

Dr. William G. Castellano
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EDUCATION

Rutgers University

Ph.D. Industrial Relations and Human Resource Management

Rutgers University

Graduate School - New Brunswick, N.J.

Masters of Science

Major: Human Resources Management

Pace University

Lubin School of Business - New York, N.Y.

Bachelors in Business Administration

Major: Human Resources Management

Magna Cum Laude

ACADEMIC EXPERINCE

8/19 - present

**Rutgers University School of Management and Labor Relations
Associate Professor Human Resource Management Department
Executive Director, NJ/NY Center for Employee Ownership**

8/17 – 7/19

**Rutgers University School of Management and Labor Relations
Chair, Human Resource Department / Associate Professor
Executive Director, NJ/NY Center for Employee Ownership**

Responsible for faculty recruitment and development, curriculum offerings, program management, marketing, and operations of the Human Resource Management Department. Oversee the BA Human Resource Management program comprised of over 800 majors and 250 minors, and the Master's HRM program comprised of 150 students from around the world. Established the Center for HR and Leadership Development that provides executive education programs to corporate clients and the NJ/NY Center for Employee Ownership that communicates research on employee ownership and offers programs that promote broad-based equity and employee ownership strategies to business owners. Member of the School's Executive Committee overseeing school-wide policies, budgets, and operations.

- Recruited and successfully put five full professors through the tenure process
- Hired three new fulltime non-tenured professors
- Created a new Professional Online Masters of Human Resource Management degree program
- Redesigned the HR executive certificate program
- Created a Senior HR Digital Expert executive certificate program to be offered in China

- through a partnership with the China Association of Labor Economists
- Designed a Participatory Management Certificate program for small to large employee owned companies
- Became a member of the Board of Directors at the Global Equity Organization

**2/15 – 8/17 Rutgers University School of Management and Labor Relations
Associate Dean for External Engagement/ Professor**

Managed SMLR external engagement activities, including extension and executive/professional education (EPE), marketing and communications. Responsible for all contracting arrangements for fee for service activities and training contracts to ensure compliance with school policy. Also, in collaboration with the Associate Dean for Academic Affairs, responsible for developing and managing international relationships with overseas institutions extending our global reach in teaching and serving our students. Oversee the activities of the marketing and communications office for the school including all internal external communications with stakeholders via email, newsletters, website and social media. It will also include oversight of the school's Salesforce database.

- Created an accredited Certified Healthcare Manager (CHM) program
- Designed and implemented a new series of 21st Century Management and Leadership Development executive certificate programs
- Designed and implemented a NextGen HR executive certificate program
- Created an Executive HR certificate program at ECUST university in Shanghai China
- Developed a school-wide marketing and communication strategy including website redesign, new collateral material, and a targeted digital marketing and social media campaign.

**7/14 – 2/15 SMLR Executive and Professional Education
Associate Dean / Professor**

Reorganized the Center for Management Development creating two new executive education functions for the Rutgers Business School and School of Management and Labor Relations. SMLR's Executive and Professional Education (EPE) is an international leader in developing and delivering innovative training solutions for building effective and sustainable organizations.

- Developed and implemented a strategic plan to reorganize the Center for Management Development establishing separate executive education operations, marketing, business development, and program management functions.
- Based on applied research redesigned the management, leadership, health policy, and human resource management program offerings.

- Developed a marketing strategy for SMLR encompassing both collateral material and digital marketing including a redesigned website, branding, social media and direct marketing campaigns.

**8/12 – 7/14 Rutgers University Center for Management Development
Executive Director**

Executive Director of Rutgers Center for Management Development (CMD) a leading provider of management and executive education programs for more than 50 years, sponsored jointly by the Rutgers School of Business and Rutgers School of Management and Labor Relations.

- Conducted market and applied research to design and deliver professional and executive education programs
- Expanded program offerings globally delivering programs in nine countries throughout Asia, Europe, South and North America.
- Managed 25 employees generating over \$8 million in annual revenue
- Delivered over 120 open enrollment workshops and online programs to individuals and over 50 custom programs for corporate clients annually.
- Annually, thousands of persons participated in CMD's programs covering a wide range of topics including business management, strategy, marketing, social media, leadership and human resource management.
- Managed relationships with hundreds of Rutgers University faculty and industry experts selected for their current expertise in specific areas.

**5/11 – 6/13 Rutgers University SMLR
Director, Strategic HR Leadership Council**

Established a new Center to advance and shape the field of Human Resource Management by identifying the competencies required by future HR leaders and designing the curriculum to develop those competencies in the next generation of HR professionals. Manage center operations consisting of administration, business development, marketing, career management, and management education services.

- Created an advisory board of 27 senior HR leaders from top global corporations.
- Redesigned the undergraduate HRM program and developed proposals to redesign the graduate HRM and develop a new executive HRM leadership program.
- Developed a series of custom HR management education programs designed to train current and future HR leaders.
- Placed over 100 HRM undergraduate and graduate HRM students in a variety of internships, full-time, and management training positions.
- Developed a conference series to exchange cutting-edge HR research developed at Rutgers with board member firms.

**6/09 – 6/13 Rutgers University
Director, HRM Undergraduate Programs**

Developed and managed a new HRM undergraduate program responsible for program design, curriculum development, faculty recruitment, program evaluation, strategic planning, marketing and administration

- Developed an HRM minor program in the fall 2009 and BA Human Resource Management degree in fall 2011. Conducted a needs analysis and market research

study, presented proposal and received approval from curriculum committee, school faculty, Board of Governors and New Jersey Universities' Presidents Council.

- Designed a 6 course curriculum for the minor and 14 course curriculum for the major, along with learning objectives, program assessment and entrance criteria
- Established administration and academic advisory services.
- Developed a marketing strategy consisting of advertisements, posters, social media, internet, catalogs, and presentations to enhance program awareness. By spring 2013, the program grew to 254 minors and 543 majors totaling over 1,800 enrollments.
- Manage corporate outreach initiatives developing relationships with top employers interested in hiring students for internships and full-time positions.

Rutgers University Center for Human Resource Strategy

1/08 – 5/10

Associate Director

5/10 – 5/11

Director

Managed a Center to increase collaboration between the world-renowned HR faculty researchers at Rutgers University and senior thought-leaders from many leading global corporations.

- Managed business development, marketing, program and research design, and administrative support.
- Established relationships with 25 Chief Human Resource Officers generating \$375,000 in annual revenue
- Developed a series of executive workshops and conferences on a variety of strategic HRM topics for board member firms employees
- Managed the CHRS research fellows program where top graduate HRM students are assigned to CHRS member firms to conduct HR project work for course credit.
- Managed all sponsored research projects at the Center including:
 - A qualitative study to assess organizational practices for managing Knowledge Intensive Teamwork
 - An in-depth study, based on a grant received from SHRM, of a major organization's mergers and acquisition practices resulting in a published case study
 - An empirical research study of the motivational drivers of Generation Y.
 - Conducting research of the practitioner and academic literature on employee engagement resulting in a white paper "A New Framework of Employee Engagement"
 - An empirical research study of the ROI of corporate wellness programs
 - Establishing a working group to develop an effective measure of Employee Engagement and understanding key drivers and linkages to organizational outcomes
 - Designing and delivering a HR for HR workshop series focusing on critical HR competencies including executive compensation, strategic staffing, HR Law, HR strategy, etc.

PROFESSIONAL EXPERIENCE

3/02 – 6/07

Castel Associates, Inc.

Managing Partner

Managed business development and executive recruiting for a premier Executive Search firm that has a proven track record of success with Fortune 500 companies since 1987.

**3/02-8/04 Flex Corp Systems
 Chief Marketing Officer**

Conducted cutting-edge research in global workforce management strategies speaking at numerous HR and business conferences and publishing articles in noted business journals. Grew the outsourcing business from \$2.5 million in revenues to \$30 million

**2/85 - 3/02 Merrill Lynch and Company, Inc.
5/97 - 3/02 Senior Vice President, Global Staffing**

Managed Global Staffing focusing on firm-wide development of recruiting strategies, executive search, talent management, vendor management, staffing technologies and recruitment advertising. Managed a global research project of internal and external best practices and developed flexible workforce management strategies for global contingent staffing needs saving the firm over \$6 million annually.

3/94 - 5/97 Vice President, Organizational Development

Managed HR Research, HR Policy & Planning and EEO/Community Relations responsible for aligning HR practices and programs with the global business strategy. Assessed the HR strategic fit for two major acquisitions; developed HR and Leadership competency models and a series of corporate management development programs delivered to over 200 managers globally; analyzed global employee engagement survey results and developed business HR management plans; and developed creative work-family programs and policies achieving the goal of being named one of 100 best companies by Fortune and Working Mother magazines

2/91 - 3/94 Vice President, Individual Investor Group HR

Provided HR generalist support including employee relations, staffing, compensation and performance management for two business groups consisting of over 4,000 employees nationwide.

**9/89 - 9/91 AVP, Operations, Systems & Technology HR
3/85 - 9/89 Employment Manager, Operations, Systems & Technology HR**

**6/79 – 2/85 Manufacturers Hanover Trust
 Professional Recruiter**

PUBLICATIONS

Book

Castellano, W.G. 2014. **Practices for Engaging the 21st Century Workforce: Challenges of Talent Management in a Changing Workplace.** Upper Saddle River, NJ: Pearson Education, Inc.

Peer Reviewed Publications

Castellano, W.G. (2016). Technological advances impact on labor markets and jobs. **France Forum**, November, vol. 63

Phillips, J. M., Gully, S. M., & Castellano, W.G. (2014). Improving recruiting effectiveness for innovative startups: The importance of job advertisement wording. **American Journal of Entrepreneurship**, 7(1), 102-141.

Phillips, J. M., Gully, S. M., McCarthy, J.E., & Castellano, W.G. & Kim, M.S. (2014). Recruiting global travelers: The role of global travel recruitment messages and individual differences in perceived fit, attraction, and job pursuit intentions. **Personnel Psychology**, 67, 153-201.

Gully, S. M., Phillips, J. M., Castellano, W., Han, K., & Kim, A. (2013). A mediated moderation model of recruiting socially and environmentally responsible job applicants. **Personnel Psychology**, 66(4), 935-973.

Pending Peer Reviewed Publications

Han, J.H. & Castellano, W.G. Extending Ownership to Leverage Racially Diverse Workforce: The Effects of Racial Diversity on Firm-Level Outcomes Under the Use of Broad-Based Stock Options." **Organization Science** (OS-MS-18-12203)

Castellano, W. G. Contract Human Capital HR Architecture: A Framework for Managing Talent in the Gig Economy. **International Journal of Human Resource Management**.

Kruse, D., Blasi, J., Kang, S., Kim, J. and Castellano, W. Do employees share owners face too much financial risk? Analysis of the survey of consumer finances. **Human Resource Management Journal**.

Dissertation

Castellano, W.G. 2010. Contract Human Capital HR Architecture. Dissertation submitted to the Graduate School-New Brunswick **Rutgers University**.

Thesis

Castellano, W.G. 2007. A Framework for Managing Contract Human Capital: Contract Human Capital Engagement Modes and HR Configurations. Thesis submitted to the **School of Labor and Management Relations, Rutgers University**.

Book Chapters

Hong, Y., Castellano, W., Lepak, D. 2007. Employee Loyalty and Engagement. **Battleground Business**, p. 149-156, Greenwood Press, Westport, CT.

Lepak, D.P. Jiang, K., Han, K., Castellano, W., and Hu, J. 2012. Strategic HRM Moving Forward: What Can We Learn from Micro Perspectives? In G. Hodgkinson and J. K. Ford (Eds.), **International Review of Industrial and Organizational Psychology**, Chichester, UK: John Wiley & Sons

Conference Papers

Castellano, W.G. 2019. Top ten recommendations to increase equity participation and ownership. **15th Annual CEP and Silicon Valley NASPP Symposium**, Santa Clara, CA.

Castellano, W.G. and Han, J. 2019. The effects of racial diversity on firm-level outcomes under the use of broad-based stock options. Presented at the **Academy of Management Annual Meeting**, Boston, MA.

Han, J. and Castellano, W. G. Status or Incentive? The Differential Effects of Employee Ownership Stake on Employee Identity and Motivation. *Paper to be presented at the 18th International Labour and Employment Relations Association (ILERA) World Congress, Seoul, Korea, July 2018.*

Castellano, W.G. 2018. Contract human capital HR architecture: A framework for managing Talent in the Gig economy. Presented at **9th International Research Meeting in Business and Management**, July 7, Nice France.

Gully, S.M., Phillips, J.M. & Castellano, W. 2017. Recruiting to enhance and support global diversity. Presented at the **Academy of Management Annual Meeting**, Atlanta, GA.

Gully, S. M., Phillips, J. M., Castellano, W., Han, K. J., & Kim, A. (2012). A mediated moderation model of recruiting socially and environmentally responsible job applicants. Presented in Enhancing Employee Fit Through Recruitment, Culture, and Cross-Cultural Adjustment. Cross Divisional Paper session, **Academy of Management Meeting**, [August 3-7](#), Boston, MA.

Castellano, W.G. 2010. Managing Multiple Sources of Workforce to Achieve Competitive Advantage. Presented at **Strategic Management Society Annual Conference**, September 15, Rome Italy.

Gully, S.M., Phillips, J.M. & Castellano, W. 2010. Innovation-oriented advertising messages, job seeker goal orientation and recruiting effectiveness. (Under Review at JAP) To be presented at the **Academy of Management Annual Meeting**, Montreal, CA.

Phillips, J. M., Gully, S. M., & Castellano, W. 2009. A model of the role of recruitment messages in applicant diversity and attitudes toward diversity. Interactive paper presented at the **Academy of Management Annual Meeting**, August 7-11, Chicago, IL.

Castellano, W., Gully, S. M., Phillips, J. M., & Han, K. 2009. A model of the role of recruitment messages in recruiting environmentally responsible applicants. Interactive paper presented at the **Academy of Management** Annual Meeting, August 7-11, Chicago, IL.

McKay, P., Avery, D., Castellano, W., & Morris, M. 2009. It's cheaper to keep them: A model of the psychological diversity climate-voluntary turnover relationship, presented at the **Society for Industrial and Organizational Psychology**, New Orleans, LA.

Castellano, W., & Lepak, D. 2008. Contract Human Capital HR Architecture, presented at **Academy of Management**, Anaheim, CA.

Castellano, W., & Lepak, D. 2008. Building HRM Systems for High Involvement, High Commitment Work Environment, presented at **Academy of Management**, Anaheim, CA.

Castellano, W., & Liao, H. 2008. Understanding How Contract Workers Form and Respond to Justice Perceptions, presented at the **Society for Industrial and Organizational Psychology**, San Francisco, CA.

Castellano, W. 2007. A Framework for Managing Contract Human Capital: Contract Human Capital Engagement Modes and Human Resource Configurations, presented at **Academy of Management**, Philadelphia, PA.

Castellano, W. 2007. Applying Institutional Theory to Explain why Organizations Outsource Business Functions, presented at **Academy of Management**, Philadelphia, PA.

Technical Papers

Castellano, W. 2013. Strategic Flexible Staffing Model. A report commissioned by Adecco/Beeline.

Castellano, W.G. 2011. Organizational Adaptability: A Framework for Managing Contract Human Capital. An analysis and report created for the U.S. Army's Armament Research, Development and Engineering Center (ARDEC).

Castellano, W.G., Gully, S. M., and Phillips, J. M. 2010. Advertising Messages and Recruiting Effectiveness for Innovation-Oriented Firms. An analysis and report created for Advance/ NJ.com

White Papers

Castellano, W.G. 2019. Top 10 Recommendations to Increase Equity Participation and Ownership. **Rutgers Institute for Employee Ownership and Profit Sharing**.

Blasi, J., Kruse, D., and Castellano, W. 2017. Thinking Strategically About Your Equity

Compensation Program Using Academic Research Evidence

Castellano, W. 2009. A New Framework of Employee Engagement. **Rutgers University Center for Human Resource Strategy**, Piscataway, NJ.

Case Studies

Caligiuri, P., Castellano, W. 2008. K. Hovnanian's Approach to Preserving Intangible Assets after Acquisitions, **Society for Human Resource Management**, Alexandria, VA.

Trade Publications

Castellano, W.G. 2016. How to be a More Strategic HR Leader in 2017. **Globeforce.com**

Castellano, W.G., Beatty, J.R., 2016. Engagement: A Contrarian Perspective. **Talent Quarterly**, March (9).

Castellano, W. 2004. Creating a Flexible Workforce Strategy to Attract and Retain Talent. **WorkLife Matters Magazine**.

Castellano, W. 2004. Strategies for Flexible Staffing. **Human Capital Magazine**.

CONFERENCE PRESENTATIONS

October 29, 2019. Rutgers 3rd Annual Employee Ownership Conference
Title: "Top 10 Recommendations to Increase Equity Participation and Ownership."

October 22, 2019. Global Equity Organization Americas Regional Conference
Title: "Keynote Speaker: Bridging the Gap – Generational Perceptions and Interests in Equity Compensation."

October 2, 2019. GEO Austin Texas Chapter.
Title: "Building an Ownership Culture"

October 1, 2019. GEO Dallas Texas Chapter.
Title: "Building an Ownership Culture"

September 30, 2019. GEO Huston Texas Chapter.
Title: "Building an Ownership Culture"

September 19, 2019. Multi State ESOP Conference.
Title: "Creating an Ownership Culture."

June 24, 2019. Beyster Symposium.

Title: “Do Employee Share Owners Face Too Much Risk?”

April 10, 2019. Global Equity Organization European Conference, Amsterdam NL
Panel Title: “Back-to-School: 2019 Share Plan Research”

January 24, 2019. Global Equity Organization New York Chapter Symposium.
Title: “Effective Share Plan Strategies that Impact Organizational Strategic and Financial Outcomes.”

December 3, 2018. New Jersey Labor and Employment Relations Association.
Panel Title: “How Millennials are Impacting the Workforce and Labor Movement”

November 15, 2018. Global Equity Organization Pan European Regional Event, London
Keynote Panel Title: “What’s Hot in Academic Research in Share Plans”

October 22, 2018: Rutgers Center for Employee Ownership 2nd Annual Conference, New Brunswick NJ
Title: “Thinking Strategically about your Equity Compensation Program”

October 15, 2018. Garden State Council: SHRM Conference and Expo.
Title: “Thinking Strategically about your Equity Compensation Program”

May 10, 2018. Morgan Stanley Thought Leadership Conference, Chicago, IL,
Title: “Key-Take-A-Ways from Equity Compensation Research”

April 25, 2018. Global Equity Organization, 19th Annual Conference, Orlando, FL.
Title: “Getting Your Point Across the Globe- Communication and Measuring the Value of Equity Award Programs”

March 28, 2018. Certified Equity Professional Morgan Stanley Thought Leadership Conference, Santa Clara University.
Title: “Key-Take-Aways from Equity Compensation Research”

October 15, 2017. Garden State Council: SHRM Business Education Workshop.
Title: “HR Strategy at the Edge of Chaos”

July 31, 2017. Rutgers Center for Employee Ownership and Santa Clara Certified Equity Professional Institute Symposium.
Title: “Employee Ownership Strategies: Building High Performance, Inclusive Companies for the 21st Century”

June 25, 2017. East China University of Science and Technology, Seminar: Career Development in the VUCA Era
Title: “Succeeding in an Era of Change”

June 22, 2017. East China University of Science and Technology, MBA Business Conference
Title: “Talent Management at the Edge of Chaos”

June 1, 2017. Bloomberg BNA ESOP Conference

Title: "Creating Material Wealth for Business Owners and Labor with ESOPs"

May 25, 2017. Keynote speaker at Kronos Executive Summit

Title: "Talent Management at the Edge of Chaos"

December 8, 2016. Keynote speaker at New Jersey Health Care Talent Network Symposium.

Title: "Leadership in the 21st Century Health Care Industry"

November 13, 2016. Keynote speaker at Kronos Leadership Summit.

Title: Talent Management at the Edge of Chaos

July 29, 2016. Certified Equity Professional Institute East Coast Symposium

Title: "Increasing the Return on Equity Compensation Programs"

May 25, 2016. Keynote speaker at the 5th Annual CHRO Leadership Summit, Philadelphia PA

Title: "Engagement: A Contrarian Perspective"

October 5, 2015. Garden State Council SHRM Annual Conference.

Title: "Engaging the 21st Century Workforce."

September 30, 2015. Keynote speaker Diversity Inc. Special Awards Event.

Title: "High Potentials and the War for Talent"

May 19, 2015. Keynote speaker at the 5th Annual CHRO Leadership Summit, Philadelphia PA

Title: "Set Strategy to Handle Chaos"

March 11, 2015. Central NJ Society for Human Resource Management, New Brunswick NJ

Title: "HR's Role in Mergers and Acquisitions"

November 6, 2014. Central NJ Society for Human Resource Management, New Brunswick NJ

Title: "Global Human Resource Management"

March 12, 2014. Human Capital Institute Executive Roundtable

Title: "Engaging the 21st Century Workforce"

August 7, 2012. Cross Divisional Paper session, Academy of Management Meeting.

Title: "A mediated moderation model of recruiting socially and environmentally responsible job applicants"

April 18, 2012. Keynote speaker at Beeline/Adecco Customer Conference

Title: "Enhancing Organizational Adaptability: Achieving Success in the New Normal"

November 8, 2011. Strategic Management Society Annual Conference

Title: "Achieving Organizational Adaptability"

April 1, 2011. Society of Human Resource Management Business Conference
Title: "HR and the New Normal: Workforce Implications"

December 3, 2010 Avon Executive Speaker Series
Title: Attracting and Retaining Top Talent

September 15, 2010. Strategic Management Society Annual Meeting
Title: "Leveraging Human Capital with HR"

August 7, 2010. Academy of Management Interactive Paper
Title: "Innovation-oriented advertising messages, job seeker goal orientation and recruiting effectiveness"

August 10, 2009. Academy of Management Interactive Paper
Title: "A model of the role of recruitment messages in applicant diversity and attitudes toward diversity"

August 11, 2008. Academy of Management Symposium on Building HRM Systems for High Involvement, High Performance Work Environments
Title: "Contract Human Capital HR Architecture"

April 10, 2008. Society for Industrial and Organizational Psychology Poster Session
Title: "Understanding How Contract Workers Form and Respond to Justice Perceptions"

August 7, 2007. Academy of Management Interactive Paper
Title: "Applying Institutional Theory to Explain why Organizations Outsource Business Functions"

August 6, 2007. Academy of Management Paper Presentation
Title: "A Framework for Managing Contract Human Capital"

May 17, 2007. Comensura Supplier Conference
Title: "Framework for Managing Contract Human Capital Research Study"

October 21, 2004. Northeast Human Resources Association (NEHR) An Invention Convention "Ahead of the Curve"
Title: "Strategic Flexible Staffing"

August 31, 2004. Professionals in Human Resources Associations (PIHRA) Annual Conference and Exhibition
Title: "Strategic Flexible Staffing"

April 20, 2004. SHRM Employment Management Association National Conference
Title: "Outsourcing Strategic Staffing"

April 14, 2004. National Association of Purchasing Managers (NAPM) Annual Conference
Title: "Talent Management Procurement Strategies"

July 31, 2003. Human Resources Outsourcing World Conference
Title: "A New Strategy for Outsourcing the Management of a Flexible Workforce and Reducing Costs"

June 24, 2003. SHRM 55th Annual Conference and Exposition
Title: "A New Strategy for Managing a Flexible Workforce"

December 5, 2002. Institute for Supply Management (ISM) National Conference
Title: "How to Save a Million Dollars Today: An Innovative Flexible Workforce Management Strategy"

September 17, 2002. National Association of Purchasing Managers NY Conference
Title: "A New Paradigm for Purchasing Professional Services in the Human Capital Market"

September 29, 2001. IQPC National Congress on Recruiting and Staffing
Title: "Leveraging Internal and External Staffing Resources"

TEACHING EXPERIENCE

Bill is an accomplished teacher at both the undergraduate and graduate levels. He has taught over thirty-five courses on an array of business and HR topics including: Business Strategy, Strategic Human Resource Management, Financial Decisions, Labor Economics, Global Human Resource Management, Career Management, Introduction to HR Management, and Organizational Behavior.

Fall, 2018. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV (capstone class)

Spring, 2018. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV (capstone class)

Fall, 2017. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV (capstone class)

Spring, 2017. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV (capstone class)

Fall, 2016. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV (capstone class)

Spring, 2016. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV (capstone class)

Spring, 2016. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Managing the 21st Century Workforce

Fall, 2015. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Managing the 21st Century Workforce

Spring, 2015. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Managing the 21st Century Workforce

Fall, 2014. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Managing the 21st Century Workforce

Fall, 2014. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Spring, 2014. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Fall, 2013. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Fall, 2012. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Fall, 2012. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Fall, 2012. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Global Human Resource Management (sections 01, 02)

Summer, 2012. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Compensation and Rewards

Spring, 2012. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Career Management

Spring, 2012. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Global Human Resource Management (sections 01, 02)

Spring, 2012. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Compensation and Rewards

Fall, 2011. Rutgers University Graduate School of Management and Labor Relations
Course Title: Global Human Resource Management

Fall, 2011. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Fall, 2011. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Career Management

Fall, 2011. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Introduction to Human Resource Management

Fall, 2011. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Labor Economics

Summer, 2011. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Spring, 2011. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Spring, 2011. Rutgers University Graduate School of Management and Labor Relations
Course Title: CHRS Research Fellows Program

Spring, 2011. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Introduction to Human Resource Management (sections 01, 03)

Fall, 2010. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Fall, 2010. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Introduction to Human Resource Management (sections 01, 03)

Summer 2010. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Spring, 2010. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV: Designing and Implementing Human Capital Strategies in an Era of Change (sections 01, 02)

Spring, 2010. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Spring, 2010. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Global Human Resource Management

Fall, 2009. Rutgers University Undergraduate School of Management and Labor Relations
Course Title: Introduction to Human Resource Management (sections 01, 03)

Fall, 2009. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Summer, 2009. Rutgers University Graduate School of Management and Labor Relations
Course Title: Labor Economics

Spring, 2009. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Fall, 2008. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Summer, 2008. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Summer, 2008. Rutgers University Graduate School of Management and Labor Relations
Course Title: Organizational Behavior

Spring, 2008. Rutgers University Graduate School of Management and Labor Relations
Course Title: Financial Decisions

Fall, 2007. Rutgers University Graduate School of Management and Labor Relations
Course Title: Designing and Implementing Human Capital Strategies in an Era of Change

Summer, 2007. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Spring, 2007. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV: Designing and Implementing Human Capital Strategies in an Era of Change

Summer, 2006. Rutgers University Graduate School of Management and Labor Relations
Course Title: Economics and Demographics of Labor Markets

Fall, 2005. Rutgers University Graduate School of Management and Labor Relations
Course Title: HR Strategy IV: Strategic Human Resource Management

EXECUTIVE EDUCATION PROGRAMS DEVELOPED AND TAUGHT

October 7, 2019. Rutgers Executive and Professional Education / Employee Ownership Program
Title: “Creating and Ownership Culture.”

October 11, 2019. Rutgers Executive and Professional Education / Employee Ownership Program
Title: “Building Organizational Citizenship: Understanding Strategic Planning.”

October 7, 2019. Rutgers Executive and Professional Education / Employee Ownership Program
Title: “What Participatory Managers Need to Know: Building Trust.”

October 6, 2019. Garden State Chapter Society of HR Management Conference and Expo
Business Education Workshop
Title: “HR Strategy at the Edge of Chaos”

July 10, 2019. Global Equity Organization Webcast
Title: “Keys to Increasing Employee Equity Participation and Ownership.”

June 10, 2019. Rutgers Executive and Professional Education: HR at the Crossroads
Title: “Aligning and Integrating Business and HR Strategies”

June 4, 2019. Rutgers Executive and Professional Education: Leadership Development
Title: “Leading Global Organizations”

May 23, 2019. NJ Turnpike Authority Executive Leadership Program
Title: “Promoting Employee Motivation and Engagement”

November 27, 2018. Chemours Leadership Development Program
Title: “Managing a Multigenerational and Diverse Workforce”

February 23, 2018. Rutgers University Certified Healthcare Management Program
Title: “Managing Alliances and Inter-Firm Collaboration”

December 4, 2017. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

November 16, 2017. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

July 13, 2017. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

June 18, – June 25, 2017. East China University of Science and Technology, MBA Program
Title: “HR Strategy”

October 15, 2017. Garden State Chapter Society of HR Management Conference and Expo
Business Education Workshop
Title: “HR Strategy at the Edge of Chaos”

June 5, 2017. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

February 27, 2017. Rutgers Executive and Professional Education
Title: “Aligning Business and HR Strategies”

February 28, 2017. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

March 29, 2017. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

December 5, 2016. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

October 25, 2016. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

March 22, 2016. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

March 8, 2016. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

March 3, 2016. Panasonic HR Executive Program
Title: “Practices for Engaging the 21st Century Workforce”

February 29, 2016. Rutgers Executive and Professional Education.
Title: “HR Strategy Development”

December 14, 2015. Rutgers Executive and Professional Education
Title: “Leading Global Organizations”

September 28, 2015. Rutgers Executive and Professional Education
Title: “HR Strategy Development”

May 11, 2015. Rutgers Executive and Professional Education (online)
Title: Managing a Multigenerational and Diverse Workforce

April 13, 2015. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

March 16, 2015. Rutgers Executive and Professional Education
Title: “HR Strategy Development”

March 10, 2015. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

November 10, 2014. Rutgers Executive and Professional Education
Title: “Practices for Engaging the 21st Century Workforce”

March 18, 2014. Rutgers Center for Management Development
Title: “Interviewing Skills for Managers”

November 6, 2013. Rutgers Business School MBA Program
Title: “HR Management of Mergers and Acquisitions”

October 30, 2013. Rutgers Executive Education
Title: "Managing Human Capital"

October 21, 2013. Rutgers Business School MBA Program
Title: "HR's Role in Mergers and Acquisitions"

October 9, 2013. Rutgers / Johnson & Johnson Executive Education Program
Title: "Organizational Transformational Strategies"

April 24, 2013. Rutgers Center for Management Development
Title: "Engaging the 21st Century Workforce"

April 19, 2013. Rutgers Strategic HR Leadership Council
Title: "Developing Future HR Leadership Talent"

March 14, 2013. Rutgers University Center for Management Development
Title: "HR Strategies in an Era of Change"

October 31, 2012. Rutgers University Center for Management Development
Title: "Engaging the 21st Century Workforce"

April 12, 2012. Rutgers University Center for Management Development
Title: "HR Strategies in an Era of Change"

September 21, 2011. Rutgers University Center for Management Development
Title: "HR Planning Strategies"

June 14, 2011. Rutgers University Center for Management Development
Title: "HR Strategies in an Era of Change"

December 14, 2010. Avon Leadership Development Speaker Series
Title: "Attracting and Retaining Top Talent"

October 8, 2010. Center for Human Resource Strategy Executive Conference
Title: "21st Century Talent Management: The Need for Organizational Adaptability"

April 23, 2010. Center for Human Resource Strategy Research Series
Title: "Who is Generation Y?"

April 16, 2010. Avon World Headquarters CHRS Board of Advisors Meeting
Title: "Wellness Programs and ROI"

December 1, 2009. Rutgers University Center for Management Development
Title: "Managing Human Capital"

March 19, 2009. Rutgers University Center for Human Resource Strategy

Title: “A New Framework of Employee Engagement”

February 6, 2009. Human Capital Institute Roundtable on Managing the Contract Labor Force
Title: “A Framework for Managing Contract Human Capital”

April 29, 2008. Rutgers University Center for Human Resource Strategy
Title: “Employee Engagement Research and Strategies”

May 25, 2006. Rutgers University Center for Human Resource Strategy
Title: “Knowledge-Intensive Teamwork”

February 17, 2006. Rutgers University Executive Human Resource Management Leadership Program
Title: “HR Outsourcing “

February 18, 2006. Rutgers University Executive Human Resources Management Leadership Program
Title: “Alternative Sources of Workforces and HR Work”

February 17, 2005. New York Institute of Supply Management Executive Series
Title: “HR Procurement Strategies”

May 18, 2004. The Conference Board’s Executive Conference on Managing a Maturing Workforce
Title: “A Workforce Strategy to Retain Transitioning Talent”

February 12, 2004. NAPM Executive Seminar
Title: “Human Resources Procurement Strategies”

February 5, 2004. Rutgers University Executive Human Resources Management Leadership Program
Title: “Alternative Sources of Workforces and HR Work”

February 6, 2003. Rutgers University Executive Human Resources Management Leadership Program
Title: “Strategic Staffing”

February 18, 2002. Rutgers University Center for HR Strategy
Title: “Leadership versus Management”

September 20, 2001. Corporate Executive Board Recruiting Roundtable
Title: “Building the World-Class Recruiting Organization”

February 15, 2001. Corporate Leadership Council Executive Series
Title: “HR in the Internet Age”

WEBINARS

August 15, 2019. Rutgers Institute for the Study of Employee Ownership and Profit Sharing.
Title: “Top Recommendations to Increase Equity Participation and Ownership.”

April 16, 2019. Rutgers Institute for the Study of Employee Ownership and Profit Sharing
Title: “Creating an Ownership Culture to Enhance Returns on Equity Share Programs

September 13, 2018. Rutgers Center for Employee Ownership
Title: “Understanding the Research for Enhancing the Return on Your Equity Compensation Program

January 10, 2017. Rutgers Executive and Professional Education.
Title: “Leadership in the 21st Century Healthcare Industry”

May 12, 2016. Rutgers Executive and Professional Education.
Title: “Engagement: A Contrarian Perspective”

September 23, 2015. Rutgers Executive and Professional Education.
Title: “Managing a Multigenerational Workforce”

June 24, 2015. Rutgers Executive and Professional Education.
Title: “Driving Success through Employee Engagement”

SERVICE

Series Editor, Emerald Publishing Advances in the Economic Analysis of Participatory and Labor-Managed Firms, 2019 - present

Guest Editor, Journal of Employee Participation and Ownership, 2019 - present

Global Equity Organization Board of Directors, Co-Chair of Academic and Government Council, 2018 - present

Executive Director NJ/NY Center for Employee Ownership, 2017 - present

Executive Committee Member Rutgers Institute for Employee Ownership and Profit Sharing, 2017 - present

Rutgers New Brunswick Faculty Council, 2017 - present

HRM Department Chair, 2017 - 2019

Director Center for HR and Leadership Development, 2017 - 2019

SMLR Executive Committee, 2014 - 2019

SMLR Teaching Evaluation Pilot Project, 2018 - 2019

Associate Dean, SMLR Executive and Professional Education, 2014 - 2017

Member of search committee for the Dean of Rutgers University School of Management and Labor Relations, 2015

Executive Director, Center for Management Development, 2012 - 2014

Director, Strategic HR Leadership Council, 2011 - 2013

Director, SMLR HRM Undergraduate Program, 2009 - 2013

Director, Center for HR Strategy, 2008 - 2011

Member of the PhD. Policy Committee for Rutgers University School of Management and Labor Relations, 2007- 2009

Member of search committee for the Dean of Rutgers University School of Management and Labor Relations, 2006

FUNDING / GRANTS

ESOP Association; \$40,000 funding for the establishment of the NY/NJ Center for Employee Ownership

Employee Ownership Sponsors: \$20,000 funding for the NY/NY Center for Employee Ownership 2nd Annual

PROFESSIONAL AFFILIATIONS

Academy of Management

UNICON

Strategic Management Society

Society for Industrial and Organizational Psychology

Global Equity Organization

Society of Human Resource Management

Media

NJTV Interview, November 0, 2017. Introducing the Rutgers Center for Employee Ownership

1. Financial Times IGNITES, August 5, 2019. How Shops are Rebuilding Trust in HR, Post #MeToo. <https://www.ignites.com/pc/2460013/293183>
2. LinkedIn News, May 13, 2019. How I thrived without a college degree: Employees at top companies explain. <https://www.linkedin.com/pulse/how-i-thrived-without-college-degree-employees-top-companies-milord/>
3. LinkedIn News, April 8, 2019.No degree? No problem. Here are the jobs at top companies you can land without one. <https://www.linkedin.com/pulse/degree-problem-you-can-still-land-jobs-top-companies-joseph-milord/>
4. New Jersey Business Magazine, Leadership Development for Early Career Women: <https://njbmagazine.com/njb-news-now/rutgers-school-management-labor-relations-center-women-work-today-announced-launch-leadership-development-early-career-women-executive-professional/>
5. Gannett/USA Today Network (Asbury Park Press), CHM Program: <https://www.app.com/story/money/business/consumer/2016/10/14/rwjbarabas-ceo-hospitals/91865274/>
6. Gannett/USA Today Network (mycentraljersey.com), CHM Program: <https://www.mycentraljersey.com/story/news/education/2016/10/31/rutgers-health-care-manager/92375476/>
7. Globoforce, Strategic HRM: <https://resources.globoforce.com/globoforce-blog/how-to-be-a-more-strategic-hr-leader-in-2017#.WCTerp2UKSI.linkedin>
8. NJBIZ, CHM Program: <http://www.njbiz.com/article/20161123/NJBIZ01/161129914/acas-future-is-in-doubt-but-rutgers-remains-confident-in-new-health-care-training-program>
9. Shanghai Daily, ECUST Program: <https://archive.shine.cn/metro/Agreement-to-introduce-US-curriculum-to-local-university/shdaily.shtml>
10. ROI-NJ, NJ/NYCEO: <http://www.roi-nj.com/2017/10/09/finance/esops-may-be-smartest-and-safest-succession-strategy-for-boomer-owners/>

11. New Jersey Business Magazine, NJ/NYCEO: <https://njbmagazine.com/njb-news-now/new-rutgers-center-aims-save-jobs-employee-ownership/>
12. New Jersey 101.5, NJ/NYCEO: <http://nj1015.com/nj-effort-to-get-owners-are-selling-their-companies-to-their-employees/>
13. Gannett/USA Today Network (mycentraljersey.com), NJ/NYCEO: <https://www.mycentraljersey.com/story/money/business/2017/10/15/new-rutgers-center-aims-save-jobs-through-ew-rutgers-center-aims-save-jobs-through-employee-ownershi/755965001/>
14. NJTV, NJ/NYCEO: <https://www.njtvonline.org/news/video/businesses-consider-employee-ownership/>
15. NJBIZ, NJ/NYCEO: <http://www.njbiz.com/apps/pbcs.dll/article?AID=/20171127/NJBIZ01/171129871/stemming-the-silver-tsunami-rutgers-center-promotes-concept-of-employee-ownership>
16. Nonprofit Quarterly, NJ/NYCEO: <https://nonprofitquarterly.org/2017/11/27/can-employee-ownership-hold-back-tsunami-small-business-closures/>
17. DealCrunch/CardRates.com, How SMLR Grooms HR Leaders: <https://www.cardrates.com/news/rutgers-smlr-educates-future-hr-leaders/>
18. Office of Sen. Kirsten Gillibrand, Main Street Employee Ownership Act: <https://www.gillibrand.senate.gov/news/press/release/after-meeting-with-businesses-throughout-new-york-that-support-workers-through-employee-ownership-and-pushing-for-legislation-to-help-companies-transition-to-esops-or-co-ops-gillibrand-announces-her-bipartisan-employee-ownership-bill-included-in-national-defense-bill>
19. New Jersey Business Magazine, Management Skills: <https://njbmagazine.com/monthly-articles/management-matters/>
20. The Star-Ledger/NJ.com, Applicant Tracking Software: <https://www.nj.com/expo/news/erry-2018/11/d8e274964e701/should-you-hire-a-professional.html>

21. Institute Press Release:

<https://www.businesswire.com/news/home/20181206005552/en/New-Program-Helps-Businesses-Non-Profits-Create-Ownership>