

Janet H. Marler, PhD

Faculty of Management
School of Business
University at Albany- S.U.N.Y
Albany, NY 12222
Email:jmarler@albany.edu

EDUCATION

Cornell University, School of Industrial and Labor Relations, Ithaca New York
PhD Human Resource Studies and Labor Economics (2000)
Master of Science in Industrial and Labor Relations (1997)

Cornell University, College of Business, Ithaca New York
Master of Science with a concentration in Financial Management (1979)
Bachelor of Science with Distinction (1978)

ACADEMIC APPOINTMENTS

Professor (2015-current), Management Department, School of Business, University at Albany-
State University of New York, Albany, NY
Associate Professor (2006-2015), Management Department, School of Business, University at
Albany-State University of New York, Albany, NY
Assistant Professor (2000-2006) Management Department, School of Business, University at
Albany- State University of New York, Albany, NY
Visiting Associate Professor, Human Resource Management, Rutgers University, School of
Management and Labor Relations, (Summers 2011-2012)
Visiting Associate Professor (2007-2008), Management, University of Pennsylvania, The
Wharton School, Philadelphia, Pennsylvania
Visiting Assistant Professor (1990-1993) Financial Management, Cornell University, School of
Hotel Administration, Ithaca, NY

INDUSTRY POSITIONS

Vice President - Torchmark Corporation- Boston, Massachusetts (1984-1990).
Division Controller - Advest/Burgess &Leith Inc. - Boston, Massachusetts (1982-1984).
Senior Consultant - Arthur Andersen & Co. - Boston, Massachusetts (1979-1982).
Certified Public Accountant - Commonwealth of Massachusetts (currently inactive)

EDITORIAL APPOINTMENTS

Associate Editor

International Journal of Human Resource Management (2013-current)

Guest Editor

Canadian Journal of Administrative Sciences --special issue on "e-HRM Value
Proposition" (2016)

Editorial Board Member

Academy of Management Perspectives (2012-current)

Human Resource Management Review (2012- current)

Human Resource Management –A Wiley Journal (2009-2012)

Journal of Management (2016-)

HONORS AND AWARDS

Best Research Paper in *Organizational Management Journal* in 2015

Finalist, Best Student Paper, Human Resource Division of the Academy of Management, 1998. Marler, J, Milkovich, G. & Barringer, M., for Boundaryless Organizations and Boundaryless Careers: An Emerging Market for High-skilled Temporary Work published in the *Journal of Organizational Behavior*

Reviewer Excellence Award for *Human Resource Management Review*, an Elsevier Journal publication, 2014

Outstanding Researcher, School of Business, University at Albany 2010; 2014

Sloan Network's Who is Who in Work and Family, 2005

Academy of Management, HR Division Outstanding Service Award, 2010

SCHOLARLY ACTIVITY

Marler, Janet, and Boudreau, J W. (2017) "An Evidenced-based Review of HR Analytics" *International Journal of Human Resource Management*. Vol 28 (1): 3-26.

Marler, Janet, and Parry, E. (2016) "Information Technology and Strategic Involvement in Human Resource Management" *International Journal of Human Resource Management*, Vol. 27 (19): 2233-2253

Marler, Janet and Fisher, S. (2016) "The eHRM Value Proposition: Introduction to Special Section" *Canadian Journal of Administrative Sciences*, 33(2): 91-94.

Marler, Janet and Fisher, S. (2016) (Eds). eHRM Value Proposition Special Section. *Canadian Journal of Administrative Sciences*, 33(2):91-137.

Epstein, Sue, Marler, Janet, and Taber, T. (2015) Manager's Family Supportive Supervisory Behaviors: A Multilevel Perspective, *Organization Management Journal*, 12:1-13. *Awarded Best Research Paper in 2015*

Varma, Sonali and Marler, Janet (2013). "The dual nature of prior computer experience: More is not necessarily better for technology acceptance" *Computers in Human Behavior* 29:1475-1482.

Marler, Janet and Fisher, S. (2013). An Evidence-based Review of e-HRM and Strategic HR. *Human Resource Management Review*, 23: 18-36.

Marler, Janet (2012). Strategic Human Resource Management in Context: A Historical and Global Perspective. *Academy of Management Perspectives* 26(2):6-11.

Liang, Xiaoya, Marler, J. and Cui, Z. (2012). Strategic Human Resource Management in China: East meets West. *Academy of Management Perspectives* 26(2):55-70.

Marler, Janet and Xiaoya Liang. (2012). Upskilling or Deskillling: The Effect of Automating White-collar Service Work. *New Work Technology and Employment Journal* 27(2):133-146.

Johnson, R, Gueutal, H. and Marler, J. (2012). Developing HR Technology Skills for the 21st Century: The Importance of HRIS Education, *Workforce Solutions Review*, April/May: 14-17.

Lyons, Brian and Marler, Janet H. (2011). Facilitating Self-Selection with Web Recruiting: Achieving Strategic Value Congruence. *Journal of Managerial Psychology*, 26(1):58-76.

Marler, Janet, H. and Faugere, Christophe. (2010). Activist Institutional Shareholders and Middle Manager Stock Option Compensation. *Corporate Governance: An International Review*, 18(4): 313-328.

Marler, Janet H. (2009). Electronic HRM: A Model of Making HRM More Strategic. *International Journal of Human Resource Management*, 20(3):515-527.

Marler, Janet, Fisher, Sandra, and Weiling Ke (2009). Employee Self-Service Technology Acceptance: A Comparison of Pre-adoption and Post-adoption Relationships. *Personnel Psychology*, 62(2):327-348.

Lambert A, Marler, J. and Gueutal, H. (2008). Flexible Work Arrangements: Why Do Employees Use Them? *Journal of Vocational Behavior*, 73:107-117.

Gueutal, Hal, Marler, Janet, Falbe, Cecilia. (2007). Skill Sets for the E-HR World. *International Human Resources Information Management Journal*, 11: 9-15.

Marler, Janet, Liang Xiaoya and Dulebohn, James. (2006). The Effect of Technology Training on Technology Acceptance. *Journal of Management*, 32:721-743.

Yanadori, Yoshio and Marler, Janet. (2006). Compensation Strategy: Does Business Strategy Influence Compensation in High-Technology Firms? *Strategic Management Journal*, 27: 559-570.

Marler, Janet and Dulebohn, James. (2005). A Model of Employee Self-Service Technology Use. *Research in Personnel and Human Resources Management*, 24:139-182.

Marler, Janet and Moen, Phyllis. (2005). Alternative Employment Arrangements: A Gender Perspective. *Sex Roles: A Journal of Research*, 52: 337-349.

Rothausen, Theresa, Marler, Janet and Wright, P. (2005). Effects of Doctoral Experience, Academic Affiliation, and Sex Differences on Research Productivity and Where Organizational Scientists Hold Tenure. *Sex Roles: A Journal of Research*, 53:727-738.

Gier, Alison and Marler, Janet. (2003). The ROI of Technology-Enabled Work and Family Initiatives. *International Human Resources Information Management Journal*, July: 26-31.

Marler, Janet H, Barringer, Melissa, and Milkovich, George, T. (2002). Boundaryless and Traditional Contingent Employees: Worlds Apart. *Journal of Organizational Behavior*, 23: 425-453.

Marler, Janet H. (1998). The Effect of TQM Training, Flexible Work, and Flexible Technology on Continuous Improvement. *Journal of Quality Management*, 3 (2): 241-264.

Marler, Janet H. and Cathy Enz.(1993). Child-Care: Family friendly programs that make sense. *Cornell Hotel and Restaurant Administration Quarterly*, 34 (1): 60-67.

Marler, Janet H. (1993).Off-balance sheet lease financing in the restaurant industry. *Journal of Hospitality Financial Management*, 3 (1): 15-28.

Books

Marler, J and Fisher, S. (2017) *Making HR Technology Decisions: A Strategic Perspective*, Business Expert Press: New York.

Book Chapters

Marler, Janet H. and Floyd, Barry. (2015).Database Concepts and Applications in HRIS. In Kavanagh, M, Thite, M and Johnson, R. (Eds.), *Human Resource Information Systems: Basics, Applications and Future Directions 3rd Edition*. Sage Publications, Inc.

Epstein, S and Marler, Janet H. (2013).Moving Beyond Flexible Work Arrangements. In Paludi, M. (Ed), *The Psychology of Business Success*. (pp 1-18) Santa Barbara, CA: Praeger.

Marler, Janet H. and Floyd, Barry.(2012). Database Concepts and Applications in HRIS. In Kavanagh, M, Thite, M and Johnson, R. (Eds.), *Human Resource Information Systems: Basics, Applications and Future Directions 2nd Edition*. (pp35-57). Sage Publications, Inc.

Marler, Janet H. and Floyd, Barry.(2009). Database Concepts and Applications in HRIS. In Kavanagh, M and Thite, M (Eds.), *Human Resource Information Systems: Basics, Applications and Future Directions*. (pp25-44). Sage Publications, Inc.

Dulebohn, J.H. and Marler, J. (2005). E-Compensation: Transforming Compensation Practice. In H. Gueutal and D. Stone (Eds.),*Brave New World of e-HR: Human Resources in the Digital Age*. (pp138-165). San Francisco: Jossey Bass.

Marler, Janet. (2004). Alternative Work Arrangements. In M. Pitts-Catsouphe and E. Kossek (Eds.), *Work-Family Encyclopedia*. Chestnut Hill, MA: Sloan Work and Family Research Network at Boston College. Available online at www.bc.edu/wfnetwork.

Marler, Janet H., Tolbert, Pamela, and Milkovich, George T.(2003). Alternative Employment Arrangements. In Phyllis Moen (ed.), *It's About Time* (pp242-258). Ithaca: Cornell University Press.

Published Proceedings:

Marler, J and Fisher, S. (2010). An Evidenced-Based Review of e-HRM and Strategic Human Resource Management, In Diederichsen, A. &Strohmeier, S. (Eds.), *Proceedings of the 3rd European Academic Workshop on Electronic Human Resources 2010*, Bamberg Germany, May 20- 21, 2010.

Marler, Janet H, Milkovich, George, and Yanadori, Y.(2002).The Effectiveness of Broad-based Variable Pay: Theory and Evidence. In *Academy of Management Best Paper Proceedings 2002*, by the Academy of Management. *Denver: HR Division Best Papers.*

Marler, Janet and Liang Xiaoya. (2003). “The Effect of Information Technology on Job Skills”, *The Eastern Academy of Management Paper Proceedings*, Baltimore, April 30-May 3, 2003.

Book Reviews:

Marler, Janet. (2003). Review of Putting Work In its Place, by Peter Meiksins and Peter Whalley in *Industrial and Labor Relations Review* 56(2):359-360.

Working Papers On-line:

Marler, Janet H, Milkovich, George, and Yanadori, Y. The Effectiveness of Broad-based Variable Pay: Theory and Evidence. *Center for Advanced Human Resources, Working Paper #2002-5*.Cornell University. Ithaca, NY.

Tolbert, Pamela, Valcour, Monique, and Marler, Janet H. Work Schedules, Success in Balancing Work and Family, Success in Family and Success in Work. *BLCC Working Paper #02-09*, Cornell Employment and Family Careers Institute. Ithaca, NY.

Marler, Janet H. and Milkovich, G. T. Thriving or Surviving: Determinants of Preference for Alternative Employment Arrangements. *Center for Advanced Human Resources Studies, Working Paper # 2000-12*.Cornell University. Ithaca, NY.

Marler, Janet H, George T. Milkovich, and Melissa Barringer. Boundaryless Organizations and Boundaryless Careers: A Typology of Contract Labor Markets. *Center for Advanced Human Resources Studies, Working Paper # 1998-01*.Cornell University. Ithaca, NY.

Works under Review

Wiblen, S, and Marler, J. Contextualizing HRM Implementations: The Influence of eHRM in Talent Management, *International Journal of Human Resource Management*

Marler, J., Cronemberger, F. and Tao, M . HR Analytics: Here to stay or short-lived management fashion?. In Bondarouk, T ,Parry, E. and Ruel, H. (Eds.), *EHRM in the Smart Era*. London: Emerald Press.

Conference Presentations

- Marler, J., Cronemberger, F. and Tao, M. . HR Analytics: Here to stay or short-lived management fashion? *6th International e-HRM Conference*, Twente University, The Netherlands, October 25-27, 2016.
- Van Ness, R, Seifert, C, Marler, J & Hughes, M. “Distinguishing Type 1 Entrepreneurs”, *Academy of Management Annual Meeting*, Anaheim, August, 2016
- Marler, J. “Big Insights about HR Analytics”. *Academy of Management HR Division International Conference*, Sydney Australia, 2016
- Marler, J. “Can you Buy Strategic Human Resource Management” Paper accepted for the *6th Peoples and Organization Conference, the Wharton Business School*, University of Pennsylvania, October 16, 2015.
- Marler, J and Fisher, S. Big Data, Business Intelligence and Data-driven HR Decision-making in Teaching and Research, *Academy of Management Annual Meeting*, Philadelphia, August, 2014
- Martin, A and Marler, J. Proving the Value of HR Technologies: History, Current Directions and Welcoming Academics to Our Conversation, *5th International e-HRM Conference*, New York, NY, July 30-31, 2014.
- Epstein, S, Marler, J and Taber, T. “Some do, some don’t: Applying leadership approaches to managers’ work-life supportive behaviors”, Paper accepted for *Annual Academy of Management Meetings* in Orlando, Florida, August 2013
- Marler, J, Contested Terrain in Organizations: Information Technology and Strategic Human Resource Management. Paper presented at the *5th Peoples and Organization Conference, the Wharton Business School*, University of Pennsylvania, September 28-29, 2012.
- Epstein, S, Marler, J and Taber, T. Assessing Managerial Work-life Supportive Behaviors. Paper presented at *Work Family Research Network Conference*, New York, June 2012
- Marler, J and Fisher, S. Individual contextual perspective of the relationship between e-HRM and Strategic HRM. Paper presented at *Society for Industrial Organizational Psychology*, San Diego, April 2012.
- Marler, J and Fisher, S. e-HRM and Innovation: Adopting or Creating Innovation. Paper presented at the *4th International e-HRM Conference*, Nottingham, United Kingdom, March 2012
- Epstein, Sue, Marler, J and Taber, T. Applying Trait and Situational Leadership Approaches to Assess Theoretical Antecedents of Managers’ Work-Life Supportive Behaviors. Paper presented at the *Eastern Academy of Management Meetings* in Boston, May 2011.

Marler, J and Fisher, S. The Relationship between e-HRM and Strategic Human Resource Management, Paper presented at *Annual Academy of Management Meetings* in Montreal 2010.

Marler, J and Fisher, S. An Evidenced-Based Review of e-HRM and Strategic Human Resource Management, *3rd European Academic Workshop on Electronic Human Resources* 2010, Bamberg Germany, May 20- 21, 2010.

Marler, Janet and Yanadori, Yoshio. Institutional Shareholders and Stock Option Incentives in CEO and Managerial Compensation. Paper accepted at the *Annual Academy of Management Meetings* in Chicago 2009.

Marler, Janet, Parry, Emma, and Lepak, David. *E-HRM in Different National Contexts: Strategic Trigger or Strategic Choice*. Paper accepted at the Annual Academy of Management Meetings in Chicago 2009.

Epstein, Sue and Marler, Janet H. Using the Theory of Planned Behavior to Predict Intentions to Use Flexible Work Arrangements. Paper accepted at the *Annual Academy of Management Meetings* in Anaheim 2008.

Marler, J and Parry, E. Which comes first: E-HRM or SHRM? *10th Annual International Conference on Enterprise Information Systems*. Barcelona Spain June 2008.

Marler, Janet H., Fisher, Sandra, and Ke, Weiling. Implementation of Employee Self-Service Technology: A Pre- and Post-adoption Comparison. Paper presented at the *Annual Academy of Management Meetings* in Philadelphia 2007.

Lyons, Brian and Marler, Janet. Too Much of a Good Thing? Determining the Influences of Image on Organizational Web Recruitment. Paper presented at the *Annual Academy of Management Meetings* in Philadelphia 2007.

Alysa Lambert, Marler, Janet and Gueutal, Hal. Flexible Work Arrangements: Why Do Employees Use Them? Paper presented at the *Society for Industrial Psychologists Annual Meeting* in New York 2007

Marler, Janet and Faugere, Christophe. Activist Institutional Investors and Non-Executive Pay. *Eastern Financial Management Association Meetings*, New Orleans, April 18-21, 2007.

Valcour, Monique, Marler, Janet H. and Tolbert, P. Work Hours and Work-Family Balance: The Moderating Effects of Gender and Control. Paper presented at the *Annual Academy of Management Meetings* in Atlanta 2006.

Liang, X. and Marler, J. Development of A Multi-Dimensional Computer Self-Efficacy Scale. *Annual Academy of Management Meetings* in Atlanta 2006.

Dulebohn, James and Marler, Janet. *The Role of HR Metrics in HRIS*. Society of Industrial Psychologists Annual Meeting, Dallas, May 5-7, 2006

Varma, S. and Marler, Janet H. The Effect of Age and Gender on Social Pressure to Use Technology. Paper accepted at the *Eastern Academy of Management Meetings* in Saratoga Springs May 2006.

Marler, Janet and Fisher, Sandra. *Introducing HRIS into the HR Curriculum*. The Annual Academy of Management Meetings, Honolulu, August 6-10, 2005.

Lyons, Brian and Marler, Janet H. Facilitating Self-Selection with Web Recruiting: Achieving Strategic Value Congruence. *The Eastern Academy of Management Meetings*, Springfield, MA, May, 2005.

Marler, J. *Introducing HRIS into an MBA Curriculum*. The Higher Education Users Group Annual Conference, Las Vegas, March 20-23, 2005.

Marler, Janet and Liang Xiaoya. *The Effect of Training on Employee Technology Acceptance*, The Annual Academy of Management Meetings, New Orleans, August 9-11, 2004.

Marler, Janet and Liang Xiaoya. *The Effect of Information and Communications Technology on the Nature of Service Work*, the Annual Academy of Management Meetings, Seattle, August 8-10, 2003.

Yanadori, Yoshio and Marler, Janet. "Compensation Strategy: Does Business Strategy Influence Compensation in High-Technology Firms?" The Annual Academy of Management Meetings, Seattle, August 8-10, 2003.

Rothausen, Teresa, Marler, Janet and Wright, P. "Effects of Doctoral Experience, Academic Affiliation, and Sex Differences on Research Productivity and Where Organizational Scientists Hold Tenure." The Annual Academy of Management Meetings, Seattle, August 8-10, 2003.

Marler, Janet and Dulebohn, James. "The Role of Individual Differences in Employee Self-Service HRIS Use". Society of Industrial Psychologists Annual Meeting, Orlando, April 10-12, 2003.

Marler, Janet and Liang Xiaoya. "The Effect of Information Technology on Job Skills", The Eastern Academy of Management, Baltimore, April 30- May 3, 2003.

Dulebohn, James and Marler, Janet "Teaching PeopleSoft to Non-technical Audiences". PeopleSoft Higher Education Users Group Conference, Dallas, March 16-19, 2003.

Marler, Janet, Milkovich, G., and Yanadori, Y. "Organization-Wide Broad-based Incentives: Rational Theory and Evidence." The Academy of Management Annual Meeting, Denver, August 9-14, 2002.

Marler, Janet, and Moen, Phyllis. "Preferences for Alternative Employment Arrangements: In the Context of Gender Schema." The Academy of Management Annual Meeting, Denver, August 9-14, 2002.

Yanadori, Y, Sturman, M., Milkovich, G., and Marler, Janet. “*Organizational Pay Mix: The Implications of Various Theoretical Perspectives.*” The Academy of Management Annual Meeting, Denver, August 9-14, 2002.

Tolbert, Pamela, Valcour, Monique, and Marler, Janet H. “*Work Schedules, Success in Balancing Work and Family, Success in Family and Success*” Business and Professional Women and Sloan Foundation’s Academic Conference on People, Processes and Places. San Francisco, 2002.

Marler, Janet H and George T Milkovich. “*Determinants of Preference for Contingent Employment.*” Annual Academy of Management Meeting, Toronto, August 2000.

Tolbert Pamela, Valcour, Monique and Marler Janet . “*Perceived Success of Part-time Work Strategies.*” (Received Best Symposium Award) Annual Academy of Management Meeting, Toronto, August, 2000.

Marler, Janet H. *Are Alternative Employment Arrangements Family Friendly? Alfred P. Sloan Foundation’s Work and Family: Expanding the Horizons Conference*, San Francisco, February, 1999.

Marler, Janet H, George T. Milkovich, and Melissa Barringer. 1998. “*Boundaryless organizations and boundaryless careers: An emerging market for high-skilled temporary work.*” (Finalist in HR Division’s Best Student Paper Award) Annual Academy of Management Meeting, San Diego, August, 1998.

Marler, Janet H. .1998. “*TQM training, continuous improvement, flexibility, and flexible technologies in service delivery.*” Academy of Management and Ernest & Young, Quality and Management Conference at Arizona State University, Tempe.

Marler, Janet H.1995. “*A review of survey instruments used in work restructuring and work-family research.*” Sloan Foundation Research Network on Work/Design and Work/Family, Jekyll Island Ga.

Marler, Janet H. 1993.*Balancing Work and Family.* A Panel at the Annual Conference of the Women’s Issues Network, Ithaca.

Marler, Janet H. 1993.*Off Balance Sheet Financing.* Annual Research Symposium, American Hospitality Financial Management Educators, New York.

Conference Session Discussant

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Vancouver, August 2015

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Philadelphia, August 2014

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Orlando Florida, August 2013

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Boston 2012

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, San Antonio 2011.

Impact of Human Resources on Organizational Performance. 1999 Annual Academy of Management Meeting, Chicago.

Chaired Conference Sessions

Innovative and Experiential Approaches to teaching HRM, Academy of Management Annual Meeting, Vancouver, August, 2015

Multilevel Strategic HR, Academy of Management Annual Meeting Orlando Florida, August 2013

Business School Dean's Panel Discussion of Opportunities and Threats for HR Education" Academy of Management Annual Meeting, Atlanta, August 15, 2006.

European Compensation and Benefits, 1998 Going Global Conference. Cornell University School of Industrial Labor Relations Extension. Buffalo, New York.

Invited Presentations

Marler, J. Invited speaker at the *Junior Faculty Consortium*, Academy of Management Annual Meeting, Vancouver, August, 2015

Marler, J and Fisher, S. Professional Development Workshop on *Big Data, Business Intelligence and Data-driven HR Decision-making in Teaching and Research*, Academy of Management Annual Meeting, Philadelphia, August, 2014

Marler, J. *Is HR Technology Strategic? An Academic and Industry Perspective* Invited webinar presentation for Professional Exchange of Human Resource Solutions Association (PEHRS), May 29, 2013.

Marler, J. *HR Shared Service Centers and HR Value*, Symposium conducted at the annual meeting of the Academy of Management, Montreal 2010.

Marler, J, *HR Employee Self-Service and Training*, Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta 2010

Marler, J. *Balancing Work and Family Demands*, Junior Faculty Consortium Academy of Management-HR Division, Anaheim California, 2008,

Marler, Janet. *2007 Institutional Activism and Non-Executive Pay. Wharton- Labor Lunch Research Group*

Marler, Janet. *2006 Institutional Activism and Non-Executive Pay. Cornell University-ILR Research Forum*

Marler, J “*Integrating Enterprise Software into HRM/HRIS Program & Curricula*”. PeopleSoft Higher Education Users Group Conference, Dallas, March 16-19, 2003.

Marler, J. *The State of the Human Resource Profession*. 1999 National Academy of Human Resources Annual Assemblage, Santa Fe.

Marler, J *Faculty Development in International Human Resource Management Program*, 1999 University of Colorado, Denver.

Grants and Research Support Awards

Presidential Research Initiative Award-(\$6,500) 2015

Chinese National Science Foundation-(\$95,000) 2012

Corporate Sponsorships—(\$25,000) various

HP Corporation DoGood360 Program- (\$6,500- in kind) 2011

Faculty Research Award Program (2,950)—2011

PeopleSoft Teaching Support (\$50,000 –in kind) - 2004-2007

Dean’s Advisory Board Research Award (\$5,000) – 2004

School of Business Research Award (\$1,200)— 2003

Center for Institutional Investment Management Award (\$3,000) – 2003

Faculty Research Award Program (\$1,275) – 2002

Towers Perrin Faculty Research Award (\$10,000) – 2001

PreDoctoral Fellow, Cornell Employment and Family Careers Institute.

Alfred P. Sloan Foundation, Sloan (Sloan FDN #96-6-9), Phyllis Moen, principal investigator (3 years of tuition & \$15,000/yr stipend).

Principal Co-investigator, Cornell/ Notre Dame Total Remuneration Research Consortium. (data contribution).

Consulting and Technical Reports:

Visier Solutions Corporation Blog Post, The Value of Contradictions, posted September 22, 2016. <http://www.visier.com/hr-leadership/the-value-of-contradiction/>

Sierra Cedar 2014–2015 HR Systems Survey White Paper, 17th Annual Edition, data analyses- www.ihrim.org/Pubonline/CedarCrestone_17thSurvey_IHRIMNews.pdf

Cornell University-Division of Financial Reporting- Evaluated effectiveness of training programs and PeopleSoft implementation.

MasterCard International - Developed international human resource policy.

BorgWarner Automotive - Consulted on succession planning policies.

Media Mentions

No Link between HR Technology and Strategic Gain, Say Researchers. (A. McIlvaine, HREOnline.com. January 25, 2013)

Public companies: As reform loomed, CEO pay was down nationally in '09, but there's more to the story (B. Pinckney, The Business Review, May 3, 2010)

Public companies: Is the belt tightening on exec pay? (B. Pinckney, The Business Review, May 4, 2009)

TEACHING EXPERIENCE

Graduate

Strategic Human Resource Management
Human Resource Information Systems
Human Resource Information Systems Lab
Managerial and Executive Compensation
Analysis of Financial Statements

Undergraduate

Industrial Relations and Human Resource Management
Managing Compensation
Human Resource Information Systems
Managing Careers
Specialized Freshman Seminar on Gender Equity in the Workplace

Executive education

Strategic Human Resources Management;
Analyzing financial reports for non-financial managers

Dissertation Chair (Doctoral Program discontinued-no new candidates after 2007)

Xiaoya Liang –*Dissertation Chair* (PhD earned in 2005- now tenured at Fudan University in Shanghai)

Sue Epstein – *Dissertation Chair* (PhD. 2010 now at SUNY Empire State College)

Sonali Varma—*Dissertation Chair* (PhD 2011)

Dissertation Committees

Alyssa Lambert- PhD earned 2006- now tenured at Indiana Southeast University

Brian Lyons –PhD earned 2007-now tenured Elon University

Susan Kochanowski –PhD 2009 now at Vanderbilt University

Melissa Mann- PhD 2010 now at Winston-Salem University

Regina Yanson - PhD 2012 now at Marion Francis University

SERVICE

Professional

Human Resource Division, Academy of Management

Chair of HR Division Awards Committee 2014-2017

Executive Committee (2014-2017)

Treasurer (2005-2010)

Sponsorship Chair (2008-2011)

Scholarly Achievement Committee (2008)

Chair and Organizer, 5th International e-HRM Conference, NY 2014

International Human Resource Information Management Association-

Co – Chair-Higher Education Initiative (2013)

Oracle Academic Initiative Academic Advisory Board Member (2002-2006)

Ad Hoc Academic Journal Reviewer

Academy of Management Journal

Organization Science

Administrative Science Quarterly

Employee Relations

Journal of Managerial Psychology

Journal of Managerial Studies

Sex Roles: A Journal of Research

Canadian Journal of Administrative Sciences

Academy of Management—Human Resources Division

Strategic Management Society—Strategic Human Capital Interest Group

European Academy of Management-HRM in the Digital Age

External University Committees

SUNY Research Foundation Collaboration Fund Grants Reviewer Panel (2013)

University Service

Strategic Planning Futuring Committee Co-Chair (2016)

University Council on Promotions and Continuing Appointments (2015-current)

University Council of Research member (2005- current)

Strategic Plan Implementation Plan Working Group-Research (2011-2013)

NYSUNY2020 UAlbany Impact Plan Reviewer Panel (2012-2013)

University Senate: School of Business Senate representative for (2004-2006; 2013-current)

Strategic Workforce Group, University at Albany (2011)

Chair, Committee on Research Centers and Institutes (2009)

FRAP A awards committee (2005-2007)

Benevolent Award Committee-graduate funding awards (2005-2007)

PeopleSoft MyUAlbany Implementation Committee (2002-2003)

School of Business Service

By-laws Revision Committee (2011)

Budget Advisory Council (2011)

Faculty Chair, School of Business Administration (2009-2010)

Chair, Research Committee (2000-2002; 2009-2011)

Research Committee (2003-2006, 2015)

Management Department

Chair, Faculty Tenure Committee (2016)

Chair, Management Faculty, School of Business Administration (2010-2013)

Chair, Faculty Search Committee (2006-2007)

Organization Studies Associate Faculty Member (2001-2006)

Chapter Advisor: University at Albany Student SHRM Chapter (2005-current)

PROFESSIONAL AFFILIATIONS

Academy of Management

HR Division Executive Committee

Strategic Management Society

Human Capital Special Interest Group Reviewer

Society for Human Resource Management

International Human Resource Information Management