

NANCY BROWN JOHNSON

Gatton College of Business & Economics
University of Kentucky
Lexington, KY 40506

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Nancy.Johnson1@uky.edu

ACADEMIC EXPERIENCE

University of Kentucky

Gatton College of Business & Economics, Lexington, Kentucky

5/22-present	Associate Dean of International
5/20-present	Professor
5/20-present	Associate Dean of International and Professional Graduate Programs
10/19-present	President APJ Abdul Kalam India Studies Endowed Professor
7/16–5/20	Associate Dean of International Affairs
5/93 –7/20	Associate Professor of Management
6/13 –7/16	Executive Director of International Affairs
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

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

BUSINESS EXPERIENCE

1/80-8/82 Personnel & Labor Relations Management Trainee,
Bendix, Kansas City Division

8/75-8/78 Vocational Rehabilitation Counselor & Social Worker

GRANTS

Montgomery, K. & Johnson, N.B. 2016. Afghanistan Faculty of Economics Partnership, FHI 360. \$1,000,000.

Gaffield, G. & Johnson, N.B. 2014. IIE Pakistan Fulbright Fall Seminar. Institute for International Education. \$188,000.

Johnson, N.B. & Gaffield, G. 2013-2016. "University Partnership in Business Administration in KP Pakistan." U.S. Department of State. \$1,670,740.

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. 1996-1997. "Job Evaluation and Development of a Performance Appraisal System" Administrative Office of the Kentucky State Courts. \$59,000.

Johnson, N.B. 1995. "The Effect of Deregulation, Top Management Team, and Strategy on Airline Wage Dispersion" Ashland Oil Summer Research Grant. Summer, \$6500.

Berger, M., Black, D., Hultman, C. and Johnson, N.B. 1994. "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.

HONORS, AWARDS & ACTIVITIES

Gatton College Above and Beyond Award, 2021

Fulbright-Nehru International Educators Seminar, 2018

UK Confucius Institute's Outstanding Faculty Award, 2016

Sara Bennett Holmes Award for promotion of Women in the Commonwealth, 2006

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

REFEREED PUBLICATIONS

- Manzoor, H., Johnson, N.B. & ur-Rashid, M. "Emotions During Executive Succession in a Public Board." *Journal of Organizational Change Management* (2018).
- 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. & 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. Panelist for Parliamentary Debate on Global Versus Local Strategies in Business Education for the Global Business School Network (GSBN) Annual Conference, Washington, D.C. November, 2017. Washington, D.C.
- Johnson, N.B. and Khan, Zubair. "Educational Leadership/Entrepreneurship: Sharing the Knowledge. University Partnerships Workshop." 2014. Denton, TX.
- Hapke, H. and Johnson, N.B. "Digitally Bridging the Cultural Divide." Kentucky Innovations Conference. 2013. Lexington.

- 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.
- Foot, 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 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.

COURSES TAUGHT

B&E 240	Cross-Cultural Communication
MGT 422	Wage and Salary Administration
MGT 423	Managing Employee Relations
MGT 320	Survey of Personnel Management and Industrial Relations
MGT 309	International Business
MGT320/620	International HRM taught in Vienna and London
EMBA 601	Managing People
MGT 611	Organizational Behavior
MGT 620	Survey of Personnel Management (MBA/Ph.D.)
MGT 700	Administrative Science (Ph.D.)
GS 600	Multidisciplinary Labor Issues Seminar
MBA 611	Negotiation Module

SERVICE

University

Search Committee for the Associate Provost and Dean of Graduate Education 2020-21
International Advisory Committee, 2017 - Present
International Partnership Committee, 2018 - Present
International Recruitment Committee, January 2018 - Present
Global Health Advisory Committee, 2017 - Present
International Health Safety & Security Committee, 2016 - 2018
Faculty Advisory Work Team for New Budget Committee, 2013 - 2014
Foreign Language Committee, 2013 – 2014
Select International Student Services Taskforce Committee, 2013 - 2014
UK Strategic Planning Committee, Working Group #1 Undergraduate Education Committee, 2013 - 2014
University of Kentucky Undergraduate Council Committee, 2011 - 2014
China Study Abroad Portfolio Review Committee, 2014
Business Liaison to Kufa University Program Coordinator, 2010 - 2013
Provost's Council on Metrics Committee, 2012
Search for Honors Director Committee, 2012
Heidelberg Scholarship Committee, 2010- 2012
Commonwealth of Kentucky Business Tuning Committee, Chair 2011-2012
Review of Department of Electrical Engineering, Chair, 2011
Independent Study Review Committee, 2010
Select General Education Steering Committee, 2008 - 2009
USP Reform Steering Committee, 2006 - 2007
Asia Center Steering Committee, 2005 - 2007
USIA Junior Faculty Fellowship Program, 2005
Institutional Assessment Task Force, 2003
Performance Development Partnership Presidential Task Force Committee, Chair, 2002
CLEAR Advisory Board, 1999 – 2002

Community

Athens West, Board Member 2021-present
PEO Kentucky Chapter C, President 2012-2014
New Opportunity School for Women, Board Member & Personnel Committee 2002-2008
ITN Bluegrass, Board Member 2010-2012

College & Department

Recruiting Committee, Chair, 2019- Present
Operating Committee, 2016- Present
Global Scholar Advisory Board, 2010- 2014
Gatton Appeals Committee, 2011- 2017
Director of Undergraduate Studies, Department of Management, 2011- 2016
Gatton Undergraduate Studies Committee, 2011- 2016
Gatton Strategic Planning Committee, 2014
Gatton Classroom Committee for New Building, 2012- 2014
Analytics Curriculum Review, 2012
Gatton Committee to Select Architect, 2012
Kalam Award Committee, 2012
SEAM Advisory Board, 2010- 2011

Operating Committee, 2006- 2010
Undergraduate Revision Committee, Chair, 2005- 2007
Dean's International Management Committee, 2000
College of Business & Economics Dean's Search, 1999
School of Management Endowed Chair Search, 1999
CLEAR Supervisor Recruiting Committee, 1998
Management Area Coordinator, 1998
School of Management Recruiting Committee, 1998
School of Management Undergraduate Review & Studies Committee, 1998
School of Management Review Committee, 1997
Business & Economics Strategic Planning Committee (Reputation Subcommittee), 1995
College of Business Committee to Review the Center for Labor Education and Research, 1995
Search Committee for Strategic Management Endowed Chair, Chair, 1995
College of Business Management Department Review Committee, 1993
Select College of Business Merit Review Appeals Committee, 1993
College of Business Undergraduate Studies Committee, 1993
Business and Economics' Undergraduate Studies Committee, 1992
Multidisciplinary Labor Issues Core Member, 1990
Dean's Advisory Committee, 1989
College of Business Library Committee, 1988
Writing Across the Curriculum Workshop, 1988

PROFESSIONAL ACTIVITIES

Editorial Board

Employee Responsibilities and Rights Journal, 2004 - 2019
Journal of Managerial Issues, 2005-2008
Labor Studies Journal, 2005-2008

Reviewer

Human Resource Management, 2012-2019
Labor History, 2014
International Journal of Manpower, 2012, 2013
Journal of Management Studies, 2012
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
Member:
Academy of Management

DISSERTATION COMMITTEES

Chaired

Jon Anderson (2004)
Scott Droege (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

Joyti Gupta – Management (2022)	Robert Brown - Education
Steve Muhuri-Economics (2016)	Lewis Handley Warren, III – Economics (2016)
Sun Ki Choi – Economics (2016)	Ying Li – Engineering (2016)
Brandan Sheridan- Economics (2012)	Zac Edens (2014)
WinLi Yuan - Communications (2006)	Xi Pan-Economics (2010)
Chunlian Dong (2005)	Ganna Vakhitova - Economics (2006)
Cheryl Ward (2001)	Rashmi Prasad (2001)
Jerry Roahrig (2001)	Tina DiGuglielmo - Public Administration (2000, reader)
Jodi Messer - Economics (2000)	Michael McCorkel - Education (2000)
Jenny Hoobler (2002)	Robert Mahaney - Decision Sciences (2000)
Rebecca Weems (1999)	Klara Sabiranova - Economics (2000)
Ed Taylor (1998)	Jukka Alava (1999)
Jeff Tschetter (1999)	Susan Blankenship - Political Science (2000)
Michael Clark - Economics (1996)	Brett Noel - Economics (1999)
Jean Smith - Education (1994)	Bob Nelson (1999)
Susanne Schmidts - Economics (1989)	Sheryl Brown (1994)
	Peter Groothis - Economics (1989)

CONSULTING

Pedagogical Workshop Series for IMSciences, Kohat University of Science and Technology, University of Science and Technology, Bannu Fall 21-Fall22
Institute for Evidence Based Change Faculty Perspective on Tuning: Sector Based Workshop for the Higher Education Quality Counsel for Ontario, Canada, Fall, 2011
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. Looff) "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.

PROFESSIONAL PRESENTATIONS

"Job Insecurity in Today's Labor Markets" University of Louisville Labor-Management Luncheon, 2006
"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.

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