

**SUSAN E. JACKSON**

Distinguished Professor, Department of Human Resource Management  
Rutgers University, New Jersey, USA

Susan E. Jackson, PhD, is Distinguished Professor of Human Resource Management in the School of Management and Labor Relations and a Visiting Faculty member at the Center for Human Resource Management at the University of Lucerne. She received her B.A. in psychology and sociology from the University of Minnesota and her Master and Ph.D. degrees in organizational and social psychology from the University of California at Berkeley, as well as an honorary doctorate (Dr. h.c.) from the University of Zürich. Her primary areas of expertise include managing for environmental sustainability, work team diversity, and strategic human resource management systems. She has published more than 150 scholarly articles and chapters on these and related topics, and is the author or editor of several books, including, *The Oxford Handbook of Strategy Implementation: Managing Strategic Resources* (with M. Hitt and colleagues), *Managing Human Resources, 12th edition* (with R. Schuler and S. Werner), *Managing Knowledge for Sustainable Competitive Advantage* (with M. Hitt and A. DeNisi), *Managing Human Resources in Cross-Border Alliances* (with R. Schuler and Y. Luo), *Diversity in the Workplace: Human Resources Initiatives*, and *Managing Human Resources in Environmentally Sustainable Organizations* (with D. Ones and S. Dilchert). An active member and former President of the Academy of Management, she has served in numerous editorial roles, including as Editor of the *Academy of Management Review* and as Co-editor (with R. S. Schuler and P. Sparrow) of the extensive *Routledge Series in Global Human Resource Management*.

**CONTACT INFORMATION**

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**EDUCATION**

Ph.D. Social/Organizational Psychology, University of California, Berkeley

M.A. Social/Organizational Psychology, University of California, Berkeley

B.A. Psychology and Sociology, University of Minnesota, Morris

**EMPLOYMENT**

Department of Human Resource Management, Rutgers University, 1998-present.

Associate Dean for Strategic Initiatives (Special Appointment), March, 2014-July, 2015.

Graduate Director of IRHR Doctoral Program, 1998-2006.

Department of Management, New York University.

Director of Doctoral Program in Management and Organizational Behavior.

Department of Psychology, New York University.

Department of Organizational Behavior & Industrial Relations, University of Michigan.

Department of Management, New York University.

Department of Psychology, University of Maryland, College Park, Maryland.

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Personnel Analyst, Office of the Vice President, Academic and Staff Personnel Relations,  
University of California Systemwide Administration, Berkeley, California.

## **HONORS**

### **Honorary Appointments**

Faculty Affiliate, Institute for Inclusiveness and Diversity in Organizations (IIDO), San Diego State University, 2011-ongoing.

Visiting Scholar, University of Lucerne, Center for HRM, 2016-ongoing.

Fellow, Academy of Management (ongoing).

Fellow, Association for Psychological Science (ongoing).

Fellow, British Academy of Management (ongoing).

Fellow, India Academy of Management (ongoing).

Fellow, Society for Industrial and Organizational Psychology (ongoing).

Fellow, Sunningdale Institute, National School of Government, UK, 2005-2009.

Research Fellow, Center for Performance-Led HR, Lancaster University, Lancaster, UK, 2008-2016.

Visiting Faculty, Institute for Business Administration (HRM), University of Zürich, 2012-2016.

Advisory Board Member, University of Zürich Dept. of Business Administration, 2011-2016.

Research Fellow, Lorange Institute of Business, Zürich, 2010-2013 (also under former name of GSBA Zürich, 2000-2009).

### **Awards and Recognition for Scholarship**

Identified as one of the most widely cited authors in best-selling textbooks for industrial and organizational psychology. See H. Aguinis, R. S. Ramani, P. K. Campbell, P. Bernal-Turnes, J. M. Drewry, and B. T. Edgerton (2017). *Industrial and Organizational Psychology*, 69: 1-51. doi:10.1017/iop.2017.69

Recipient, Emerald Citations of Excellence for 2017, in recognition of our article titled, "An Aspirational Framework for Strategic Human Resource Management," which appeared in the *Academy of Management Annals*, 2014.

Recipient, Michael R. Losey Human Resource Research Award (given by the Society for Human Resource Management), 2015.

Recipient, Honorary Doctorate (Dr.h.c.), Economics and Business Administration, University of Zurich, 2015.

Identified as the 5<sup>th</sup> most influential scholar in the field of management based on academic citations and counts of Google pages. See: Aguinis, H., Suarez-Gonzalez, I., Lannelongue, G., & Joo, H. (2012). Scholarly impact revisited. *Academy of Management Perspectives*, 26 (2), 105-132. DOI: 10.5465/amp.2011.0088

Recipient, University of Minnesota Distinguished Alumni Award (given by the University of Minnesota, Morris Alumni Association), 2010.

Recipient, Herbert Heneman Jr. Award for Career Achievement (given by the Human Resources Division of the Academy of Management), 2008.

Identified as the 4<sup>th</sup> most cited author in the field of management, 1981-2004, based on academic citations. See: Podsakoff, P. M., MacKenzie, S. B., Podsakoff, N. P., & Bachrach, D. G. (2008). Scholarly influence in the field of management: A bibliometric analysis of the

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determinants of university and author impact in the management literature in the past quarter century. *Journal of Management*, 34, 641–720. DOI: 10.1177/0149206308319533  
Recipient, Ulrich & Lake Award for Excellence, 2004 (given by Wiley & Sons).

### **PROFESSIONAL MEMBERSHIPS AND SERVICE**

#### Academy of Management (Fellow)

Past President, 2011-2012.

President, 2010-2011.

President-Elect, 2009-2010.

Program Chair and Vice President, 2008-2009.

Program Chair-Elect and Vice-President Elect, 2007-2008.

Fellows Membership Committee, 2010-2012.

New Journal Implementation Task Force: *Academy of Mgt Discoveries*, 2012 (Chair).

Institute of Medicine Task Force, 2006-2007.

Journal Restructuring Committee, 2005-2006.

Career Achievement Awards Committee, 2002-2005.

Editor Search Committee, 1998-1999.

#### Human Resources Division

Heneman Career Achievement Award Committee, 2002-2004, 2008-2013,  
2014-15; 2017-20. (Chair in 2008-9).

Executive Committee, 2000-2003.

Program Innovation Committee Chair, 2000-2001.

Awards Committee, 1987-1988; 1989-1990.

#### Organizational Behavior Division

Past President, 1994-95.

President, 1993-94.

President Elect, 1992-93.

Program Chair, 1991-92.

Program Chair-Elect, 1990-91.

Awards and Review Panel, 1984-1986.

Nominating Committee, 1984-1985.

#### Association for Psychological Science

#### British Academy of Management (Fellow)

#### Center for Creative Leadership

Member, Board of Governors (1993-1999).

Research Advisory Committee (1993-1999; Chair, 1997-1999).

CEO Search Committee (1993-1994).

Organization and Operations Committee (1997-1999).

#### European Academy of Management (2015-present)

**PROFESSIONAL MEMBERSHIPS AND SERVICE, continued**

International Association of Applied Psychology  
Program Co-Chair, 1996-1998.

International Federation of Scholarly Associations of Management  
Regional Representative, 2011-2012.

International Research Seminar in Service Management  
Program Chair, HRM section, 1990.

International Human Resource Management Conference, Limerick, Ireland  
U.S. Regional Representative, 2003.

Society for Industrial and Organizational Psychology (Fellow)  
Frontiers Series Editorial Board, 2019-ongoing.  
Fellows Election Committee, 2016-ongoing.  
SIOP Conference Theme Track Committee, 2010-2011.  
Distinguished Professional Contributions Award Committee, 2004-2006.  
Science Journal Concept Task Force, 2005-2006.  
Scientific Affairs Committee, 1987-1989; 1993-1997.  
Member-at-Large/Long Range Planning Committee, 1989-1992.  
Program Committee, 1982-1987.  
Division 14 Program Chair, 1985.  
Midyear Conference Committee, 1985-1987.  
SIOP Annual Conference Program Chair, 1986.  
Education and Training Committee, 1984-1985.  
Liaison to APA's Board of Convention Affairs, 1983-1984.

**EDITORIAL ACTIVITIES (Journals and Book Series)**

**Senior Editor Roles**

Consulting Editor, *International Business Review*, 2021-ongoing.  
*SIOP Organizational Frontiers Series*, Editorial Board, 2019-ongoing.  
*Global Human Resource Management Book Series* Co-Editor, Routledge Publications,  
2001-2019 (31 books).  
*Oxford Handbook Online (Scholarly Reviews): Business and Management*, Senior Editor  
for HRM area, 2012-2016.  
*Academy of Management Review*, Editor, 1994-1996.  
*Academy of Management Review*, Consulting Editor, 1991-1993.  
*Frontiers of Industrial & Organizational Psychology*, Editorial Board, 1996-1999.

**Guest Editor Roles**

Guest Co-Editor (C. Marquis and Y. Li). *Management and Organization Review*, Special  
Issue on “Building Sustainable Organizations in China”, Vol. 11, No. 3, 2015.  
Guest Co-Editor (with S. Russell and L. Anderson), *Journal of Organizational Behavior*,  
Special Issue on “Greening Organizational Behavior”, Vol. 34, No. 2, 2013.

- Guest Co-Editor (with D. W. S. Renwick, J. C. C. Jabbour and M. Camen-Muller), *German Journal of Research in Human Resource Management*, Special Issue on “Green Human Resource Management”, Vol. 25, No. 2, 2011.
- Guest Co-Editor (with M. A. Hitt, P. W. Beamish, and J. E. Mathieu), *Academy of Management Journal*, Special Research Forum on “Building Bridges across Levels,” Vol. 50, No. 6, 2007.
- Guest Co-Editor (with R. S. Schuler and S. Dolan), *International Journal of Manpower*, Special issue on “Trends and Emerging Issues in HRM: Global and Transcultural Perspectives”, Vol. 22, No. 3, 2001.

### **Advisory Board Roles**

- Journal of Organizational Effectiveness: People and Performance*, 2013-2018.
- Journal of Trust Research*, 2008-2018.
- Cross Cultural Management: An International Journal*, 2007-2014.
- International Journal of Manpower*, 2001-2015.
- Esade-Deusto Series in *Managing People in the 21st Century Organizations*, 2005-2012.

### **Journal Review Boards**

- Academy of Management Journal*, 2001-2010.
- Academy of Management Review*, 1988-1990.
- Applied Psychology: An International Review*, 1992-2006.
- Cross-Cultural Management: An International Journal*, 2010-2015.
- Human Resource Management Journal*, 1999-2004.
- Human Resource Planning*, 1986-1993.
- International Journal of Manpower*, 2000-2015.
- Journal of Applied Psychology*, 1988-1993; 1996-2002.  
[Editor Selection Committee, 2001].
- Journal of Business and Psychology*, 1986-1990.
- Journal of Occupational and Organizational Psychology*, 1999-2004.
- Journal of Organizational Behavior*, 1993-1995.
- Journal of Service Research*, 1997-2000.
- Organizational Dynamics*, 1996-2016.
- Personnel Psychology*, 1985-1993.

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## PUBLICATIONS

### Books

Jackson, S. E., Schuler, R. S., & Werner, S. (2017). *Managing Human Resources*. 12e. Oxford: Oxford University Press. [Details about prior editions available upon request.]

Hellriegel, D., Jackson, S. E., Slocum, J. W., Franklin, F. E. B. (2017). *Administración: Un enfoque basado en competencias*, 12a edición. Santa Fe: Mexico: Cengage Learning.

Hitt, M. A., Jackson, S. E., Carmona, S., Bierman, L., Shalley, C. E., & Wright, M. (2017). *The Oxford Handbook of Strategy Implementation: Managing Strategic Resources*. Oxford, UK: Oxford Press.

Maslach, C., Jackson, S. E., & Leiter, M. P. (2017). *Maslach Burnout Inventory and Manual: Fourth Edition*. San Francisco: Mindgarden, Inc. [Prior editions published in 1981, 1986, and 1996.]

Jackson, S. E., Ones, D., & Dilchert, S. (2012). *Managing human resources for environmental sustainability*. San Francisco: Jossey-Bass.

Hellriegel, D., S. E., Slocum, J. W., Jackson, S. E., Louw, L. and Associates (2012). *Management: Fourth South African Edition*. Oxford, UK: Oxford University Press.

Hellriegel, D., Jackson, S. E., Slocum, J. W. (2009). *Administración: Un enfoque basado en competencias*, 11a edición. Santa Fe: Mexico: Cengage Learning.

Saba, T., Dolan, S. L., Jackson, S. E., & Schuler, R. S. (2008). *La Gestion des Ressources Humaines: Tendances, enjeux et pratiques actuelles, 4<sup>e</sup> édition*. Quebec: Editions du Renouveau Pedagogique Inc. [Details about prior editions available upon request.]

Hellriegel, D., Jackson, S. E., Slocum, J. W. (2008). *Managing: A Competency-Based Approach*, 11<sup>th</sup> edition. Cincinnati: South-Western. [Details about prior editions available upon request.]

Dolan, S. L., Valle, R. C., Jackson, S. E., & Schuler, R. S. (2007). *La Gestión de los Recursos Humanos: Cómo atraer, retener y desarrollar, con éxito el capital humanos en tiempos de transformación, 3a ed.* McGraw-Hill. [Details about prior editions available upon request.]

Schuler, R. S., & Jackson, S. E. (2007). *Strategic Human Resource Management, 2ed.* London: Blackwell. [Prior edition published in 1999; also available in simplified Chinese, published by Southwestern University of Finance & Economic Press.]

Jackson, S. E., Hitt, M. A., & DeNisi, A. S. (eds.) (2003). *Managing Knowledge for Sustained Competitive Advantage: Designing Strategies for Effective Human Resource Management* (an edited volume in the SIOP Scientific Frontiers Series). San Francisco: Jossey-Bass.

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Schuler, R. S., Jackson, S. E., & Luo. (2003). *Managing Human Resources in Cross-border Alliances*. London, UK: Routledge Publishing.

Cooper, C. L., & Jackson, S. E. (eds.) (1997). *Creating Tomorrow's Organizations: A Handbook for Future Research in Organizational Behavior*. New York: Wiley & Sons.

Ruderman, M. N., Hughes-James, M., & Jackson, S. E. (eds.) (1996). *Selected Research on Work Team Diversity*. Greensboro, NC: Center for Creative Leadership and American Psychological Association.

Jackson, S. E., & Ruderman, M. N. (eds.) (1995). *Diversity in Work Teams: Research Paradigms for a Changing Workplace*. Washington, D. C.: American Psychological Association.

Jackson, S. E., & Associates (1992). *Diversity in the Workplace: Human Resources Initiatives*. New York: Guilford Press. (Paperback edition published in 1993).

### **Journal Articles and Book Chapters**

Ren, S., & Jackson, S. E. (2020). HRM institutional entrepreneurship for sustainable business organizations. *Human Resource Management Review*, 30 (3).  
<https://doi.org/10.1016/j.hrmr.2019.100691>

Ren, S., Tang, G. and Jackson, S.E. (2020). Effects of Green HRM and CEO ethical leadership on organizations' environmental performance. *International Journal of Manpower*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJM-09-2019-0414>

Jackson, S. E., Jiang, K., & Schuler, R. S. (2020). Strategic human resource management. *Oxford Bibliographies*. (Published online). <https://doi.org/10.1093/obo/9780199846740-0034>

Jackson, S. E., Kim, A., & Schuler, R. S. (2019). HRM practice and scholarship in North America. In C. Brewster, W. Mayrhofer, and E. Farndale, (eds.), *Handbook of Research on Comparative Human Resource Management, Second Edition*, pp. 373-391. (Cheltenham, UK: Edward Elgar Publishing).

Ren, S., Tang, G., & Jackson, S. E. (2018). Green human resource management research in emergence: A review and future directions. *Asia Pacific Journal of Management*, 35 (3): 769–803. <https://doi.org/10.1007/s10490-017-9532-1>

Aguinis, H. Davis, J., Detert, J. R., Glynn, M. A., Jackson, S. E., Kochan, T., Kossek, E. E., Leana, C., Lee, T. W., Morrison, E., Pearce, J., Pfeffer, J., Rousseau, D., & Sutcliffe, K. M. (2017). Using organizational science research to address U.S. federal agencies' management and labor needs. *Behavioral Science & Policy*, 2 (2): 3-12.

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- Kim, A., Kim, Y., Han, K., Jackson, S. E., & Ployhart, R. E. (2017). Multilevel influences on voluntary workplace green behavior: Individual differences, leader behavior, and coworker advocacy. *Journal of Management*, 43 (5): 1335–1358.  
<https://doi.org/10.1177/0149206314547386>
- Hitt, M. A., Jackson, S. E., Carmona, S., Bierman, L., Shalley, C. E., & Wright, M. (2017). The imperative for strategy implementation. In Hitt, M. A., Jackson, S. E., Carmona, S., Bierman, L., Shalley, C. E., & Wright, M. *The Oxford Handbook of Strategy Implementation: Managing Strategic Resources*, pp. 1-21. London: Oxford Press.
- Hitt, M. A., Jackson, S. E., Carmona, S., Bierman, L., Shalley, C. E., & Wright, M. (2017). The future of strategy implementation. In Hitt, M. A., Jackson, S. E., Carmona, S., Bierman, L., Shalley, C. E., & Wright, M. *The Oxford Handbook of Strategy Implementation: Managing Strategic Resources*. London: Oxford Press.
- Schuler, R. S., Jackson, S. E., & Tarique, I. (2017). Managing global talent challenges and global talent management initiatives. In B. S. Reiche, G. K. Stahl, M. E. Mendenhall, and G. R. Oddou (eds.), *Readings and Cases in International HRM, 6<sup>th</sup> edition*. New York: Routledge.
- Chuang, C-H., Jiang, Y., & Jackson, S. E. (2016). Can knowledge-intensive teamwork be managed? Examining the roles of HRM systems, leadership, and tacit knowledge. *Journal of Management*, 42 (2): 524–554. <https://doi.org/10.1177/0149206313478189>
- Jiang, Y., Jackson, S. E., & Colakoglu, S. (2016). An empirical examination of personal learning within the context of teams. *Journal of Organizational Behavior*, 37 (5): 654–672.  
<https://doi.org/10.1002/job.2058>
- Chung, Y., Liao, H., Jackson, S. E., Subramony, M., Colakoglu, S., & Jiang, Y. (2015). Cracking but not breaking: Joint effects of faultline strength and diversity climate on loyal behavior. *Academy of Management Journal*, 58 (5): 1495-1515.  
<https://doi.org/10.5465/amj.2011.0829>
- Jackson, S. E. (2015). Diversity management. In C. Cooper (ed.), *Wiley Encyclopedia of Management, 3rd edition, Volume 11*. London, UK: Wiley.  
<https://onlinelibrary.wiley.com/action/doSearch?AllField=diversity+management&ContentGroupKey=10.1002%2F9781118785317>
- Marquis, C., Jackson, S. E., & Li, Y. (2015). Building sustainable organizations in China. *Management and Organization Review*, 11 (3): 427-440.  
<https://doi.org/10.1017/mor.2015.37>



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Jackson, S. E., Schuler, R. S., & Jiang, K. (2014). An aspirational framework for strategic human resource management. *The Academy of Management Annals*, Volume 8, pp. 1-56. <https://journals.aom.org/toc/annals/8/1>

Jackson, S. E., Jiang, K., & Schuler, R. S. (2014). Strategic human resource management. In R. W. Griffin (ed.), *Oxford Bibliographies*, published online at: <http://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0034.xml>

Kawamura, K. M., & Jackson, S. E. (2014). Scholars' corner: Kristine Marin Kawamura interviews Susan E. Jackson, PhD. *Cross-Cultural Management: An International Journal*, Vol. 21, 261-283. <https://doi.org/10.1108/CCM-02-2014-0023>

Schuler, R. S., & Jackson, S. E. (2014). Human resource management and organizational effectiveness: Yesterday and today. *Journal of Organizational Effectiveness: People and Performance*, 1: 35-55. <https://www.emerald.com/insight/content/doi/10.1108/JOEPP-01-2014-0003/full/htm>

This article received the Emerald Award for Excellence 2015 for the journal's most outstanding paper published in 2014.

Schuler, R. S., Jackson, S. E., & Tarique, I. (2014). Human resource management in context. In R. Blanpain (Ed.), *Comparative Labour Law and Industrial Relations in Industrialized Market Economies*, 11 ed., pp. 101-152. (The Netherlands: Kluwer Law International BV).

Jackson, S. E. (2013). Behavioral perspective of strategic human resource management. In E. H. Kessler (ed.), *Encyclopedia of Management Theory*, pp. 66-72. London, UK: Sage.

Chung, Y., & Jackson, S. E. (2013). The internal and external networks of knowledge-intensive teams: The role of task routineness. *Journal of Management*, 39 (2): 442-468. <https://journals.sagepub.com/doi/10.1177/0149206310394186>

Jiang, Y., Jackson, S. E., Shaw, J. B., & Chung, Y. (2012). The consequences of educational specialty and nationality faultlines for project teams. *Small Group Research*, 43(5): 613-644. <https://journals.sagepub.com/doi/10.1177/1046496412453943>

Jackson, S. E. (2012). Melding I-O scholarship and practice for environmental sustainability. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(4): 477-480. <https://doi.org/10.1111/j.1754-9434.2012.01481.x>

Jackson, S. E. (2012). Building empirical foundations to inform the future practice of environmental sustainability. In S. E. Jackson, D. Ones, and S. Dilchert (2012). *Managing human resources for environmental sustainability*, pp. 416-432. San Francisco: Jossey-Bass.

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Jackson, S. E. (2012). Portrait of a slow revolution toward environmental sustainability. In S. E. Jackson, D. Ones, and S. Dilchert (2012). *Managing human resources for environmental sustainability*, pp. 3-20. San Francisco: Jossey-Bass.

Jackson, S. E. (2012). HRM und ökologische Nachhaltigkeit. In G. Ochsenein, U. Pekruhl, and R. Spaar (Hrsg.), *Human Resource Management: Jahrbuch 2012*, pp. 175-206. (Zürich: WEKA Business Media).

Jackson, S. E. (2012). We @ AOM (AOM 2011 Presidential Address). *Academy of Management Review*, 37 (2): 170-171. <https://doi.org/10.5465/amr.2012.0009>

Maslach, C., Leiter, M. P., & Jackson, S. E. (2012). Making a significant difference with burnout interventions: Researcher and practitioner collaboration. *Journal of Organizational Behavior*, 33: 296–300. <https://doi.org/10.1002/job.784>

Jackson, S. E., Schuler, R. S., Lepak, D., & Tarique, I. (2012). Human resource management practice and scholarship: A North American perspective. In: C. Brewster and W. Mayrhofer (eds.), *Handbook of Research on Comparative Human Resource Management*, pp. 451-477. (Cheltenham, UK: Edward Elgar Publishing).

Schuler, R. S., Werner, S., & Jackson, S. E. (2012). United States of America: Southwest Airlines. In J. C. Hayton, M. Biron, L. Castro Christiansen, and B. Kuvaas (eds). *Global Human Resource Management Casebook*, pp.382-394. London: Routledge.

Jackson, S. E., & Schuler, R. S. (2011). Cultural diversity in cross-border alliances. In Stahl, G. K., Mendenhall, M., & Oddou, G. R. (Eds.), *Readings and Cases in International Human Resource Management and Organizational Behavior* (5<sup>th</sup> ed.). (London: Routledge). [Adapted from R. S. Schuler, S. E. Jackson, and Y. Luo, *Managing Human Resources in Cross-Border Alliances*. London: Routledge, 2004.]

Jackson, S. E., Renwick, D. W. S., Jabbour, C. J. C., & Muller-Camen, M. (2011). State-of-the-art and future directions for green human resource management: Introduction to the special issue. *Zeitschrift für Personalforschung, (German Journal of Research in Human Resource Management)*, 25 (2), 99-116.

Chung, Y., & Jackson, S. E. (2011). Coworker trust and knowledge creation: A multilevel analysis. *Journal of Trust Research*, 1 (1): 63-81. <https://doi.org/10.1080/21515581.2011.552425>

Jackson, S. E. and Joshi, A. (2011). Work team diversity. In S. Zedeck (ed.), *APA Handbook of Industrial and Organizational Psychology, Volume 1*, pp. 651-686. Washington, DC: American Psychological Association.

Jackson, S. E., & Seo, J. (2010). The greening of strategic HRM scholarship. *Organizational Management Journal*, 7 (Winter): 278-290. <https://doi.org/10.1057/omj.2010.37>

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Schuler, R. S., Jackson, S. E., & Tarique, I. (2011). Global talent management and global talent challenges: Strategic opportunities for IRHM. *Journal of World Business*, 46: 506-516. <https://doi.org/10.1016/j.jwb.2010.10.011>

Schuler, R. S., Jackson, S. E., & Tarique, I. (2011). Framework for global talent management: HR actions for dealing with global talent challenges. In H. Scullion and D. Collings (eds.), *Global Talent Management*, pp. 17-36. (London: Routledge, 2011). [Adapted from R. S. Schuler, S. E. Jackson, and I. Tarique, Global talent management and global talent challenges: Strategic opportunities for IRHM. *Journal of World Business*, 2011; Adapted and reprinted in Stahl, G. K., Mendenhall, M., & Oddou, G. R. (Eds.), *Readings and Cases in International Human Resource Management and Organizational Behavior* (5th ed.). London: Routledge.)

Schuler, R. S., Jackson, S. E., & Tarique, I. (2010). Human resource management in context. In R. Blanpain and C. Engels (eds.) *Comparative Labour Law and Industrial Relations in Industrialised Market Economies, 10<sup>th</sup> ed.*, pp. 97-137. (The Hague: Kluwer Law International).

Schuler, R. S., & Jackson, S. E. (2009). Global realities for MNEs: Implications for international human resource management. In R. Berndt (ed.), *Economic World 2010: Trends and Strategies, Volume 15*. (Berlin: Springer). [This chapter received the GSBA Best Academic Reader's Article for 2009].

Jackson, S. E. and Hong, Y. (2008). Knowledge work. In C. L. Cooper and J. Barling (eds.), *The Sage Handbook of Organizational Behavior, Volume 1: Micro Approaches*, pp. 371-392. (London, UK: Sage).

Jackson, S. E., & Chung, Y. (2008). The people make the place complicated. In D. B. Smith (ed.), *The People Make the Place: Dynamic Linkages between Individuals and Organizations*, pp. 37-62. (Mahwah, NJ: Lawrence Erlbaum).

Hitt, M. A., Beamish, P.W., Jackson, S. E., & Mathieu, J. E. (2007). Building theoretical and empirical bridges across levels: Multilevel research in management. *Academy of Management Journal*, 50 (6): 1385-1399. <https://doi.org/10.5465/amj.2007.28166219>

Schuler, R. S., & Jackson, S. E. (2007). Human resource management in context. In R. Blanpain (ed.) *Comparative Labour Law and Industrial Relations in Industrialized Market Economies, 9<sup>th</sup> ed.*, pp. 95-133. (The Hague: Kluwer Law International.)

Jackson, S. E., Chuang, C-H., Harden, E., & Jiang, Y. (2006). Toward developing human resource management systems for knowledge-intensive teamwork. In J. Martocchio (ed.), *Research in Personnel and Human Resource Management, Vol. 25*, pp. 27-70. (Oxford, UK: Elsevier).

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Joshi, A., Liao, H. and Jackson, S. E. (2006). Cross-level effects of workplace diversity on sales performance and pay. *Academy of Management Journal*, 49, 459-481.

<https://doi.org/10.5465/amj.2006.21794664>

Hyland, M. A., & Jackson, S. E. (2006). A multiple stakeholder perspective: Implications for measuring work-family outcomes. In M. Pitt-Catsouphes, E. E. Kossek, and S. Sweet (eds.), *The Work and Family Handbook: Multi-disciplinary Perspectives and Approaches*, pp. 527-549. (Mahwah, NJ: Lawrence Erlbaum).

Schuler, R. S., Jackson, S. E., & Fendt, J. (2005). Managing human resources in cross-border alliances. In H. Scullion and M. Linehan (eds.), *International Human Resource Management: A Critical Text*, pp. 202-235 (New York: Palgrave/MacMillan).

Jackson, S. E. (2005). Diversity management. In N. Nicholson, P. Audia and M. Pillutla (Eds.), *Blackwell Encyclopedic Dictionary of OB 2nd Edition*, pp. 91-95. (Oxford: Blackwell).

Schuler, R. S., & Jackson, S. E. (2005). A quarter-century review of human resource management in the U. S. *Management Revue*, 16 (1): 1-25.

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### **Other**

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### **PRESENTATIONS**

#### **Invited and Keynote Presentations:**

Jackson, S. E., & Schuler, R. S. (2019). Lessons Learned as Reviewers and Editors. Faculty of Economics and Management, Lucerne University, Switzerland, September.

Jackson, S. E. (2015). Recent Research on Workplace Diversity: Nature and Consequences of Demographic Faultlines and Diversity Climate in A Global Manufacturing Firm Lancaster University, UK September.

Jackson, S. E., & Shim, H. (2015). Integrating Sustainability into Research and Teaching: An Optimistic View. ASAC Workshop: Integrating Sustainability into Research and Teaching, Halifax, Canada October.

Jackson, S. E. (2015). HR's Next Challenge: Sustainability at Work. RU SHRM Business Conference, Rutgers University, New Jersey, March.

Jackson, S. E. (2012). Environmental sustainability in the workplace. Institute for Sustainable Enterprise, Fairleigh Dickinson University, New Jersey, November.

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Jackson, S. E. (2012). Managing human resources for environmental sustainability. International Federation of Scholarly Associations of Management, Limerick, Ireland, June.

Jackson, S. E. (2011). Managing human resources in environmentally sustainable organizations. Dutch HRM Network, Groningen, The Netherlands, November.

Jackson, S. E. (2011). AOM Presidential Address: We@AOM. Annual conference of the Academy of Management, San Antonio, Texas, August.

Jackson, S. E. (2011). Greening strategic HRM research and practice. 26<sup>th</sup> Workshop on Strategic HRM. Reykjavik, Iceland, May.

Jackson, S. E. (2011). Academic Keynote Address: Greening management scholarship: Challenges and opportunities. Conference on Principles for Responsible Management Education: Achieving Sustainability through Innovation. Rowan University, April.

Jackson, S. E. (2010). Invited Address. Greening workforce management. SMLR Alumni and Friends, School of Management and Labor Relations, Rutgers University, Piscataway, NJ, September.

Jackson, S. E. (2010). Keynote Address: The greening of strategic HRM. Seminar on Green HRM and Corporate Social Responsibility. Aston Centre for Human Resources, Aston University, UK, June.

Jackson, S. E. (2010). Invited Colloquium. Managing global team talent. Center for Performance-Led HR. Lancaster University, Lancaster, UK, June.

Jackson, S. E. (2008). Keynote Address: The power of social networks. Lubin Leaders and Scholars Program, Pace University, New York, November.

Jackson, S. E. (2008). Keynote Address: Managing team effectiveness. Centre for Performance-led HR. Lancaster University Management School, London, September.

Jackson, S. E. (2008). Keynote Address for Heneman Career Achievement Award: P X E = RWC. Academy of Management Annual Conference, August, Anaheim, CA.

Jackson, S. E. (2006). Keynote Address: Supporting teamwork in knowledge-intensive organizations. Center for Human Resource Management, University of Illinois, Chicago, September.

Jackson, S. E. (2005). Keynote Address: The economic benefits of workforce diversity: Promises and progress. Derber Lecture on Industrial Relations, Institute of Labor and Industrial Relations, University of Illinois, Champagne-Urbana, April.

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Schuler, R. S., & Jackson, S. E. (2004). Keynote Address: International Human Resource Management: State of the Art and Trends. 12<sup>th</sup> Annual DGFP Kongress, Frankfurt, Germany, June.

Jackson, S. E. (2003). Keynote Address: Diversity for competitive advantage: How will *you* measure success? Conference Board Council on Diversity Executives IV, New York, November.

Jackson, S. E. (2003). Keynote Address: Understanding and managing workplace diversity: A decade of progress? John Lovett Memorial Lecture, University of Limerick, Ireland, March.

Jackson, S. E. (2000). Keynote Address: Beyond 2000: Diversity in the workforce. American Council on Education/National Network for Women Leaders, Rutgers University, New Brunswick, NJ, February, 2000.

Jackson, S. E. (1997). Keynote Address: The emerging design of work: Implications for tomorrow's employers and employees. Workshop on "The impact of strategy, job design, and structure on human resource management: Scenarios for the Year 2000." University of Cadiz, Cadiz, Spain, May.

Jackson, S. E. (1996). Keynote Address: Reflections on the science of our practice. Industrial-Organization/Organizational Behavior (IOOB) Graduate Student Conference, Toledo, Ohio, March.

Jackson, S. E. (1993). Keynote Address: Managing diversity as a strategic imperative. AACSB National Forum on Integrating Diversity into the Business School Curriculum, Purchase, NY, June.

Jackson, S. E. (1993). Keynote Address: Managing diversity as a strategic imperative. Texas A&M Center for Human Resource Management Conference, Dallas, TX, November.

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Jackson, S. E. (1992). Keynote Address: Working through diversity in theory and practice. Texas Conference on Organizations, University of Texas, Austin,

Jackson, S. E. (1988). Keynote Address: Executive burnout. Annual meeting of the Institute of Personnel Management Australia, Victoria Division, Melbourne.

Jackson, S. E. (1983). Keynote Address: The burnout phenomenon. Conference on Stress Factors in Emergency Medical Services and Critical Care, Baltimore.

**Competitive and Invited Conference Presentations (excludes those given in AOM Officer roles):**

Jackson, S. E., Jiang, Y., Shim, H., et al. (2019). Collectivism and the social dynamics of discretionary green behavior at work. Academy of Management Annual Conference, Boston, August, and European Academy of Management, Lisbon, June.

Jackson, S. E. (2017). Research collaborations in the area of HRM and environmental management. Sustainable HRM Workshop on Research Collaboration and Teaching. International Network of Sustainable HRM. Nijmegen, The Netherlands, November.

Shim, H., Jackson, S. E. & Kim, A. (2017). Is my organization truly green? Employee perceptions of a green HRM system and its impacts on individual attitudes. 10<sup>th</sup> Biennial International Conference of the Dutch HRM Network: Sustainable HRM, Nijmegen, The Netherlands, November.

Jackson, S. E., Glavas, A. and Russell, S. (2016). DWG Workshop: Collaborating for sustainability. European Academy of Management Workshop, Paris, June.

Jackson, S. E., & Schuler, R. S. (2016). Aspirational Framework for Strategic HRM and MNCs in and from China. Rutgers-Remmin Conference on the Global Transformation of Work: Market Integration, China's Rise, and Labor Adaptation, New Brunswick, March.

Jackson, S. E. (2014). Showcase Symposium presentation: How to be a successful program chair. Academy of Management Annual Conference, Philadelphia, August.

Jackson, S. E. (2014). AOM Welcome, New Doctoral Student Consortium. Academy of Management Annual Conference, Philadelphia, August.

Jiang, Y., Jackson, S. E., & Colakoglu, S. (2014). An empirical examination of personal learning within the context of teams. Academy of Management Annual Conference, Philadelphia, August.

Jiang, Y., Chuang, C.-H., & Jackson, S. E. (2014). The role of ambicultural members in teams: Building trust for knowledge application. International Association for Chinese Management Research, Beijing, June, 2014. [This paper was a finalist for the Best Conference Paper Award.]

Kim, A., Kim, Y., Han, K., Ployhart, R., & Jackson, S. E. (2013). A multilevel model of green behavior at work: Roles of individual differences and social contexts. Academy of Management Annual Conference, Orlando, August.

Jackson, S. E. (2012). The Academy of Management initiatives for making the world a better place. International Federation for Scholarly Associations of Management, Limerick, Ireland, June.



S. E. Jackson

- Chung, Y., Liao, H., Subramonv, M., & Jackson, S. E., Colakoglu, S., & Jiang, Y. (2011). A cross-level analysis of demographic faultlines and diversity climate on job dedication. Academy of Management Annual Conference, San Antonio, August. (This paper was selected for publication in the 2011 AOM *Best Papers Proceedings*.)
- Jiang, Y., Jackson, S. E., & Chen, C. C. (2011). Transformational leadership and team performance in functional teams. Academy of Management Annual Conference, San Antonio, August.
- Jackson, S. E. (2011). Greening strategic HRM scholarship. Society for Industrial and Organizational Psychology, Chicago, April.
- Jiang, Y. Jackson, S. E. (2011). A multilevel study of transformational leadership and personal learning. Society for Industrial and Organizational Psychology, Chicago, April.
- Jackson, S. E. (2010). Getting involved in the Academy of Management: How and Why? New Student Doctoral Consortium. Academy of Management Annual Conference, Montreal, August.
- Jackson, S. E. (2010). What you should know about the Academy of Management. The PhD Project Annual Meeting, Montreal, August.
- Jackson, S. E. (2010). Managing global team talent: HRM systems for knowledge-intensive teamwork. 11<sup>th</sup> International Human Resource Management Conference, Aston Business School, Aston University, UK, June.
- Chuang, C-H., Jiang, Y., & Jackson, S. E. (2010). Using team-based HRM systems and empowering leadership to support knowledge acquisition and sharing. Academy of Management Annual Conference, Montreal, August. (This paper was selected for inclusion in the Best Paper Proceedings).
- Jackson, S. E. (2009). Understanding the power of social networks. GSBA Kongress, Horgen, Switzerland, September.
- Jackson, S. E. (2009). Meet the editors (Panelist). Eastern Academy of Management, Hartford, Connecticut, May.
- Jiang, Y., Jackson, S. E., Chung, Y., & Shaw, J. B. (2008). A longitudinal study of the effects of education and nationality faultlines on team processes and outcomes. British Academy of Management, Harrogate, England, UK, September.
- Jiang, Y., Chung, Y., Jackson, S. E., & Shaw, J. B. (2007). The effects of knowledge faultlines on team cohesion, learning and performance. Academy of Management Annual Conference, Philadelphia, August.

S. E. Jackson

Jackson, S. E. (2007). HRM practices to support cross-border knowledge work. Paper presented at the International Human Resource Management conference, Tallinn, Estonia, June.

Chung, Y., Shaw, J. B., Jiang, Y., & Jackson, S. E. (2006). The impact of deep- and surface-level faultlines on team processes. Paper presented at Academy of Management Annual Conference, Atlanta, Georgia, August.

Jiang, Y., & Jackson, S. E. (2006). Does manager-subordinate demography influence performance? Academy of Management Annual Conference, Atlanta, Georgia, August.

Castellano, W. and Jackson, S. E. (2006). Knowledge-intensive teamwork. Center for Human Resource Strategy. New York, NY, May.

Chung, T., Jackson, S. E., & Shaw, J. B. (2005). Multi-level effects of demographic faultlines on team performance and rewards. Academy of Management Annual Conference, Honolulu, Hawaii, August.

Joshi, A., Liao, H., & Jackson, S. E. (2004). Do they practice what they preach? A cross-level investigation of pay inequities. Paper presented at Academy of Management Annual Conference, New Orleans, Louisiana.

Joshi, A., Liao, H., & Jackson, S. E. (2004). A cross-level investigation of the effects of workplace diversity. Society for Industrial and Organizational Psychology Annual Conference, Chicago, April.

Jackson, S. E., Joshi, A., & Erhardt, N. L. (2003). SWOT analysis of recent research of team diversity. International Human Resource Management Conference, Limerick, Ireland, June.

Joshi, A., & Jackson, S. E. (2002). Does team member and manager distinctiveness influence team functioning? A cross-level study. Academy of Management Annual Conference, Denver, Colorado, August.

Jackson, S. E., & Joshi, A. (2002). Toward Understanding the Consequences of Diversity: A Multi-level Analysis. Society for Industrial and Organizational Psychology Annual Conference, Toronto, April.

Jackson, S. E., & Tarique, I. (2001). Effective Publishing Strategies for Doctoral Students. Invited Presentation, New Student Orientation Pre-conference Consortium, Academy of Management Annual Conference, Washington, DC, August.

Jackson, S. E., & Joshi, A. (2001). Toward Understanding the Consequences of Team Diversity: Report on the Diversity Research Network Feasibility Study at Company ABC. Presented at a special session during the Academy of Management Annual Conference, Washington, DC, August.

S. E. Jackson

Schuler, R. S., & Jackson, S. E. (2001). Impact of Country Culture in International Joint Ventures. Comparative HRM Conference, Barcelona, June.

Jackson, S. E.. (1998). Cross-cultural industrial and organizational psychology: Historical perspectives and new directions. 24<sup>th</sup> International Congress of Applied Psychology, International Association for Applied Psychology, San Francisco, CA, August, 1998.

Jackson, S. E. (1997). Research on diversity: Past, present, and future. Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, MO, April.

Jackson, S. E. (1996). Circumventing constraints on nontraditional teaching methods. Conference on Innovative Teaching in Human Resources and Industrial Relations, Georgia State University W. T. Beebe Institute of Personnel and Employment Relations, Atlanta, Georgia, June.

Jackson, S. E. (1992). Toward an integrative framework for understanding diversity in the workplace. Academy of Management, Las Vegas, August.

Jackson, S. E. (1992). New directions for research on diversity in organizations. Invited Faculty Presenter, SIOP Doctoral Consortium, Society for Industrial and Organizational Psychology, Montreal, April.

Jackson, S. E. (1990). Social psychological perspectives on group composition: Overview and implications for strategy research. Academy of Management, San Francisco, August.

Jackson, S. E. (1990). To encourage job redesign, stress productivity: Commentary on "Work Design and Stress." APA/NIOSH Conference, Washington, DC, Nov.

Jackson, S. E., & Schuler, R. S. (1990). HRM priorities and practices in service-based organizations. First International Research Seminar in Service Management, June, La Londe Les Maures, France.

Ettington, D. R., Jackson, S. E., & Vollrath, D. A. (1990). Effects of demographic similarity on turnover: A study of entrepreneurial companies. Midwest Academy of Management, Milwaukee, WI.

Jackson, S. E., Brett, J., Sessa, V., & Cooper, D. (1989). Group composition as a predictor of top team turnover. Academy of Management Annual Convention, Washington, D. C., August.

Jackson, S. E., Ganster, D. C., & Hurrell, J. (1989). Invited Address: Occupational stress and employee well-being. Personnel/Human Resources Management Doctoral and Junior Faculty Consortium, Academy of Management, Washington, D. C., August.

S. E. Jackson

Dutton, J. E., & Jackson, S. E. (1989). Views of threats and opportunities: What you see depends on where you sit. Academy of Management, Washington, D. C., August.

Jackson, S. E. (1989). Trends and issues in management research on burnout. Eastern Academy of Management, Portland, Maine, May.

Rivero, J. C., Jackson, S. E., & Schuler, R. S. (1989). Organizational context characteristics as predictors of personnel practices. Society for Industrial and Organizational Psychology, Boston, April.

Dutton, J. E., & Jackson, S. E. (1988). Contextual effects in executives' cognitions of threats and opportunities. TIMS/ORSA Joint National Meeting, April, Washington, D. C.

Jackson, S. E., & Schuler, R. S. (1988). Measuring organizational differences in personnel/human resource management. Society for Industrial and Organizational Psychology, Dallas, April.

Schuler, R. S. & Jackson, S. E. (1987). Competitive strategies, human resource management practices, and industrial relations implications. Midwest Academy of Management, May, Bloomington.

Schuler, R. S. & Jackson, S. E. (1987). Facilitating entrepreneurship to gain competitive advantage: Implications for human resource management practices. Academy of Management, August, New Orleans. (Received the Best Paper Award from the P/HR Division.)

Jackson, S. E. & Dutton, J. E. (1986). The labelling of strategic issues as threats and opportunities: Implications for process and action. Academy of Management, August, Chicago.

Jackson, S. E. & Guzzo, R. A. (1986). Evaluating meta-analysis. Academy of Management, August, Chicago.

Jackson, S. E. (1986). Information disseminators disseminating information. American Psychological Association, August, Washington, D.C.

Guzzo, R. A. & Jackson, S. E. (1985). Meta-analysis analysis. Midwest Academy of Management, May, Champaign-Urbana.

Jackson, S. E. (1984). Meta-analysis as a theory building tool. American Psychological Association, August, Toronto.

Schuler, R. S. & Jackson, S. E. (1984). Review of U.S. research on stress and its implications for organizational stress management. The VII International Congress of Cross-Cultural Psychology, Acapulco.

S. E. Jackson

Schwab, R. L., Jackson, S. E. & Schuler, R. S. (1984). The role of organizational processes in teacher burnout. American Educational Research Association, New Orleans.

Jackson, S. E. (1983). Historical overview and critique of psychological research on ambiguity. American Psychological Association, Anaheim.

Jackson, S. E. (1982). Assessing job strain and tracking down its causes: Lessons from research in human service organizations. Eastern Academy of Management, Baltimore.

Jackson, S. E. & Maslach, C. (1982). Burnout: Redefining the issues. American Psychological Association, Washington, D.C.

Jackson, S. E. (1982). Managing stress and burnout in law enforcement agencies. Aylmer Conference on Stress and Law Enforcement, Aylmer, Ontario.

Jackson, S. E. & Zedeck, S. (1981). The "when?" and "why?" of the goal-setting phenomenon. American Psychological Association, Los Angeles.

Jackson, S. E. & Maslach, C. (1980). Job stress among helping professionals: The effects on workers and their families. Conference on Current Issues in Occupational Stress: Theory, Research, and Intervention, Toronto.

Santee, R. T. & Jackson, S. E. (1980). Social control and definition of the situation. American Sociological Association, New York.

Jackson, S. E. & Brattesani, K. A. (1979). Teaching innovations for psychology: Exercises to stimulate active learning. Western Psychological Association, San Diego.

Maslach, C. & Jackson, S. E. (1979). The effects of burnout on police families. Western Psychological Association, San Diego.

Maslach, C. & Jackson, S. E. (1978). The Maslach Burnout Inventory: A measure of experienced burnout. Western Psychological Association, San Francisco.

Santee, R. T. & Jackson, S. E. (1978). Measurement and conceptualization of identity. Western Psychological Association, San Francisco.

### **Academic Colloquia and Workshops (Invited)**

Jackson, S. E. (2018). Doctoral Research Seminar in Human Resource Management. Lucerne University (faculty participant). Lucerne, Switzerland, September.

Jackson, S. E. (2017). Doctoral Research Seminar in Human Resource Management. Lucerne University (faculty participant). Lucerne, Switzerland, September.

S. E. Jackson

Jackson, S. E. (2013). Doctoral Research Seminar in Human Resource Management. University of Zürich 2012 (faculty participant). Zürich, Switzerland, September.

Jackson, S. E. (2012). PhD Workshop University of Zürich 2012 (faculty organizer and participant). Zürich, Switzerland, September.

Jackson, S. E. (2011). The greening of OB/HRM scholars: Challenges and opportunities. David O'Brien Center for Sustainable Enterprise. Concordia University, Montreal, Canada, April.

Schuler, R. S., & Jackson, S. E. (2008). Global realities and trends: Implications for International Human Resource Management. National University of Ireland, Galway, Ireland, September.

Schuler, R. S., & Jackson, S. E. (2008). Global realities and trends: Implications for International Human Resource Management. University of Vienna, Vienna, Austria, May.

Schuler, R. S., & Jackson, S. E. (2008). Global realities and trends: Implications for International Human Resource Management. FH Joanneum, Graz, Austria, May.

Jackson, S. E. (2008). Invited Colloquium: Economic benefits of workforce diversity: Promises and progress. A. B. Freeman School of Business, Tulane University, March 28.

Jackson, S. E. (2008). Invited Colloquium: Understanding and managing team work. Lancaster University, Centre for Performance-Lead HRM. London, September.

Jackson, S. E. (2007). Invited Workshop: The creative search for research topics. Junior Faculty Consortium, Eastern Academy of Management Annual Conference, New Brunswick, New Jersey, May.

Jackson, S. E. (2005). Faculty Advisor for the 4<sup>th</sup> Annual Doctoral Consortium on Knowledge Management. Queens University, Canada, October.

Schuler, R.S. and Jackson, S. E. (2005). Invited Colloquium: International HRM: New realities for multinational enterprises. Cranfield University, UK, September.

Jackson, S. E. (2004). Invited Colloquium: Understanding diversity in context: Problems and progress. University of Toronto, April.

Jackson, S. E. (2003). Invited Colloquium: Diversity as a multi-level organizational phenomenon. Kenan Flagler Business School, University of North Carolina, Chapel Hill, November.

Jackson, S. E. (2003). Invited Colloquium: Workplace diversity and organizational performance: Findings from a research consortium. Texas A&M University, April.

S. E. Jackson

Jackson, S. E. (2003). Making the business case for diversity: Recent research findings. Corporate Forum Meeting, Center for Women and Work, Rutgers University, March.

Kochan, T., & Jackson, S. E. (2002). Invited Presentation. Results from the Diversity Research Network studies on workforce diversity. Alfred P. Sloan Foundation, New York, New York, March.

Jackson, S. E. (2001). Workforce diversity and corporate performance: Initial results and conclusions of the Diversity Research Network consortium. BOLD Initiative Foundation, New York, NY, February.

Jackson, S. E. (2001). Invited Colloquium: Understanding Diversity in Context. Department of Psychology, University of Maryland, April.

Jackson, S. E. (2001). Invited Colloquium: The Consequences of Diversity for Individuals, Work Teams and Organizations. Department of Psychology, New York University, April.

Jackson, S. E. (2000). Invited Research Workshop. Consequences of diversity for work teams. Mercer Delta Consulting, Inc., New York, NY, September.

Jackson, S. E. (1998). Invited Colloquium: Managing domestic and global workforce diversity: Converging research streams? Nanyang Business School/Nanyang Technological University and at the National University of Singapore, Singapore, May.

Schuler, R. S., & Jackson, S. E. (1998). Invited Workshop. The new world of HR. Human Resources Round Table (HARRT), Singapore, May.

Jackson, S. E. (1998). Invited Colloquium: Crafting a conceptual article to ensure interest and impact. City University of Hong Kong, Hong Kong, May.

Jackson, S. E. (1997). Invited Colloquium: Publication strategies for international management research. Thunderbird--American Graduate School of International Management, Phoenix, AZ, December.

Jackson, S. E. (1997). Invited Colloquium: Toward understanding the role of organizational analysis in CEO selection processes. Center for Creative Leadership, Colorado Springs, Colorado, January.

Jackson, S. E. (1996). Invited Colloquium: A macro-psychology approach to understanding human resource management systems. University of Missouri, Columbia, Missouri, May.

Jackson, S. E. (1996). New theoretical approaches in strategy and human resource management. Personnel/Human Resource Management Research Group, Gainesville, Florida, March.

S. E. Jackson

Jackson, S. E. (1996). Invited Colloquium: Where is HR research headed? Department of Psychology, New York University, New York, March..

Jackson, S. E. (1995). Invited Colloquium: The embeddedness of strategy: Firms as intrafirm context. Embeddedness of Strategy Conference, University of Michigan, Ann Arbor, MI, May.

Jackson, S. E. (1995). Invited Colloquium: Decision making dynamics and resource allocations within decision making teams: New directions in organizational psychology. University of Pittsburgh, Pittsburgh, PA, May.

Jackson, S. E. (1995). Invited Address: What *is* the domain of “strategy” research and theory? University of Wisconsin at Madison, WI, April.

Jackson, S. E. (1994). Invited Colloquium: When OB and strategy meet. Texas A&M University. College Station, TX, April.

Jackson, S. E. (1994). Invited Colloquium: An editor’s perspective on the publication process. Rutgers University, New Brunswick, NJ, January.

Schneider, B., & Jackson, S. E. (1993). Professional Workshop: Staffing and development for organization fit. Society for Industrial and Organizational Psychology, San Francisco, CA, April.

Jackson, S. E. (1993). Invited Colloquium: Research on diversity in organizations: What we know and what we need to learn. University of Kansas, Lawrence, KS, November.

Jackson, S. E. (1993). Invited Colloquium: Diversity as an emerging research domain in the organizational sciences. Texas Christian University, Dallas, TX, November.

Jackson, S. E. (1993). Invited Colloquium: Managing workforce diversity: Fad or fashion for human resource managers. Graduate School of Management, Rutgers University, Newark, NJ, April.

Jackson, S. E. (1993). Invited Colloquium: Toward understanding the dynamics of diversity. Department of Business Administration, University of Illinois, Champaign, IL March.

Jackson, S. E. (1993). Invited Colloquium: The science and practice of managing workforce diversity. Department of Psychology, Colorado State University, Fort Collins, CO, March.

Jackson, S. E. (1993). Invited Colloquium: Research in organizational demography and workforce diversity. Department of Management, University of Colorado, Denver, CO, March.



S. E. Jackson

Jackson, S. E. (1993). Levels of analysis issues in understanding the consequences of diversity. Personnel/Human Resources Research Group, East Lansing, MI, June.

Jackson, S. E. (1992). Invited Speaker: Designing diversity initiatives to meet strategic imperatives. Leadership Diversity Conference, Center for Creative Leadership, Greensboro, NC, December.

Jackson, S. E. (1992). Invited Colloquium: "Managing diversity" as an emerging strategic issue for U. S. employers. University of Sheffield; Manchester Business School; London Business School; July.

Jackson, S. E. (1991). Invited Colloquium: New research directions for understanding organizational behavior. University of California, Berkeley, Haas School of Business Administration, March.

Brittain, J., Jackson, S. E., & Bettis, R. (1991). Invited Workshop: *Academy of Management Review* theory development workshop. Academy of Management, Miami Beach, August.

Jackson, S. E. (1991). Invited Workshop: Implications of workforce diversity for assessment practices. National Assessment Conference, Minneapolis, October.

Klimoski, R., Jackson, S. E., Brittain, J. (1990). Invited Workshop. *Academy of Management Review* theory development workshop. Academy of Management, San Francisco, August.

Jackson, S. E. (1989). Invited Address: Mix masters at work. Conference on Group Dynamics, Texas A & M University, April.

Jackson, S. E. (1989). Invited Address: Organizational studies of group composition. Student Consortium Workshop, Society for Industrial and Organization Psychology, Boston, April.

Jackson, S. E. (1989). Invited colloquium: Social psychology at work: A discussion of studies relating managerial team composition to innovation and turnover. Bowling Green State University, Department of Psychology, April.

Jackson, S. E. (1988). Invited colloquium: Integrating human resource development plans with competitive strategies. Council of Human Resource Development Executives, New York, October.

Jackson, S. E. (1988). Invited colloquium: What are the consequences of top team composition? Concordia University, Montreal, April.

Jackson, S. E. (1988). Invited colloquium: Determinants of innovation in the banking industry. Suffolk University, Boston.

S. E. Jackson

Jackson, J. E. (1988). Invited colloquium: Team composition and organizational innovation. Australian Graduate School of Management, Sydney.

Jackson, S. E. (1988). Why group composition effects are important to research in personnel and human resource management. Personnel/Human Resource Research Group meeting, June, Denver.

Jackson, S. E. (1987). Invited colloquium: Does job control control job stress? NIOSH Conference on Stress and Control, May, Cincinnati, Ohio.

Jackson, S. E. (1980). Sources of stress among educators and peace officers: Shared territory. Institute on Alcohol and Substance Abuse, Billings, Montana.

**PARTICIPATION AS SESSION CHAIR, PANELIST, OR DISCUSSANT AT PROFESSIONAL MEETINGS** (excludes presentations made as an AOM officer or representative)

Panelist: Sustainable HRM: The emerging future of HRM for corporate sustainability. Professional Development Workshop, Academy of Management Conference, Boston, 2019.

Discussant: Human resource management and knowledge exchange: The drivers and the impediments. Academy of Management Annual Conference, Chicago, 2018.

Discussant: Pre-conference doctoral consortium, Session 9. Dutch HRM Network and pHResh. Nijmegen, The Netherlands, November, 2017.

Discussant: Sustainable HRM in international context. 10<sup>th</sup> Biennial International Conference of the Dutch HRM Network, Nijmegen, The Netherlands, November, 2017.

Panelist: ONE Plenary: Green management under pressure—A debate. Academy of Management Annual Conference, Atlanta, 2017.

Panelist: Time is Ripe for Knowledge Synthesis: (Re)inventing Technologies, Outlets, and Incentives. Academy of Management Annual Conference, Atlanta, 2017.

Discussant/facilitator: Group faultline activation: Triggers, processes, and theoretical implications. Academy of Management Annual Conference, Atlanta, 2017.

Chair: Applied behavioral strategy for greening: Energy, aspirations and action plans--changing green behaviors. Academy of Management Annual Conference, Vancouver, August, 2015.

Panelist: Opening governance for diversity and inclusion in the Academy. Academy of Management Annual Conference, Vancouver, August, 2015.

S. E. Jackson

Chair: Corporate governance and reporting. Academy of Management Annual Conference, Philadelphia, August, 2014.

Panelist: Green HR. RU SHRM Special Event. Rutgers University, New Brunswick, NJ, March, 2014.

Discussant: Siemens Equity Culture. Mid-Year Fellows Workshop in Honor of Louis O. Kelso. Rutgers University, New Brunswick, January, 2014.

Discussant: 20 Years of relational demography research: Current challenges and future directions. Academy of Management Annual Conference, Boston, August, 2012.

Discussant: Social capital, human capital, and knowledge in organizations. Academy of Management Annual Conference, San Antonio, August, 2011.

Organizer/Presenter: 2008 Professional Development Workshop Chairs Meeting Academy of Management Annual Conference, Philadelphia, August, 2007.

Discussant/Moderator: Doing well by doing good: Comparing coordinated vs. non-coordinated market economy approaches to managing human resources: A transatlantic discussion from academic and industry perspectives. Academy of Management Annual Conference, Philadelphia, August, 2007.

Discussant: Coalition for Faculty Diversity: Publishing Workshop. Academy of Management Annual Conference, Philadelphia, August, 2007.

Panelist: Organizational Behavior Division Doctoral Consortium. Academy of Management Annual Conference, Philadelphia, August, 2007.

Chair and Participant: Statistical methods for assessing faultlines in teams: Directions for research on team composition. Academy of Management Annual Conference, New Orleans, August, 2004.

Panelist: Meeting researchers in multi-level analysis. Academy of Management Annual Conference, New Orleans, August, 2004.

Discussant: Managing Diversity in Turbulent Times: A "SWOT" Analysis. Society for Industrial and Organizational Psychology Annual Conference, Chicago, April 2004.

Chair: Discrimination in Personnel Assessment: What's To Be Done? Society for Industrial and Organizational Psychology Annual Conference, Chicago, April 2004.

Panelist: Strategies for survival and success. Junior Faculty Consortium, HR Division, Academy of Management Annual Conference, Toronto, August, 2000.

S. E. Jackson

Co-Chair and Discussion Facilitator: Showcase Symposium: Managing multicultural organizations: A meeting of the minds. Academy of Management Annual Conference, Toronto, August, 2000.

Debate Moderator: Contrasting perspectives on social identification in organizations. Academy of Management Annual Conference, Chicago, August, 1999.

Roundtable Leader: Research directions for studying team work. Human Resources Division Doctoral Consortium, Academy of Management Annual Conference, Chicago, August, 1999.

Discussant: Determinants of human resource management practices. Academy of Management Annual Conference, Chicago, August, 1999.

Panelist: The balancing act: Teaching, research and service. Professional Development Workshop, Graduate School of Management, Rutgers University, Newark, February, 1999.

Chair: Decision Making and Executive Selection: New Technology for New Research. 24<sup>th</sup> International Congress of Applied Psychology, International Association for Applied Psychology, San Francisco, CA, August, 1998.

Panelist: Research Roundtable: Maintaining a research program after tenure. Human Resources Division Junior Faculty Consortium, Academy of Management Annual Meeting, Boston, MA, August, 1997.

Panelist: Teachers hooked on teaching. Organizational Behavior Division Not-So-Junior Faculty Mid-Career Forum. Academy of Management Annual Meeting, Boston, MA, August, 1997.

Panelist: The writing process: The other side of research. Annual Conference of the Society of Industrial and Organizational Psychology, St. Louis, MO, April, 1997.

Discussant: New directions for diversity research: Insights from ethnic identity theory. Annual Conference of the Society of Industrial and Organizational Psychology, St. Louis, MO, April, 1997.

Chair: Shared interest track on decision making: How their heterogeneity influences teams' actions. Academy of Management Annual Meeting, Cincinnati, August, 1996.

Facilitator: The challenge of understanding diversity: Research forum. Academy of Management Annual Meeting, Cincinnati, August, 1996.

Panelist: Discussion with the Editors: OB/OMT Junior Faculty Consortium. Academy of Management Annual Meeting, Cincinnati, August, 1996.

S. E. Jackson

Panelist: OB/ODC/OMT Doctoral Consortium: Roundtable on Diversity Research. Academy of Management Annual Meeting, Cincinnati, August, 1996.

Panelist: All Academy Editors Panel. Academy of Management Annual Meeting, Vancouver, August, 1995.

Discussant: Managing diversity within diversity: Human resource strategies for acknowledging differences within employee groups. Academy of Management Annual Meeting, Vancouver, August, 1995.

Panelist: All Academy Editors Panel. Academy of Management Annual Meeting, Dallas, August, 1994.

Panelist: Meet the Editors. IFSAM Annual Conference. Dallas, August, 1994.

Panelist: Publishing in the field of International Management. Preconference consortium. Academy of Management, Dallas, August, 1994.

Discussant: Current issues in socialization: Where are we and where are we going? Academy of Management Annual Meeting, Dallas, August, 1994.

Discussant: Managing a new workforce: The role of persons with disabilities in the workplace. Academy of Management Annual Meeting, Atlanta, August, 1993.

Panelist: The successful job search: Tips from the experts. METRO Graduate Student Event, New York, 1993.

Chair: Working through workforce diversity: SIOP Practice Series. Society for Industrial and Organizational Psychology, Montreal, April, 1992.

Panelist: Managing diversity in a changing workforce. National Assessment Conference, Minneapolis, October, 1991.

Panelist: Managing top management teams. Society for Industrial and Organizational Psychology, St. Louis, MO, 1991.

Discussant: The systems perspective in I/O psychology. Society for Industrial and Organizational Psychology, St. Louis, MO, 1991.

Panelist: Work design and stress. Work and well-being: An agenda for the 90's. APA/NIOSH Conference, Washington, DC, 1990.

Chair: General principles and contextual contingencies for I/O practitioners and scientists. Society for Industrial and Organizational Psychology, Miami, April, 1990.

S. E. Jackson

Panelist: Organizational change: Diverse approaches, common themes. Society for Industrial and Organizational Psychology, Miami, April, 1990.

Chair: Putting teams in their places: Organizational context and team management. Society for Industrial and Organizational Psychology, Boston, April, 1989.

Chair: Cognitive style and judgment. Midwest Academy of Management, Bloomington, 1987.

Discussant: Perspectives on burnout process and predictors. Academy of Management, New Orleans, 1987.

Chair: Quantitative Methods II. Academy of Management, New Orleans, 1987.

Chair: Invited Panel: Decision-making processes in Organizations. Midwest Academy of Management, St. Louis, 1986.

Chair: Methods for assessing work values. Academy of Management, Chicago, 1986.

Chair: Rethinking job stress. American Psychological Association, Wash., D.C., 1986.

Discussant: Absenteeism. Academy of Management, San Diego, 1985.

Discussant: Employee involvement. Academy of Management, San Diego, 1985.

Chair: Quality of work life. Eastern Academy of Management, Pittsburgh, 1983.

Chair: Industrial-Organizational psychology. Eastern Psychological Association, Philadelphia, 1983.

Discussant: Performance appraisal I. Academy of Management, Dallas, 1983.

Discussant: Stress and burnout in education organizations. American Educational Research Association, New York, 1982.

## **COURSES TAUGHT**

### **Undergraduate**

Personnel and Human Resource Management  
Survey of Industrial/Organizational Psychology

### **Masters**

Selected Topics Seminars:  
Green HRM  
Sustainability and HRM  
Compensation and Reward Systems

Human Resource Strategy I: Introduction  
Human Resource Strategy IV: Designing and Implementing Human Capital Strategies in an Era of Change  
Managing Organizational Behavior  
Self-Leadership for Professionals  
Personnel Selection  
Research Methods  
Work Motivation Programs

**Doctoral**

Advanced Topics Seminars:  
Publication and Knowledge Dissemination  
Occupational Stress  
Organizational Behavior at the Edge: The Meso Approach  
Organizational Decision Making  
Organizational Learning and Knowledge Management  
Organization Theory and Human Resource Management  
Work Motivation and Attitudes  
Workplace Diversity  
Human Resource Management: Survey of the Scholarly Literature  
Proseminar in Industrial Relations and Human Resources  
Research Methods: Data Collection in Organizations  
Research Methods Seminar: Developing and Defending the Thesis Proposal

**International and Executive Development Programs**

Developing HR Strategies, Executive and Professional Education (NextGen Program), School of Management and Labor Relations, Rutgers University.  
Managing Human Resources, Reykjavik University, Reykjavik, Iceland (M.Sc. in OB/TM)  
Human Resource Management, Graduate School of Business Administration, Zurich, Switzerland (EMBA).  
Human Resource Management, Graduate School of Business Administration, Zurich, Switzerland (BBA Workshop).  
Human Resource Strategy, Singapore Institute of Management and Rutgers University, Singapore (MHRM)  
International Human Resource Management, Lovanium International Management Center, La Hulpe, Belgium (Exec. Devel.)  
Human Resources Management, Ecole des Hautes Etudes Commerciales, France (Masters)  
Human Resource Management and Organizational Strategy, University of Melbourne (Exec. Devel.)  
International Perspectives in OB, Ecole des Hautes Etudes Commerciales, France (Masters)

**SERVICE ON DISSERTATION COMMITTEES**

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Norton, Thomas A. (2016). A multilevel perspective on employee green behavior. School of Psychology, University of Queensland, Australia. (External Reader)

O'Brien, Bridget. A. (2016). Hope and burnout during planned organization change. Fielding Graduate University, USA. (External Examiner)

Atomsa, Sri Solomon Masho. (2014). Job satisfaction, organizational commitment and turnover among Ethiopian university teachers: Antecedents, consequences and implications. Andra University, Andhra Pradesh, India. (External Examiner).

Jiang, Kaifeng (2013). Bridging the gap between reality and perception: Managers' role in shaping employees' perceptions of high performance work systems. (Committee Member)

Kim, Andrea (2013). A moderated mediation model of the link between team incentives and team performance. (Committee Member)

Kebelo, K. K. (2011). Role stressors and psychological strain: Determining the influence of personal factors among academic officers of Ethiopian higher education institutions. Department of Psychology, Andhra University, India (External Examiner).

Castellano, William G. (2010). Contract human capital human resource architecture. School of Management and Labor Relations, Rutgers University. (Committee Member)

Colagaklu, Saba (2009). Enhancing subsidiary absorptive capacity: The role of knowledge acquisition practices and intellectual capital. School of Management and Labor Relations, Rutgers University. (Committee Member)

Hong, Ying (2009). One size does not fit all: The linkage among service capabilities, human resource management, and outcomes. School of Management and Labor Relations, Rutgers University. (Committee Member)

Jiang, Yuan. (2009). A multilevel model of transformational leadership and team outcomes: A knowledge-focused perspective. School of Management and Labor Relations, Rutgers University. (Chair)

Chung, Yunhyung. (2008). Balancing the internal and external social capital of diverse teams. School of Management and Labor Relations, Rutgers University. (Chair)

Harden, Erika (2008). Innovation in knowledge-intensive business services: The co-dependent role of clients and providers. School of Management and Labor Relations, Rutgers University. (Committee Member)

Martin-Rios, Carlos (2006). Establishing accountability systems in collaborative knowledge work. School of Management and Labor Relations, Rutgers University. (Committee Member)



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Tarique, Ibraiz R. (2005). International executive development: The influence of international developmental activities, personality, and early international experience on success in global work activities. School of Management and Labor Relations, Rutgers University. (Committee Member)

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Lazarova, Mila. (2004). The role of organizational career development programs, work/life balance programs, and commitment to career and personal life for retention of professional employees. School of Management and Labor Relations, Rutgers University. (Committee Member)

Cabrales, Alvaro L. (2003). The contribution of human resource management to organizational capabilities. Universidad Pablo de Olavide, Sevilla, Spain. (External Examiner)

Joshi, Aparna. (2002). How does context matter? Examining the process and performance outcomes of work team heterogeneity. School of Management and Labor Relations, Rutgers University. (Chair)

Douthitt, Elizabeth. (2001). Effects of leader behaviors on role perceptions and performance in service center teams. School of Management and Labor Relations, Rutgers University. (Chair)

Hunt, Corina. (2000). The influence of group norms on contrast and assimilation effects in social judgment. Department of Psychology, Rutgers University. (Committee Member)

Hyland, MaryAnne. (1999). The relationship between flexible work arrangements and business outcomes. School of Management and Labor Relations, Rutgers University. (Chair)

Alvarez-Backus, Eden B. (1998). Diagnosing strategic issues: Cultural variations in perceptions of threats and opportunities. Department of Psychology, New York University. (Chair)

Sheramata, Willow A. (1998). Finding and resolving problems in radical time-constrained software new product development: The functional imperatives of crises-prone systems. Department of Management and Organizational Behavior, New York University. (Committee Member)

Holt, John (1997). An investigation of the relationship between organisational value systems and human resource management systems. Australian Graduate School of Management, University of New South Wales. (Committee Member)

Krieger, Wendy L. (1995). Career activism: A model of individual career direction. Department of Psychology, New York University. (Chair).

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Julin, Johan (1994). The effects of goal provider and recipient characteristics in goal setting. Department of Psychology, New York University. (Chair)

Sessa, Valerie (1993). Managing group conflict for productivity. Department of Psychology, New York University. (Chair) (This dissertation won the NYU Fryer Award for Best Dissertation in I/O Psychology, 1993.)

Raju, Vijay Rama (1993). Organizational level and role stress. Andhra University, Waltair, India. (External Reader)

Hung, Yuca (1995). Asian Americans, cultural diversity, self-efficacy and affirmative action: Towards an understanding of career outcomes in the American workplace. (Chair)

Berry, Carolyn A. (1993). The AIDS related attitudes of physicians-in-training as a function of role modelling attitudes of their faculty toward treating people with AIDS. Department of Psychology, New York University. (Committee Member)

Krupnick, Robert N. (1992). Profiles in commitment: Work and nonwork commitments and their relation to work and nonwork outcomes. Department of Psychology, New York University. (Chair)

Rivero, Juan-Carlos (1992). Toward a dynamic model of decision strategy change. Department of Psychology, New York University. (Chair) (This dissertation won the NYU Fryer Award for Best Dissertation in I/O Psychology, 1992.)

Brett, Joan (1992). Personality in groups: The influence of negative affectivity on group processes and decisions. Department of Psychology, New York University. (Committee Member)

Korsgaard, Mary Audrey (1990). The role of goal content and structure in attention to and interpretation of feedback. Department of Psychology, New York University. (Committee Member)

Katrichis, Jerome (1990). Power and influence in organizational purchasing decisions: A systems interaction perspective. School of Business Administration, University of Michigan. (Committee Member)

Green, Dianne E. (1990). Burnout: The elaboration of a stress-related syndrome. Department of Psychology, Victoria University, New Zealand. (External Examiner)

Webster, Jane (1989). Making computer tasks at work more playful. School of Business Administration, New York University. (Committee Member)

Fund, Suzanne (1989). Type A behavior, hardiness, and coping with role conflict. Department of Psychology, New York University. (Committee Member)

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Rao, S. T. (1988). Managerial role ambiguity: Differential influence of contextual determinants. Andhra University, Waltair, India. (External Reader)

Bantel, Karen A. (1987). A study of the impact of social composition of top management teams on organizational innovation. School of Business Administration, University of Michigan. (Co-chair)

Carver, Robert H. (1988). Privatization and organizational choice: Chaos and calculation. School of Public Policy, University of Michigan. (Committee Member)

Pfluger, Rosemarie E. (1988). The effect of two human resource management interventions on specific dimensions of organizational climate. Department of Psychology, New York University. (Committee Member)

Stephens, Laura (1987). A category-based influence of affect toward a person on memory and inference processes. Department of Psychology, University of Michigan. (Committee Member)

### **SERVICE ON MASTERS THESIS COMMITTEES**

Shim, H. (2019). HRM systems for environmentally sustainable organizations. School of Management and Labor Relations, Rutgers University.

Rosado-Solomon, Emily (2015). Examining the relationship between gender and well-being: The roles of diversity climate, gender identity and family salience. School of Management and Labor Relations, Rutgers University (Committee Member)

Jiang, Kaifeng (2010). Engaged employees speak up when team performance suffers. School of Management and Labor Relations, Rutgers University. (Committee Member)

Richardson, Dagmar (2010). Business and HR ethics: Yesterday, Today and Tomorrow. Master of Science (HRM) Graduate School of Business Administration—Zurich. (Chair)

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Castellano, William (2007). A framework for managing contract human capital: Contract human capital engagement. School of Management and Labor Relations, Rutgers University. (Committee Member)

Brahma, Siddhartha S. (2007). The impact of organizational and human resource issues on acquisition performance. Department of Humanities and Social Sciences, Indian Institute of Technology. (External Reader)

S. E. Jackson

- Ekstein, Markus. (2006). Employee motivation in times of change. Master of Science (HRM) Graduate School of Business Administration—Zurich. (Chair)
- Kohler, Denise. (2005). Managing diversity: A new challenge for UBS wealth management and business banking in the Swiss labour market. Master of Science (HRM) Graduate School of Business Administration—Zurich. (Chair)
- Harden, Erika E. (2005). Strategic human resource management, R&D capabilities, firm performance and innovation strategy: The mediating role of R&D capabilities. School of Management and Labor Relations, Rutgers University. (Committee Member)
- Bachofner, Andreas. (2004). Handling the change situations with the HRM of Orange Communications SA/AG: Yesterday, today and tomorrow. Master of Business Administration, Graduate School of Business Administration—Zurich (Chair).
- Erhardt, Niclas L. (2004). Diversity in the boardroom: Gender, ethnicity, and firm financial performance. School of Management and Labor Relations, Rutgers University. (Chair)
- Chung, Yunhyung (2003). The influence of previous discrimination experiences and dyadic and group relational demography on trainees' pretraining reactions and attitudes toward diversity training. School of Management and Labor Relations, Rutgers University. (Committee Member)
- Straessle, Barbara. (2003). Collective emotions during change processes: Types and influencing factors. Master of Business Administration, Graduate School of Business Administration—Zurich. (Chair).
- Seebass, Simon. (2003). Compensation and employee performance: Increasing the impact of compensation on employee performance at Ericsson Eurolab. Master of Human Resource Management, Graduate School of Business Administration—Zurich. (Chair).
- Tarique, Ibraiz (2001). Influence of in-country cross-cultural training on cultural knowledge and cross cultural adjustment. School of Management and Labor Relations, Rutgers University. (Committee Member)
- Barnes, Jane (2000). The impact of human resource management systems on merger and acquisition performance. School of Management and Labor Relations, Rutgers University. (Committee Member)
- Lazarova, Mila (2000). Psychological contract and repatriate intention to turnover. School of Management and Labor Relations, Rutgers University. (Committee Member)
- Douthitt, Elizabeth (1999). Procedural justice and performance effects of computer performance monitoring: The role of process input and control. School of Management and Labor Relations, Rutgers University. (Committee Member)

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Joshi, Aparna (1999). Geographically distributed teams: A social network perspective on effectiveness and cohesion. School of Management and Labor Relations, Rutgers University. (Chair)

Spaeth, Christof (1998). Critical success factors in implementing and sustaining strategic change at the business unit level in large corporations. Department of Psychology, New York University. (Chair)

Tung, Hao-Yi (1993). The relationship between individualism-collectivism and leadership in two cultures. Department of Psychology, New York University. (Chair)

Gevgilili, Asli (1993). Some antecedents of goal commitment: Participative goal setting and characteristics of participants. Department of Psychology, New York University. (Chair)

Franzblau, Lauren G. (1993). Interpersonal skills training for multidisciplinary teams. Department of Psychology, New York University. (Chair)

Lobsenz, Russell (1993). The link between demographic diversity and group performance on decision making tasks. Department of Psychology, New York University. (Chair)

Hazell, Clyfford D. (1990). The effect of male and female self-esteem on feedback seeking behavior. Department of Psychology, New York University. (External Reader)

Doetch, Julia M. (1989). Crisis management: An organizational perspective. Department of Psychology, New York University. (Chair)

Battista, Mariangela (1990). The consequences of unemployment conditions on job search behaviors and work commitment in women: A survey. Department of Psychology, New York University. (External Reader)

DeCieri, Helen (1989). Adjustment of "company wives" to expatriation and repatriation. Department of Psychology, University of Melbourne, Australia. (External Reader)

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