

CURRICULUM VITAE
NANCY BROWN JOHNSON

School of Management
455AC Gatton College of Business & Economics
University of Kentucky
Lexington, KY 40506-0034

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FAX: 859.257.3577
E-mail: nbj@uky.edu

EMPLOYMENT

University of Kentucky Gatton College of Business & Economics, Lexington, Kentucky

5/93 - present	Associate Professor of Management
8/06 –7/10	Associate Dean of Undergraduate Affairs
7/04 – 8/06	Director, Center for Labor Education & Research
8/03 – 8/04	Faculty Associate, Center for Labor Education & Research
8/86-5/93	Assistant Professor of Management
8/86-8/89	Research Director, Center for Labor Education & Research

University of Kansas School of Business, Lawrence, Kansas

8/82-8/86	Research & Teaching Assistant
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Non-Academic

1/80-8/82	Personnel & Labor Relations Management Trainee, Bendix, Kansas City Division
8/75-8/78	Vocational Rehabilitation Counselor & Social Worker

EDUCATION

University of Kansas Lawrence, Kansas

Ph.D.: 1987 Business
Major: Industrial Relations & Human Resources
Minor: Economics

M.B.A.: 1980
Specialization: Human Resources

Kansas State University Manhattan, Kansas

B.S.: 1975
Major: Social Welfare, Graduated Cum Laude

REFEREED PUBLICATIONS

- Droege, S. & Johnson, N.B. "AirTran Airways: The Limitations of Low-End Disruptive Innovation Strategies" *International Journal of Human Resource Management* (February, 2010).
- Goll, I., Johnson, N.B., & Rasheed, A.A. "Top Management Team Demographic Characteristics, Business Strategy, and Firm Performance in the US Airline Industry: The Role of Managerial Discretion" *Management Decision* (February, 2008).
- Droege, S. & Johnson, N.B. "Broken Rules and Constrained Confusion: Toward a Theory of Meso-Institutions" *Management and Organization Review* (March, 2007).
- Goll, I., Johnson, N.B., & Rasheed, A.A. "Knowledge Capability, Strategic Change, and Firm Performance: The Moderating Role of the Environment" *Management Decision* (February, 2007).
- Goll, I., Johnson, N.B., & Rasheed, A.A. "Strategic Responses to Deregulation and their Performance Implications in the U.S. Airline Industry" *Business and Politics* (2006).
- Johnson, N.B. & Jarley, P. "Unions as Social Capital: The Impact of Trade Union Youth Programmes on Young Workers' Political and Community Engagement" *Transfer* (Winter, 2005).
- Anderson, J.R., & Johnson, N.B. "On the Relationship between Work Contexts, Mandates and Compliance Behaviours of Supervisors" *Journal of Change Management* (December, 2005).
- Foote, D.A., Seipel, S.J., Johnson, N.B., & Duffy, M.K. "Employee Commitment and Organizational Policies" *Management Decision* (March, 2005).
- Richard, O.C. & Johnson, N.B. "High Performance Work Practices and Human Resource Management Effectiveness: Substitutes or Complements?" *Journal of Business Strategies* (Fall, 2004).
- Johnson, N.B. & Droege, S. "Reflections on the Generalization of Agency Theory: Cross-Cultural Considerations" *Human Resource Management Review* (September, 2004).
- Johnson, N.B. & Jarley, P. "Justice and Union Participation: An Extension and Test of Mobilization Theory" *British Journal of Industrial Relations* (September, 2004).
- Hoobler, J.M. & Johnson, N.B. "An Analysis of Current Human Resource Management Publications" *Personnel Review* (October, 2004).
- Dong, L., Droege, S. and Johnson, N.B., "Incentives and Self-Interest: Balancing Revenue and Rewards in China's Tourism Industry" *Tourism and Hospitality Research* (July, 2002).
- Richard, O., and Johnson, N.B. "Understanding the Impact of Human Resource Diversity Practices on Firm Performance" *Journal of Managerial Issues* (Summer, 2001).
- Richard, O., and Johnson, N.B. "Strategic Human Resource Management Effectiveness and Firm Performance" *The International Journal of Human Resource Management* (March, 2001).

- Richard, O., and Johnson, N.B. "Making the Connection between Formal Human Resource Diversity Practices and Organizational Effectiveness: Behind Management Fashion" *Performance Improvement Quarterly* (1999).
- Lee, M.B., and Johnson, N.B. "Business Environment, High-Involvement Management, and Firm Performance in Korea" *Advances in Industrial and Labor Relations*. Lewin, D. & Kaufman, B.E. (Eds.). Greenwich, CT: JAI Press. (1998). One of four winners of the 1998 Industrial Relations Research Association/Advances in Industrial and Labor Relations Competition.
- Davis, M.S., Johnson, N.B., and D. Ohmer. "Issue-Contingent Effects on Ethical Decision Making: A Cross-Cultural Comparison" *Journal of Business Ethics* (1998).
- Goll, I., and Johnson, N.B., "The Influence of Environmental Pressures, Diversification Strategy, and Union/Nonunion Setting on Employee Participation" *Employee Responsibilities and Rights Journal* (June, 1997).
- Goll, I., and Johnson, N.B. "The Role of Top Management Demographic Characteristics in Employee Participation Programs" *International Journal of Management* (March, 1996).
- Thomas, S.L., Officer, D. and Johnson, N.B. "The Capital Market Response to Wage Negotiations in the Airlines" *Industrial Relations* (April, 1995).
- Johnson, N.B., and Provan, K.G. "The Relationship Between Work/Family Benefits and Earnings: A Test of Competing Predictions" *Journal of Socio-Economics* (Winter, 1995).
- Lang, J.R. and Johnson, N.B. "Job Satisfaction and Firm Size: An Interactionist Perspective" *Journal of Socio-Economics* (Winter, 1994).
- Johnson, N.B. and Scandura T.A. "The Effect of Mentorship and Sex-Role Style on Male-Female Earnings" *Industrial Relations* (April, 1994).
- Johnson, N.B., Bobko, P. and Hartenian, L.S. "Union Influence on Local Union Leaders' Perceptions of Job Insecurity: An Empirical Test" *British Journal of Industrial Relations* (March, 1992).
- Johnson, N.B. "Airline Workers' Earnings and Union Expenditures under Deregulation" *Industrial and Labor Relations Review* (October, 1991).
- Hartenian, L.S. and Johnson, N.B. "Establishing the Reliability and Validity of Wage Surveys" *Public Personnel Management Journal* (Fall, 1991).
- Hartenian, L.S. and Johnson, N.B. (authorship alphabetic). "Criteria for Labor Education Program Evaluation" *Labor Studies Journal* (Fall, 1989).
- Johnson, N.B., Sambharya, R.B. and Bobko, P. "Deregulation, Business Strategy, and Wages in the Airline Industry" *Industrial Relations* (Fall, 1989).
- Sexton, R.J., Johnson, N.B. and Konakayama, A. "Consumer Response to Continuous-Display Electricity Use Monitors in a Time-of-Use Pricing Experiment" *Journal of Consumer Research* (June, 1987.)

CONTRIBUTED WORKS

- Johnson, N.B. "Labor Relations and Collective Bargaining" in J. Bernardin, ed. *Human Resource Management* New York: McGraw-Hill, 2006.
- Johnson, N.B., a review of *Rebuilding Labor: Organizing and Organizers in the New Union Movement* edited by Ruth Milkman and Kim Voss. *Labor Studies Journal*, Fall, 2005.
- Johnson, N.B. & Anderson, J., "Airline Employment, Productivity, and Working Conditions Following Deregulation" in J. Peoples and W. Talley. *Research in Transportation Economics: Transportation Labor Issues and Regulatory Reform*. 10th Edition, London: Elsevier Science, 2004.
- Johnson, N.B., "Airlines: Can Collective Bargaining Weather the Storm?" in P.F. Clark, J.T. Delaney, and A.C. Frost (Eds.) *Collective Bargaining: Current Developments and Future Challenges*. Urbana-Champaign: Industrial Relations Research Association, 2002.
- Johnson, N.B., "Airline Industrial Relations Following Deregulation" in *Proceedings of the Fifty-Second Annual Meeting*. Madison: Industrial Relations Research Association, 2000.
- Johnson, N.B., "Discussion: Refereed Papers-Labor-Management Relations and the Law" in *Proceedings of the Fiftieth Annual Meeting*. Madison: Industrial Relations Research Association, 1998.
- Johnson, N.B., "Discussion: Current Issues for Future Unions" in *Proceedings of the Fiftieth Annual Meeting*. Madison: Industrial Relations Research Association, 1998.
- Johnson, N.B. "Union Effects" and "Union Effects on Pay" in Peters, L.H., Youngblood, S.A., & Greer, C.A. *Blackwell Dictionary of Human Resource Management*. Oxford: Blackwell, 1996.
- Johnson, N.B. Book Review: *On Different Planes*, by David Walsh in *Journal of Labor Research* (Winter, 1996).
- Johnson, N.B. "Airline Wages" in P. Cappelli, (ed.). *Airline Labor Relations in a Global Era*. Ithaca, NY: ILR Press, 1995.
- Johnson, N.B. "Labor Relations" and "Organizing a Union" in J. Bernardin, ed. *Human Resource Management*. New York: McGraw-Hill, 1993.
- Johnson, N.B. Book Review: *Public Employee Compensation and its Role in Public Sector Strategic Management*, by Gilbert B. Siegal in *Growth and Change* (Fall, 1992).

OTHER PUBLICATIONS AND WORKING PAPERS

- Goll, I. Johnson, N.B., Rasheed, A. A. "Knowledge Capability, Strategic Change, and Firm Performance: The Moderating Role of the Environment" *Academy of Management Best Paper Proceedings*, (2006).
- Johnson, N.B. "Low Cost Airline Competition in the United States" *Proceedings of the Labor and Employment Research Association* (2006).
- Way, P. & Johnson, N.B. (eds.) *Proceedings of the 18th Annual Industrial Relations and Human Resource Conference*. Lexington, KY (October, 1997).

- Goll, I., Sambharya, R. & and Johnson, N.B. "Environment, Top Management Demographic Characteristics, and Strategy: A Longitudinal Study of the Airline Industry" *Proceedings of the Eastern Academy of Management*. 1997.
- Johnson, N.B. and Lang, J.R. "Unions and Job Satisfaction: An Interactionist Perspective" *WIU Journal of Business*. (1991).
- Johnson, N.B. "Work/Family Benefits and Labor Unions" *Proceedings of the Twelfth Annual Meeting of the Southern Industrial Relations Academic Seminar*, October, 1991.
- Johnson, N.B. and Madden, J. "Kentucky Labor Unions: An Overview" University of Kentucky, College of Business and Economics Working Paper. November, 1987.
- Johnson, N.B. "Job Insecurity and Labor Unions" *Proceedings of the Eighth Annual Meeting of the Southern Industrial Relations Association*, October, 1987.
- Johnson, N.B. and Ash, R.A. "Integrating the Labor Market with Job Evaluation: Clearing the Cobwebs" June, 1987.
- Sexton, R.J., Johnson, N.B. and Konakayama, A. "Consumer Response to Continuous Display Electricity - Use Monitors in a Time-of-Use Pricing Experiment" University of California at Davis Department of Agricultural Economics Working Paper. Winter, 1986.
- Johnson, N.B. "Kentucky Labor Union Membership" *Review and Perspective*. Fall, 1987.
- Johnson, N.B. and Shulenburger, D.E. "Kansas Labor Unions: Past, Present, and Future" *Kansas Business Review*. Spring, 1983.

CONFERENCES

- Johnson, N.B. and Droege, S. "Lean Production in the Air: The Case of AirTran" Labor and Employment Research Association, 2007, Chicago.
- Goll, I. Johnson, N.B., Rasheed, A. A. "Knowledge Capability, Strategic Change, and Firm Performance: The Moderating Role of the Environment" Academy of Management, 2006, Atlanta.
- Johnson, N.B. "Low Cost Airline Competition in the United States" Labor and Employment Research Association, 2006, Boston.
- Goll, I., Johnson, N.B. & Rasheed, A. "Strategic Responses to Deregulation and their Performance Implications in the U.S. Airline Industry" Academy of Management, 2005, Honolulu.
- Johnson, N.B. & Jarley, P. "Building Social Capital in Unions: It Takes Social Capital to Make Social Capital" United Association of Labor Educators, 2005, Philadelphia.
- Johnson, N.B. & Jarley, P. "Unions as Social Capital: The Impact of Trade Union Youth Programs on Young Workers' Political Engagement and Participation" International Colloquium on Union Renewal. November, 2004, Montreal, Canada.

- Goll, I. & Johnson, N.B. "Business Strategy, Top Management Demographics, and Firm Performance in the Airline Industry" Academy of Management Meeting, August, 2004, New Orleans, Louisiana.
- Droege, S., & Johnson, N.B. "'Broken Rules and Constrained Confusion: Toward a Theory of Mezzo Institutions" Academy of Management Meeting, August, 2004, New Orleans, Louisiana.
- Jarley, P., Johnson, N.B., & Fiorito, J. "Enhancing the Efficacy Perceptions of Union Stewards" Industrial Relations Research Association, January, 2004. San Diego, CA.
- Anderson, J.R. & Johnson, N.B. "Compliance with Organizational Policy" Industrial Relations Research Association, January, 2004. San Diego, CA.
- Johnson, N.B. & Jarley, P. 2003. "Antecedents of Organizational Justice" Industrial Relations Research Association. January, 2003. Washington, D.C.
- Johnson, N.B. 2002. "Airlines" Industrial Relations Research Association. January, 2002. Atlanta.
- Jarley, P. & Johnson, N.B. 2002. "Mobilization Theory and Union Participation" Industrial Relations Research Association. January, 2002. Atlanta.
- Johnson, N.B. & Hoobler, J. 2001. "Airline Union Elections" Industrial Relations Research Association. January, 2001. New Orleans.
- Johnson, N.B. "Airline Industrial Relations Following Deregulation" Industrial Relations Research Association. January, 2000. Boston.
- Foote, D., Johnson, N.B., & Duffy, M. "Policy Commitment: A Reconceptualization of Loyalty in Organizations." Southern Management Association. October, 1999. Atlanta.
- Goll, I., Johnson, N.B., & Amburgey, T.L. "The Influence of Environment, Top Management Demographic Characteristics, and Strategy on Firm Performance in the Airline Industry" Annual Meeting of the Academy of Management. August, 1998. San Diego.
- Johnson, N.B., Goll, I., & Amburgey, T.L. "The Determinants of Wage Dispersion: An Intra-Industry Examination" Annual Meeting of the Academy of Management. August, 1998. San Diego.
- Richard, O. & Johnson, N.B. "Making the Connection Between Formal Diversity Practices and Organizational Effectiveness: A Combined Universalistic/Contingency Interpretation" Annual Meeting of the Academy of Management. August, 1998. San Diego.
- Lee, M.B., & Johnson, N.B. "Business Environment, High-Involvement Management, and Firm Performance in Korea" Annual Meeting of the Industrial Relations Research Association, January, 1998. Chicago.
- Richard, O.C. & Johnson, N.B. "Impact of Human Resource Diversity Practices on Firm Effectiveness: A Configurational Framework" Annual meeting of the Industrial Relations Research Association, January, 1998. Chicago.
- Goll, I., Sambharya, R. & Johnson, N.B. "Environment, Top Management Demographic Characteristics and Strategy: A Longitudinal Study of the Airline Industry" Eastern Academy of Management Annual Meeting. Dublin, Ireland. June, 1997.

- Johnson, N.B., Goll, I. & Sambharya, R. "The Effect of Deregulation and Strategy on Wage Dispersion: The Case of Airlines" The University of Minnesota's Fifth Bargaining Group Conference on Collective Bargaining and Public Policy, October, 1996. Minneapolis.
- Johnson, N.B. "Airline Profitability Since Deregulation" American Bar Association 1996 Midwinter Meeting of the Section on Railway and Airline Labor Law, March, 1996. Williamsburg, VA.
- Johnson, N.B. and Percy, P. "The Effect of Work-Family Benefits on Work-Family Role Conflict, Job Satisfaction, and Employee Earnings" Annual Meeting of the Industrial Relations Research Association, January, 1996. San Francisco.
- Lee, M.B., and Johnson, N.B. "Business Environment, High-Involvement Management, and Firm Performance" Annual meeting of the Industrial Relations Research Association, January, 1996. San Francisco.
- Johnson, N.B., and Goll, I., "The Effect of Environment and Strategy on Employee Earnings and Firm Performance" Academy of Management Annual Meeting, August, 1995. Vancouver, Canada.
- Davis, M.S., Johnson, N.B., and D. Ohmer. "Issue-Contingent Effects on Ethical Decision Making: A Cross-cultural Comparison" Academy of Management Annual Meeting, August, 1994. Dallas.
- Goll, I., and Johnson, N.B. "Environmental Pressures, Diversification Strategy, and Union Effects on Employee Participation" Annual Meeting of the Industrial Relations Research Association and published in the Industrial Relations Research Association Working Paper Series, January, 1994. Boston.
- Johnson, N.B. "Airline Wages" New Frontiers: Airline Labor Relations in the Global ERA. Sponsored by the National Mediation Board, Society of Professionals in Dispute Resolution, Cornell New York State School of Labor and Industrial Relations, and the Center for Human Resources, University of Pennsylvania, Washington, D.C. March, 1993. Washington, D.C.
- Johnson, N.B. and Derenge, L. "The Effect of Declining Employment on Productivity Change" Annual Meeting of the Industrial Relations Research Association. January, 1993. Anaheim, CA.
- Johnson, N.B. and Provan, K.G. "Work/Family Benefits, Gender, and Professional Status: An Analysis of Compensating Wage Differentials" Annual Meeting of the Industrial Relations Research Association. January, 1993. Anaheim, CA.
- Thomas, S.A., Officer, D. and Johnson, N.B. "Capital Market Response to Wage Concessions in the Airlines" Annual Meeting of the Industrial Relations Research Association and published in the Industrial Relations Research Association Working Paper Series. January, 1992. New Orleans.
- Johnson, N.B. "Unions and the Provision of Work/Family Fringe Benefits" Southern Regional Industrial Relations Seminar. October, 1991. Atlanta.
- Scandura, T. and Johnson, N.B. "Personal and Interpersonal Influences on the Male/Female Wage Differential" Academy of Management Annual Meeting. August, 1990. San Francisco.
- Johnson, N.B. and Lang, J.R. "The Relationship Between Unions, Extrinsic and Intrinsic Values, and Job Satisfaction" Forty-second Annual Meeting of the Industrial Relations Research Association. December, 1989. Atlanta.

- Johnson, N.B., Bobko, P. and Hartenian, L. "Union Members' Perceptions of Job Insecurity" Forty-first Annual Meeting of the Industrial Relations Research Association. December, 1988. New York.
- Johnson, N.B. "Labor Education: An Examination of One Program" Southern Regional Science Association. April, 1988. Morgantown, WV.
- Johnson, N.B. "The Costs and Benefits of Unionization Under Deregulation: The Case of Airlines" Fortieth Annual Meeting of the Industrial Relations Research Association. December, 1987. Chicago.
- Johnson, N.B. "Job Insecurity and Labor Unions: A Discussion and Research Agenda" Southern Industrial Relations Meeting. October, 1987. St. Petersburg, FL.
- Johnson, N.B. and Sambharya, R. "The Interaction of Business Strategy, Regulation, and Unions on Wages" Academy of Management Annual Meeting. August, 1987. New Orleans.
- Johnson, N.B. and Ash, R.A. "Incorporating the Labor Market Into Job Evaluation: Clearing the Cobwebs" Society for Industrial and Organizational Psychology. April, 1986. Chicago.

GRANTS

- Johnson, N.B. 2005. "National Partner to Serve as Project Manager for the Women in Transition Project" U.S. Department of Labor Women's Bureau. \$71,236.
- Johnson, N.B. 2006. "National Partner to Serve as Project Manager for the Women in Transition Project" CVS provided \$25,000 in funding.
- Johnson, N.B. & Jarley, P. 2004. "Impact of Trade Union Youth Programs on Young Worker's Political Engagement and Participation" CIRCLE Foundation. \$50,000.
- Johnson, N.B., Berger, M. "Job Evaluation and Development of a Performance Appraisal System" Administrative Office of the Kentucky State Courts. 1996-1997. \$59,000.
- Johnson, N.B. "The Effect of Deregulation, Top Management Team, and Strategy on Airline Wage Dispersion" Ashland Oil Summer Research Grant. Summer, 1995. \$6500.
- Berger, M., Black, D., Hultman, C. and Johnson, N.B. "Profiling and Reemployment Services System" U.S. Department of Labor via the Kentucky Cabinet for Human Resources. \$163,000.
- Johnson, N.B. "Work/Family Benefits and Earnings" University of Kentucky Mini-grant. Fall, 1993. \$600.*
- Johnson, N.B. "Work/Family Benefits and Earnings" Ashland Oil Summer Research Grant. Summer, 1993. \$6500.
- Johnson, N.B. "The Effect of Work/Family Fringe Benefits on Male/Female Wage Differentials" support for the inclusion of questions on the Kentucky Survey. May, 1991. \$1,490.
- Berger, M. et al. "Training and Composition of U.S. Labor Force" University of Kentucky Multidisciplinary Feasibility Assessment Program, 1990-1991. \$10,000.

Johnson, N.B. and Ash, R.A. "The Development of Occupational Scarcity Measures for Organization Pay Structures" Proctor and Gamble Award for Management Research, 1984-1985. \$2500.

COURSES TAUGHT

MBA 611	Negotiation Module
MGT 700	Administrative Science (Ph.D.)
MGT 620	Survey of Personnel Management (MBA/Ph.D.)
GS 600	Multidisciplinary Labor Issues Seminar
MGT 422	Wage and Salary Administration
MGT 423	Managing Employee Relations
MGT 320	Survey of Personnel Management and Industrial Relations
MGT320/620	International HRM taught in Vienna and London
MGT 781	Independent Work in Management (Ph.D.)
	Spring, 1994 Paul Percy
	Spring, 1997 Edward Taylor
	Spring, 1998 David Foote
	Spring, 2000 Jenny Hoobler
	Fall, 2002 Jon Anderson

PROFESSIONAL ACTIVITIES

Editorial Board

Journal of Managerial Issues, 2005-2008

Labor Studies Journal, 2005-2008

Employee Responsibilities and Rights Journal, 2004 - 2007

Reviewer

Journal of Business Research, 2006

Sex Roles, 2005

University Grants Committee Hong Kong, Research Proposal 2004

Academy of Management Journal, 1994, 2002

Labor Studies Journal, 1998-present

Journal of Managerial Issues, *ad hoc* reviewer 2001, 2002, 2003

Human Resource Management, 1993-present

Southern Industrial Relation and Human Resource Conference, 1999

National Science Foundation, 1998

Human Resource Management Review, Regular *ad hoc* reviewer, 1997-98

Industrial Relations, 1996

Journal of Economic Psychology, 1996

Academy of Management Committee for Best Human Resource Paper, 1996, 1997

Academy of Management, Human Resource Division, 1996, 1998, 1999, 2000, 2001, 2002

Industrial Relations Research Association, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2002

Growth and Change, 1992, 1993, 1997

Journal of Organizational Behavior, 1994

Academy of Management Power, Negotiation and Conflict Division, 1988

Academy of Management Public Policy Division, 1987

Southern Management Association, 1986, 1993

Session Chair

Annual Meeting of the Industrial Relations Research Association, 2000

Discussant

Annual Meeting of the Industrial Relations Research Association, 1998, 2005

Member:

Industrial Relations Research Association

United Association for Labor Education
Academy of Management
Conference Host: Southern Industrial Relations & Human Resource Conference, Lexington, KY 1997

DISSERTATION COMMITTEES

Chaired

Jon Anderson (2004)
Scott Droeger (2003)
David Foote, Chair (1999)
Orlando Richard, Chair (1997)
Paul Percy, Co-chair (1997)
Betty Fair, Co-chair (1995)
Charles Braun, Chair (1994)

Committee Member

WinLi Yuan (2006) (Communications)	Xi Pan (2010) (Economics)
Ganna Vakhitova (2006) (Economics)	Chunlian Dong (2005)
Julia Hawkins	Rashmi Prasad (2001)
Cheryl Ward (2001)	Tina DiGuglielmo - Public Administration (2000, reader)
Edith Lynn Aubrey (Public Admin.)	Michael McCorkel - Education (2000)
Jerry Roahrig (2001)	Robert Mahaney - Decision Sciences (2000)
Jodi Messer - Economics (2000)	Klara Sabiranova - Economics (2000)
Jenny Hoobler (2002)	Jukka Alava (1999)
Margaret Haist - Public Administration	Susan Blankenship - Political Science (2000)
Rebecca Weems (1999)	Brett Noel - Economics (1999)
Ed Taylor (1998)	Bob Nelson (1999)
Jeff Tschetter (1999)	Sheryl Brown (1994)
Michael Clark - Economics (1996)	Linda Hartenian (1991)
Jean Smith - Education (1994)	Peter Groothis - Economics (1989)
Susanne Schmidts - Economics (1989)	
John Lust (1989)	

CONSULTING

Expert Witness regarding Organizational Structure. Fall, 2002
Expert Witness regarding Selection System for Layoffs. Fall, 2002.
Expert Witness on Insurance Industry Incentives. Fall, 1999; Fall, 2000; & Fall, 2002.
Lexington-Fayette Urban County Mayor's Office. (with E. Jennings) "An Evaluation of Mediation of Zoning Disputes" Fall, 1997 - Spring, 1998.
Expert Witness on no-fault absenteeism. Summer, 1996.
Gall's Inc. (with M. Davis) Assistance with Deferred Compensation. Summer, 1992.
Lexington-Fayette Urban County Mayor's Office. (with C. Loeff) "Work and Family Issues: An Assessment of the Needs of Lexington-Fayette Urban County Government Employees" Fall, 1990.
General Electric Appliance Division, Louisville, Kentucky. Joint Labor-Management Grievance seminar. Spring, 1988.
Lexington-Fayette Urban County Government Human Rights Commission, Lexington, Kentucky. Negotiation seminar. Spring, 1988.

COMMITTEES AND SERVICE

ITN Bluegrass Board of Directors 2010-present
Independent Study Review Committee 2010
General Education Steering Committee, 2008-2009

Business Management Task Force, Kentucky State Department of Education 2007-2008
 USP Reform Steering Committee 2006-2007
 Chair, Undergraduate Revision Committee 2006-2007
 Chair, Undergraduate Policy Committee 2006-2007
 Undergraduate Revision Committee 2005-2006
 Asia Center Steering Committee 2005- present
 New Opportunity School for Women, Board of Directors 2001-06 (Chair, Personnel Committee)
 Pat Gorman Charitable Foundation. Board of Directors (Chairperson). 2005-present.
 Presentor Kentucky Economic Roundtable. "Immigration in Kentucky" January, 2005
 Academic Member of the Sloan Airline Industry Council of the LERA 2005- present
 Gatton College Undergraduate Studies Committee, Chair 04-05
 Presentation on MBO to the Institutional Assessment Task Force. May 03
 Performance Development Partnership Presidential Task Force, Chair 2002
 Human Resource Committee Providence Montessori School - 2001-02
 Dean's International Management Committee 2000-01
 Management Area Search Committee. 2000-01
 CLEAR Advisory Board 1999-02
 College of Business & Economics Dean's Search Committee, 1999-00
 School of Management Endowed Chair Search Committee, 1999-00
 CLEAR Supervisor Recruiting Committee, 1998-99
 CLEAR Director Recruiting Committee, 1998-99
 School of Management Recruiting Committee, 1998-99
 School of Management Undergraduate Review & Studies Committee, 1998-99
 Management Area Coordinator, Fall 98
 Conducted Wage Study for Providence Montessori using MGT 320 students, Spring, 1998
 School of Management Review Committee, 1997-98
 Panelist on Kentucky Tonight, September, 1997
 Co-Hosted, Southern IR & HR Conference, Lexington, KY, October, 1997
 Sponsor of Russian Visiting Professor, USIA Junior Faculty Fellowship Program
 Expert Judge, BBB of Central & Eastern Kentucky Quality Awards Program, 1996 - 97
 Chancellor's Committee to Review the College of Business & Economics, 1995-96
 Chair, Search Committee for Strategic Management Endowed Chair, 1995-96
 Business & Economics Strategic Planning Committee (Reputation Subcommittee), 1995-96
 College of Business Committee to Review the Center for Labor Education and Research, 1995-96
 Chair, Management Department Recruiting Committee, 1993-94.
 College of Business Merit Review Appeals Committee, 1993-94.
 College of Business Management Department Review Committee, 1993-94.
 College of Business Undergraduate Studies Committee, 1992-93, 1993-94.
 Faculty Advisor for Beta Gamma Sigma, 1992-93, 1993-94.
 Department of Management Ph.D. Admissions Committee, 1993.
 Business and Economics' Undergraduate Studies Committee, 1991-92, 1992-93.
 Multidisciplinary Labor Issues Core Member, 1990-91.
 Dean's Advisory Committee, 1989-90.
 Panel Discussant, Writing-Across-the-Curriculum Workshop, 1989, 1991.
 College of Business Library Committee, 1988-89.
 Department of Management Recruiting Committee, 1987-90.
 College of Business and Economics' Computing Committee, 1987-88.
 Participant in Writing-Across-the-Curriculum Workshop, 1988.
 Advisor for University of Kentucky Merit Day, 1987- 88.

PROFESSIONAL PRESENTATIONS

"Job Insecurity in Today's Labor Markets" University of Louisville Labor-Management Luncheon
"Job Insecurity and Unions" Kentucky Labor-Management Conference, 2004
"Stress Management" General Motors, Dayton, OH
"Workplace Strategies for Women" Southern School for Union Women, July, 2002
"Women and Their Unions." CLEAR Women's School. March, 2002
"Worker Perspectives on Lean Manufacturing" UK Lean Manufacturing Leadership Conference. May, 2001.
"The Legitimate Role of Discipline in the Workplace" CLEAR Conference. May, 2001
"Sexual Harassment" CLEAR Woman's School. Spring, 2001.
"Work & Family Benefits" Kentucky Labor-Management Conference. September, 2000
"Conflict Management" CLEAR Conference. June, 2000.
"Labor Relations" SHRM review course 2000; 2001.
"Work and Family Benefits" CLEAR Women's School. March, 2000.
"Bargaining for Families" presentation for CLEAR's Woman's School. March, 2000.
"Labor Relations" presentation for the SHRM review course. March, 2000.
"The Paradox of Current Trends in HRM: High Commitment and Contingent Work" presentation for the 25th Anniversary of CLEAR. November, 1999.

HONORS, AWARDS & ACTIVITIES

Sara Bennett Holmes Award 2006 for promotion of Women in the Commonwealth.
Sara Bennett Holmes Award Nominee 2005
One of four winners of the 1998 Industrial Relations Research Association/Advances in Industrial and Labor Relations Competition.
Arbitrator for Better Business Bureau's Auto Line Program, 1987-1997
Academy of Management's Personnel and Human Resources Junior Faculty Consortium, 1987
Graduate Teaching Assistant Outstanding Teaching Award, 1985
University of Kansas Dissertation Fellowship, 1985
Academy of Management's Personnel and Human Resources Doctoral Dissertation Consortium, 1984
Doctoral Student Representative, Research Committee, University of Kansas, School of Business, 1983-1984
University of Kansas Human Resource Scholarship, 1979
Beta Gamma Sigma - Business Honorary
Omicron Nu - Honorary Society

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