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EDUCATION

- 2003-Present Rutgers University New Brunswick, NJ
Doctorial Candidate, Industrial Relations and Human Resource Management, ABD
- 2001-2003 University of Colorado at Denver Denver, CO
Master of Industrial/Organizational Psychology, May 2003, GPA 4.0
- 1998-2001 West Virginia Wesleyan College Buckhannon, WV
Bachelors of Arts, Psychology Major, May 2001, GPA 3.8

PUBLICATIONS

- Jackson, S.E., Chuang, C., Harden, E., & Jiang, Y. (2006). Toward developing human resource management systems for knowledge-intensive teamwork. J. Mortocchio (Ed.), *Research in Personnel and Human Resource Management*, Vol. 25, 2006.
- Lepak, D.P., Liao, H., Chung, Y. & Harden, E.E. (2006). A conceptual review of high involvement HR systems in strategic HRM research. J. Mortocchio (Ed.), *Research in Personnel and Human Resource Management*, Vol. 25, 2006.
- Aguinis, H. & Harden, E. (2004). Will Banding Benefit My Organization? An Application of Multi-Attribute Utility Analysis. In H. Aguinis (Eds.), *Test Score Banding: legal, technical, and societal issues*. (pp. 193-216). Westport, CT: Praeger.

WORK IN PROGRESS

- Harden, E.E., Kruse, D., & Blasi, J. Who Has a Better Idea? Innovation, Shared Capitalism, and HR Policies. *Chapter to appear in NBER publication*.
- Aguinis, H., & Harden, E. Response to a Reviewer who Wrote that our "N is not Large Enough". Chapter to appear in C.E. Lance and R.J. Vandenberg (Eds.), *Statistical and Methodological Myths and Urban Legends: Where Pray Tell Did They Get This Idea?* Mahwah, NJ: Lawrence Erlbaum Associates.
- Harden, E., & Ford, L. Employee's ability to cope with change: The role of leader member exchange and team member exchange relationships. *Target Journal of Applied Psychology*.
- Harden, E. Exploring team innovation: The role of team intangible assets and exploratory search.

Harden, E.E. High performance work practices and firm performance: Assessing the mediating role of innovative capabilities and the moderating role of strategy.

CONFERENCE PRESENTATIONS

Harden, E. (2007, August). Team innovation: The role of team intangible assets and exploratory search. Paper presented at the Academy of Management Meeting, Philadelphia, PA.

Finegold, D. & Harden, E. (2007, August). Doing well by doing good – Impact of coordinated vs. non-coordinated market economy approaches on HR. Presenter on the All Academy Symposium at the Academy of Management Meeting, Philadelphia, PA.

Harden, E. & Ford, L. (2007, April). Coping with change isn't just an individual difference: The role of leaders and team members. Paper presented at the 22nd Annual Conference of the Society of Industrial and Organizational Psychology, New York, NY.

Aguinis, H. & Harden, E. (2007, April). How Many Subjects Does it Take? Paper presented at the 22nd Annual Conference of the Society of Industrial and Organizational Psychology, New York, NY.

Harden, E., Kruse, D., & Blasi, J. (2006, October). Who Has a Better Idea? Innovation, Shared Capitalism, and HR Policies. Paper presented at the National Bureau of Economic Research (NBER): Shared capitalism research conference, New York City, NY.

Harden, E. (2005, August). HRM Practices, R&D Capabilities, and Firm Performance: The Mediating Role of R&D Capabilities. Paper presented at the Academy of Management Meeting, Honolulu, HI.

Harden, E. (2005, August). The Impact of Contextual and Individual Variables on Employee Voice: An Integrated Framework. Paper presented at the Academy of Management Meeting, Honolulu, HI.

Aguinis, H. & Harden, E. (2003, April). Test Score Banding: legal, technical, and societal issues. Paper presented at the 18th Annual Conference of the Society of Industrial and Organizational Psychology, Orlando, FL.

Harden, E. (2002, March). Traditional Lecture versus Computer-Based Training. Paper presented at the Industrial/Organizational Behavior Graduate Student Conference, at University of South Florida, Tampa, FL.

ACADEMIC/RESEARCH APPOINTMENTS

Graduate Research Assistant

08/06 – 05/07	Doug Kruse, Ph.D., Rutgers University
08/04 – 12/05	Mark Huselid, Ph.D., Rutgers University
8/03 – 05/04	David Lepak, Ph.D., Rutgers University
12/01 – 05/03	Herman Aguinis, Ph.D., University of Colorado at Denver

12/01 – 05/02 Kurt Kraiger, Ph.D., University of Colorado at Denver

Program Assistant

08/01 – 05/02 University of Colorado at Denver, I/O Psychology

TEACHING EXPERIENCE

Human Resource Strategy 1: Introduction (summer, 2005) Rutgers University
Graduate introductory course for HRM
Solely responsible for the class
Average evaluation: 4.55/5.00

Self-Leadership (spring, 2006; summer, 2006) Rutgers University
Graduate elective course for Master's in HRM
Teaching assistant to Susan Jackson (spring, 2006)
Average evaluation: Not Available
Solely responsible for the class (summer, 2006)
Average evaluation: 4.60/5.00

Human Resource Issues (spring, 2005) Rutgers University
Undergraduate introductory course in HRM
Solely responsible for the class
Average evaluation: 4.57/5.00

Organizational Behavior and Work (fall, 2006) Rutgers University
Undergraduate course in Organizational Behavior
Solely responsible for the class
Average evaluation: Not Available

SERVICE TO UNIVERSITY

Supervisor of Independent Studies

Amy Beier	Outsourcing America Independent Study	Fall, 2006
Jennifer Panzanaro	Diversity Independent Study	Spring, 2006
Sarah Eun Ahu	Self-Leadership Independent Study	Spring, 2006
Jennifer Wlekkik	Self-Leadership Independent Study	Spring, 2006

Supervisor of Internships

Jennifer Wlekkik	Dental Office	Summer, 2006
Jessica Martin	1 st - Career Developers Consulting Group	Spring, 2006
Arron Kunter	SDBS Nave, LLC	Fall, 2005

PROFESSIONAL EXPERIENCE

Leadership and Organizational Development (06/02 – 07/03)
FMI Corporation, Denver, CO

Research Associate (09/01 – 03/02)
Strategic Programs, Inc., Denver, CO

Staffing Assistant (05/01 – 09/01)
Access Personnel Service, Inc., Atlanta, GA

Human Resource Management Intern (01/00 – 05/00)
WBOY (NBC Affiliate), Clarksburg, WV

CONSULTANCIES

Excelsior College (06/06 – 08/06)
Implemented a customer service perceptions and expectations survey across a 3,500 faculty and student sample, analyzed data, created comprehensive report

IBM (06/05 – 08/05)
Researched, conceptualized, and reported on critical HRM issues the organization was facing; provided recommendations based on these findings

Maersk (05/05 – 07/05)
Analyzed employee engagement survey data, created comprehensive report of key findings, provided recommendations

Excelsior College (04/03 – 08/03)
Implemented a customer service perceptions and expectations survey across a 3,500 faculty and student sample, analyzed data, created comprehensive report

Catholic Health Initiatives (11/01 – 4/02)
Created a model for predicting turnover from 360° performance appraisal data

University of Colorado at Denver (11/01 – 2/02)
Provided training to managers on performance appraisal feedback, goal setting, and pay-for-performance guidelines

Denver's Department of Human Services (01/02 – 4/04)
Completed a detailed qualitative content for a climate survey, included over 2,500 respondents

Oasis Wellness Network (10/01)
Designed a behaviorally-anchored, structured interview for Network Technician Position

PROFESSIONAL AFFILIATIONS

Society of Industrial & Organizational Psychologist, member

Academy of Management, member

American Psychological Association, member

Society of Human Resource Management, member

GRANTS AND CORPORATE FUNDING

Center for Human Resource Strategy (CHRS)
Research Grant – \$10,000

HRM practices for Knowledge Intensive Teamwork (KITwork)
With Professor Susan E. Jackson

AWARDS AND HONORS

Front End of Innovation Doctoral Travel Scholarship, 2006

Colorado Human Resource Association Scholarship, 2002

Presidential Scholarship, 1997 – 2001

Victor & Gayle Mavar Scholarship, 1998 – 2001

Academic All-American, Cross Country, 1999 and 2000

Slaymaker-Kinsey Academic Achievement Award, fall 2000