Topics in Organization Management: Total Quality Management
ORG-480	Special Topics in Organizational Management: Safety and Health
ORG-531	Human Resources Management (MBA)
ORG-637	Motivation and Work Behavior (MBA)

Graduate Training

Personnel Psychology. Job analysis, interviewing, prediction and selection, assessment centers, training, performance appraisal, test construction and validation, equal employment opportunity issues.

Organizational Psychology. Work motivation, job satisfaction, organizational theory, organizational development, climate, organizational effectiveness, organizational structure, leadership, quality of work life.

Statistics. Multiple regression, analysis of variance, multivariate statistics, sampling, unidimensional and multidimensional scaling.

Methodology. Research design, hypothesis testing and theory building, psychometric theory, policy capturing, decision analysis, data evaluation and statistical analysis.

Computers. Statistical packages (SAS, SPSS for Windows, SYSTAT, BMDP), Spreadsheets (Quattro Pro, Excel, Lotus 1-2-3), Word Processing (WordPerfect), Graphics (Lotus Freelance, PowerPoint), Database (Access, MemoryMate).

Other. Theories of social psychology, human judgment and decision making, psychophysics, developmental psychology, ethics of research.

Professional Employment

2005-present	Professor of Management, School of Business Administration, Oakland University, Rochester, MI.
1992-2005	Associate Professor of Management, School of Business Administration, Oakland University, Rochester, MI.
1994-1997	Chair, Department of Management and Marketing, School of Business Administration, Oakland University, Rochester, MI.
1987-92	Assistant Professor of Management, School of Business Administration, Oakland

University, Rochester, MI.

- 1986-87 Visiting Assistant Professor of Management, School of Business Administration, Oakland University, Rochester, MI.
- 1986 Instructor, Continuing Education, Bowling Green State University. Psychology, Human Behavior (Summer Session).
- 1985-86 Teaching Fellow, Department of Psychology, Bowling Green State University. Full responsibility for upper level undergraduate course, Prediction and Selection; full responsibility for Introductory Psychology.
- 1984-85 University Non-Service Fellowship, Bowling Green State University.
- 1983-84 Teaching Fellow, Department of Psychology, Bowling Green State University. Full responsibility for Introductory Psychology.
- 1982-83 Teaching Assistant, Department of Psychology, Bowling Green State University. Introductory Psychology.
- 1981-82 Research Assistant, Department of Psychology, Bowling Green State University.

Membership in Professional Associations

American Psychological Society (APS)

Academy of Management

Brunswik Society

Midwest Academy of Management

Midwest Psychological Association (MPA)

The Society for Industrial/Organizational Psychology (SIOP)

Service

1987-present Alpha Kappa Psi--professional business fraternity, faculty member.

1990-present Human Resources Minor Coordinator, School of Business Administration, Oakland University.

1990-2010 Human Resources Major Coordinator, School of Business Administration,

Oakland University.

- 1997-present Co-Coordinator (with Lizabeth A. Barclay), Human Resources Management Advisory Board, School of Business Administration, Oakland University.
- 2007-2008 Chair, Committee on Advancement and Promotion (CAP), School of Business Administration, Oakland University.
- 2009 “Homestead Strike vs. Flint Strike.” ORG490 Independent Study, John Heal (Summer Semester).
- 2008 “Questions and Answers About the Tenure Process at Oakland University” Presentation to upcoming tenure candidates, School of Business Administration (April 18).
- 2007 “CUNA (Credit Union National Association) Management School Third Year Project: A Strategic Plan.” ORG490 Independent Study, Tracy Jones (Winter Semester).
- 2006 “The Three P’s of Downsizing Corporate America in the Twenty First Century.” ORG490 Independent Study, Jamie Lee Chagnon (Spring Semester).
- 2006 Panel Discussion on Careers in Business, sponsored by Alpha Kappa Psi (January 24).
- 2005 10 Year Curricular Review for HRM, Department of Management and Marketing.
- 2005 Doctoral Students Roundtable Discussion (A Rackham Center for Learning and Teaching program), Oakland University (May 24).
- 2004-2005 Faculty Representative to the SBA Executive Committee.
- 2004-2006 SBA Research Advisory Committee, Member.
- 2004-2005 Senate Library Committee, Chair.
- 2003-2004 Senate Library Committee, Member.
- 2001-2003 Academic and Career Advising Committee, Member.
- 2002-2003 Technology Management Program Advisory Board, Member.
- 2000-2002 Chair, Organizational Behavior/Human Resources Management Recruitment Committee, School of Business Administration.

- 1999-2002 Member, Committee on Advancement and Promotion, School of Business Administration.
- 1999-2000 AACSB Reaccreditation Subcommittee (Students), School of Business Administration.
- 2006 “Assessment Decisions: What to Assess and What to Change Afterwards.” University Senate Committee on Assessment Workshop, Oakland University (March 14).
- 2003 “Assessment of the HRM major at Oakland University.” Presentation at Society of Human Resources Management (SHRM), Oakland University Chapter (November 20).
- 2003 “Careers in Human Resource Management and General Management.” Presentation in COM101 course (October 30).
- 2003 Event Co-Chair, College of St. Scholastica Alumni Event, Ann Arbor, MI, July 12, 2003.
- 2003 “Teamwork and Virtual Teams.” Guest speaker in R. Rajagopalan’s MIS516: Software Project Management (May 14).
- 2002 “Careers in Human Resource Management and General Management.” Presentation in COM101 course (October 31).
- 2002 “Interviewing.” Lunch speaker at Alpha Kappa Psi rush event (September 17).
- 2002 “Analysis of HRM Textbooks for Coverage of SHRM HR Body of Knowledge.” ORG490 Independent Study, Susan Petrimoulx (Spring Semester).
- 2002 “Enron’s Bankruptcy: Lessons in Retirement Planning.” Business Smarts article, Spring 2002 issue.
- 2002 Co-facilitator (with John W. Henke), Executive Committee Planning Session for AACSB Accreditation, School of Business Administration (March 8, April 2, April 24, April 30, July 16).
- 2002 “A Fashion Makeover for Assessment: Using Assessment Centers” workshop with Lizabeth A. Barclay for the University Senate Committee on Assessment, Assessment in Action Workshop Series (March 6).
- 2002 “HRM Core Concepts” presentation (with Lizabeth A. Barclay) for Faculty Assembly, School of Business Administration (January 28).

- 2001 Director of Continuing Education and Professional Development Programs Search Committee, School of Business Administration (August).
- 2001 Facilitator for the Music, Theatre, and Dance Retreat (June 8).
- 2001 Attended “Executive Education Teaching Workshop”, School of Business Administration (May 11).
- 2001 Attended “On-Line Teaching Workshop”, School of Business Administration (May 11).
- 2001 Exordium Speaker, Commencement for School of Business Administration (May 5).
- 2001 Attended Campus Conversation on Research (April 6).
- 2001 Facilitator for University Relations Retreat (March 21), and Strategic Planning Sessions (May 3, 8, 10, 15, 29).
- 2001 Attended Multicultural Open House, Oakland University (February 22).
- 2000 Interviewed by three COM101 (Francassa) students for writing project and made presentation on HRM major (September).
- 2000 Attended “On-Line Learning: Web Courses and Web-Enhanced Courses” workshop, School of Business Administration (August 23).
- 2000 “Comparison of a Promotional System Based on Civil Service Test Scores with a Seniority Based Promotional System at the Royal Oak Fire Department.” ORG490 Independent Study, Shawn Lambouris (Spring Semester).
- 2000 Deputy Marshall, School of Business Administration Commencement (May 6).
- 2000 Sabbatical presentation: “Quality and Competitive Advantage: An Empirical Investigation of the Relationship Between TQM and Financial Performance.” Department of Management and Marketing, School of Business Administration (May 1).
- 1999 Faculty Search Procedure Amendment Committee, Oakland University (Fall).
- 1997-1999 Chair, Graduate Curriculum Committee, School of Business Administration, Oakland University.
- 1996-1999 Design and Development Team (formerly known as Quality Improvement

Council, which was formerly known as PRAG).

- 1999 External reviewer letter for tenure case, School of Business and Technology, University of Wisconsin-Parkside (December).
- 1999 Participated in the Executive on Campus program, Cleve Killingsworth was guest speaker in ORG434: Advanced Human Resources Management class, School of Business Administration, Oakland University (December 3).
- 1999 Interviewed by three COM101 (Francassa) students for writing project (November), and made presentation on HRM major.
- 1998 Facilitated a strategic planning session for Board of Directors of the Epilepsy Foundation of Michigan (October 21).
- 1998 Attended the Creating the Future Gala Event (June 13).
- 1998 “What You Will Take With You From St. Scholastica.” Commencement address, College of St. Scholastica, Duluth, MN (May 23, 1998)
- 1998 “How Do They Hire?” *Business Smarts*, Spring, 1998.
- 1998 “Perceptions of the Glass Ceiling.” ORG480 Independent Study, Christine Ridgley (Winter Semester).
- 1997-1998 Continuing Education and Professional Development Advisory Board, School of Business Administration, Oakland University.
- 1997-1998 Creating the Future Task Force, School of Business Administration, Oakland University.
- 1997-1998 North Central Accreditation Research/Graduate Education Committee.
- 1996-1997 Faculty Development Team.
- 1996-1997 Telefund Team.
- 1997 “The Nuts and Bolts of Effective Time Management.” Presentation for University Relations, Oakland University (November 3).
- 1997 Represented the SBA (with Buck Dillon) at the Oakland University Friday Preview recruitment event (October 10).
- 1997 “Communication Styles.” Presentation for Mecha Crockett’s COM101 course.

(September 29).

- 1997 Office Assistant II Recruitment Committee for Continuing Education and Professional Development, School of Business Administration, Oakland University (June).
- 1997 “Teams and Teamwork: Managing People Processes.” Workshop session for Mark Simon’s EDS Case Challenge Team (May 15).
- 1997 “Quality in Motion: Volkswagen of America.” POM690 Independent Study, Raymond Pope (Winter semester).
- 1997 Participated in the Human Resources Process Redesign Intensive Working Sessions, Oakland University (April 15, 16).
- 1997 Escort for VPAA Candidate Marlene Straithe (March 13).
- 1997 Continuing Education Director Search Committee (March).
- 1997 Interviewed by Michelle Herndon for ACC210 project (January 17, February 11, March 31).
- 1996 Assistant Vice President for Academic Affairs Search Committee member (Fall).
- 1996 “TQM and Leadership.” Presentation to ORG431:Leadership class (November 20).
- 1996 SBA Undergraduate Open House (November 16).
- 1996 SBA Graduate Open House (November 9).
- 1996 Facilitator for conference session “Nuts and Bolts of Effective Time Management,” Balancing Work and Family: An Assessment of Community Needs at Oakland University (October 24).
- 1996 Breakfast with Russi (October 10).
- 1996 “HRM and General Management Career Opportunities”, presentation for Katie Kazarian’s freshman business student orientation (September 26).
- 1995 “Whatever happened to the World Series? Labor Conflicts in Professional Sports” *Business Smarts*, Fall 1995.
- 1995-1996 Facilitator for Process Redesign Advisory Group (University).

- 1995-present Dean Search Committee, School of Business Administration, Oakland University.
- 1995-1996 Strategy/Policy Recruitment Committee, Department of Management and Marketing, School of Business Administration, Oakland University.
- 1995-1997 Committee for Handicapper Accessibility and Awareness, Oakland University.
- 1995 “Running More Effective Meetings”, presentation for OASIS and Sigma Sigma Phi, Oakland University (October 26).
- 1995 “HRM and General Management Career Opportunities”, presentation for Katie Kazarian’s freshman business student orientation (October 5).
- 1995 Co-facilitator (with Lizabeth A. Barclay) for the University Relations Retreat (July 14).
- 1995 Participated in the Process Redesign Training Team focus group to identify training needs for Oakland University, facilitated by Bill Kendall and Jeanne Carter (April 13).
- 1995 “How Do They Hire?” *Business Smarts* article, with Lizabeth A. Barclay (Spring).
- 1995 “The QI-Story.” Presentation with Sheryl L. Clark for OU Insights, Oakland University (April 11).
- 1995 SBA Open House (April 1).
- 1995 “Job Satisfaction.” Presentation for King/Chavez/Parks College Day, Oakland University (February 23, March 7).
- 1995 Attended and made presentation at Cultural Diversity Retreat, Oakland University, co-sponsored by Human Relations Committee and Office of Minority Equity, (January, 20).
- 1994-1997 Chair, Department of Management and Marketing (SBA).
- 1994-1996 Human Relations Committee (University).
- 1994 “The HRM Degree at OU: Where's it Been? Where's it Going?” Presentation at Society of Human Resources Management, Oakland University Chapter (October 3).
- 1994 SBA Open House (October 1).

- 1994 Conference Coordinator (with Lizabeth A. Barclay), Organizational Behavior Teaching Conference, Oakland University.
- 1994 Proceedings Editor, *Organizational Behavior Teaching Conference*, 1994 Annual Conference, Oakland University.
- 1993 Proceedings Editor, *Association on Employment Practices and Principles* 1993 Annual Conference.
- 1993 Proceedings Editor, *Council on Employee Responsibilities and Rights Conference*, 1992 Annual Conference.
- 1993 MBA Student Orientation (August 30).
- 1992-94 Teaching and Learning Committee (University). Editor of Teaching and Learning Committee Newsletter.
- 1992-94 SBA Assessment Committee (Chair).
- 1992-1993 Faculty Representative, Executive Committee (SBA).
- 1992-1993 Oakland Executive Association Scholarship Committee (October 1992, May 1993).
- 1992 MBA Student Orientation (August 26).
- 1992 “How to Supervise and Evaluate Effectively.” Residence Halls Senior Staff Training Session, Oakland University (August 25).
- 1992 “Motivation.” Workshop with Lizabeth A. Barclay for Society for Human Resource Management, Oakland University Chapter, Department of Management and Marketing, School of Business Administration, Oakland University (May 30).
- 1988-92 Editor, *School of Business Administration Network News*, Oakland University internal newsletter.
- 1990-92 Assessment Committee, Oakland University.
- 1990-92 Academic Computing Committee, Oakland University.
- 1987-92 Computer Advisory Committee, Chair (SBA)
- 1992 “Sexual Harassment,” *Business Smarts* article (Winter)

- 1992 “Human Resources Management.” Presentation for Chavez/Parks/King Career Day, Oakland University (January 9).
- 1989-1991 SBA Research Advisory Committee.
- 1991 “Human Resources Management.” Presentation for Chavez/Parks/King Career Day, Oakland University (February 14, March 28, December 10).
- 1990 Telefund-90, volunteer caller (November 5)
- 1990 Dubois Scholars Mentorship Program (July-August).
- 1990 Attended 5th Annual American Association of Higher Education Conference on Assessment in Higher Education, Washington, DC (June).
- 1990 Attended “Lunch with Faculty” segment of Student Orientation (June 26 and July 3).
- 1989 Legal Environment Recruiting Committee, Chair (SBA).
- 1989 Telefund-89, volunteer caller (October 19).
- 1987-89 Graduate Admissions Committee (SBA).
- 1987-89 Marketing Recruitment Committee (SBA).

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