

## **Janet H. Marler, PhD.**

School of Business  
University at Albany- S.U.N.Y  
Albany, NY 12222  
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### **EDUCATION**

Cornell University, School of Industrial and Labor Relations, Ithaca New York  
Ph.D. 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**

O'Leary Professor (2022-current) Management Department, School of Business, University at Albany-State University of New York, Albany, NY  
Associate Dean of Graduate Programs (2019-2020) School of Business, University at Albany-State University of New York, Albany, NY  
Chair of Management Department (2011-2014) School of Business, University at Albany-State University of New York, Albany, NY  
Professor (2015-2022), 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  
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 Assistant Professor (1990-1993) Financial Management, Cornell University, School of Hotel Administration, Ithaca, NY

### **EDITORIAL APPOINTMENTS**

Executive Editor

*Human Resource Management* (2022-present)

Associate Editor

*Human Resource Management Journal* (2020-2022)

*International Journal of Human Resource Management* (2013-2018)

Guest Editorships

*Human Resource Management Journal* - Co Editor on special issue on "HR/People Analytics and Human Resource Management" (2019-2021)

*International Journal of Human Resource Management*- Co-Editor special issue on "Digitization and the Transformation of Human Resource Management" (2018-2020)

*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-current)

### **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)

### **HONORS AND AWARDS**

Outstanding Graduate Teaching-Dean W. Warren Haynes Memorial Award, 2019  
HR Division Executive Committee Service Excellence, Academy of Management, 2014-2017  
Reviewer Excellence Award for *Human Resource Management Review*, an Elsevier Journal publication, 2017  
Reviewer Excellence Award for *Academy of Management Perspectives*, an Academy of Management publication, 2017  
Best Research Paper in *Organizational Management Journal* in 2015  
Outstanding Researcher, School of Business, University at Albany 2014  
Reviewer Excellence Award for *Human Resource Management Review*, an Elsevier Journal publication, 2014  
Outstanding Service Award Academy of Management, HR Division, 2010  
Outstanding Researcher, School of Business, University at Albany 2010  
Sloan Network's Who is Who in Work and Family, 2005  
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*

### **SCHOLARLY ACTIVITY**

Wang, L., Zhou, Y., Sanders, K., Zou, Y. Marler, J. (forthcoming) Determinants of Effective HR Analytics Implementation: An In-Depth Review and a Dynamic Model for Future Research, *Journal of Business Research*  
Edwards, M, Charlwood, A, Guenole, N, Marler, J (2022) HR Analytics: An Emerging Field Finding Its Place in the World Alongside Simmering Ethical Challenges, *Human Resource Management Journal* <https://doi.org/10.1111/1748-8583.12435>  
Meijerink, J, Boons, M, Keegan, A and Marler, J (2021) Algorithmic Human Resource Management: Synthesizing Development and Cross-Disciplinary Research on Digital HRM, *International Journal of Human Resource Management*, 32: 2545-2562.

- Wiblen, S and Marler, J., (2021) Digitalized Talent Management and Automated Talent Decisions: Implications for Professionals, *International Journal of Human Resource Management*, 32: 2592-2621
- Van Ness, R, Seifert, C., Marler, J., Wales, W. & Hughes, M (2019) “Proactive Entrepreneurs: Who are They and How are They Different?”, *Journal of Entrepreneurship*.
- 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 Technology, Work 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, J and Martin, A. (Accepted). People Analytics Maturity and Organizational Performance Value Chains, in Fernandez, V and Gallardo-Gallardo (Eds) *A Research Agenda for HR Analytics*, E. Elgar Publishers Ltd.

Marler, J and Martin, A, (2021). People Analytics Maturity and Talent Management: Linking Talent Management to Organizational Performance, in Wiblen, S, (Ed,) *Digitalized Talent Management*. New York: Taylor & Francis/Routledge.

Marler, J H. (2020). HR/People Analytics. In Bondarouk, T and Fisher, S, (Eds.) *Encyclopedia of electronic HRM*. Berlin: De Gruyter.

Wiblen, S. and Marler, J. (2020). The Human-Technology Interface in Talent Management and Implications for HRM. In Bissola, R. and Imperatori, B (Eds.), *HRM 4.0 for Human-Centered Organizations*. London: Emerald Press.

Marler, J., Cronemberger, F. and Tao, M. (2017). HR Analytics: The Influence of eHRM in Talent Management). Here to stay or short-lived management fashion? In Bondarouk, T, Parry, E. and Ruel, H. (Eds.), *EHRM in the Smart Era*. (pp 59-86) London: Emerald Press.

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 3<sup>rd</sup> 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 2<sup>nd</sup> 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-Catsoupes 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](http://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 X. (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.

### Conference Presentations

Marler, J. and Martin, L People Analytics Maturity and Organizational Performance Value Chains, *8<sup>th</sup> International e-HRM Conference*, Aarhus University, Aarhus, Denmark, June 1-3, 2022.

Fisher, S and Marler, J. Have we gone to far? Reconsidering the role of employee stake holders in eHRM, *7<sup>th</sup> International e-HRM Conference*, Universita Cattolica, Milan, Italy, Nov 30, 2018.

Wiblen, S, and Marler, J. The human-technology interface: examining the implications of digitalization for HR in talent management, *7<sup>th</sup> International e-HRM Conference*, Universita Cattolica, Milan, Italy, Nov 30, 2018.

Wiblen, S. and Marler, J. Digitized Talent Management, Nirvana or Nemesis, *Academy of Management Annual Meeting*, Chicago, August 2018

Wiblen, S, and Marler, J. Big Data and the Challenges for Talent Management, Big Data and Managing in the Digital Economy Conference, *Academy of Management Specialized Conference*, University of Surrey, April 16-18, 2018

Wiblen, S, and Marler, J. Contextualizing HRM Implementations: The Influence of eHRM in Talent Management, *Academy of Management Annual Meeting*, Atlanta, August 2017

Marler, J., Cronemberger, F. and Tao, M. HR Analytics: Here to stay or short-lived management fashion? *6<sup>th</sup> 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 *6<sup>th</sup> 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, *5<sup>th</sup> 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 *5<sup>th</sup> 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 4<sup>th</sup> 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 X. The Effect of Training on Employee Technology Acceptance, *The Annual Academy of Management Meetings*, New Orleans, August 9-11, 2004.

Marler, Janet and Liang X. 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 X. 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, Seattle, August 2022

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Virtual Conference August 2021

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Boston, August 2019

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Chicago, August 2018

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Atlanta August 2017

Evaluating HR Doctoral Research, Presenter at HR Division Doctoral Consortium at the annual meeting of the Academy of Management, Anaheim, August 2016

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

Becoming an Impactful Reviewer Professional Development Workshop, Academy of Management Annual Meeting, Boston MA August 2023

Designing Digital Transformation for Renewed Human-Centered Organizations: a Multi-Perspective Dialogue, 7<sup>th</sup> International e-HRM Conference, Universita Cattolica, Milan Italy, November 30, 2018

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 to speak at HR Division Research Roundtable Networking Event *Academy of Management Annual Meeting*, Boston MA August 2023

Marler, J invited to speak at 16<sup>th</sup> *International Human Resource Management Conference*, Kings Business School, Kings College, London, United Kingdom, June 28, 2023

Marler, J. Invited Keynote Speaker at 8<sup>th</sup> *International e-HRM Conference*, Aarhus University, Aarhus, Denmark, June 1-3, 2022.

Marler, J. Invited to speak at the Human Resource Analytics Workshop, at Ruhr Universitat Bochum, Germany, July 9, 2020

Marler, J. Invited to speak at *Digitalized Talent Management*. Professional Development Workshop, Academy of Management Annual Meeting, Boston, August 9, 2019.

Marler, J Invited to speak at *Academy of Management Professional Development Workshop on Publishing in Management Research in US Journals*, August 2019, Boston.

Marler, J and Martin, A. *The HR Analytics Value Chain*. People Analytics and Future of Work Conference, Philadelphia, October 5, 2018.

Marler, J and Martin, A. *The HR Analytics Value Chain*. IHRIM Webinar, September 17, 2018.

Marler, J. Invited to speak at *Big Data and Managing in the Digital Economy Academy of Management Specialized Conference, Active Learning Workshop*, April 16, 2018

Marler, J. Invited to speak at *Academy of Management Professional Development Workshop on Women in the Academy: Telling our Stories*, August 2017, Atlanta.

Marler, J. invited to speak at the *Doctoral Consortium* at the Meet the Journal Editors panel, Academy of Management HR Doctoral Consortium, August 2017, Atlanta

Marler, J. Invited to speak *Academy of Management Professional Development Workshop on Managing the Challenges of HR Analytics Research*, August 2017, Atlanta

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](http://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

*The years have been kind for at least a few officeholders.* (A Fries, Times Union, Sunday, July 1 2018)  
*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 (Student rating 4.4/5)

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

### Undergraduate (Student rating 4.2/5)

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  
Human Resource Information Systems

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

Xiaoya Liang –*Dissertation Chair* (Ph.D. earned in 2005- now tenured at Fudan University in Shanghai)  
Sue Epstein – *Dissertation Chair* (Ph.D. 2010 now at SUNY Empire State College)  
Sonali Varma—*Dissertation Chair* (Ph.D. 2011)

### Dissertation Committees

Milou Habraken-Ph.D earned 2020 Twente University, The Netherlands  
Alyssa Lambert- Ph.D. earned 2006- now tenured at Indiana Southeast University  
Brian Lyons –Ph.D. earned 2007-now tenured Elon University  
Susan Kochanowski –Ph.D. 2009 now at Vanderbilt University  
Melissa Mann- Ph.D. 2010 now at Winston-Salem University  
Regina Yanson - Ph.D. 2012 now at Marion Francis University

## **SERVICE**

### Professional

Program Co-Chair, Big Data and Managing in the Digital Economy Conference, Academy of Management, University of Surrey, United Kingdom, April 16-18, 2018

Human Resource Division, Academy of Management

Chair of HR Division Awards Committee 2014-2017

Chair of the HR Division Teaching Committee 2014-2016

Chair of Sponsorships and Development (2008-2011)

Executive Committee (2014-2017)

Treasurer (2005-2010)

Scholarly Achievement Committee (2008)

Chair and Organizer, 5<sup>th</sup> International e-HRM Conference, NY 2014

Co – Chair-Higher Education Initiative International Human Resource Information Management Association- (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 International Business*

*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

University Council on Promotions and Continuing Appointments (2015-2017)

Co-Chair of Strategic Planning Futuring Committee (2016)

Chair, Committee on Research Centers and Institutes (2009)

University Council of Research member (2005- 2014)

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; 2013-2017)

Strategic Workforce Group, University at Albany (2011)



University Registrar Search Committee (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

Associate Dean of Graduate Programs (2019-2020)

Chair, Graduate Curriculum Redesign (2018-2019)

Dean's Search Committee (2017-2018)

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

Chair, Research Committee (2000-2002; 2009-2011, 2018-2019)

By-laws Revision Committee (2011)

Budget Advisory Council (2011)

Research Committee (2003-2006, 2015,)

Personnel Committee (2015)

#### Management Department

HRIS Program Director, Management Department ( 2020-

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

Chair, Faculty Tenure Committee (2019)

Chair, Faculty Tenure Committee (2016)

Chair, Faculty Search Committee (2006-2007)

Organization Studies Associate Faculty Member (2001-2006)

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

#### **COMMUNITY SERVICE**

*Refugee and Immigration Support Services of Emmaus, RISSE.* Albany, NY, Treasurer and Board member

*International Center of the Capital Region* Speaker

*Institute of Nonprofit Leadership and Community Development,* Steering Committee Member

#### **PROFESSIONAL AFFILIATIONS**

Academy of Management

Society for Human Resource Management

#### **REFERENCES**

Upon request