

LARRY W. HUNTER

October 2014

Office Address

Wisconsin School of Business,
University of Wisconsin-Madison
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Home Address

202 Everglade Dr
Madison, WI 53717
(608) 833-3930
Dob: 9/24/62

EDUCATION

- 1994 *Ph.D., Sloan School of Management, Massachusetts Institute of Technology*
Major Field: Industrial Relations and Human Resource Management; Minor Field: Economics
Dissertation: *Building Employment Relationships: The Case Of The Massachusetts Long-Term Care Industry* (committee members: Thomas Kochan, Paul Osterman (chair), Michael Piore).
- 1986 *M.A., Lincoln College, Oxford University, U.K.*
First Class Honors: Philosophy, Politics and Economics; Thouron Scholar
- 1984 *B.Sc.Econ., The Wharton School, University of Pennsylvania*
Major concentrations: Management (Labor Relations); Political Science. Summa cum laude.
Harry S. Truman Scholar (awarded 1982); Benjamin Franklin Scholar.
Beta Gamma Sigma Honorary. Presidential Scholar 1980

POSITIONS HELD

- 2012-present Senior Associate Dean
Wisconsin School of Business, University of Wisconsin-Madison
- 2011-2014 Associate Dean, Full-time MBA
Wisconsin School of Business, University of Wisconsin-Madison
- 2008-present Associate Professor of Management and Human Resources and
Pyle-Bascom Professor in Leadership
Wisconsin School of Business, University of Wisconsin-Madison
- 2007-2012 Faculty Director, MBA Career Specialization in Strategic Human Resource Management
Wisconsin School of Business, University of Wisconsin-Madison
- 2006-2007 Associate Professor of Management and Human Resources
Procter and Gamble-Bascom Professor in Total Quality
Wisconsin School of Business, University of Wisconsin-Madison
- 2005-06 Associate Professor of Management and Human Resources
Wisconsin School of Business, University of Wisconsin-Madison
- 2002-2005 Assistant Professor of Management and Human Resources
Wisconsin School of Business, University of Wisconsin-Madison
- 1994-2002 Assistant Professor of Management,
Management Department, The Wharton School, University of Pennsylvania

RESEARCH AND PUBLICATIONS**Articles in refereed journals**

- Hunter, Larry W. & Harry C. Katz (2012). "The impact of globalization on human resource management and employment relations in the US automobile and banking industries," *International Journal of Human Resource Management* 23 (10), 1983-1998.
- Kochan, Thomas A. , Mauro F. Guillen, Larry W. Hunter, & Siobhan O'Mahony (2009). "Introduction to the Special Research Forum - Public policy and management research: Finding the common ground," *Academy of Management Journal* 52 (6), 1088-1100.
- Hunter, Larry W. and Sherry M.B. Thatcher (2007). "Feeling the heat: Effects of stress, commitment, and job experience on performance," *Academy of Management Journal* 50 (4), 953-968.
- Reiter, Jerome P., Elaine L. Zanutto, and Larry W. Hunter (2005). "Analytical Modeling in Complex Surveys of Work Practices." *Industrial and Labor Relations Review* 59(1), pp. 82-100.
- Chadwick, Clint, Larry W. Hunter, and Stephen M. Walston (2004). "The effects of downsizing practices on hospital performance." *Strategic Management Journal* 25 (5), pp. 405-428.
- Skuratowicz, Eva, and Larry W. Hunter (2004). "Where do women's jobs come from? Job resegregation in an American bank." *Work and Occupations* 31 (1), pp. 73-110.
- Hunter, Larry W. and John J. Lfkas (2003). "Opening the Box: Information Technology, Work Practices, and Wages." *Industrial and Labor Relations Review* 56 (2): pp. 224-243.
- Hunter, Larry W., John Paul MacDuffie, and Lorna Doucet (2002). "What Makes Teams Take? Employee Reactions to Work Reforms," *Industrial and Labor Relations Review* 55(3): pp. 448-472.
- Hunter, Larry W. (2001). "Considering *What Workers Want*," *Journal of Labor and Employment Law* 3(3): pp. 421-447.
- Hunter, Larry W, Annette Bernhardt, Katherine L. Hughes, and Eva Skuratowicz. (2001). "It's Not Just the ATMs: Firm Strategies, Work Restructuring, and Workers' Earnings in Retail Banking," *Industrial and Labor Relations Review* 54 (2A), pp: 402-424.
- Hunter, Larry W. (2000). "The adoption of innovative work practices in service establishments," *The International Journal of Human Resource Management* 11 (3): pp. 477-496.
- Hunter, Larry W. (2000). "What determines job quality in nursing homes?" *Industrial and Labor Relations Review* 53 (3): pp. 463-481.
- Hunter, Larry W. (1998). "Can strategic participation be institutionalized? Union representation on American corporate boards," *Industrial and Labor Relations Review* 51 (4): pp. 557-578.

Book Chapters

- Friedman, Ray, Larry W. Hunter, & Ying Chen (2008). Union-Management conflict: Historical trends and new directions. In C.K.W. De Dreu and M.J. Gelfand (Eds.). *The Psychology of conflict and conflict management in organizations* (pp. 353-384). New York: Lawrence Erlbaum.
- Valcour, P. Monique, and Larry W. Hunter (2004). "Technology, Organizations, and Work-Life

Integration,” forthcoming in Ellen Ernst Kossek and Susan J. Lambert, eds., *Work and Life Integration: Organizational, Cultural, and Individual Perspectives*, Lawrence Erlbaum Press, pp. 61-84.

Appelbaum, Eileen, and Larry W. Hunter (2004). “Union Participation In Strategic Decisions Of Corporations,” in Richard Freeman, Joni Hersch, and Lawrence Mishel, eds., *Emerging Labor Market Institutions for the 21st Century*, University of Chicago Press, pp. 265-292.

Batt, Rosemary, Larry W. Hunter, and Steffanie Wilk (2003). “How and When Does Management Matter? Job Quality and Career Opportunities for Call Center Workers,” in E. Appelbaum, A. Bernhardt, and R. J. Murnane, eds., *Low-Wage America: How Employers Are Reshaping Opportunity in the Workplace*, Russell Sage Foundation, pp. 270-315.

Frei, Frances X., Patrick T. Harker, and Larry W. Hunter (2000), “Inside the Black Box: What Makes a Bank Efficient,” in S. Zenios and P. Harker (eds.), *The Performance of Financial Institutions*. Cambridge University Press, pp. 259-311.

Frei, Frances X., Patrick T. Harker and Larry W. Hunter (1999). “Retail Banking,” in David C. Mowrey (ed.), *U.S. Industry in 2000 : Studies in Competitive Performance*. Washington, DC: National Academy Press, pp. 179-214.

Hunter, Larry W. (1999). “Transforming retail banking: Inclusion and segmentation in service work,” in Peter Cappelli (ed.), *Employment Practices and Business Strategy*. New York: Oxford University Press, pp. 153-192.

Other Articles

Hunter, Larry W. (2007). “Employment relations practices in American retail banking,” *Bulletin of Comparative Labour Relations*, 63, *Globalization and Employment Relations in Retail Banking*, pp. 133-153.

Hunter, Larry W. (2006). “Interactive work in financial services,” *Perspectives on Work* 10 (2), pp. 24-27.

Hunter, Larry W. (2003). “Myths and methods of Downsizing,” pp. 149-154 in J. Pickford, ed., *Mastering People Management*, London: Prentice Hall-Financial Times.

Hunter, Larry W. (1996). “Choices and the high-performance workplace,” *Mastering Management Series*, Part 11, *Financial Times*, London, pp. 2-4; reprinted (1997) in George Bickerstaffe (ed.), *The Complete MBA Companion*. London: Pitman Publishing

Harker, Patrick T. and Larry W. Hunter (1995). “Engineering products for customer value,” *Bank Management* 71 (2), pp. 52-57; reprinted (1996) in James W. Cortada and John A. Woods (eds.), *The Quality Yearbook 1996*. New York: McGraw Hill, pp. 105-113.

Hunter, Larry W. and Robert B. McKersie (1992). “Can ‘Mutual Gains’ Training Change Labor-Management Relationships?” *Negotiation Journal* 8, p. 319-330; reprinted (2000) in Michael Wheeler (ed.), *Teaching Negotiation: Ideas and Innovations*. Cambridge, Mass: PON Books. pp. 131-142.

Working papers

Chiang, Hyowook, Cheryl Grim, John C. Haltiwanger, Larry W. Hunter, Ron Jarmin, Nicole Nestoriak, Kristin Sandusky, and Jeongil Seo (2008). “Human resources and diversification strategies in financial services.”

Skuratowicz, Eva and Larry W. Hunter (2008). "Huggin' and kissin' vs. knowing what's right for the customer: Doing gender in bank branches."

Campbell, Benjamin, Hyowook Chiang, John C. Haltiwanger, Larry W. Hunter, Ron Jarmin, Nicole Nestoriak, Timothy Park, and Kristin Sandusky (2008). "Firm performance, workforce quality, and workforce churning."

Hunter, Larry W. (2008). "Scripts and skills in service work."

Conference proceedings

Hunter, Larry W. and John J. Lafkas (1998). "Information technology, work practices, and wages," *Proceedings of the 50th annual meeting of the Industrial Relations Research Association*, pp. 110-117. Madison, Wisc: IRRA.

Hunter, Larry W. and Frits Pil (1995). "How do you survey firms?" Paula B. Voos (ed.), *Proceedings of the 47th annual meeting of the Industrial Relations Research Association*, pp. 152-162. Madison, Wisc: IRRA.

North, Monica L. and Larry W. Hunter (1992). "Relational demography in internal labor markets: Determinants of progress in a pay-for-knowledge system," Jerry L. Wall and Lawrence R. Jauch (eds.), *Academy of Management Best Papers Proceedings 1992*, pp. 279-283. (Refereed.)

Monographs

Lovell, Malcolm, Susan Goldberg, Larry W. Hunter, Thomas A. Kochan, John Paul MacDuffie, Andrew Martin, and Robert McKersie (1992). "Making it together: The Chrysler - UAW Modern Operating Agreement," Washington, D.C.: Department of Labor.

Friedman, Raymond, Charles Heckscher, Chip Hunter, Robert McKersie, Elaine Landry, and Lawrence Susskind (1990). "Joint Training in Negotiation As a Strategy for Encouraging More Cooperative Approaches to Collective Bargaining," Washington, D.C.: Department of Labor.

Book Reviews

(2010) Review of *Never Good Enough: Health Care Workers and the False Promise of Job Training* by Ariel Ducey. *Administrative Science Quarterly* 55 (1): 162-164.

(2004) Review of *The New Workplace: A Guide to the Human Impact of Modern Working Practices*, edited by David Holman, Toby D. Wall, Chris W. Clegg, Paul Sparrow, and Ann Howard. *British Journal of Industrial Relations* 42(1): 185-188.

(1999) Review of *Modern Manors: Welfare Capitalism since the New Deal*, by Sanford M. Jacoby, *Administrative Science Quarterly* 44(4): 826-829.

(1997) Review of "Organizations in America: Analyzing Their Structures and Human Resource Practices" by Arne Kalleberg, David Knoke, Peter Marsden, and Joe L. Spaeth." *Industrial & Labor Relations Review* 50(4): 702-704

Selected Conference Presentations

“Lessons from Recently Tenured Faculty,” INFORMS Annual Meeting, Combined Colloquia, November 2007.

“Huggin’ and Kissin’ vs. Knowing What’s Right for the Customer: Doing Gender in Bank Branches,” presented at the 102nd Annual Meeting of the American Sociological Association, New York, NY, August 2007 (with Eva Skuratowicz).

“High Road Competitive and Employment Strategies: Pathways to the American Dream – Banking and Financial Services,” presented at the National Policy Forum of the Labor and Employment Relations Association, Washington, DC, June 2007.

“Human resource practices and diversification strategies in financial services,” presented at the Sloan Industry Studies annual meeting, Cambridge, Mass., May 2007 (with Hyowook Chiang, Cheryl Grim, John C. Haltiwanger, Larry W. Hunter, Ron Jarmin, Nicole Nestoriak, Kristin Sandusky, and Jeongil Seo).

“Employment Relations in the Auto and Banking Industries in the USA,” presented at the 58th annual meeting of the Labor and Employment Relations Association, Boston, Mass., January 2006 (with Harry Katz).

“Globalization and jobs in financial services,” presented at the Sloan Industry Studies Annual Meeting, Cambridge, Mass., December 2005.

“Internal labor markets and diversification strategies in financial services,” presented at the National Bureau of Economic Research summer workshop, Boston, Mass., July 2004 (with Hyowook Chiang, Cheryl Grim, John C. Haltiwanger, Larry W. Hunter, Ron Jarmin, Nicole Nestoriak, Kristin Sandusky, and Jeongil Seo).

“Firm performance, workforce quality, and workforce churning,” presented at the National Bureau of Economic Research summer workshop, Boston, Mass., July 2004, with Benjamin Campbell, Hyowook Chiang, John C. Haltiwanger, Larry W. Hunter, Ron Jarmin, Nicole Nestoriak, Timothy Park, and Kristin Sandusky.

“Who and how: Determinants of individual skill acquisition in call center jobs,” presented at the 56th Annual Meeting of the Industrial Relations Research Association, San Diego, January 2004 (with Monique Valcour and Steffanie Wilk).

“Employment dynamics and firm performance,” presented at the 56th Annual Meeting of the Industrial Relations Research Association, San Diego, January 2004 (with Hyowook Chiang, John Haltiwanger, Ron Jarmin, Nicole Nestoriak, Tim Park and Kristin Sandusky).

“Moving up from the bottom: The impact of training and skills on mobility in call centers,” presented at the 54th Annual Meeting of the Industrial Relations Research Association, Atlanta, January 2002 (with Rosemary Batt and Steffanie Wilk).

“The New Service Organizations,” Corporate Strategies for the Digital Economy, Sloan Foundation, Cambridge, Mass., April 2001.

“Union Participation In Strategic Decisions Of Corporations” presented at the NBER /MacArthur Foundation Conference on Emerging Labor Market Institutions for the 21st Century, August 2000 (with Eileen Appelbaum).

“Taking a global perspective on the teaching of industrial relations and human resources,” presented at the

2nd IRHR Teaching Conference, Atlanta, June 1999.

“Firm strategies and work restructuring in retail banking,” presented at the Sloan Foundation conference on industry studies and wage outcomes, Madison, Wisc: March 1999.

“Shrinking successfully: The effects of best practice downsizing on organizational performance,” presented at the 51st Annual Meeting of the Industrial Relations Research Association, New York, January 1999 (with Clint Chadwick and Steve Walston).

“Employee involvement and entrepreneurialism: Compatibilities and contradictions in the transformation of small business units,” presented at the 11th World Congress of the International Industrial Relations Association, Bologna, Italy, September 1998.

“Services and the adoption of high-involvement management practices,” presented at the Academy of Management Annual Meeting, San Diego, August 1998.

“Restructuring and the continuing devaluation of women’s managerial jobs,” presented at the meetings of the American Sociological Association, San Francisco, August 1998 (with Eva Skuratowicz).

“What makes a high performance workplace? Evidence from retail bank branches”, presented at the Sixth Bargaining Group Conference, University of Illinois at Urbana-Champaign, May 1998, at the conference on Understanding the Service Workplace, University of Pennsylvania, October 1998, and at the Academy of Management Annual Meeting, Chicago, August 1999 (with Lorin Hitt).

“Information technology, work practices, and wages,” presented at the 50th Annual Meeting of the Industrial Relations Research Association, Chicago, January 1998 (with John J. Lufkas).

“Innovation in Retail Banking,” presented at *America's Industrial Resurgence: Sources and Prospects*, Science, Technology, and Economic Policy Board of the National Science Foundation, Washington, D.C., December 1997 (with Frances X. Frei and Patrick T. Harker.)

“Changing employment relationships: The Massachusetts nursing home industry 1960 - 1992,” presented at the Southern Industrial Relations / Human Resources Conference, Lexington, Kentucky, October 1997.

“Extending the high-performance workplace: Innovative practices in customer service firms,” presented at the Academy of Management Annual Meeting, Boston, Mass., August 1997.

“Inside the black box: What makes a bank efficient?” presented at the Conference on the Performance of Financial Institutions, Wharton Financial Institutions Center, May 1997. (With Frances X. Frei and Patrick T. Harker.)

“When fit doesn’t happen: The limits of business strategy as an explanation for variety in human resource management practices,” presented at the Academy of Management Annual Meeting, Cincinnati, Ohio, August 1996.

“Lousy jobs: Why do organizations choose human resource practices that reinforce the position of the working poor?” presented at the Academy of Management Annual Meeting, Cincinnati, Ohio, August 1996.

“What does transformation mean to workers? The effects of the New Industrial Relations on union employees’ attitudes,” presented at the 48th Annual Meeting of the Industrial Relations

Research Association, San Francisco, January 1996; at the Academy of Management Annual Meeting, Vancouver, B.C., August 1995; at the MIT Industrial Relations Seminar Series, Cambridge, Mass., May 1995 (with J.P. MacDuffie and Lorna Doucet).

“Efficiency in financial services: The impact of human resources, technology and process design in retail banking,” presented at the INFORMS 1996 Manufacturing and Service Operations Management Conference, New Orleans, October, 1995.

“Employee-employer-customer interaction: Implications for industrial relations theory,” presented at the 10th World Congress of the International Industrial Relations Association, Washington, D.C., June 1995.

“Holding on to brainpower: Managing experts' turnover in high-technology firms,” presented at the Conference on Human Resources and the Resource-Based View of the Firm, Philadelphia, 1994 (with Naren D. Udayagiri).

MAJOR GRANTS AND NATIONAL AWARDS

Sloan Foundation. 2003-2004. “Firms, Workforce Quality and Growth: The Financial Services Sector.” \$91,000.

Outstanding Young Scholar Award, Industrial Relations Research Association, 2001.

Excellence in Education Award (for teaching in Human Resources), Industrial Relations Research Association, 2001.

Russell Sage Foundation joint with Rockefeller Foundation: The Future of Work Program, 1999-2001. “The Quality of Jobs and Mobility Opportunities for Customer Service and Sales Workers.” (with Rosemary Batt and Steffanie Wilk, \$295,336).

National Science Foundation: Transformations to Quality Organizations Program, 1996-2001. “High-Performance workplaces in services: Integration of practices and delivery channels in retail banking.” (Co-Investigator, Grant No. SBR95-14886 from the Transformation to Quality Organizations Program at the National Science Foundation. PI, Patrick T. Harker. \$296,770)

EDITORIAL ACTIVITIES

Editorial review boards

Academy of Management Journal, 1998–2010

Guest editor, special research forum, Public Policy Implications of Management Research: People, Technology and Globalization, December 2009

British Journal of Industrial Relations

International advisory board, appointed 2007

Industrial Relations Journal.

2003 – 2008

Ad hoc reviewing

Work and Occupations
Industrial and Labor Relations Review
Industrial Relations
British Journal of Industrial Relations
Organization Science
Journal of Applied Psychology
Human Relations
Journal of International Business Studies
Administrative Science Quarterly
Social Science Quarterly
Production and Operations Management
Management Science
National Science Foundation
Sloan Foundation
Russell Sage Foundation

TEACHING

School of Business, University of Wisconsin-Madison

Management and Human Resources 612, *Employee and Labor Relations*
Management and Human Resources 613, *Human Resource Skills for Managers*
Management and Human Resources 728, *Bargaining, Negotiating, and Dispute Settlement*
Management and Human Resources 765, *Topics: Capstone in Strategic HR Management*
Management and Human Resources 871, *Research Seminar in Personnel Management*
Executive MBA: *Negotiations Module*
General Business 710: *Ethical Leadership* (as part of teaching team)
Chosen Most Admired Professor by MBA Students, 2004-05

The Wharton School, Undergraduate Division

Management 104, *Industrial Relations and Human Resource Management*
Management 244, *Personnel Management*
David W. Hauck Award for Outstanding Undergraduate Teaching, 1995
Rapaport Award for Core Undergraduate Teaching, 2000
Undergraduate Division Excellence in Teaching Award, 1993-1997; 2000, 2002.

The Wharton School, Graduate Division

Management 621, *Managing People at Work, MBA Core Teaching Award, 2000*
Management 751, *The Strategic Management of Human Assets*

The Wharton School, Doctoral Division

Management 918, *Research Seminar in Industrial Relations and Human Resources*
Recognition as "Outstanding Course among all Ph.D. Courses taken," 2000

Doctoral dissertation committees

Trevor Young-Hyman, Sociology, University of Wisconsin-Madison.
Anticipated completion date 2015.
Finalist, INFORMS/Organization Science Dissertation Proposal Competition
Paul Davis, Management and Human Resources, University of Wisconsin-Madison
Anticipated completion date 2015.
Jasmine Feng, Management and Human Resources, University of Wisconsin-Madison
Anticipated completion date 2015.
Mevan Jayasinghe, Management and Human Resources, University of Wisconsin-Madison.
Ph.D. completed 2013, currently at Michigan State University.

- Jay O'Toole, Management and Human Resources, University of Wisconsin-Madison.
Ph.D. completed 2013, currently at Georgia State University.
- Jenna Pieper, Management and Human Resources, University of Wisconsin-Madison
Ph.D. completed 2011, currently at University of Texas-Dallas.
- Ta-Chi Wang, Industrial Relations/Sociology, University of Wisconsin-Madison.
Anticipated completion date 2015.
- Sebnem Ozkan, Industrial Relations, University of Wisconsin-Madison.
Ph.D. completed 2010, currently at University of Illinois-Champaign Urbana.
- Mike Ciuchta, Management and Human Resources, University of Wisconsin-Madison.
Ph.D. completed 2010, currently at Central Florida University.
- Mark Maltarich, Management and Human Resources, University of Wisconsin-Madison.
Ph.D. completed 2009, currently at St Ambrose University.
- Jang Ho Choi, Management and Human Resources, University of Wisconsin-Madison.
Ph.D. completed 2008, currently at Chungang University.
- Anthony Nyberg, Management and Human Resources, University of Wisconsin-Madison.
Ph.D. completed 2008, currently at University of South Carolina.
- Deb Houden, Communications, University of Wisconsin-Madison.
Ph.D. completed 2008, currently at University of Wisconsin-Madison.
- Greg Reilly, Management and Human Resources, University of Wisconsin-Madison.
PhD completed 2007, currently at University of Connecticut.
- Jeongil Seo, Management and Human Resources, University of Wisconsin-Madison.
PhD completed 2007, currently at KDI School of Public Policy & Management.
- Matt Vidal, Sociology, University of Wisconsin-Madison.
PhD completed 2007, currently at King's College, London..
- Erin Hatton, Sociology, University of Wisconsin-Madison
PhD completed 2007, currently at SUNY – Buffalo.
- Kye-Taik Oh, Industrial Relations, University of Wisconsin-Madison.
PhD completed 2006, currently at Korean Labor Institute.
- Rita Chou, Social Work, University of Wisconsin-Madison.
Ph.D. completed 2006, currently at University of South Carolina.
- Myung-Sook Jun, Industrial Relations, University of Wisconsin-Madison.
Ph.D. completed 2005, currently at Korean Labor Institute.
- Gina Dokko, Management Department, Wharton School
Ph.D. completed 2004, currently at New York University.
- Tae-Heon Lee, Industrial Relations, University of Wisconsin-Madison.
Ph.D. completed 2004, currently at North Carolina Central U.
- Eva Skuratowicz, Department of Sociology, Univ. Of California at Davis
Ph.D. completed 2004, currently at Southern Oregon University.
- Anna Haley-Lock, School of Social Work, Univ. of Chicago
Ph.D. completed 2003, currently at University of Wisconsin-Madison
- Elizabeth Craig, Management Department, Wharton School
Ph.D. completed 2002.
Honorable Mention, Best Dissertation, Industrial Relations Research Association, 2003.
- Clint Chadwick, Management Department, Wharton School (Chair)
Ph.D. completed 1999, currently at Univ. of Kansas.
Honorable Mention, Best Dissertation, Industrial Relations Research Association, 2000.
- Lorna Doucet, Management Department, Wharton School
Ph.D. completed 1999, currently at CEIBS, Shanghai.
- Venky Nagar, Accounting Department, Wharton School
Ph.D. completed 1999, currently at Univ. of Michigan
- Norman Wright, Management Department, Wharton School
Ph.D. completed 1997, currently at Zayed University, Dubai.
- Frances X. Frei, Operations and Information Management Dept, The Wharton School
Ph.D. completed 1996, currently at Harvard Business School, Harvard University

Nikolai Rogovsky, Management Department, The Wharton School
Ph.D. completed 1995, currently at International Labor Organization

The Wharton School, Executive Education

Wharton Direct/Distance Learning

Managing the Workplace (Course Integrator)

Other Executive Education

Managing Services: Human Resources

Corestates Program for Overseas Bankers: Strategic Human Resource Management

Advanced Management Program

Other Executive Education

London Business School

Coordination through Negotiation: IBM Client Executive Programme

Project HOPE: Millwood, Virginia; Prague, Czech Republic

The Strategic Management of Human Resources in Health Care Organizations

Athens Laboratory of Business Administration, Greece

Managing the Workplace in the 21st Century

Other Teaching

Sloan School of Management (teaching assistant)

Undergraduate Program

Labor in Industrial Society

Master's and Sloan Fellows Programs

Human Resource Management and Industrial Relations

Power and Negotiation

Research Methods

PROFESSIONAL ACTIVITIES AND SERVICE

Professional Affiliations and Memberships

Founding Member, Industry Studies Association

ISA Conference Coordinating Committee 2012-present

Chair, Program Committee, Annual Conference, 2010-11, 2011-12

Member, Labor and Employment Relations Association, 1987 - present.

Co-Chair, Doctoral Consortium, 1989.

Work & Employment Relations Network.

Young professionals' development committee, 1998-2000.

Coordinator, national doctoral student workshop, 1999.

Faculty advisor, national doctoral student workshop, 2000- present

Education Committee, 2001-present.

Vice-Chair, Program Committee of the LERA Annual Meeting, 2009-2010.

Industry Studies Track Editor, Employment Policy Research Network, 2010-present.

Member, Academy of Management, 1990 - present.

Conflict Management Division

Human Resources Division

Organization and Management Theory Division

Member, American Sociological Association, 1999-present.

Other activities

Sloan Foundation Industry Studies Program

Coordinator, Professional Development Workshop, 2007, 2008.

Early Career Development Committee, 2004-2008

Program Committee, Annual Meeting, 2005

Associate Fellow, Centre for the study of Skills, Knowledge, and Organizational Performance (SKOPE),
Oxford University, U.K., 1999 – present
Guest speaker at SKOPE events in October 2008 (Oxford, U.K.); November 2008 (London, U.K.)

Fellow of the Wharton Financial Institutions Center, 1996-present

Fellow, University of Pennsylvania Institute on Aging, 1994-2002

Organizer and co-chair, Conference on Understanding the Service Workplace, Philadelphia, Pa., October
1998 (with Rosemary Batt, Cornell University, Barbara Gutek, University of Arizona, and Len Schlesinger,
Harvard University)

University of Wisconsin activities

Steering Committee, Strategic HR, 2005 -

Academic Planning Council, School of Business, 2007-2008.

Faculty Search Committee, Comparative Political Economy Cluster, 2006-2008.

Truman Scholarship Selection Committee, 2005 - 2010.

Faculty participant, "Super-SOAR" program (Summer Orientation and Registration program for students of
color and their families), 2004.

MBA Professional Perspectives Program 2006-2008

MBA Diversity Weekend Instructor 2006-2007

School of Business Masters Curriculum Committee, 2005-2007.

School of Business Undergraduate Curriculum Committee, 2003-2004.

Faculty Connections Program, 2003.

MBA Workshop: "Negotiating your Job Offer," 2003, 2004.

Student Advisor, Industrial Relations Research Institute, 2002-2003

Industrial Relations Student Tutorial Advisor, 2003, 2004.

Featured Speaker at various meetings: Women in Business; Downtown Madison, Inc.;
Society for Human Resource Management.