

## **VITA**

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### **CURRENT ACADEMIC POSITIONS**

Department Chair and Professor  
Human Resource Department  
School of Management and Labor Relations  
Rutgers University

### **EDUCATION AND PROFESSIONAL CREDENTIALS**

Cornell University, Ithaca, N.Y., Ph.D. (May, 1997)  
Cornell University, Ithaca, N.Y., M.S. (January, 1995)  
Cornell University, Ithaca, N.Y., B.S., School of Industrial and Labor Relations (1992)  
Certified Senior Professional in Human Resource Management (SPHR)

### **BRIEF BIOGRAPHY**

Michael C. Sturman is a Professor of Human Resource Management in the Rutgers School of Management and Labor Relations. He brings more than two decades of research and teaching experience, with his work focusing on the prediction of individual job performance over time, the influence of compensation systems, and the use of HR Analytics and Metrics to improve HR decision making. Michael holds a Ph.D., M.S., and B.S. from Cornell University's School of Industrial and Labor Relations, and is a Senior Professional of Human Resources as certified by the Society for Human Resource Management. He teaches undergraduate, graduate, and executive courses on human resource management, HR Analytics, compensation, and analytical methods. He is currently serving as the Chair of the Human Resources Department.

## ACADEMIC EXPERIENCE

July 2023 to Present	Distinguished Professor, Human Resource Department School of Management and Labor Relations, Rutgers University
July 2021 to Present	Department Chair, SMLR Human Resources Department
July 2019 to December 2021	Director, PhD Program in Industrial Relations and Human Resources
Fall 2018 to June 2023	Professor, Human Resource Department School of Management and Labor Relations, Rutgers University
Fall 2017 to Fall, 2018	Courtesy appointment, Human Resource Studies, ILR School
Fall 2016 to Fall, 2018	Professor Kenneth and Marjorie Blanchard Professor of Human Resources Management and Organizations SC Johnson College of Business, Cornell University
Spring 2011 to Spring 2016	Professor Kenneth and Marjorie Blanchard Professor of Human Resources Management, Operations, Human Resources, and Law School of Hotel Administration, Cornell University
Fall 2013 to Spring 2016	Associate Dean for Faculty Development
Fall 2013 to Spring 2016	Academic Director, Center for Hospitality Research
Fall 2012 to Spring 2013	Visiting Professor École Hôtelière de Lausanne, Lausanne, Switzerland
Fall 2006 – Fall 2010	Associate Professor Kenneth and Marjorie Blanchard Professor of Human Resources Management, Operations, Human Resources, and Law School of Hotel Administration, Cornell University
Fall 2000 – Fall 2006:	Associate Professor Management, Operations, Human Resources, and Law School of Hotel Administration, Cornell University
Fall 1999 – Spring 2000:	Kearney-Jolly Developing Scholar Professor Assistant Professor, Department of Management, Louisiana State University
Fall 1997 – Spring 1999:	Assistant Professor, Department of Management, Louisiana State University

## RESEARCH PUBLICATIONS

- Sturman, M. C. (2023). Real Research with Fake Data: A Tutorial on Conducting Computer Simulation for Research and Teaching. *Organizational Research Methods*. Online First. <https://doi.org/10.1177/10944281231215024>.
- Way, S. A., Chan, E., & Sturman, M. C. (2023). The Effects of Internal Marketing Climate on Hotel Effectiveness and Competitive Excellence. *Cornell Hospitality Quarterly*. Online First. <https://doi.org/10.1177/19389655231214737>.
- Sturman, M. C., Fan, X., & Shim, H. (2023). The theoretical value of understanding HRM's financial value. *The International Journal of Human Resource Management*, 34 (13), 2582-2594.
- Sturman, M. C., Sturman A. J., & Sturman, C. J. (2022). Uncontrolled control variables: The extent that a researcher's degrees of freedom with control variables increases various types of statistical errors. *Journal of Applied Psychology*, 107 (1), 9-22.
- Park S, & Sturman M. C. (2022). When Perception is reality, there is more than one reality: The formation and effects of pay-for-performance perceptions. *Personnel Psychology*, 75 (3), 529-555.
- Etemad-Sajadi, R., & Sturman, M. C. (2022). How to increase the customer experience by the usage of remote control robot concierge solutions. *International Journal of Social Robotics*, 14(2), 429-440.
- He, W., Li, S., Feng, J., Zhang, G., & Sturman, M. C. (2021). When does pay for performance motivate employee helping behavior? The contextual influence of performance subjectivity. *Academy of Management Journal*, 64, 293-326.
- Bryant, P. C., Brown, D., Cotton, C., Hill, B., Gibbs, M., & Sturman, M. C. (2020). Five Experts Respond to Five Questions about Five Trends in Compensation and Benefits over the Next 5 Years. *Compensation & Benefits Review*, 52(4), 138-155.
- Hodari, D., Turner, M. J., Sturman, M. C., & Nath, D. (2020). The role of hotel owners across different management and agency structures. *International Journal of Hospitality & Tourism Administration*, 21(1), 92-113.
- Fan, X., & Sturman, M. C. (2019). Has higher education solved the problem? Examining the gender wage gap of recent college graduates entering the workplace. *Compensation & Benefits Review*, 51(1), 5-12. (Winner of *Compensation & Benefits Review* 2019 Best Article award.)
- Chan, E. K., Sturman, M. C., Park, S., & Vanderpool, C. (2017). Not merely a matter of drawing arrows: The empirical consequences of measurement model misspecification and recommendations for practice. *Cornell Hospitality Quarterly*, 58, 272-292.

- Hong, Y., Jiang, Y., Liao, H., & Sturman, M. C. (2017). High performance work systems for service quality: Boundary conditions and influence processes. *Human Resource Management*, 56, 747-766.
- Sturman, M. C., Ukhov, A., & Park, S. (2017). The effect of cost of living on employee wages in the hospitality industry. *Cornell Hospitality Quarterly*, 58, 179-189.
- Hodari, D., Turner, M. J., & Sturman, M. C. (2017). How hotel owner-operator goal congruency and GM autonomy influence hotel performance. *International Journal of Hospitality Management*, 61, 119-128.
- Park, S., & Sturman, M. C. (2016). Evaluating form and functionality of pay-for-performance plans: The relative incentive and sorting effects of merit pay, bonuses, and long-term incentives. *Human Resource Management*, 55, 697-719.
- Carvell, S. A., Canina, L., & Sturman, M. C. (2016). A comparison of the performance of brand-affiliated and unaffiliated hotel properties. *Cornell Hospitality Quarterly*, 57, 193-201.
- Park, S., Sturman, M. C., Chan, E., & Vanderpool, C. (2015). Only time will tell: The changing relationships between LMX, job performance, and justice. *Journal of Applied Psychology*, 100, 660-680.
- Sturman, M. C., & Walsh, K. M. (2014). Strengthening the employment relationship: The effects of work-hours fit on key employee attitudes. *Journal of Organizational Behavior*, 35, 762-784.
- Hong, Y., Liao, H., Sturman, M. C., & Zhou, Y. (2014). Competing through customization: Using human resource management to create strategic capabilities. *Organizational Psychology Review*, 4, 124-147.
- Hodari, D., Waldthausen, V., & Sturman, M. C. (2014). Outsourcing and role stress: An empirical study of hotel spa managers. *International Journal of Hospitality Management*, 37, 190-199.
- Blal, I., & Sturman, M. C. (2014). Quality versus quantity: The effects of online reviews on room sales. *Cornell Hospitality Quarterly*, 55, 365-375.
- Hodari, D., & Sturman, M. C. (2014). Who's in charge now? The Decision Autonomy of Hotel General Managers. *Cornell Hospitality Quarterly*, 55, 433-447.
- Wu, X., Sturman, M. C., Wang, C. (2013). The motivational effects of pay fairness: A longitudinal study in Chinese star-level hotels. *Cornell Hospitality Quarterly*, 54 (2), 185-198.
- Sturman, M. C, Shao, L., & Katz, J. (2012). The effect of culture on the curvilinear relationship between performance and turnover. *Journal of Applied Psychology*, 97, 46-62.
- Lynn, W. M., & Sturman, M. C. (2011). Is the customer always right? The potential for racial bias in customer evaluations of employee performance. *Journal of Applied and Social Psychology*, 41, 2312-2324.

- Hausknecht, J. P., Sturman, M. C., & Robinson, Q. M. (2011). Justice as a dynamic construct: Effects of individual trajectories on distal work outcomes. *Journal of Applied Psychology*, 96, 872-880.
- Lynn, W., Kwortnik, R. J. Jr., & Sturman, M. C. (2011). Voluntary tipping and the selective attraction and retention of service workers in the USA: An Application of the ASA Model. *International Journal of Human Resources Management*, 22, 1887-1901.
- Way, S. A., Sturman, M. C., & Raab, C. (2010). What matters more? Contrasting the effects of job satisfaction and service climate on hotel F&B managers' job performance. *Cornell Hospitality Quarterly*, 51, 379-397.
- Lynn, M., & Sturman, M. C. (2010). Tipping and service quality: A within-subjects analysis. *Journal of Hospitality and Tourism Research*, 34, 269-275.
- Richardson, H.A., Simmering, M. J., & Sturman, M. C. (2009). A tale of three paradigms: Examining post hoc statistical corrections for common method variance from three divergent perspectives. *Organizational Research Methods*, 12, 762-800. Winner of the 2009 ORM Editorial Review Board Best Publication of the Year award.
- Bedeian, A. G., Sturman, M. C., & Streiner, D. L. (2009). Decimal dust, significant digits, and the search for stars. *Organizational Research Methods*, 12, 687-694. Finalist for the 2009 ORM Editorial Review Board Best Publication of the Year award.
- Sturman, M. C., & Sherwyn D. (2009). The utility of integrity testing for controlling workers' compensation costs. *Cornell Hospitality Quarterly*, 50, 432-445.
- Sturman, M. C., Walsh, K., & Cheramie, R. A. (2008). The value of human capital specificity versus transferability. *Journal of Management*, 34, 290-316
- Lynn, W. M., Sturman, M. C., Ganley, C., Adams, E., Douglas, M., & McNeal, J. (2008). Consumer Racial Discrimination in Tipping: A Replication and Extension. *Journal of Applied and Social Psychology*, 38, 1045-1060.
- Aguinis, H., Sturman, M. C., & Pierce, C. A. (2008). Comparison of three meta-analytic procedures for estimating moderating effects of categorical variables. *Organizational Research Methods*, 11, 9-34.
- Sturman, M. C., & McCabe, D. (2008). Choosing whether to lead, lag, or match the market: The case of Punk's Backyard Grill, a start-up restaurant. *Journal of Human Resources in Hospitality and Tourism*, 7, 85-97.
- Sturman, M. C. (2007). The past, present, and future of dynamic performance research. *Research in Personnel and Human Resource Management*, 26, 49-110.
- Roberson, Q. M., Sturman, M. C., & Simons, T. L. (2007). Does the measure of dispersion matter in multilevel research? A comparison of the relative performance of dispersion indexes. *Organizational Research Methods*, 10, 564-588.

- Cheremie, R. A., Sturman, M. C., & Walsh, K. (2007). Executive career management: Switching organizations and the boundaryless career. *Journal of Vocational Behavior*, 71, 359-374.
- Sturman, M. C., & Carraher, S. M. (2007). Using a random-effects model to test differing conceptualizations of multidimensional constructs. *Organizational Research Methods*, 10, 108-135.
- Tracey, J. B., Sturman, M. C., & Tews, M. J. (2007). Ability versus personality: Factors that predict employee job performance. *Cornell Hotel and Restaurant Administration Quarterly*, 48, 313-322.
- Sturman, M. C., Cheremie, R. A., & Cashen, L. H. (2005). The impact of job complexity and performance measurement on the temporal consistency, stability, and test-retest reliability of employee job performance ratings. *Journal of Applied Psychology*, 90, 269-283.
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- Sturman, M. C., Trevor, C. O., Boudreau, J. W., & Gerhart, B. (2003). Is it worth it to win the talent war? Evaluating the utility of performance-based pay. *Personnel Psychology*, 56, 997-1035.
- Brown, M., Sturman, M. C., & Simmering, M. (2003). Compensation policy and organizational performance: The efficiency, operational, and financial implications of pay levels and pay structure. *Academy of Management Journal*, 46, 752-762.
- Sturman, M. C. (2003). Searching for the inverted U-shaped relationship between time and performance: Meta-analyses of the experience/performance, tenure/performance, and age/performance relationships. *Journal of Management*, 29, 609-640.
- Sturman, M. C. (2003a). Introducing utility analysis for hospitality: A tool for quantifying the value of human resource interventions. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (2), 106-116.
- Sturman, M. C. (2003b). Building a bridge from the other bank: A special issue devoted to discussing research methods and research tools for hospitality. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (2), 9-13.
- Lynn, W. M., & Sturman, M. C. (2003). It's simpler than it seems: An alternative explanation for the magnitude effect on tipping. *International Journal of Hospitality Management*, 22, 103-110.
- Naumann, S., Minsky, B., & Sturman, M. C. (2002). A historical examination of employee entitlement. *Management Decision*, 40, 89-94.

- Naumann, S., Minsky, B., & Sturman, M. C. (2002). The use of the concept of “entitlement” in management literature: A historical review, synthesis, and discussion of compensation policy implications. *Human Resource Management Review*, 12, 145-166.
- Sturman, M. C., Cheramie, R. A., & Cashen, L. H. (2002). How to compare apples and oranges: Balancing the past job performance of internal candidates with selection tests of external applicants. *Cornell Hotel and Restaurant Administration Quarterly*, 43 (4), 27-40.
- Sturman, M. C. (2002). The Hospitality Industry a Year Since September 11<sup>th</sup>: The Personal Experience, Industry Effects, Human Resource Implications, and Concerns for Safety and Security. *Cornell Hotel and Restaurant Administration Quarterly*, 43 (5), 7-10.
- Sherwyn, D. S., & Sturman, M. C. (2002). Job-sharing in the hotel industry: A potential new human resource tool resulting from the events of September 11<sup>th</sup>. *Cornell Hotel and Restaurant Administration Quarterly*, 43 (5), 84-91.
- Sturman, M. C., & Trevor, C. O. (2001). The implications of linking the dynamic performance and turnover literatures. *Journal of Applied Psychology*, 86, 684-696.
- Sturman, M. C. (2001). Utility analysis for multiple selection devices and multiple outcomes. *Journal of Human Resources Costing and Accounting*, 6 (2), 9-28.
- Sturman, M. C. (2001). The compensation conundrum. Does the hospitality industry shortchange its employees—and itself? *Cornell Hotel and Restaurant Administration Quarterly*, 42 (4), 70-76.
- Sherwyn, D. S., Sturman, M. C., Eigen, Z., Heise, M., & Walwyn, J. (2001). The perversity of sexual harassment law: Effects of recent court rulings. *Cornell Hotel and Restaurant Administration Quarterly*, 42 (3), 46-56.
- Sturman, M. C., & Short, J. C. (2000). Lump-sum bonus satisfaction: Testing the construct validity of a new pay satisfaction dimension. *Personnel Psychology*, 53, 673-700.
- Sturman, M. C. (2000). Implications of utility analysis adjustments for estimates of human resource intervention value. *Journal of Management*, 26, 281-299.
- Sturman, M. C. (1999). Multiple approaches to analyzing count data in studies of individual differences: The propensity for type I errors, illustrated with the case of absenteeism prediction. *Educational and Psychology Measurement*, 59, 414-430.
- Sturman, M. C., Hannon, J. M., & Milkovich, G. T. (1996). Computerized decision aids for flexible benefits decisions: The effects of an expert system and decision support system on employee intentions and satisfaction with benefits. *Personnel Psychology*, 49, 883-908.

- Sturman, M. C., Boudreau, J. W., & Corcoran, R. J. (1996). Why do employees keep choosing the high-premium health care plan? An investigation of the financial consequences and logic of employee health care plan selections. *Human Resource Management Journal*, 35, 317-342.
- Sturman, M. C., & Milkovich, G. T. (1995). Validating expert systems: A demonstration using Personal Choice Expert—A flexible employee benefit system. *Decision Sciences Journal*, 26, 105-118.

### **BOOK CHAPTERS**

- Sturman, M. C., & Cortina, J. M. (2023). Girding Your (Paper's) Loins for the Review Process: Essential, Best, and Emerging Practices for Describing Your Survey. In L. R. Ford & T. A. Scandura (Eds.) *SAGE Handbook of Survey Development and Application*, pp. 393-404. SAGE Publications, Ltd. (UK).
- Simmering, M. J., Sturman, M. C., & Corcoran, R. J. (2023). Communicating survey research to practitioners. In L. R. Ford & T. A. Scandura (Eds.) *SAGE Handbook of Survey Development and Application*, pp. 405-416. SAGE Publications, Ltd. (UK).
- Fink, A. A., & Sturman, M. C. (2017). "HR Metrics and Talent Analytics." In D. Collings, K. Mellahi, & W. F. Cascio (Eds.) *The Oxford Handbook of Talent Management*, pp. 375-395. Oxford University Press.
- Park, S., & Sturman, M.C. (2015). "Human Resources Management, Tourism," In J. Jafari & H. Xiao (Eds.) *Encyclopedia of Tourism*. Springer.
- Sturman, M. C. (2012). Employee value: Combining utility analysis with strategic human resource management research to yield strong theory (pp. 768-792). In N. Schmitt (Ed.) *Oxford Handbook of Personnel Assessment and Selection*. Oxford University Press.
- Sturman, M. C., Corgel, J., & Verma, R. (2011). Four paths to success in the hospitality industry. In M. C. Sturman, J. Corgel, & R. Verma (Eds.) *The Cornell School of Hotel Administration on Hospitality: Cutting Edge Thinking and Practice* (pp. 1-4). NY: Wiley.
- Walsh, K., Sturman, M. C., & Carroll, B. (2011). Preparing for a successful career in the hospitality industry. In M. C. Sturman, J. Corgel, & R. Verma (Eds.) *The Cornell School of Hotel Administration on Hospitality: Cutting Edge Thinking and Practice* (pp. 21-36). NY: Wiley.
- Ford, R. C., & Sturman, M. C. (2011). Harnessing the power of your culture for outstanding service. In M. C. Sturman, J. Corgel, & R. Verma (Eds.) *The Cornell School of Hotel Administration on Hospitality: Cutting Edge Thinking and Practice* (pp. 111-126). NY: Wiley.
- Sturman, M. C., & Ford, R. C. (2011). Motivating Your Staff to Provide Outstanding Service. In M. C. Sturman, J. Corgel, & R. Verma (Eds.) *The Cornell School of Hotel*



*Administration on Hospitality: Cutting Edge Thinking and Practice* (pp. 142-158).  
NY: Wiley.

Sturman, M. C., Corgel, J., & Verma, R. (2011). Afterword: Where Do You Go from Here?.  
In M. C. Sturman, J. Corgel, & R. Verma (Eds.) *The Cornell School of Hotel  
Administration on Hospitality: Cutting Edge Thinking and Practice* (pp. 483-486).  
NY: Wiley.

Walsh, K., Sturman, M. C., & Longstreet, J. (2010). Key issues in strategic human resources.  
In C. Enz (Ed.) *The Cornell Handbook of Applied Hospitality Strategy* (pp. 394-414).  
Los Angeles, CA: Sage.

Tracey, J. B., Sturman, M. C., Shao, L., & Tews, M. J. (2010). The role of personality and  
general mental ability in predicting performance for new and experienced employees.  
In C. Enz (Ed.) *The Cornell Handbook of Applied Hospitality Strategy* (pp. 415-428).  
Los Angeles, CA: Sage.

Brown, M., Sturman, M. C., & Simmering, M. (2002). The benefits of staffing and paying more: The  
effects of staffing levels and wage practices for registered nurses on hospitals' average  
lengths of stay. In G. Savage, J. Blair, & M. Fottler (Eds.) *Advances in Health Care  
Management, Volume 3* (pp. 45-57). Elsevier: London.

Boudreau, J. W., Sturman, M. C., & Judge, T. A. (1994). Utility Analysis: What are the Black Boxes  
and Do They Affect Decisions? In N. Anderson & P. Herriot (Eds.) *Assessment and Selection  
in Organizations* (pp. 77-96), John Wiley & Sons: New York.

## **BOOKS**

Ford, R. C., & Sturman, M. C. (2025). *Managing Hospitality Organizations: Achieving  
Excellence in the Guest Experience (3<sup>rd</sup> edition)*. Thousand Oaks, CA: Sage  
Publications.

Ford, R. C., & Sturman, M. C. (2020). *Managing Hospitality Organizations: Achieving  
Excellence in the Guest Experience (2<sup>nd</sup> edition)*. Thousand Oaks, CA: Sage  
Publications.

Ford, R. C., Sturman, M. C., & Heaton, C. P. (2012). *Managing Quality Service in  
Hospitality: How Organizations Achieve Excellence in the Guest Experience*. Clifton  
Park, NY: Delmar, Cengage Learning.

M. C. Sturman, J. Corgel, & R. Verma. (2011). *The Cornell School of Hotel Administration  
on Hospitality: Cutting Edge Thinking and Practice*. NY: Wiley. (Recognized as one  
of “10 brilliant books that every hotel manager needs to read” by SiteMinder  
([https://www.siteminder.com/r/trends-advice/hotel-management/10-books-hotel-  
manager-read/](https://www.siteminder.com/r/trends-advice/hotel-management/10-books-hotel-manager-read/)).

## **PRACTITIONER AND INDUSTRY-SPECIFIC PUBLICATIONS**

- Sturman, M. C., & Hodari, D. (2021). Hotel human resource troubles and tribulations facing the industry after Covid. *Hotel Executive*. March 7. [https://www.hotelexecutive.com/business\\_review/6894/hotel-human-resource-troubles-and-tribulations-facing-the-industry-after-covid](https://www.hotelexecutive.com/business_review/6894/hotel-human-resource-troubles-and-tribulations-facing-the-industry-after-covid).
- Hodari, D., Turner, M., Sturman, M. (2019). General managers: Bridging the gap between hotel owners and operators. *Hospitality Insights by EHL*. January 7. <https://hospitalityinsights.ehl.edu/hotel-general-managers-owners-operators>. Also published by Hotel Online, at [https://www.hotel-online.com/press\\_releases/release/general-managers-bridging-the-gap-between-hotel-owners-and-operators](https://www.hotel-online.com/press_releases/release/general-managers-bridging-the-gap-between-hotel-owners-and-operators).
- Hodari, D., Turner, M. J., & Sturman, M. C. (2018). Agree to agree: Aligning hotel owners' and operators' goals. *HSyndicate*, December 3. <https://hospitalityinsights.ehl.edu/hotel-management-agreements>.
- Hodari, D., Sturman, M. C., & AlShawi, S. (2018). Sustainability in the European Hotel Industry: Towards a Strategic Orientation. *HSyndicate*, November 26. <https://www.hsyndicate.org/network/4090977.html> (also published on Hotel Yearbook, at <https://www.hotel-yearbook.com/article/4092239/sustainability-in-the-european-hotel-industry-towards-a-strategic-orientation.html>).
- Hodari, D., Sturman, M.C., and Turner, M.J. (2018). How involved are hotel owners in property-level decision? *Hospitality Insights by EHL*. October 31. <https://hospitalityinsights.ehl.edu/hotel-owners-role-hotel-management> (also published on <https://www.hospitalitynet.org/opinion/4090683.html>, October 7).
- Sturman, M. C., & Park, S. (2016). The Changing Relationship between Supervisors and Subordinates: How Managing This Relationship Evolves over Time. *Cornell Hospitality Report*, 16 (13).
- Conroy, S., Yoon, Y. J., Bamberger, P., Gerhart, B., Gupta, N., Nyberg, A., Park, S., Park, T., Shaw, J., & Sturman, M. C. (2015). Past, Present and Future Compensation Research Perspectives. *Compensation & Benefits Review*, 47, 207-215.
- Sturman, M.C. & Withiam, G. (2014) Building Memorable Experiences: The “Sticktion” Approach. *Hotel Executive*. July. [http://hotelexecutive.com/business\\_review/3992/building-memorable-experiences-the-sticktion-approach](http://hotelexecutive.com/business_review/3992/building-memorable-experiences-the-sticktion-approach) [On line].
- Sturman, M.C. & Withiam, G. (2014) Tradeshow in the Internet Era: Alive and Well and Integrating Technology. *Hotel Executive*. June. [http://hotelexecutive.com/business\\_review/4019/tradeshows-in-the-internet-era-alive-and-well-and-integrating-technology](http://hotelexecutive.com/business_review/4019/tradeshows-in-the-internet-era-alive-and-well-and-integrating-technology) [On line].
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- Sturman, M. C., & Withiam, G. (2014). The operational and market value of hotel sustainability. *Hotel Executive*. February. [http://hotelexecutive.com/business\\_review/3882/the-operational-and-market-value-of-hotel-sustainability](http://hotelexecutive.com/business_review/3882/the-operational-and-market-value-of-hotel-sustainability) [On line].
- Sturman, M. C., & Withiam, G. (2013). Tips for taming turnover. *Hotel Executive*. November. [http://hotelexecutive.com/business\\_review/3794/tips-for-taming-turnover](http://hotelexecutive.com/business_review/3794/tips-for-taming-turnover) [On line].
- Park, S., & Sturman, M. C. (2012). How and what you pay matters: The relative effectiveness of merit pay, bonuses, and long-term incentives on future job performance. *Compensation and Benefits Review*, 44 (2), 80-85.
- Kim, D., & Sturman, M. C. (2012). HR Branding: How Human Resources Can Learn from Product and Service Branding to Improve Attraction, Selection, and Retention. *Cornell Hospitality Report*, 12 (14).
- Ford, R. C., & Sturman, M. C. (2011). Designing a self-healing service system: An integrative model. *Cornell Hospitality Report*, 11 (15).
- Sturman, M. C., & Carroll, B. (2009). The job compatibility index: A new approach to defining the hostility labor market. *Center for Hospitality Report*, 9 (1).
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- Sturman, M. C., & Sherwyn, D. (2007). The truth about integrity tests: The validity and utility of integrity testing for the hospitality industry. *Center for Hospitality Report*, 7 (15).
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- Sturman, M. C. (2006). Know their worth: Valuing your employees and allocating the right resources. *Lodging Magazine*, 31 (1), 46-48.
- Sturman, M. C. (2006). How Much Do You Value Employee Performance? The First Question to Ask When Considering Investing in Human Resources. *Lodging HR*, 7 (5).
- Sturman, M. C. (2006). Perhaps I'm protesting too much, but.... [www.hotel-online.com/News/PR2006\\_1st/Jan06\\_COResponse.html](http://www.hotel-online.com/News/PR2006_1st/Jan06_COResponse.html) [On-Line], January 13. (Also published by <http://www.hsyndicate.org/distribution/4025927.html> [On-Line], January 14; and by [http://ehotelier.com/browse/news\\_more.php?id=D7341\\_0\\_11\\_0\\_M](http://ehotelier.com/browse/news_more.php?id=D7341_0_11_0_M) [On-Line], January 17.
- Sturman, M. C. (2006). A new method for measuring housekeeping performance. *Center for Hospitality Report*, 6 (11).

Loomba, V., & Sturman, M. C. (2004). Planning for the future: The human capital needs for India's surging tourism industry. *Saket Industrial Digest*, 10 (4), 14-17.

Sturman, M. C., & Sherwyn, D. S. (2002). What's happened since *Ellerth and Faragher*? *HR.Com*, [On-Line], January 21.

Sturman, M. C. (2001). Valuing Human Resource Interventions. *A.A.H.O.A. Hospitality*, 6 (11), 50-51.

Sturman, M. C. (2001). What's a great employee worth? A starting point for considering investing in human resources. *A.A.H.O.A. Hospitality*, 6 (9), 57-59.

Sturman, M. C. (2000). The Value of Tracking Individual Job Performance Over Time. *HR.Com* [On-Line], September, 11.

Milkovich, G. T., Sturman, M. C., & Hannon, J. M. (1994). Using Expert Systems to Aid Employees' Flexible Benefit Decisions. *American Compensation Association Journal*, March. Vol. 3, No. 1.

### **CONFERENCE PAPERS, PRESENTATIONS, AND PROCEEDINGS**

Sturman, M. C., & Shim, H. (2023). Award-Winning Innovative Teaching in HR Analytics: The Case of Mr. Macky's Cajun Cuisine, presented at *2023 Meeting of the Academy of Management*.

Shim, H., Kim, A., & Sturman, M. C. (2023). Adapting to Change: Individual Reactions, Team Dynamics, and Organizational Resilience. *2023 Meeting of the Academy of Management*. Designated one of the top 10% best HR division conference papers

The Double-Edged Effects of Group Incentives: The Role of Peer Monitoring and Individual Incentives (2023). Professional Development Workshop (PDW), presented at *2023 Meeting of the Academy of Management*.

HR Division Middle-Stage Doctoral Consortium (2023). Professional Development Workshop (PDW), presented at *2023 Meeting of the Academy of Management*.

Sturman, M. C. (2022). Real Research with Fake Data: A Tutorial on Conducting Computer Simulation for Research and Teaching. *2022 Meeting of the Academy of Management*.

Sturman, M. C., Shim, H., Park, S., & Fan, X. (2022). How To Make Up Data: An Introduction to Computer Simulation. Professional Development Workshop (PDW), presented at *2022 Meeting of the Academy of Management*.

Shim, H. Sturman, M. C., & Brown, M. (2022). Intra- and Inter-Organizational Determinants of Firm's Pay Level Policy Change Over Time. *2022 Meeting of the Academy of Management*.

- Fan, X., & Sturman, M. C. (2022). Education as an Equalizer? The Dynamic Effects of Education on Racial and Gender Wage Inequality. *2022 Meeting of the Academy of Management*.
- Park, S., & Sturman, M. C. (2020). PFP Perception in Multi-PFP Form Environments and the Implications for PFP System Effectiveness. *2020 Meeting of the Academy of Management*.
- Shim, H., Fan, X., Sturman, M. C., & Brown, M. (2020). More than Just the Market: How Changes in Pay Policy Affect Organizations' Performance Outcomes. *2020 Meeting of the Academy of Management*.
- Exploring tough research questions with compensation scholars. (2019). Presenter, Human Resources/Organizational Behavior Divisions, *2019 Meeting of the Academy of Management*, Boston, MA.
- The role of non-tenure track faculty in business schools. (2019). Presenter, All-Academy Theme, *2019 Meeting of the Academy of Management*, Boston, MA.
- Sturman, M. C., Ukhov, A., Richardson, H., & Simmering, M. (2018). Mitigating Effect of Additional Variables on Common Method Variance in Structural Equations Models. *2018 Meeting of the Academy of Management*, Chicago, IL.
- Sturman, M. C., Sturman A. J., & Sturman, C. J. (2018). Uncontrolled Control Variables: The Extent that Methodological Flexibility Increases Type I Errors (2017). *2018 Meeting of the Academy of Management*, Chicago, IL.
- Fostering relationships and research among compensation scholars (2017). Presenter, Human Resource Division, *2017 Meeting of the Academy of Management*, Atlanta, GA.
- Hodari, D., Turner, M., & Sturman, M. C. (2016). Hotel performance: The impacts of owner-operator goal alignment and GM autonomy. *EuroCHRIE*.
- Building the compensation research community. (2016). Presenter, Human Resource Division, *2016 Meeting of the Academy of Management*, Anaheim, CA., August, 2016.
- Sharpen your skills: Preparing to tech graduate level research methods. (2015). Presenter, Research Methods Division. *2015 Meeting of the Academy of Management*, Vancouver, CA, August, 2015.
- The art and science of reviewing (and writing) survey research. (2015). Panelist, Research methods Division. *2015 Meeting of the Academy of Management*, Vancouver, CA, August, 2015.
- Park, S., Williams, M., & Sturman, M.C. (2014). "Can I trust my boss? The effect of one's bosses' upward strategic impression management." *8th EIASM/FINT Workshop on Trust Within and Between Organizations*, Coventry, UK.
- Hodari, D., Sturman, M. C., & AlShawi, S. (2014). Sustainability in the European Hotel Industry: Towards a Strategic Orientation. *2014 EuroCHRIE Conference*.

- Sturman, M. C., Simmering, M. J., Ukhov, A. (2014). Detecting common method variance with a marker variable: A replication and extension. *2014 Meeting of the Academy of Management*.
- Park, S., Williams, M., & Sturman, M.C. (2014). "Can I trust my boss? The effect of one's bosses' upward strategic impression management." *2014 Meeting of the Academy of Management*.
- Sturman, M. C., & Walsh, K. (2013). The Role of Perceived Organizational Support: Testing a Theoretical Model Using Justice Perceptions. *2013 Meeting of the Academy of Management*.
- Park, S., Sturman, M. C., Chan, E., & Vanderpool, C. (2013). Only time will tell: The dynamics of LMX, job performance, and justice. *2013 Meeting of the Academy of Management*. [Awarded a 2013 SERI (Samsung Economics Research Institute) scholarship award.]
- Sturman, M. C. (2012). Applying and Developing Evidence-Based Management in the Hospitality Industry. *EIAT International Tourism Conference, Belgrade, Serbia*.
- Sturman, M. C. (2012). Evidence-Based Management in Hospitality Education. *EIAT International Tourism Conference, Belgrade, Sernia*.
- Yoon, Y. J., & Sturman, M. C. (2012). Bringing Consilience to Two Perspectives Of International Human Resource Management Research. *2012 Meeting of the Academy of Management*.
- Hong, Y., Liao, H., & Sturman, M. C. (2012). Strategic Heterogeneity of the Lodging Industry: Competitive Advantage and Strategic Positions. *21<sup>st</sup> Annual Frontiers in Service Conference*.
- Shao, L., & Sturman, M. C. (2011). Validity Dynamism of Personality Traits in the Selection Context. *2011 Meeting of the Academy of Management*.
- Ying, H., Lui, H., & Sturman, M. C. (2011). Competing through Customization: Using Human Resource Management to Create Strategic Capabilities. *2011 Meeting of the Academy of Management*.
- Lynn, W., Kwortnik, R. J. Jr., & Sturman, M. C. (2011). Voluntary Tipping and the Selective Attraction and Retention of Service Workers in the USA: An Application of the ASA Model. *QUIS 12*.
- Way, S., Kwortnik, R. J., & Sturman, M. C. (2011). Who's My Customer? A Cross-Level Examination of the Synergistic Effects of Market Orientation, Service Climate, and Internal Marketing on Manager Job Performance. *QUIS 12*.
- Sturman, M. C., & Murphy, K. R. (2010). Sources of Error Variance and their Effects on Supervisor's Job Performance Ratings. *2010 Meeting of the Academy of Management*.
- Sturman, M. C., Walsh, K., and Zahn, L. A. (2010). Strengthening the Employment Relationship: The Effects of Work-Hours Misfit on Employee Attitudes. *2010 Meeting of the Academy of Management*.

- Hausknecht, J. P., Sturman, M. C., & Roberson, Q. (2009). Organizational Justice Perceptions and Work Outcomes: Dynamic Trajectories and Residual Effects. *2009 Meeting of the Academy of Management*.
- Park, S., & Sturman, M. C. (2009). The Relative Effects of Different Pay-For-Performance Plans on Future Job Performance Levels. *2009 Meeting of the Academy of Management*.
- Shao, L., & Sturman, M. C. (2009). Prediction of Performance Ratings over Time. *2009 Meeting of the Academy of Management*.
- Sturman, M. C., Walsh, K., & Cheramie, R. A. (2007). Firm-Explicit Human Capital: The Value of Transferable Knowledge in the Labor Marketplace. *2007 Meeting of the Academy of Management*.
- Richardson, H. A., Simmering, M. J., & Sturman, M. C. (2007). A Tale of Three Cities: Examining Assumptions about and Corrections for Common Method Variance. *2007 Meeting of the Academy of Management*.
- Sturman, M. C., Tracey, J. B., & Tews, M. J. (2006). Revising Theory on Job Task Performance: Updating and Testing Propositions from Murphy's (1989) Model. *2006 Southern Management Association Annual Conference*.
- Shao, L., & Sturman, M. C. (2006). Exploring the Effect of Culture on How Pay-For-Performance Affects Turnover: A Multi-Level Longitudinal Study on 24 Countries. *2006 Southern Management Association Annual Conference*.
- Sturman, M. C. (2006). "How" Versus "How Much" You Pay: The Effects of Various Pay Components on Future Performance. *2006 Meeting of the Academy of Management*.
- Lynn, W. M., & Sturman, M. C. (2006). Racial Bias in Customer Evaluations of Job Performance: Taking a "Tip" from Social Psychology. *2006 Meeting of the Academy of Management*.
- Richardson, H. A., Simmering, M. J., & Sturman, M. C. (2005). How Correct is Corrected? Examining the Accuracy of Corrections for Common Method Variance. *2005 Meeting of the Academy of Management*.
- Richardson, H. A., Simmering, M. J., & Sturman, M. C. (2004). Will the real correlation please stand up? An examination of the effectiveness of statistical corrections for common method variance using data simulation. *2004 Southern Management Association Annual Conference*.
- Sturman, M. C., Boudreau, J. W., Trevor, C. O., & Gerhart, B. (2003). Is it worth it to win the talent war? Evaluating the utility of performance-based pay. *2003 Meeting of the Academy of Management*.

- Mitchell, T. & Sturman, M. C. (2002). The role of simulations and experiential learning in HR: Applications in Business, I/O psychology, and OB Education. *Third Conference on Innovative Teaching in Human Resources and Industrial Relations*. Fisher College of Business, Ohio State University. November 8-9, 2002.
- Yanadori, Y., Sturman, M. C., Milkovich, G. T., & Marler, J. G. (2002). Organizational pay mix: The implications of various theoretical perspectives. *2002 Meeting of the Academy of Management*.
- Aguinis, H., Sturman, M. C., & Pierce, C. A. (2002). Refining the integration of the Hunter-Schmidt and Hedges-Olkin meta-analytic approaches, *2002 Society for Industrial and Organizational Psychology Conference*.
- Sturman, M. C., Cheramie, R. A., & Cashen, L. H. (2001). The consistency, stability, and test retest reliability of employee job performance: A meta-analytic review of longitudinal findings. *2001 Meeting of the Academy of Management*.
- Brown, M., Sturman, M. C., & Simmering, M. (2001). The benefits of paying more: The effects of relative wage practices for registered nurses on hospitals' average lengths of stay. *2001 Meeting of the Academy of Management*.
- Sherwyn, D., Sturman, M. C., Tracey, J. B., Heise, M. (2001). New Frameworks for Predicting Government: Introducing and Applying Classical Legal Theory and Legal Realism to Sexual Harassment Law. *2001 Meeting of the Academy of Management*.
- Simmering, M. J., Sturman, M. C., & Cheramie, R. A. (2001). Quasi-experimentation for training evaluation: A case study. *2001 Southern Management Association Annual Conference*.
- Aguinis, H., Sturman, M. C., & Pierce, C. A. (2001). Comparison of Three Meta-analytic Procedures for Examining Moderating Effects of Categorical Variables. *2001 Society for Industrial and Organizational Psychology Conference*.
- Faulk, L. H., & Sturman, M. C. (2000). Why should organizations care about pay? The development of a general model of pay satisfaction consequences. *2000 Southern Management Association Conference*.
- Cheramie, R. A., & Sturman, M. C. (2000). Correlates and Consequences of Job Changes: An Examination of Executive Career Migration. *2000 Meeting of the Academy of Management*.
- Faulk, L. H., & Sturman, M. C. (2000). An Historical Review of the Pay Satisfaction Construct. *2000 Meeting of the Academy of Management*.
- Sturman, M. C., & Trevor, C. O. (2000). The Implications of Employee Turnover on Studies of Dynamic Performance. *2000 Society for Industrial and Organizational Psychology Conference*.
- Trevor, C. O., & Sturman, M. C. (2000). The Effects of Performance Slope and Velocity on Voluntary Turnover. *2000 Society for Industrial and Organizational Psychology Conference*.



- Sturman, M. C., & Short, J. C. (1999). Adding bonus satisfaction to the pay satisfaction questionnaire: Construct validation and analysis of the pay satisfaction questionnaire's dimensionality. *1999 Meeting of the Academy of Management*.
- Sturman, M. C., & Carraher, S. M. (1999). Differing Conceptualizations of the Pay Satisfaction Questionnaire's Dimensionality. *1999 Meeting of the Academy of Management*.
- Naumann, S., Minsky, B., & Sturman, M. C. (1999). A historical, cross-disciplinary examination of the construct of employee entitlement. *1999 Meeting of the Academy of Management*.
- Sturman, M. C. (1998). Implications of utility analysis corrections for estimates of human resource intervention value. *1998 Meeting of the Academy of Management*.
- Barringer, M. W., & Sturman, M. C. (1998). The effects of variable work arrangements on the organizational commitment of contingent workers. *1998 Meeting of the Academy of Management*.
- Sturman, M. C. (1997). The Effects of Time on Performance: An Investigation of the Experience/Performance, Tenure/Performance, and Age/Performance Relationships. *1997 Meeting of the Academy of Management*.
- Sturman, M. C. (1996). Multiple Approaches to Absenteeism Analysis. *1996 Meeting of the Academy of Management*.
- Sturman, M. C. (1995). Predicting Employee Absences: Work-Related Accidents and Employee Medical Claims as Signals of Ability to Attend Work. *1995 Meeting of the Academy of Management*.
- Sturman, M. C., & Boudreau, J. W. (1994). Employee Health Insurance Decisions in a Flexible Benefits Environment. *1994 Meeting of the Academy of Management*.
- Sturman, M. C., & Milkovich, G. T. (1994). Triple Validation Approach to Expert Systems: A Demonstration Using Personal Choice Expert—A Flexible Employee Benefit System. *1994 Western Decision Sciences Institute Conference*.
- Milkovich, G. T., Sturman, M. C., & Hannon, J. M. (1994). Effects of a Flexible Benefits Expert System on Employee Decisions and Satisfaction. *1994 Western Decision Sciences Institute Conference*.
- Hannon, J. M., Milkovich, G. T., Sturman, M. C. (1992). The Effect of a Flexible Benefits Expert System on Employer Decisions and Satisfaction. *1992 Meeting of the Academy of Management*.

## EDITORIALS, PANELS, AND INVITED SPEECHES

- Sturman, M. C. (2013). *HR Branding: How Human Resources Can Learn from Product and Service Branding to Improve Attraction, Selection, and Retention*. Latest Trends and Innovations in Tourism speaker series. MODUL University, Vienna, Austria.
- Checoury, M., Hodari, D., Sturman, M. C., & Van Pelt, K. (2013). *Millennials and Employers: Finding the Common Ground in Employment Relations*. Young Hotelier's Summit. Ecole Hotliere de Lausanne, Lausanne, Switzerland.
- Sturman, M. C. (2009). Review of *Beyond HR: The New Science of Human Capital*, by J. W. Boudreau and P. M. Ramstad (2007). *Human Resource Management*, 48, 469-472.
- Bullard, P. D., & Sturman, M. C. (2008). How Integrity Testing Reduces Theft, Absenteeism and Injuries. *HR in Hospitality Conference*, Las Vegas, NV.
- Mignault, R., & Sturman, M. C. (2007). Attracting and Retaining the Industry's Leaders. *HR in Hospitality Conference*, Las Vegas, NV.
- Sturman, M. C. (2006). Reflections, thank you, and goodbye. *Cornell Hotel and Restaurant Administration Quarterly*, 47 (4), 319-320.
- Sturman, M. C. (2006). Award for Best CQ Article in 2005. *Cornell Hotel and Restaurant Administration Quarterly*, 47 (3), 202-203.
- Sturman, M. C. (2006). Myth busting. *Cornell Hotel and Restaurant Administration Quarterly*, 47 (2), 98-99.
- Sturman, M. C. (2006). In defense of theory. *Cornell Hotel and Restaurant Administration Quarterly*, 47 (1), 6-7.
- Sturman, M. C. (2005). Getting started. *Cornell Hotel and Restaurant Administration Quarterly*, 46 (4), 387-388.
- Sturman, M. C. (2005). 2005 best paper award. *Cornell Hotel and Restaurant Administration Quarterly*, 46 (3), 299.
- Sturman, M. C. (2005). Reflecting on our recent articles. *Cornell Hotel and Restaurant Administration Quarterly*, 46 (2), 108-109.
- Sturman, M. C. (2005). Introducing *Cornell Quarterly* Cases. *Cornell Hotel and Restaurant Administration Quarterly*, 46 (1), 6-7.
- Sturman, M. C. (2004). Strategies and Practices for Non-Exempt Compensation Management. *Building Skills for Success: 2004 HR Leadership Conference* (for Hilton Hotels). Tucson, Arizona; New Orleans, Louisiana.

- Sturman, M. C. (2004). Thanks, Kudos, and Congratulations. *Cornell Hotel and Restaurant Administration Quarterly*, 45 (4), 306-308.
- Sturman, M. C. (2004). A caution and a call. *Cornell Hotel and Restaurant Administration Quarterly*, 45 (3), 214-215.
- Sturman, M. C. (2004). Two new changes to the reviewing process. *Cornell Hotel and Restaurant Administration Quarterly*, 45 (2), 106-107.
- Sturman, M. C. (2004). Asking the big questions. *Cornell Hotel and Restaurant Administration Quarterly*, 45 (1), 6-7.
- Sturman, M. C. (2003). A salute to the knowledge gained with Elsevier publishing. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (5-6), i.
- Sturman, M. C. (2003). Endings, beginnings, and continuations. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (4), i.
- Sturman, M. C. (2003). *Effective Compensation Strategies*. 2003 Human Resource Association of the Twin Tiers (HRATT) Conference.
- Way, P. & Sturman, M. C. (2003). *Human Resource Certification for Faculty and Students*. 2003 Academy of Management Conference.
- Sturman, M. C. (2003). A call for special-focus issues. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (3), 2.
- Sturman, M. C. (2003). Award for the best *Cornell Quarterly* article in 2002. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (2), 4.
- Sturman, M. C. (2003). Writing for *Cornell Quarterly*: What I look for in a submission. *Cornell Hotel and Restaurant Administration Quarterly*, 44 (1), ii, 1.
- Sturman, M. C. (2002). From here to there: *CQ*'s review and publication practices. *Cornell Hotel and Restaurant Administration Quarterly*, 43 (6), 4.
- Sturman, M. C. (2002). Taking the reins—With pleasure. *Cornell Hotel and Restaurant Administration Quarterly*, 43 (5), ii.

## **TEACHING EXPERIENCE**

Human Resource Management (undergraduate, M.B.A., M.M.H.)  
Compensation Management (undergraduate, M.B.A., M.M.H., & M.I.L.R.)  
Compensation for Service Firms (undergraduate, M.B.A., M.M.H., & M.I.L.R.)  
Human Resource Analytics (aka HR Analytics I) (Master's)  
Human Resource Analytics and Issues (aka HR Analytics II) (Master's)  
Multilevel Structural Equation Modeling (Ph.D.)  
Multilevel Theory and Research (Ph.D.)  
Seminar in Human Resources (Ph.D.)  
Seminar on Computer Simulation (Ph.D.)  
Research Methods (undergraduate, Ph.D.)  
Essentials of Human Resources (Executive Education)  
Human Resource Metrics and Talent Analytics (Executive Education)  
Cost-Benefit Analysis for Human Resources (Executive Education)

## **TEACHING MATERIALS**

(Available for free upon request)

***Exercises in HR Analytics: The Case of Mr. Macky's Cajun Cuisine.*** Exercise workbook for a comprehensive case for a human resource analytics class. Students are provided with individual datasets with which they complete analytic questions, divided over five modules. Materials include the workbook (together and or with each module separately), datasets (as many as requested), and answer keys (customized to provide answers for each separate dataset). Materials updated annually. Winner of the 2022 Academy of Management, HR Division Innovation in Teaching Award.

***Staffing Simulation Exercise.*** Classroom exercise where students design a selection system and then implement their system based on applicants from up to nine universities. Materials include directions for instructor, student handout, nine resume books, nine "test scores" packets, information request sheet, and hiring decision sheet. Materials updated annually (materials available for 2022). Previous version of this exercise won the 2006 Academy of Management, HR Division Innovation in Teaching Award.

## GRADUATE COMMITTEES

Xueqing Fan	Committee chair, major in Human Resources	Graduated (Ph.D.): 5/2023
Eugene Son	Committee chair, major in Human Resources	Graduated (Ph.D.): 10/2022
Hanbo Shim	Committee chair, major in Human Resources	Graduated (Ph.D.): 10/2022
Xueqing Fan	Committee chair, major in Human Resources	Graduated (MS): 5/2020
Becky Paluch	Committee member, major in ILR	Graduated (Ph.D.): 5/2019
Yeong Joon Yoon	Committee member, major in ILR	Graduated (PhD.): 5/2017
Sanghee Park	Committee chair, major in Hotel Admin.	Graduated (Ph.D.): 8/2014
Chelsea Vanderpool	Committee member, major in ILR	Graduated (Ph.D.): 5/2014
Satpathy, Jyoti	External committee member, Derhampur University	Graduated (D. Litt.): 5/2013
Lian Shao	Committee chair, major in Hotel Admin.	Graduated (Ph.D.): 8/2011
Ying Hong	External committee member, Rutgers University	Graduated (Ph.D.): 10/2009
Sanghee Park	Committee chair, major in Hotel Admin.	Graduated (M.S.): 8/2008
Masako Taylor	Committee member, major in Hotel Admin.	Graduated (Ph.D.): 8/2006
Larry Faulk	Committee chair, major in Management	Graduated (Ph.D.): 8/2002
Mark Brown	Committee chair, major in Management	Graduated (Ph.D.): 12/2000
Gabe Piccoli	Committee member, minor in Management	Graduated (Ph.D.): 5/2000

## **PROFESSIONAL AFFILIATIONS AND SERVICE**

Associate Editor, *Journal of Applied Psychology* (2014-2020)  
Editor, *Cornell Hotel and Restaurant Administration Quarterly* (July 2002-June 2006)  
Past Division Chair, Academy of Management, Research Methods Division (2014-2015)  
Division Chair, Academy of Management, Research Methods Division (2013-2014)  
Division Chair Elect, Academy of Management, Research Methods Division (2012-2013)  
Program Chair, Academy of Management, Research Methods Division (2011-2012)  
Program Chair-Elect/PDW Chair, Academy of Management, Research Methods Division (2010-11)  
Representative-at-Large, Academy of Management, Research Methods Division (2007-2010)  
Editorial Board Member, *Journal of Applied Psychology* (2008-2013; 2020-Present)  
Editorial Board Member, *Journal of Management* (2001 – 2002; 2005-Present)  
Editorial Board Member, *Organizational Research Methods* (July 2007-Present)  
Editorial Board Member, *Compensation and Benefits Review* (2015-Present)  
Editorial Board Member, *Academy of Management Discoveries* (2019-Present)  
Editorial Board Member, *ODISHA Journal of Social Science* (2014-Present)  
Reviewer for *Journal of Applied Psychology* (1997 – 2008)  
Reviewer for *Academy of Management Review* (2003 – Present)  
Reviewer for *Academy of Management Journal* (2010 – Present)  
Reviewer for *Journal of Management* (1997-2001, 2002 – 2005)  
Reviewer for *Personnel Psychology* (1995 – Present)  
Reviewer for *Journal of Occupational and Organizational Psychology* (1997 – Present)  
Reviewer for *Human Resource Management Journal* (2022 – Present)  
Reviewer for *Human Resource Management Journal* (2008 – Present)  
Reviewer for *Journal of Organizational Behavior* (2018 – Present)  
Reviewer for *Behavior Research Methods* (2022)  
Reviewer for *Academy of Management Conference*  
Academy of Management (1992 – Present)  
World at Work (2000 – Present)  
American Psychological Association (APA) (2000 – Present)  
Society for Industrial and Organizational Psychology (SIOP) (2000 – Present)  
Society for Human Resource Management (SHRM) (1997 – Present)  
Beta-Tester for *JMP Software*, SAS Institute Inc. (2001 – 2018)

## CONSULTING AND BUSINESS EXPERIENCE

Trustforte Corporation	New York, New York	Consultant, 2001-2024
GLG	Remote	Consultant, 2023
Beyond Management, Inc.	Tucker, Georgia	Consultant, 2006-2022
MedicineX	New York, New York	Consultant, 2021
Ecole Hotliere de Lausanne	Lausanne, Switzerland	Consultant, 2019-2020
Education Assessment, Inc.	Athens, GA	Consultant, 2005-2019
Huawei	Shenzhen, China	Speaker, 2018
Salary.com	Waltham, MA	Webinar Presenter, 2017-2018
Johnson, Webbert & Young, LLP	Augusta, ME	Expert Witness, 2017-2018
Global Hospitality Exchange	Tucker, Georgia	Consultant, 2005-2017
Broward Country	Fort Lauderdale, Florida	Expert Witness, 2008
Korein Tillery, LLC	St. Louis, MO	Expert Witness, 2014
Hilton Hotel, Inc.	New York, New York	Consultant, 2004-2007
Law Firm of Nam & Associates	New York, New York	Consultant, 2006-2007
Thompson Hotel Associates	New York, New York	Consultant, 2006
Thompson Hotel Associates	Los Angeles, California	Consultant, 2006
Jackson Lewis, LLP	White Plains, New York	Consultant, 2006
Law Office of Samuel Ezenagu	Cincinnati, Ohio	Consultant, 2005
Hilton Hotels, Inc.	New Orleans, Louisiana	Speaker, 2004
Hilton Hotels, Inc.	Tucson, Arizona	Speaker, 2004
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Atlanta, Georgia	Consultant, 2003-2005
Bernard P. Wolfsdorf Law Corp.	Pacific Heights, California	Consultant, 2002-2004
Law Offices of Darryl L. Wynn	Brooklyn, New York	Consultant, 2003-2004
Jaekle, Fleischmann, & Mugel	Buffalo, New York	Consultant, 2003
Gibbs, Houston, & Pauw	Seattle, Washington	Consultant, 2002
Sabine Mining Company	Hallsville, Texas	Consultant, 2000
Stupp Corporation	Baton Rouge, Louisiana	Consultant, 2000
United Companies	Baton Rouge, Louisiana	Consultant, 1999
Baton Rouge Physical Therapy	Baton Rouge, Louisiana	Consultant, 1997
Crescent City Physical Therapy	Crescent City, Louisiana	Consultant, 1997
Affiliated Physical Therapy	Hammond, Louisiana	Consultant, 1997
Toshiba Corporation	Tokyo, Japan	Intern, Summer 1995
The Dannon Company	White Plains, New York	Consultant, 1994 - 1995
Allied Signal	South Bend, Indiana	Consultant, 1993 - 1994
NCR	Ithaca, New York	Consultant, 1990 - 1992

## AWARDS AND GRANTS

- Inducted as Fellow to the Society for Industrial and Organizational Psychology (SIOP) (2023)
- Academy of Management, HR Division Innovation in Teaching Award Winner (2022)
- Lon and Lauren McGowan Fellowship in Profit Sharing (\$25,000) (2020)
- *Compensation & Benefits Review* Best Article Award (2019)
- SERI (Samsung Economics Research Institute) scholarship award (2013)
- *Cornell Hospitality Quarterly* Best Article Award (2010)
- *ORM Editorial Review Board Best Publication of the Year* award (2009)
- Finalist for the *ORM Editorial Review Board Best Publication of the Year* award (2009)
- Finalist for Best Paper Award for the *Cornell Hospitality Quarterly* (2009)
- Certified Senior Professional in Human Resource Management (SPHR; 2022-2025)
- Certified Senior Professional in Human Resource Management (SPHR; 2018-2022)
- Certified Senior Professional in Human Resource Management (SPHR; 2015-2018)
- Certified Senior Professional in Human Resource Management (SPHR; 2012-2015)
- Certified Senior Professional in Human Resource Management (SPHR; 2009-2012)
- Certified Senior Professional in Human Resource Management (SPHR; 2006-2009)
- Awarded The Kenneth and Marjorie Blanchard Professor of Human Resources (2006)
- Academy of Management, HR Division Innovation in Teaching Award Winner (2006)
- 2006 Waldman Family Faculty Research Award (School of Hotel Administration, Cornell University)
- 2005 Faculty Research Award (School of Hotel Administration, Cornell University)
- CHR Fellow (Research fellow for the *Center for Hospitality Research*, SHA, Cornell)
- 2004 SMA Best Overall Paper Award. 2004 Southern Management Association Meeting
- Best Paper Award, Research Methods Track. 2004 Southern Management Association Meeting
- Finalists for Best Human Resource Article of 2003  
One of four finalists as judged by the Scholarly Achievement Committee for the Human Resources Division of the Academy of Management. For Brown et al. (2003).
- Cost of Cleaning. \$50,000 grant provided by *JohnsonDiversey*. (sole researcher)
- 2004 Emerald Management Review's Golden Page Award for Practical Usability of Research in the category of Hospitality and Tourism for the for the *Cornell Hotel and Restaurant Administration Quarterly*
- Certified Senior Professional in Human Resource Management (SPHR; 2003-2006)
- Featured in the 2002 Annual Report by the Office of the Vice Provost for Research
- Nominated for the William A. Owens Scholarly Achievement Award  
One of 12 papers nominated for the William A. Owens Scholarly Achievement Award; this annual award is given to the author(s) of the publication in a refereed journal deemed to have the greatest possibility to significantly impact the field of I-O psychology. For Sturman & Trevor, 2001.
- 2002 Faculty Research Award (School of Hotel Administration, Cornell University)
- Finalist, Best Paper of the Year Award 2001: *Cornell Hotel and Restaurant Quarterly*



- Certified Senior Professional in Human Resource Management (SPHR; 2000-2003)
- 2000 Society for Human Resource Management (SHRM) Research Award
- Kearney-Jolly Developing Scholar Professorship
  - A competitive professorship designed to recognize a “developing scholar” within the LSU business school.
  - Award carries with it a stipend and resources for research.
- Council on Research Summer Stipend Program, 1998
- Best Doctoral Student Paper Award, Research Methods Division, Academy of Management, 1996
- Academy of Management Meeting, Electronic Best Paper Proceedings, 1996
- Human Resource Doctoral Consortium, Academy of Management, 1996