

## Ellen Ernst Kossek

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Dept. of Organizational Behavior/Human Resources  
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### **Education**

Ph.D. Yale University, Organizational Behavior, New Haven, CT, 1987

M.A. Yale University, Organizational Behavior, New Haven, CT, 1986

M.B.A. The University Of Michigan, Ross School of Business, Ann Arbor, Michigan, 1981

- Human Resources/Organizational Behavior/Labor Relations, concentration
- Graduate Research assistant, Director Division of Research

B.A., *cum laude*, psychology, Mount Holyoke College, South Hadley, MA, 1979

- Senior independent study, Applying Behavioral Theory to Job Interviewing
- Psychology Dept. outstanding psychology major award

### **Honors, Awards, and Special Recognition**

Invited Distinguished Keynote Speaker, Academy of Mgt. HR Doctoral Consortium 2017

GLOBE Highly Commended 2016 Best Paper Published Award 2017  
(*Human Resource Management: Rating Expatriate Leader Effectiveness in Multisource Feedback Systems: Cultural Distance and Hierarchical Effects*)

Academic Leadership Program Fellow, Big Ten Academic Alliance 2016-2017

- One of five fellows selected for cohort representing Purdue University

Winner Rosabeth Moss Kanter Best Paper award for excellence in work-family research 2015  
(Co-author of top work-family paper of hundreds published across disciplines in 2014)

- Semi-Finalist Kanter award Top 3 Research Paper 2012
- Top 10 or Top 20 Nomination winner 2003, 2001, 1999

Work Life Legacy Award, Families and Work Institute, NY, NY 2014

- Honoree for helping to build or advance the Work Life Movement

Web of Science study notification that I had three journal articles ranked in the top 115 most cited paper of out of 16034 published between 2010 -2104 in Psychology Applied category

- Workplace social support and work-family conflict: A meta-analysis clarifying the influence of general and work-family-specific supervisor and organizational support (*Personnel Psychology*)
- Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors (*Journal of Applied Psychology*)
- How work-family research can finally have an impact in organizations (*I-O Psychology Perspectives*)

First elected President Work-Family Researchers' Network 2013- 2014  
<https://workfamily.sas.upenn.edu/>

Distinguished Faculty Teaching Awards, Krannert School of Management

- Talent Management of Gender and Diversity in Organizations 2014, 2015, 2016
- Managing Human Capital Globally 2014, 2015, 2017

Jean Campbell Fellowship, The University of Michigan 2009

Sage Scholarly Achievement Award, Academy of Management, GDO Division 2008

- Recognizes a present or past member of the gender and diversity in organizations division who has made significant contributions through an accumulated body of work to advance the field of research on gender and diversity in organizations

Elected to Board of Governors, Academy of Management 2003-2006

Elected Fellow, American Psychological Association, 2002- present

Elected Fellow, Society of Industrial-Organizational Psychology 2001- present

Elected Division Chair, Gender and Diversity in Organizations Division, The Academy of Management Preceded by Program Chair (2000); Pre-Conference Chair (2001), Doctoral Consortium Chair (1999-1997) 2001-2002

Alcoa Foundation Funded Faculty Development Fellow in International HR/OB 2000

Journal of Organizational Behavior, Best Paper of The Year Prize (co-winner) 1993  
 -Unsolicited award selected by editorial board

Yale University School of Management, Graduate Doctoral Fellowship 1983-1987  
 • Mellon Grant stipend award, 1984

Japan Society Foundation, New York, New York, MBA Fellowship 1989

## **Academic Appointments**

- Purdue University 2013- present
- Basil S. Turner Professor of Management (Chaired Professor in OB/HR)
  - Research Director, Butler Center for Leadership Excellence
  - Courtesy Faculty Associate, Department of Psychological Sciences
  - Associate Director, NIH Funded Center for Work-Family Stress & Health, 2013-2015
  - Affiliate, Center for Families, Center for Aging, and Purdue Policy Research Institute
  - Program Chair, Breaking Bias: Gender and Leadership Excellence Research to Practice Symposium, (2018, 2016), <http://krannert.purdue.edu/events/leadership-excellence-and-gender/>
  - Research Fellow, Jane Brock Wilson Center & Powershift gender case competition co-organizer

- Michigan State University 1987-2012
- University Distinguished Professor in Human Resources 2009-2013  
(Promoted from Assistant, Associate & Full Professor)
  - Associate Director, NIH Funded Center for Work-Family Stress & Health, 2005-2012
  - Chair, Ph.D. Program Committee, 2009- 2012
  - Research Affiliate, Institute for Public Policy & Social Research, Institute for Children Youth & Family, and Center on Gender in Global Context
  - Courtesy appointment, Eli Broad School of Business, taught several Evening MBA classes

## **Visiting Scholar Appointments (Summers & Sabbaticals)**

Kings College, London, U.K., Management Dept., Visiting Scholar, May 2015, 2016

The University of South Australia, Adelaide, Australia, July 2010  
Visiting Scholar, Invited Bob Hawke Keynote Lecture, Work-Life & Human Resource Centers

Harvard Business School, Boston, Massachusetts, Visiting Scholar, Oct.-Nov. 2008

Center for Creative Leadership, Greensboro, N.C., Visiting Scholar, 2008-2009

The University of Michigan, Ann Arbor, Michigan, Jean Campbell Visiting Scholar, Center for Education of Women, March 2009

University of Warwick, Birmingham, U.K., Visiting Scholar/Invited Guest Lecturer, Local Government Leaders, Masters in Public Administration, Sept. 2000, Sept. 2001

University Of Manchester (UMIST), Manchester, U.K., Visiting Scholar, October 2000  
The University of Michigan, Institute for Social Research, Ann Arbor, Mich., Visiting Scholar, 1994-1995

## **Academic Administrative Leadership Experience & Accomplishments Highlights**

### **Purdue University Basil S. Turner Chaired Professor and Research Director (current)** **Associate Director NIH Center for Work-Family Stress and Health (2005-2013)**

- **Research Center Start Up, Fund-raising, and Strategic Planning Experience**
  - Led research start-up activities, identified strategic themes and research portfolio
  - Organized and raised funds for inaugural gender and leadership excellence research to practice symposium which attracted scholars from over 50 universities from around the globe and many corporations and alumni
  - Manage research budget, fund-raising, grant administration, and resource planning
  - Recruited, and manage research staff
  - Partner on research center lectures and teaching, and scholarly activities across campus and with other universities
  - Recruit and engage students in research activities
  - Wrote and successfully obtained new grants from Russell Sage Foundation and NIH
  - Meet with donors and alumni
  
- **Advancing Diversity and Inclusion in Academia**
  - Selected for Faculty Diversity and Inclusion Provosts Office Initiative
  - 1 million dollar imitative working across disciplines to enhance diversity and inclusion faculty development activities.
  - Member University Equity and Diversity Committee
  - Lead workshops for faculty and staff on work-family balance, stress
  - Chair diversity and inclusion organization wide diversity strategy subcommittee
  - Member University faculty staff and student diversity survey committee
  - Teach diversity and inclusion class for students which partners with Accenture on a diversity case competition for undergraduates and graduate students
  
- **Appointed School of Management Big Ten Academic Leadership Program Fellow for Purdue University**
  - Received weekly or bi-weekly leadership development with senior administrators of the university with peer mentoring
  - Traveled with Purdue cohort to represent ALP at 3 Big Ten Universities to participate in higher education leadership development activities
  
- **Led Faculty and doctoral student Development Activities**
  - Initiated work in progress research brown bags with doctoral students to enhance peer mentoring and research culture
  - Run OB/HR Distinguished Lecture series involving junior faculty
  - Engage junior faculty in conference activities to highlight their expertise

- Promoted cooperation among colleagues to get developmental feedback on research
- Deliver faculty and chair leadership development activities
- **Enhanced University Web and Media Presence**
  - Helped create new website
  - Regularly engage with national and international media such as NPR, Marketplace, Washington Post, Financial Times
  - Publish conference abstracts to DOI (approx. 150 downloads per month)
- **Administrative Leadership and Governance**
  - Chaired Promotion and Tenure committees
  - Chair and member of search committees
  - Met with accreditation panel and gave input for written report
  - Developed Quality of Work Environment Initiative
  - Chaired or served as member PhD program committee to revise program structure to improve quality (Purdue and Michigan State)
  - Senate representative
  - Represented school for College level Promotion and Tenure committee for 5 years (Michigan State)

#### **Interdisciplinary Leadership Team Appointments**

- **Inaugural President Work Family Researchers Network**
- **Inaugural Member NIH Work Family Health Network**
- **Board of Governors Academy of Management & Chair Gender and Diversity Division**
- **Provost's task force on Faculty Diversity and Inclusion Advancement (FIDA-current)**
- **Academic Service Leadership Experience working in Interdisciplinary Teams for Innovation**
  - Chaired cross-university interdisciplinary publications committee and obtained consensus on publication norms and standards in interdisciplinary group
  - Reorganized disciplinary home for WFRN moving from sociology to business school to foster enhanced university support
  - Managed organizational change to integrate an academic journal into the WFRN as a way to increase membership during nonconference years to enhance financial health
  - Co-lead in managing over 100 scholars and students on a complex national research project
  - Developed cross-disciplinary interventions to enhance faculty and administrator commitment to diversity and inclusion
  - Experience managing and administering complex budgets across organizational units
  - Experienced managing large conferences and events with multiple stakeholders such as academics, industry, students, staff, and alumni

## **Business and Organizational Experience**

- Co-Founder, Work Life Help, LLC, Start Up 2013- present
- Leads organizations to translate evidence-based research into leadership development, training, survey assessment, & organizational change practice
  - Recent projects for SHRM Foundation  
<https://workfamily.sas.upenn.edu/content/news/leveraging-workplace-flexibility-engagement-and-productivity>
- & Inspector General of U.S. Postal Service
- 2015-2017 recipient Small Business Technology Transfer grant National Institute of Aging
- Work Life Sustainability, LLC, Organizational Consultant and Speaker 2000- present
- Speaking engagements as motivational speaker, organizational and leadership development consultant, workshop leader, trainer, researcher, webinars
  - Selected Past Clients: Booz Allen, Hubble Space Institute, The Cleveland Clinic, Society of Cardiovascular Surgeons, Specialty Librarians Annual meeting, German Government Nonprofit for High Potential Women,, DTE Energy, Origami Inc., Kellogg Corp., Medtronic Corp., Michigan State University, Indiana University, Indiana State University, University of Michigan, Michigan State University, Case Western Reserve, Texas A & M, American Psychological Association, Queens College, University of Cincinnati, Bucknell, Valparaiso University, Oregon Health Sciences, Country of Bermuda Ombudsman, Ford Motor Corporation, IUPUI Medical School
- Singapore Government, Ministry of Manpower and Civil Service August 2010
- Designed and lead training workshops for employees and managers on implementing and managing work-life boundaries and flexible work arrangements
  - Designed and lead train the trainer workshops on managing flexstyles for country
  - Keynote, National Work-Life Conference
- Center for Creative Leadership, Greensboro, North Carolina 2009-2012
- Worked on a team to conduct research, design and validate and publish online leadership assessment to develop managerial training on work-life boundary e- styles of leaders (Work Life Indicator)
- Hitachi Ltd., Tokyo, Japan 2000-2004
- Designed and conducted executive education on HR Role in managing organizational change & 360 Performance Appraisal and served on management education board
- IBM Corporate Headquarters, Armonk, N.Y. 1984-1985
- HR associate/intern, International EEO and Personnel Research
- United Nations Association, New York, New York 1983

- Research Assistant for Executive Director  
General Telephone & Electronics (GTE) Corp., Geneva, Switzerland & Stamford, CT, 1981-83
- Administrator, Placement & Development, & Human Resources Associate
- Identified as High Potential HR Employee with 3 leadership development assignments (Area Personnel Office Europe, Corp. Compensation/Benefits, Telephone Operations)
- Supervisory experience, reported to Directors for all assignments

Hitachi, Ltd., Corp. Headquarters, Tokyo, Japan, 1980

- International Labor Relations & Personnel section
- Developed management development training for non-Japanese Overseas Middle Management Talent Development Program

Complex organizations program internships & January study while in college 1976-1979

- U. S. Commission of Civil Rights, research intern, Wash. D.C.
- Deere and Company, Personnel & Labor Relations Dept., Dubuque, Iowa
- U.S. House Rep. Mike Blouin for State of Iowa, Paid Legislative Intern, Wash., D.C.
- Country Probation Office, career exploration project, Dubuque, Iowa
- Cornell School of Industrial and Labor Relations, research intern, Women and Work Project, New York, New York

## **Research Grants**

Russell Sage Foundation. 2015- 2017 New York, New York, Comparing the Effectiveness of Work-Family Interventions: Effects on Supervisors, Employees and Organizations,” Principal Investigator, \$136,385.

NIH - National Institute of Aging, Small Business Technology Transfer Program. 2015- 2017, Wash., D.C. Family Supportive Supervisor Training and Workplace Assessment Tool. Principal Investigator, \$201 333

Land of Lakes, \$2500 for Leadership and Gender Symposium

Purdue University HR and Provost’s Office. Purdue Quality of Work Environment Initiative Leadership development and survey project to assess the quality of environment at Purdue among non-faculty staff, Principal investigator, \$106,000, 2013- 2015

SHRM Foundation. 2013, Commissioned lead writer of report on workplace flexibility, \$5,000

U. S. Dept. of Defense, Advisory Board, Portland State University, Study to improve supervisors’ veteran’s supportive behaviors for State of Oregon Veterans, 2013- present

National Institute of Occupational Safety & Health, (NIOSH) & the National Institute of Child Health and Development and Health (NICHD).

- Developing Study Designs to Evaluate the Health Benefits of Workplace Policies and Practices. National Work Family Health Network (Consortium member of approx. \$30 million grant shared with network), 2008-2015 Co-Principal Investigator and Assoc. Director, Center for Workplace Safety Stress and Health, Publications Committee Chair (2010), and Organizational Intervention and Process Evaluation Team. <https://projects.iq.harvard.edu/wfhn/home>
- Research Unit at Portland State University and Purdue University, (2013-2015) (Michigan State University (2008-2012). Original RFA-HD-04-017. Applying group randomized control methodology to organizations, we design model protocols for state of the art evidence-based workplace intervention studies that examine the health consequences of leadership and organizational work family and performance support, work redesign, and schedule control. The interventions seek to change the workplace to improve employees' abilities to meet work and family demands, reduce work-family conflict, thereby improving worker and family health (including children and other dependents).

Center for Creative Leadership, Greensboro, North Carolina, 2008-2009, Principal Investigator, \$10,000,

National Institute of Occupational Health and Safety. Under-Emphasized Constructs for Evaluating the Health Benefits of Workplace Interventions: Identifying and Fostering Family Supportive Supervisor Behaviors and Considering Family Crossover Effects, 2005-2008

- Co- Principal Investigator & Center Associate Director

One of four NIH research centers funded in the U.S. as part of the National Work, Family and Health Network, \$1.4 million, collaboration with Portland State University. We designed a leader work-family support training intervention in the grocery store industry in a quasi-experimental study in Michigan/Ohio

Alfred P. Sloan Foundation, N.Y., N.Y. 2005-2008

Joint Principal Investigator. The Role of Unions in Fostering Flexibility: Changing Dialogue and Negotiating Change, \$394, 827

Michigan State University, Family Research Initiative, and Families and Communities Together, Principal Investigator \$19,000, 2007- 2008

Work and Family Theory Conference Lead Organizer and Fundraiser, 2007, (Center for Creative Leadership, Greensboro, North Carolina, SC Johnson Corporation, Whirlpool Corporation, Eli Lilly Corporation, Booz Allen Corporation, School of Labor & Industrial Relations Alcoa Fund, and Families and Communities Together), total of approximately \$50,000

Alfred P. Sloan Foundation, N.Y., N.Y. 2002-2004, Managing Professionals in New Work Forms, Co- Principal Investigator, \$350,000

Michigan State University, Intramural Interdisciplinary Grant, PI, \$13,500, 2001-2002



Gerber Foundation, The Michigan Child Care Partnership, 2000-2002, Co-Principal Investigator, \$147,000

Reuters International, EDS, ADCO, 2001-2000, PI, \$9000

Southwestern Publishing, 1998-1999, PI, \$20,000

Michigan State University, Research Outreach Methodology Grant, PI, 1994-1995; \$54,000

State of Michigan, Department of Social Services federal matching grant from U. S. Department of Health and Human Services, 1993-1994; Co- PI; \$35,000

General Motors Corporation, North American Operations, 1994; Co- PI, \$28,000

Michigan State University, State of Michigan Research Excellence Fund & Management Policy Studies Fund grants, Institute for Public Policy and Social Research; Co PI & PI, 1987-1994; \$93,300

Michigan Child Care Clearinghouse, PI, 1993; \$15,730

CIBER, International Business Conference Travel Funding, & International Linkage Fund, Michigan State University, 1993, PI & Co – PI, \$10,000

Sisters of Mercy Corporation, Farmington Hills, Mich., 1991; \$1000

State of Mich. Department of Commerce, Lansing, Mich., 1988-1990; PI, \$25,800

Michigan State University Foundation, E. Lansing, Mich., PI, 1990; \$12,000

Michigan State University, Alumni Association and School of Labor and Industrial Relations, 1990; \$30000

U. S. Dept. of Education, 2 weeks summer salary, 1990

Amoco Corp., Chicago, Illinois, PI, 1992-1993; \$38,000

Michigan Labor - Management Partnership Project and U.S. Department of Labor, 1988; \$64,000

Lansing Board of Water and Light, PI, 1988; \$2,500

### **Manuscripts in Progress**

Work-Life Leadership: Making Well-Being Matter in Management Education

Special issue editor from 2016 and 2018 Gender and Leadership Symposium: Human Resource Management & Business Horizons

Leader Work-Life Training Interventions: A Resource That Compensates For or Enhances Job Control?

Lasting Impression: Transformational Leadership Style and Family Supportive Supervisor Behaviors as Job Resources for Mental Health and Performance

Workplace Flexibility and Work and Nonwork Performance: A Boundary Control Perspective

The Cultures of Flex: Implications for Organizational Implementation Balanced Outcomes

Front Line Managers Personal Technology Use On and Off the Job: Validating Personal Cell Phone Behaviors for Boundary Control and Added Benefits

Managing Work Schedule Uncertainty and Justice in Health Care: Schedule Patching Strategies and Outcomes

Desperately Seeking Sustainable Careers: Responsibilities, Tactics, and Contexts for Enabling Reduced-Load Work

Comparing the Effectiveness of Work Life Boundary Policy and Leader Support Interventions: A Randomized Field Study

Sustaining Organizational Change in Support, Control and Work Processes from a Work-Family Intervention: Customization, Stickiness, and Unintended Consequences

Psychological Equivalence of FSSB in High and Low End Workforces

A Relational Perspective on Work-Life Dynamics

Employees' Caregiving Demands: Integrating Approaches for Improved Research and Practice

Work-Life Singles: New Perspectives on Conflict and Enrichment

Centerpoint Global HR Management: The Case of KLA Tenecor

Moving the Needle: Beyond Implicit Bias Training & Identity Networks

## **Journal Articles**

Kossek, E. E & Lautsch, B. A. (2018). Hourly Workers Need Flexibility the Most, But Are Often the Least Likely to Get It, *Harvard Business Review*.

Kossek, E. E., Petty, R. A., Bodner, T. E., Perrigino, M. B., Hammer, L. B., Yragui, N. L., & Michel, J. S. (2018). Lasting impression: Transformational leadership style and family supportive supervisor behaviors as job resources for mental health and performance. *Occupational Health Science*. <https://doi.org/10.1007/s41542-018-0012-x>

Kossek, E. & Lautsch, B. 2018. Work-life flexibility for whom? Occupational status and work-life inequality in upper, middle, and lower level jobs. *Academy of Management Annals* 12: 1: 5-36. (Lead article)

Wilson, K. Baumann, H., Matta, F., Illes, R. & Kossek, E. 2018. Misery loves company: An investigation of couples' inter-role conflict congruence, *Academy of Management Journal*. 61: 2- 1-25. doi: 10.5465/amj.2016.0395

Kossek, E., Su, R & Wu, L. 2017. "Opting-Out" Or "Pushed-Out"? Integrating perspectives on women's career equality for gender inclusion and interventions. *Journal of Management*, 43: 228–254.

Kossek, E. E., Thompson, R. J., Lawson, K. M., Bodner, T. Perrigino, M., Hammer, L. B., Buxton, O. M., Almeida, D. M., Moen, P., Hurtado, D., Wipfli, B., Berkman, L. F., Bray, J. W. 2017. Caring for the elderly at work and home: Can a randomized organizational intervention improve psychological health? *Journal of Occupational Health Psychology*, On line first: <http://psycnet.apa.org/doiLanding?doi=10.1037%2Focp0000104>

Stiehl, E., Ernst Kossek, E., Leana, C., & Keller, Q. 2017. A multilevel model of care flow: Examining the generation and spread of care in organizations. *Organizational Psychology Review*, 2041386617740371.

Lee, S., Davis, K. D., McHale, S. M., Kelly, E., Kossek, E., & Crouter, A. C. 2017. When mothers Work matters for youths' daily time use: Implications of evening and weekend shifts. *The Journal of Child and Family Studies*. Advance access publication. doi: 10.1007/s10826-017-0731-7.

Gatrell, C., Cooper, C. & Kossek, E. 2017. Maternal bodies as taboo at work: New perspectives on the marginalizing of senior-level women in organizations. *Academy of Management Perspectives*, 31:3 239-252; published ahead of print June 1, 2017, doi: 10.5465/amp.2014.0034

Bray, J. W., Hinde, J. M., Kaiser, D., Mills, M., Karuntzos, G. T., Kossek, E., Genadek, K., & Kelly,

E. 2017. Effects of a flexibility/support intervention on work performance: Evidence from the Work, Family, & Health Network. *American Journal of Health Promotion*, 1-8. DOI: 10.1177/0890117117696244

Kossek, E., Huang, J., Piszczek, M., Fleenor, J., Ruderman, M. 2017. (First published on line in 2016). Rating expatriate leader effectiveness in multisource feedback systems: Cultural distance and hierarchical effects. *Human Resource Management Journal*, 56, 1: 151–172. DOI:10.1002/hrm.21763.

- Recipient of GLOBE Highly Commended Best Paper Recognition award.

DePasquale, N., Mogle, J., Zarit, S.H., Okechukwu, C.A., Kossek, E.E., & Almeida, D.M. 2017. The family time squeeze: Perceived family time adequacy buffers work strain in certified nursing assistants with multiple caregiving roles. *The Gerontologist*, doi/10.1093/geront/gnw191/2884443/

Sin, N., Almeida, D., Crain, T., Kossek, Berkman, L., Buxton, O. G Bidirectional, Temporal associations of sleep with positive events, affect, and stressors in daily life across a week. 2017. *Annals of Behavioral Medicine*. DOI 10.1007/s12160-016-9864-y

Aguinis, H., Davis, G., Detert, J. R., Glynn, M. A., Jackson, S., Kochan, T., Kossek, E. E., Leana, C., Lee, T., Morrison, E., Pearce J., Pfeffer, J., Rousseau, D., Sutcliffe K. 2016. Using organizational science research to address U.S. federal agencies management and labor needs. *Behavioral Science Policy*. Wash, DC: Brookings 2: 67–76.

Marino M., Killerby M., Lee S., Klein L.C., Moen P., Olson R., Kossek E., King R., Erickson L., Berkman L.F., Buxton, O. 2016. The effects of a cluster randomized controlled workplace intervention on sleep and work-family conflict outcomes in an extended care setting. *Sleep Health*, 2: 297-308.

Kossek, E. Piszczek, M. McAlpine, K. Hammer, L. Burke L. 2016. Filling the Holes: Work schedulers as job crafters of employment practice in long-term health care. *Industrial and Labor Relations Review*, 69: 4: 961-990. DOI: 10.1177/0019793916642761.

Hammer, L.B., Johnson, R.C., Crain, T.L., Bodner T., Kossek E.E., Davis, K.D., Kelly, E.L., Buxton, O.M., Karuntzos, G., Chosewood, C., Berkman, L. 2016. Intervention effects on safety compliance and citizenship behaviors: Evidence from the Work, Family, and Health Study. *Journal of Applied Psychology*, 101: 190-208.

Kossek, E., E. & Perrigino, M. 2016. Resilience: A review using a grounded integrative occupational approach. *Academy of Management Annals*, 10: 1: 729-797, DOI: 10.1080/19416520.2016.1159878

Okechukwu, C. A., Kelly, E., Bacic, J., DePasquale, N., Hurtado, D., Kossek, E., & Sembajwe, G. 2016. Supporting employees' work-family needs improves health care quality: Longitudinal evidence from long-term care. *Social Science Medicine*, doi:10.1016/j.socscimed.2016.03.031

Kossek, E. 2016. Managing work life boundaries in the digital age. *Organizational Dynamics*, 45: 258-270.

Kossek, E. 2016. Implementing organizational work-life interventions: Toward a triple bottom line. *Community Work and Family*, 19: 2, 242–256, <http://dx.doi.org/10.1080/13668803.2016.1135540>

Kossek, E., Ollier-Malaterre, A., Lee, M., D., Pichler, S. & Hall, D T. 2016. Line managers' rationales regarding reduced-load work of professionals in embracing and ambivalent organizational contexts. *Human Resource Management*, 55: 143- 171

Moen, P.... E. Kossek, 2016. Does a flexibility/support organizational initiative improve high tech employees' well-being? Evidence from the Work Family Health Network, *American Sociological Review*, 81: 134- 164. Doi: 10.1177/0003122415622391

DePasquale, N., Hurtado, D., Kossek, E., & Sembajwe, G. 2016. Supporting employees' work-family needs improves health care quality: Longitudinal evidence from long-term care. *Social Science Medicine*, doi:10.1016/j.socscimed.2016.03.031

Kossek, E., Thompson, R., Lautsch, L. 2015. Balanced flexibility: Avoiding the traps, *California Management Review*, 57: 3-25. (Selected as lead article for the cover)

Kossek, E. E. 2015. Capturing Social- cultural influences: Relating individual work-life experiences to context. *International Journal Community Work and Family*; Editor, Special Issue *Community Work and Family*, DOI:10.1002/hrm.21763

- Edited and managed the review process for this special issue journal of best papers from junior scholars of the 2014 Work Family Researchers Network conference.

Moen, P., Kaduk, A., Kossek, E., Hammer, L., Buxton, O., O'Donnell, E., Almeida, D., Fox, K., Tranby E., Oakes, J. M., Casper L. 2015. Is work family conflict a multi-level stressor linking job conditions to mental health: Evidence from the Work Family Health Network. *Work and Family in the New Economy Research in the Sociology of Work*, 26: 177- 217.

Lam, J., Fox, K., Fan, W., Moen, P., Kelly, E., Hammer, L. Kossek, E. 2015. Manager characteristics and employee job insecurity around a merger announcement: The role of status and crossover. *Sociology Quarterly*, 56: 558-580.

Lippold, M., McHale, S., Davis, K., Kossek, E. 2015. Daily inconsistency in parental knowledge: links with youth health and parents' stress. *Journal of Adolescent Health*. 56: 293-299. doi:10.1016/j.jadohealth.2014.11.017

Crain, T. L., Hammer, L. B., Bodner, T., Kossek, E. E., Moen, P., Lilienthal, R., & Buxton, O. M. 2014. Work-family conflict, family-supportive supervisor behaviors (FSSB), and sleep outcomes. *Journal of Occupational Health Psychology*, 19: 2, 155–167

Kossek, E and Burke Buxbaum, L. 2014. Developing occupational and family resilience among U.S. migrant farmworkers. *Social Research*, 51: 2: 359-372.

Kelly, E., Moen, P., Oakes, M., Okechukwu, C., Hammer, L., Kossek, E., King, R., Hansen, G., Mierzwa, f. & Casper, L. 2014. Changing work and work-family conflict: Evidence from the Work, Family, and Health Network, *American Journal of Sociology*, 1-32, DOI: 10.1177/0003122414531435

- Winner of 2015 Rosabeth Moss Kanter best paper of the year 2014 award

Greenhaus, J. & Kossek, E. 2014. The contemporary career: A work-home perspective. *Annual Review Organizational Psychology and Organizational Behavior*, Fred Morgenson, Ed. 1:18.1–18.28

Kossek, E., Hammer, L., Kelly, E. & Moen, P. 2014. Designing Organizational Work, Family & Health Change Initiatives. *Organizational Dynamics*, 43: 53-63.

Berg, P., Kossek, E., Misra, K. & Belman, D. 2014. Do unions matter for work-life flexibility policy access and use? *Industrial and Labor Relations Review*, 67: 111-136.

Hall, T., Kossek, E., Briscoe, J., Pichler, S., Lee, M. 2013. Nonwork relative to career orientations: A multi- dimensional measure. *Journal of Vocational Behavior*, 83: 539-550.

#### Special Issue Co- Editor

Ollier- Malaterre, A., Valcour, M. den Dulk, L., Kossek, Co-Editors, *European Management Journal*, 2013. Special issue on National Context in Work-Life Research, editor and Theorizing national context to develop comparative work-life research: A review and research agenda, 31: 433-536.

Hammer, L. B., Kossek, E. E., Bodner, T., & Crain, T. 2013. Measurement development and validation of the family supportive supervision behavior short-form (FSSB-SF). *Journal of Occupational Health Psychology*, Online First Publication, June 3, 2013. Doi: 10.1037/a0032612

Berg, P. Kossek, E., Baird, M. & Block, R. 2013. Collective bargaining and public policy: Pathways to work-family policy adoption in Australia and the United States. *European Management Journal*, 31: 495-504.

Kossek, E. E., Kalliath, T., Kalliath, P., 2012. Achieving employee wellbeing in a changing work environment: An expert commentary on current scholarship, *International Journal of Manpower*, 33: 738 – 753.

Hall, D., Lee, M, Kossek, E. & Las Heras, M. 2012. Pursuing career success while sustaining personal and family well-being: A study of reduced-load professionals over time, *Journal of Social Issues*, Special Issue on Sustainable Careers. Article first published online: 13 DEC 2012 | DOI: 10.1111/j.1540-4560.2012.01774.x

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Block, Richard, Cutcher-Gershenfeld, J. Kossek, Ellen Ernst, Moore, M., Gash, D., McHugh, P., Gilles, A. *Innovative Labor Management Practices in Small Firms.* Report to the U. S. Department of Labor, 1991.

Kossek, Ellen Ernst. *Labor-Management Innovation at Nagel Paper Company.* Case Study for the Labor-Management Innovations in Small Firms Project of the State of Michigan Dept. of Commerce, 1989.

### **Dictionaries/Encyclopedias and Other Resources**

Kossek E. & Lee, K, H. 2017.. Work family conflict. In Oxford Research Encyclopedia of Business and Management Stella Nkomo, Editor.

Kossek, E. & Groggins, A. 2014. Work Life Balance. In David Guest, & David Needle Editors) in Volume 5 Human Resource Management volume of Wiley Encyclopedia of Management. DOI: 10.1002/9781118785317.weom050079

Kossek, E. 2009. Work-life Balance. *Organization and Management Encyclopedia.* Sage.

Kossek, E. et al. 2007. Managing Work and Family in Organizations. *Boston College Work and Family Network Teaching Modules.*

Kossek, E. & Lautsch, B. In press. 2006. Flexible work arrangements. *Encyclopedia of Careers.* Jeff Greenhaus, Editor. Jossey Bass.

Pitts-Catsouphe, M. & Kossek, E. 2002-2004. Co –Editors, Sloan Work and Family Network Work and Family Encyclopedia, Teaching Resources [www.bc.edu/wfnetwork](http://www.bc.edu/wfnetwork) (Founding Editor)

Kossek, Ellen Ernst. 2001. Sloan Teaching Resources Website. Kossek, Ellen Ernst

- Telecommuting Entry.
- Contributed to Measuring Payback From Work-Family Programs & Telecommuting Point Counterpoint Teaching Exercise, 2002.

Kossek, Ellen Ernst. 1998. Dictionary Entry for Child Care Benefits. (Cary Cooper & Chris Argyris, Editors). *The Concise Blackwell Encyclopedia of Management*. Oxford, England: Blackwell.

Kossek, Ellen Ernst. 1996. Dictionary Entry for Work-Family Conflict. (Peters, L., Greer, R., Youngblood, S., Editors.) *The Blackwell Business Encyclopedia of Human Resource Management*. Oxford, England: Blackwell.

Kossek, Ellen Ernst. 1996. Dictionary Entry for Child Care Benefits (Peters, L., Greer, R., Youngblood, S., Editors.) *The Blackwell Business Encyclopedia of Human Resource Management*. Oxford, England: Blackwell.

Kossek, Ellen Ernst and DeMarr, Beverly. 1996. Dictionary Entry for Eldercare Benefits. (Peters, L., Greer, R., Youngblood, S, Editors.) *The Blackwell Business Encyclopedia of Human Resource Management*. Oxford, England: Blackwell.

Kossek, E. E. Amoco's Global Human Resource Systems. 1996, In Schermerhorn, J., Hunt, J., & Osborn R. *Organizational Behavior*, Sixth Edition, NY: Wiley, 441-443.

### **Refereed National Conference Paper Proceedings**

Kossek, E., Zonia, S.C. and Young, W. 1996. The limitations of the power of organizational demography: Can diversity climate be enhanced in the absence of teamwork? In (M. Ruderman, M. Hughes-James, & S. Jackson, Eds.). *Selected Research on Work Team Diversity*. Greensboro, North Carolina: Center for Creative Leadership and Wash., D.C.: American Psychological Association, pp. 121-152. (Selection of best papers from a 1995 conference on diversity in work teams held at the Center for Creative Leadership.)

Kossek, E., Barber A., Winters, D. 1993. An assessment of individual, work group and organizational influences on the acceptance of flexible work schedules. Human Resources Division. In Dorothy Perrin Moore, (Ed.). *Best Papers 1993. National Academy of Management Annual Meetings*, Atlanta, 116-120.

Kossek, E., and Yates, J. 1993. Globalization: What every human resource professional should know. *Best Paper Proceedings of the Biannual National Research Symposium. Society for Human Resource Planning*, Ithaca, NY, National Conference, Plenum Press.

Kossek, E. 1990. Comments on dissertation roundtable papers, Proceedings of 1990 National Industrial Relations Research Association meetings, 71-73

Gash, D. and Kossek, E., 1989. Links between systems strategy and end-user training, *Proceedings of the 22nd Hawaii International Conference on Systems Science*, Honolulu, Hawaii, January.

Kossek, E., Block, R., The employer as social arbiter, 1988. *Proceedings of Council on Employee Rights and Responsibilities National Conference*, Virginia Beach, VA, October: 317-323.

Kossek, E., Discussant, 1987, Contributed papers session in the management of human resources and organizational behavior," *Proceedings of the 40th Annual Meeting of the Industrial Relations Research Association*, Chicago, IL, (December 28-30), 525-527.

### **Other articles**

Lee, E. & Kossek, E. Crafting Lives that work. 2006, May.  
Dialogue on Work and Family. Sloan Work and Family Electronic Newsletter.  
[www.bc.edu/wfnetwork](http://www.bc.edu/wfnetwork)  
[http://wfnetwork.bc.edu/The\\_Network\\_News/11/newsletter.shtml](http://wfnetwork.bc.edu/The_Network_News/11/newsletter.shtml)

Kossek, E. & Lambert, S. 2003. What can managers do to promote work life balance for themselves and others? *Leadership in Action*, Greensboro, North Carolina: Center for Creative Leadership, 23(4): 13.

Kossek, E. & Friedman, S. 2002, March, Dialogue on Work and Family. Sloan Work and Family Network Electronic Newsletter. [www.bc.edu/wfnetwork](http://www.bc.edu/wfnetwork)

Kossek, E. 2001. September 11 and Work-Life Integration. *Gender and Diversity in Organizations Newsletter*, National Academy of Management, Vol. 4.

Kossek, E., Gershenfeld, J. & Sandling, H. 1993. Investigating the TQM Connection, *Work-Family Roundtable: The TQM Connection*, NY: The Conference Board, Fall: p. 8.

Kossek, E. 1992. Research Corner: The Effects of Employer-Sponsored Child Care on Employee Attitudes and Performance. *Options*, Michigan State University: Michigan Child Care Clearinghouse, 1(1): winter, 7.

Kossek, E. 1991, Managing Diversity," Newsletter for Industrial Relations Council on GOALS. Council provides minority fellowships for Graduate Study in Human Resource Management/ Industrial Relations. Fall, East Lansing, Michigan.

Kossek, E. 1990- "Where Did My Career Go? Finding a Future in the Flattened Organization," *Progress*, Jackson, Michigan: Consumer Power Company, August, 15-17.

## **Book Reviews**

Nieuwenhuis, R., Kossek, E. E. 2017. Book review of Work life balance in times of recession, austerity and beyond. In *Community Work and Family*. On line first:

<http://www.tandfonline.com/doi/full/10.1080/13668803.2017.1388002>

Kossek, E. Book review of. The *Influence of Culture on Human Resource Management Processes and Practices* by Dianna Stone and Eugene Stone-Romero, *Administrative Science Quarterly*, 55 (2): June 2010 p. 344-346.

Kossek, Ellen Ernst. *Gender Power, Leadership, & Governance*, by G. Duerst-Lahti & R. Kelly, Ann Arbor: University of Michigan Press, 1995. *Administrative Science Quarterly*, 1999.

Kossek, Ellen Ernst. *The Human Side of Factory Automation*, by A. Majchrzak, San Francisco, Jossey-Bass, 1987. *Academy of Management Executive*, May 1990.

## **Selected Teaching**

### Purdue University

- Talent Management of Gender and Diversity (Graduate )
- Managing Human Capital Globally (Graduate)
- Ph.D. Seminar in Gender and Diversity
- Created New short term Study Abroad on Gender and Diversity: A Global View for Stockholm Sweden
- Executive Education Workshops for Jane Brock Wilson Center, Faculty retreats
- Faculty Development Workshops for Veterinarian School, Junior Faculty Pretenure conference
- Guest lecture and workshops for Women in Entrepreneurship Class, Women in Management,

### Michigan State University

- Eli Broad Executive Education for Evening MBA (Troy Michigan Management Center)
- Customized workshops (e.g., Korean LG Human Resource Management; 360 degree performance appraisal in simultaneous translation- Hitachi, Tokyo)

- Work-Life Boundaries leadership development workshops for faculty and administrators
- Seminar in Human Resource and Organizational Behavior Management (Ph.D.):
- Human Resource Management Strategies and Decisions (Masters)
- Organizational Development and Change (Masters)
- Study abroad in international HRM Paris France (Masters)
- Quality of Work Life (Masters)
- International Human Resource Management (Masters)
- Organizational Behavior (Masters)

### **External Advisory Boards**

- Advisory Board Member, SERVE Study for the Employment of Veterans, Consultant to U.S. Dept. of Defense grant to conduct veteran's supportive training for supervisors of veterans in the State of Oregon, 2013- present
- International Advisory Board, Work and Equalities Institute, University of Manchester, U.K. 2016- present
- White House Labor Management Advisory Board on Behavioral Policy White Paper, 2016
- Research Scientific Advisory Board, Rouen School of Business, France, 2010- 2013.
- Advisory Board, Center for Diversity and Inclusion, University of San Diego, 2011-2015
- Advisory Board, International Center for Work and Family, University of Navarra IESE Business School, Barcelona, Spain, 2005-present
  - Hitachi Ltd. Institute of Management Development Advisory Board, Tokyo, 2000-2004
  - Board of Directors, and/or Camp Advisory Board, State of Michigan YMCA Camp Hayowenta- Arbutus, 2003- 2017
  - Alfred P. Sloan Task Sloan Network Task Force on Web Supported Work-Family Learning Communities, 2005 -2007

- National Academy of Management Board of Governors, 2003-2006, Chair of Academy Division and Interest Group Review Committee, Member Financial Strategies, and Ethics Committees
- Wharton Business School, the University of Pennsylvania, Merck Work/Life Roundtable Board – 1990s
- National College & University Work/Family Association Research Advisory Board, 1995-2005
- Sloan Boston College Work and Family Network Teaching Resources Advisory Board & Virtual Think Tank Member on Teaching Across Disciplines, 2000-2006
- Founding co- Editor, Sloan Work and Family Encyclopedia, 2003-2005
- Appointed to State of Michigan's Governor's Task Force on Employer Child Care, 1989-1990

### **Referred Editorial and Reviewing Experience**

Editorial Board Member, *Behavioral Science and Policy*, 2013 - present

Consulting Editorial Board Member, *Journal of Applied Psychology*, 2002-2011

Editorial Board Member and Special Issue Editor on Work Life and Organizational Change, *Human Relations*, 2006- 2013.

Special issue Editor, National Context in Work-Life Research, *European Management Journal* Editorial

Board Member, *Human Resource Management*, 1999- present

Special Issue Editor, Women's Career Equality, *Human Resource Management*

Editorial Board Member, *Academy of Management Journal of Management Education and Learning*, 2006- 2007

Editorial Board Member, *Journal of Organizational Behavior*, 1999- 2007, current

Editorial Board Member & Book Review Editor, *Human Resource Planning Journal*, 1997 to 2001

Consulting Editorial Board Member, *Journal of Applied Behavioral Science*, 1995 to 2003

Ralph Alexander Best Dissertation Award Committee Member, HR Division, 2002, 2004

SIOP Best Doctoral Annual Meeting Paper Committee, 2003

Ad Hoc Reviewer for

*Academy of Management Review*

*Academy of Management Journal*

*Administrative Science Quarterly*

*Personnel Psychology*

*Organizational Science*

*Human Resource Management Review*,

*Journal of Management*,

*Organizational Behavior & Human Performance*  
*Social Science Review*  
*Psychological Reports*  
*Journal of Occupational Health and Psychology*

## **Scholarly Conference Papers and Presentations- Since 2000**

### Industrial and Labor Relations Research Association

- Filling the Holes, Work Schedulers, Best Papers from the Special Issue on Employment Relations and Health Care Symposium Minneapolis, May 2016

### National Academy of Management

- 2017, Invited Keynote HR doctoral consortium, PDW Translating research to practice, Paper presenter 3 research symposia: Advancing Methods in Work-Life Research: Illustrative Studies, Lessons, and Future Challenges; At the Interface of Positive Psychology and Work-Life Balance Research Positive Psychology and WLB
- 2015, PDW, Changing the Work-Life Conversation in the Academy, Presenter three symposiums on occupational resilience, workplace flexibility and organizational stratification and work-life interventions
- 2014, PDW Workshop Work Life Balance in the Academy. Presenter three symposiums on flexibility and work and family
- 2013, Symposia on Gender and Flexibility, International HRM, and Discussant on Technology Symposium, Panelist, translating research to practice
- Invited Presenter, 2012, Organizational Behavior Doctoral Program
- Invited Mentor, 2012, Gender and Diversity Doctoral Consortium
- Symposium Chair and Presenter Work-Family Resources in Organizations: New Theory and Perspectives, Co-author on Paper on Work Schedulers in Organizations, and a multi-level paper theory paper on Work –family policies, 2012
- Presenter paper on Leadership and work-family micro-climates in symposium, 2012
- Discussant Work, Family and Health Symposium, 2012
- Invited Facilitator, 2011, Organizational Behavior Doctoral Consortium
- Invited Speaker, 2011, Gender and Diversity in Organizations Doctoral Consortium
- Invited Facilitator, 2011, Current and Future Inclusion Efforts in the Academy of Management
- Author and Presenter, 2011, Work-life effectiveness efforts by the line, Linkages to group job context and individual effectiveness
- Author and Presenter, 2011, Diversity in work-family role alignment styles, theoretical and empirical perspectives
- Flexible on Flexibility: Managerial and organizational support of work-life flexibility as pockets of change, 2010. Presenter in Symposium on Qualitative Methods in Work Family Research
- Sage Scholarship Award Winner Panel, Presenter on panel of previous Sage award winners on



career experiences, 2010, presenter

- Managing Flexstyles: Exploring Linkages between personal preferences for self-regulation of work-life flexibility and work-family outcomes, 2010 Presenter in symposium on the Individual Experience of Flexibility
- Organizational Change for the Working Poor, In Positive Organizational Scholarship Symposium, 2010, co-author. (K. Golden Biddle and J. Dutton, Organizers)
- Paradoxes of Implementing Work-life flexibility policies: Emerging research theory and practice, 2009. Chair and Paper author and presenter: Implementing different types of work-life flexibility in unionized contexts: Individual, organizational, and multi-level perspectives. Paper author. 2008. Multi-level and stakeholder perspectives on work-life well-being.
- Kossek, E. 2009. Managing flexstyles and work-life relationships: A teaching development workshop.
- Kossek, E, 2009. Career construction: A new look, paper author.
- Kossek, E. 2009. Careers in the rough research development workshop
- Kossek, E. 2009. Gender and Diversity in Organizations Doctoral consortium faculty presenter.
- Kossek E. 2009. Organizational behavior and the working poor: Leadership and work group context linkages to work, family and health in low-income settings.
- Kossek, E. 2008. Symposium presenter. The questions we don't ask: Work-family issues among low-income families.
- Kossek, E. 2008. Gender and Diversity in Organizations Doctoral Consortium.
- Kossek, E., 2007, Managing work and life over your academic career, Gender and Diversity in Organizations, Doctoral Consortium
- Kossek, E., Berg, P., Misra, K. 2007. Implementing Flexibility in Unionized Environments: Adding a Collective Voice Perspective to Work-Life Research. In E. Kossek and P. Berg. Chairs. National Academy of Management Symposium, Implementing Flexibility across contexts: Research Gaps and Future Directions. Philadelphia, PA
- Kossek, E. & Misra, K. 2007. Managing motivation: Implications for work-life research, New directions in motivation symposium (Kanfer and Chen Chair)
- Kossek, E. Hammer, L. & Petty, R., 2007. Supervisor support of work and family, in Work Family and Health All- Academy, Symposium (Kossek, Chair)
- Kossek, E. 2006, National Academy of Management Teaching about Managing Work-Family-Life Integration as a leadership competency. Professional Development workshop sponsored by HR Division, GDO and Careers.
- Kossek, E. 2006, Crafting Lives That Work: What Happens to Professionals Careers When They Choose to Work Less, Exploring Linkages Between SHRM, Work-Life Strategy, and New Ways of Working for Professionals In The Opt Out Revolution.
- Kossek, E. Chair. 2005. A New Vision of Work and Family: Management Practices Embracing a Dual Agenda. Lautsch, B. and Kossek, E. 2005. Supervising Telecommuting and the Work-Family Dual Agenda. Lee, M., Karakas, F., & Kossek, E. 2005. Mapping of Career and Family Life Processes.
- Kossek, E., Meece, D., Barratt, M., Prince, B. 2005. Managing Acculturative Stress and Work-Family Resources: Insights from U.S. Latino Mid-Western Migrant Workers. In Symposium, The Impact of Globalization on the Work-Family Interface of Vulnerable Groups. (S. Poelmans,

Chair.)

- Kossek, E., Pichler, S., Barratt, M., Meece, D. 2005. Work-family Conflict in Low-Income Systems: The Critical Role of Parent-Provider Relationships. In *Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees Managing Work-Family Balance*. (K. Sutton and L. Dunn- Jensen, Co-Chairs)
- Kossek, E. 2004. Showcase Symposium. Putting work in its place: New perspectives on the working time of professionals. Chair, Co-Author and Facilitator. Nominated as Finalist for Best Careers Division Symposium award. Showcase symposium.
- Kossek E., Lautsch, B. & Eaton, S. 2004, Symposium presenter. Boundaries between work and home: An integrated look at basic research and applied knowledge.
- Van Dyne, L., Kossek, E. & Lobel, S. 2004 Co-author. Being there: Face time, flexible work arrangements, and helping in work groups
- Eaton, S. C., Lautsch, B. Kossek, E. 2003. Portable work: Organizational support makes all the difference in whether it works. In Showcase symposium: The effects of formal and informal family-friendly organizational supports.
- Kossek, E. 2002. Managing work-life integration as a new faculty member. HR Doctoral Consortium.
- Kossek, E. 2002. Chair, Gender and Diversity in Organizations Annual Business Meeting.
- Kossek, E. 2002. Panel Presenter to Management Education Division Preconference: Publishing Texts in Human Resources & Organizational Behavior
- Kossek, E. 2002. The role of perceived implementation attributes of work-life policies in individual decision-making on job acceptance and turnover. Paper presented in Symposium: The work-life interface: firm implementation, individual preferences, and behavior
- Kossek, E. 2002. Discussant, Invisible diversities in the workplace: Exploring and integrating hidden identities Symposium
- Kossek, E. 2002. Bargaining with the baby, Paper presented in Work and home as competing and complementary domains. Showcase symposium.
- Kossek, E., Huber, M., Lerner, J. 2001. Competing perspectives on antecedents of well-being of welfare to work mothers with young children: Computer use as an indicator of job quality. Paper presented in Gender, Information Technology & Organizations Symposium
- Kossek, E., Palthe, J. 2000. Work and employment modes of human resource architectures: linkages to organization subcultures. Symposium chair and Paper presenter.
- Kossek, E. 2000. Discussant for OB and HR Symposium on Work and Family in a New Age
- Kossek, E. 2000. Paper Presenter on Symposium on Integrating Organizational Behavior and HR Perspectives on Work and Family: HR & OB Divisions
- Kossek, E. 2000. Innovative Teaching. HR Junior Faculty Consortium
- Kossek, E. 2000. Effective Research Collaborations, HR Doctoral Consortium

#### National Meetings of Society for Industrial & Organizational Psychology- Since 2000

- Crain, T. L., Hammer, L. B., Kossek, E. E., & Johnson, R. C. (2016, April). Work-family interventions: Lessons from the Work, Family, & Health Study. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Co -author on multiple work-family health network papers presented 2013, 2014
- Presenter, Giving workers what they want: RESPECT panel, Houston, Texas, 2013
- Presenter and Author, 2011, Implications of Work-Life Flexibility for Managers: Practices, Pitfalls, and Prospects
- Presenter and Author, 2011, Work-Family Research is Atheoretical?: Not Anymore: Advances in Boundary Theory
- Presenter, 2011, Work-Family Research, The Crossroads
- Co-author, 2011, One Brick at a Time, Cultural Context Effects at Work
- Co-author.2010. Work-family social support and Work-family conflict: A meta-analysis
- Discussant. 2009. Discussant. Predictors and moderators of stress effects: Insights from applied findings.
- Kossek et al. Author and presenter. 2009. Implementing a reduced workload arrangement to retain professional employees: Learning from a case study.
- Kossek et al. Author and presenter, 2009. An embedded leadership and work group context perspective on work- family
- Hammer, Kossek et al, 2009. Spousal crossover of job demands and control on health.
- Kossek, E., Hammer, L., Michel, J., Yragui, N. 2008. Multilevel Modeling in Work-Family Research: An Exploration of Cross-Level Relationships In Symposium : Implementing Strong Research Designs in the Work-Family Interface (Tom Britt, Chair)
- Hammer, L., Kossek, E., Yragui, N, Zimmerman, K., Daniels, R. 2008  
\*Family Supportive Supervisor Behaviors and Cardiovascular Disease in Symposium Work-Family Affective Experiences that Reduce Conflict and Improve Health (Whitney Bostford, Chair)
- Kossek, E., Pichler, S., Hammer, L. Bodner, T. 2007. Contextualizing Workplace Supports for Family: An Integrative Meta- Analysis of Direct and Moderating Linkages to Work-Family Conflict Paper presented at National Meetings of the Society of Industrial & Organizational Psychology, April 2007 New York City as part of the Symposium Social Support, Leadership and Work-Family Outcomes.(Jeanette Cleveland, Michelle Harrison, & April Jones, Co-Chairs.
- Hoffman, M., Kossek, E., Ruderman, M, Fleenor, J. 2007. Congruence and Dissonance in National and Organization Cultures Linkages to Career Derailment Experiences of Transnational and Local National Leaders
- Panelist. Marginalized Workers Symposium. New York, 2007. Bernardo Feldman, Chair.
- Discussant. Child Outcomes related to work and family symposium.
- Facilitator, work and family network
- Identifying Family Supportive Supervisory Behaviors for Work and Family Low Income Workers' Work and Family Needs. Symposium on Diversity in Work and Family, 2006
- Discussant, two symposiums on work and family. 2005
- Kossek, E., Lautsch, B., Eaton, S. 2004. Boundary management strategy Paper Presenter and Chair of Symposium Individual Differences and Work-Family
- Kossek, E., Lautsch, B. Eaton, S., K. Vandebosch, 2004. Telework and work- family conflict. Quasi-experimental design

- Kossek, E. 2004. Discussant. Work and Family: New research directions
- Kossek, E., Markel, K., McHugh, P. 2002. Trickle organizational demographic change in sex and race composition: Shaping ambiguous group social climates for diversity. paper part of symposium: defining, measuring, and creating a positive climate for diversity
- Kossek, E. & Markel, K. 2001. Resource-based and psychological views of organizational support of work-life integration: Competing perspectives and a typology. & Co-Chair & Discussant; New directions in work-family research symposium

#### Sloan Foundation Refereed Conferences on Work and Family- San Francisco, Boston

- Berg, P., Kossek, E., Baird, M. Building a Better Workplace: The Use and Impact of Union-Negotiated Work-Family Flexibility Policies in U.S. and Australian Universities MIT, Boston May 2008.
- Lee, M., MacDermid, S., Dohring, P. & Kossek E. 2002. Presenter. Convergence and divergence in identity transformation among new parents in alternative work arrangements.
- Kossek, E. E., Huber, M., & Lerner, J. 2002 Presenter. Sustaining economic and psychological well-being of mothers on public assistance: individual deficit and social structural accounts

#### Other Conference Presentations

- Kossek, E., Piszczek, M., McAlpine, K., Burke, L., Hammer, L. Filling the Holes: Work Schedulers as Control and Support in Health Care Organizations. Employment Relations in Health Care Conference. Rutgers University. 2015. March 12-14. New Brunswick, New Jersey.
- Kossek et al. 2013. Work Schedulers: Support and Control in Organizations; Wharton People and Work Conference.
- Invited Participant, Redesigning Redefining Work Conference, (invitation only) Stanford University, October 2013
- Invited Participant Gender in Business Schools (invitation only) Harvard Business School, spring, 2013.
- NIH Work Family Health Network Meeting Portland State University, Fall 2013
- NIH Work Family Health Network Meeting, Wash, DC. RTI International, spring, 2013.
- The Work Family and Health Network Organizational Intervention. Population Association of America., New Orleans, April 2013
- Ruderman, M.N, Kossek, E.E., Hannum, K.M., & Braddy, P.W. (2011). Managing Work Styles: Exploring Linkages between Personal Preferences for Work-Life Flexibility and Work-Family Outcomes. Presentation at European Association of Work and Organizational Psychology. Maastricht, The Netherlands.
- Author, co-worker social support and Work-family stress. NIOSH National conference on occupational safety and health, May, 2011.

- Presenter and author, Cross-level relationships in manager and organizational support of customized work, International conference on community, work & family, Tampere, Finland, May 2011.
- Berg and Kossek. Managing Flexibility in Unionized Environments. Industrial Relations Research Association, 2008, 2012.
- Hammer, L. Kossek, E., Anger, W., & Zimmerman, K. Evaluation of a Supervisor Support Training Intervention to Affect Worker Health/. Paper presented at the National Institute for Occupational Safety and Health 2007 Work Life Symposium, Bethesda, MD, September 2007.
- Eaton, S., Kossek, E. Lautsch, B. 2003, March. Managing from a distance. Eastern American Sociological Society Meetings, Philadelphia, PA.
- Kossek, E. & Van Dyne, L. 2003, March. Face time matters, College and University Work and Family Association, Philadelphia, PA: University of Pennsylvania.
- Lobel, S. & Kossek, E. 2003, June. Managing human resources to value workplace diversity. Presentation to the Eastern Academy of Management International Meetings, Porto Portugal.
- Meece, D., Barratt, M., Kossek, E., & Hawkins, D. 2003, April. Family, work, and infant care in limited income Latino migrant farm-working and Anglo non-migrant families. Presented at the Biannual meeting of the Society for Research in Child Development, Tampa.
- Meece, D., Kossek, E. E., Barratt, M., Hawkins, D. K., Cragun, J. 2002, April, The complexity of infant care arrangements among low-income non-migrant families and migrant farm working families. National Conference on Human Development, Charlotte, NC.
- Hammer, L., Kossek, E., Anger, K. Sept. 2007, Bethesda, Maryland Work life 2007 National Symposium: Protecting and Promoting Worker Health/ Evaluation of a Work-Life Supervisor Support Training Intervention to Affect Worker Health

### **Speaker - State, National, and International Selected talks since 2000)**

- Stockholm University, Swedish Institute for Social Research (invited), Sweden (May 2018)
- University of Pittsburgh, Katz School of Business (invited) November 2017
- Illinois Institute of Technology, Lewis College Roundtable, Technology Policy and Access Invited Speaker, Chicago, Illinois, (Oct.) 2017
- Keynote, Work-Life Leadership, Managing Self & Others, Purdue University College of Veterinarian Medicine, Sept. 2017
- Workshop, Work-Life Boundaries and Well-being, College of Veterinarian Medicine residents, September 2017
- EGOS, Copenhagen Denmark, July 2017, Where does the work go and why? legitimizing new career forms & strategies for reducing professional workloads in organizations
- Keynote speaker, International Conference on Women and Leadership, IESE Spain, July 2017
- Keynote Speaker, Alex Rodgers Memorial Lecture, Birbeck College, London, June 2017
- Speaker at International Work Family Conference Catholic University Milan, May 2017, on

three presentations: Multi-level issues on multi-level perspectives on contemporary work-life challenges, author meets critic book on work-life in economically challenged times, and teaching on work-life concepts

- Keynote Speaker, Managing Flexibility in the Digital Age. ZEW, Mannheim Germany, March 2017
- Keynote distinguished speaker, HR Doctoral Consortium: Work-Life Research in the Human Resources Field: A Personal and Scholarly View, Academy of Management, Atlanta, August, 2017
- Invited Research Seminar Speaker: Work-Family/Life Research and Interventions: A Look Back and Forward, Northeastern University Business School, Boston, Mass., April 2017
- Invited Panelist, Advancing Women in Leadership, Entrepreneurship and Policy at Northeastern University, Boston, Mass., February 2017
- Opting Out or Pushed Out: Integrating Perspectives and Interventions on Women's Career Equality- University of Illinois, Brown Research Seminar. November 2016
- Keynote Workplace Flexibility: What Leaders Need to Know. Michigan State University Provosts' and Work and Family Office. October, 2016
- Managing Work Life Boundaries workshop, Michigan State University Provosts and Work and Family Office, October 2016
- Work-Life Boundaries. Purdue's Women in Science and Business inaugural conference. September 2016
- Work-Life Boundaries Workshop, Purdue Pretenure Women Conference, September 2016.
- Staff development day. Work Life boundaries, Purdue University, June, 2016,
- US Office of Personnel Management- Work-Life Captain, Wash., DC, March 2016
- Program Chair, Gender and Leadership Excellence Symposium, Purdue University, West Lafayette, Indiana, March 2016
- Agile Careers, Purdue University Krannert School of Management March 2016
- Work-life workshop for dept. chairs and provosts, office- Indiana State University, Jan. 2016
- Gender Equality Panel, Krannert School of Management, Feb. 2016
- Keynote Work-Life Interventions, Middlesex College, and ERRC series, November London, 2015
- Managing Work Life Boundaries workshop and luncheon Speaker, Purdue Pretenure conference, Sept. 2015
- Filling the holes paper, International work and family conference, Barcelona, Spain 2015
- International Work and Family Conference, Malmo, Sweden, May 2015
- Invited Keynote, Work-Life Boundaries, Vienna, Austria EGOS, Small Group Conference, September, 2015
- Work- Family and Health Interventions 2015, Krannert Health Brown Bag series, Purdue University
- International Work and Family Conference, Doctoral symposium presenter, Keynote discussant, and multiple sessions including Malmo, Sweden, May 2015
- British Occupational Health Society, Invited keynote, May 2015

- Invited Management Colloquium, Kings College London, May 2015
- Teaching Managers about Managing Work-Life Boundaries, 2015, Teaching Blitz, Harvard Business School: Gender and Challenging Conventional wisdom conference
- Women at Bucknell, Work –Life Boundaries Workshop Keynote,, February 2015
- Series of workshops and a Keynote on workplace flexibility and dual career couples and faculty work life balance, University of Cincinnati, Jan. 2015
- Flexibility at Work, Human Resource Strategies to Help the Postal Service, Office of Inspector General, Jan, 2015, Arlington, VA
- Agile Careers, Women making it Work, Organizer and Speaker, Women’s Leadership Panel and Purdue Alumni event, Northern Trust, December 2014.
- Work-Life Integration: Flexibility in the Workplace and Work-Life Boundaries Faculty and Staff Workshop, Indiana State University, November, 2014
- Purdue University, Presidents Back to School, October, 2014, 2015
- Purdue University Pre-tenure conference, Sept. 2013, 2014, 2015
- Work Life Leadership Styles, SHRM National Conference , June 2014
- Presidential Keynote and various symposiums, Work Family Researchers Network, NY, NY June 2014
- Oregon Health Sciences, Portland, Oregon July 2014
- Attended Invitation only White House Summit on Working Families, June, 2014, and White Summit on Women in Business, August 2015.
- Stockholm University keynote inaugural work-family conference, Sweden, May 2014
- University of Umea, Sweden, Invited speaker May 2014
- London School of Economics, March, 2014, Invited speaker for Brown Bag series and Ph.D. seminar, London, UK.
- Michigan Industrial Organizational Psychology Association Feb. 2014, Invited Speaker on Managing Boundaries and Implementing telework, Novi, Michigan
- Purdue Dept. of Social Psychology, Brown Bag Speaker, Work Schedulers, Feb. 2014
- Sirius Radio speaker Wharton Work-Life Show, Stew Freidman Host, Jan. 2014
- Invited Speaker, Medical faculty chairs, on flexible careers and policies, and work life workshop for medical faculty, Indiana and Purdue University medical school, November 2013.
- Invited Speaker, Managing Work-life issues, Entrepreneurial Bootcamp for Disabled Veterans, Purdue University, Krannert School of Management November 2013.
- Invited speaker, Sept. 2013, HR Work Life Conference, Queens College, Charlotte, North Carolina.
- Invited International Webinar, CEO of Me. British Occupational Health Society, September 2013
- Purdue Women Pretenure Conference Dinner Keynote, Sept. 2013
- SHRM Workplace Flex conference, San Francisco October 2013
- Boston College Kanter Award Webinar, Best Paper finalist, October, 2013
- Keynote on workplace interventions, International Work Family Conference, Barcelona Spain, July 2013.

- Invited speaker, Feb. 2013, Women in Business Conference, Krannert School of Management,
- Invited speaker, Migrant women labor, Center for Public Scholarship, Food and Immigrant Life Conference, The New School, New York, NY, April 2013
- Invited speaker, SIOP Women Fellows Dinner, Rice University, Houston Texas, April, 2013
- The Work Life Indicator Workshop, Association for Work-Life Progress, Baltimore, USA, March, 2013
- Work life Indicator workshop for University Information Systems Directors, Krannert School of Management, April 2013.
- Presenter and Facilitator Purdue University Agricultural faculty dept. retreat on diversity, August, 2013
- Invited Keynote, British Psychological Society Occupational Health Division, Chester, UK., 2013
- Invited keynote speaker, and corporate workshop facilitator LOF magazine, (Dutch version of Working Mother), Zeist, Netherlands, October, 2012
- Invited Workshop leader, Cusanuswerk, Women's Leadership Developmental Program for High Potential Women in Germany, German Government, Berlin, Germany, October 2012
- Invited speaker, Pretenure Conference for Women, Purdue University, September, 2012
- Invited Keynote, Society for Vascular Medicine, and Women in Vascular Medicine Breakfast, Minneapolis, June 2012
- Invited Speaker, Moving from a variable centered to a person-centered approach to work-family boundary management, Management Department, Kings College, May, 2012
- Invited Speaker, Customized work in organizations, Executive Learning Board, Kings College, London, May 2012
- Invited speaker and workshop presenter, Purdue University, April 2012
- Invited speaker and author, Book Club meeting honoring 40<sup>th</sup> anniversary of University of Indiana Office for Women's Affairs, March 2012
- Invited keynote speaker, Inaugural Work-Family conference, Indiana State University, March 2012
- National work-family webinar for the Flex Forum, Booz Allen, March 2012
- Keynote and Trainer work-family boundary management, Origami Corp., February, 2012
- Invited Speaker, Scholar as Public Intellectual, Michigan State University, Feb. 2012
- Invited Keynote, Institute for Academic Feminist Psychologists, San Antonio, Texas, Jan. 2012
- International HRM, Health & Safety, and Labor & Ethics modules for EDHEC Business school, French Grand Ecole, Lille France, December 2012
- Invited Speaker, French Government Centre d'analyse stratégique of French Prime Minister, Seminaire "Equality men/woman, Paris, France, November 2011 (delivered virtually)
- Invited Speaker, Society for Human Resource Management/Families and Work Institute, Work Life Focus, Wash., DC. Research Round Up, What Does the Research Tell Us About Organizational Effectiveness and Workplace Flexibility, November 2011.



- Invited Speaker, Best Practices in Work Life Policies and Programming, Indiana University Office for Women's Affairs, November, 2011
- Invited Speaker, Institute of Medicine within the National Academies of Sciences, U.S. Department of Homeland Security, Workforce Resiliency Workshop, November 2011
- Invited Speaker, Michigan State University NIOSH Symposium on Occupational Health Disparities Among Racial and Ethnic Minorities, East Lansing, Michigan, Sept. 2011
- Invited speaker, Connecting rigorous research with relevant business needs, University of South Australia, Adelaide, Australia, August, 2011
- Keynote, International conference on work and family, Barcelona, Spain, July, 2011
- Keynote, British Psychological Society, Occupational Health Work-life consulting Group, London, UK, May 2011
- Keynote, Work-life Cross-national Conversations, Paris France, May 2011
- U.S. Women's Bureau and Secretary of Labor National Dialogue on Workplace Flexibility, Opening session Presenter, Chicago Illinois, April 2011
- Cornell University, Michigan State, Rutgers Cross- University Doctoral Seminar Speaker, 2011
- DTE Chief Final Officer Group, Executive Offsite Retreat, June 2011, Corporate Services Group, October, 2011
- Hubble Space Institute, Hard Science, Soft Skills, March 2011
- Case Western Reserve University, Work-Life in Academia, March 2011
- Cleveland Clinic, Managing Work-Life Boundaries in Medicine, March 2011
- The Employers Association, Targeted HR: Implementing Organizational Interventions, March 2011
- U.S. Secretary of Labor, National Dialogue on Workplace Flexibility, Pasadena CA, Feb 2011
- Work-Life Summit, Alliance for Work-Life Professionals, Imaginarium Speaker, Feb. 2011
- Positive Organizational Scholarship Ten-year Conference, The University of Michigan, Jan. 2011
- Martin Luther King Day Speaker, Grand Traverse County Employees, Jan, 2011
- Alfred P. Sloan Workplace Flexibility Conference
- Executive Roundtable on Work-Life Flexibility, SHRM Foundation, Wash., DC., Sept, 2010
- Working poor and work-life flexibility, Kellogg Foundation Advisory meeting, University of California, Hastings, San Francisco, CA, July 2010
- Ceo of Me: Creating a Life that Works in the Flexible Job Age, Keynote, State conference of Michigan Health Care recruiters, September, 2010
- Creating a Culture of Flexibility: What Managers Need to Know, Ministry of Manpower and National Work-Life Harmony conference, Singapore, August 2010
- Managing Flexstyles Train the trainer workshop, Singapore Ministry of Manpower, August, 2010
- CEO of Me: Creating a Life That Works in the Flexible Job Age, Keynote, National Work Life Harmony Conference and Ministry of Manpower Civil Service, Singapore, August 2010

- Advisor, Work-Life Flexibility for Hourly Workers, University of California Hastings, Kellogg Foundation Report, July 2010
- Managing Flexibility, Aequis Partners, Sydney Australia, July 2010
- HR Roundtable, University of South Australia, July 2010
- Creating a Life that Works in the Flexible Job Age: Bob Hawke Keynote Lecture, Adelaide Australia, July 2010
- Multi-level Modeling in Work Life Research, University of South Australia, July 2010
- Teaching workshop on Managing Flexstyles: University of South Australia, July 2010
- May 2010 Keynote Reconciling Work and Personal Life: Athens University of Economics and Business International Human Resources in Europe, Greece May 2010: Managing Flexstyles: What Doctors and Academics Need to Know: Michigan State University College of Medicine Mentor Program
- May 2009: Managing Flexstyles to Become CEO of Your Life: Work-Life Michigan State University Women in Business Student Association Leadership Conference
- April 2010: Work-Life Flexibility and Health and Well-Being: The Work-Life Conference Board Conference, Wash., DC
- April 2010: Increasing Supervisor Support of Work and Family; Boston College Work and Family Roundtable, Chicago, Illinois
- April 2010 Managing Flexstyles; What Academics Need to Know Training and Development workshop MSU Cyclotron Dept.
- April 2010: The National Work Family Health Network: Michigan's Next Great Companies: Economic Development Summit, Lansing , Michigan
- CEO of Me: Managing Flexibility Workshop: Michigan State University Cyclotron, April 2010
- CEO of Me: What Academics Need to Know. Texas A & M, Provosts Office, Feb. 2010.
- Operationalizing the Antecedents of Work-Family Positive Spillover: A longitudinal Study. Presentation as part of a symposium at the Work, Stress, and Health Conference, Puerto Rico, November 2009
- The Impact of Work-Family Flexibility in Unionized Organizations” at the conference “The Union Role: Creating 21st Century Workplace Policies to Support Working Families.” Harry Van Arsdale Jr. Center for Labor Studies, Empire State College, State University of New York. November.- 2009, Peter Berg
- Explaining Differences in Collectively Bargained Work-Life Flexibility Policies and Practices in Australia and the United States” at 15<sup>th</sup> World Congress of the International Industrial Relations Association. Sydney, Australia, August 2009. Peter Berg
- Work-Family Flexibility in Unionized Organizations: Results from a National Study” at the conference “Balancing Opportunity and Challenge: Union Strategy and Work-Family Flexibility.” National Labor College, Silver Spring, Maryland. June 2009, Peter Berg.
- Teaching graduate students about the working poor. The Aspen Institute Webinar, Nov. 2009
- Kossek, Berg, Beck, Firestein, 2009. June. Developed and ran a national conference for union leaders in Wash., D.C Work-Family Flexibility in Unionized Organizations: Results from a National Study at the George Meany Center in Washington, D.C.

- CEO of Me: How women and men can exert more control over their working lives, Keynote speaker, 24 and more, international conference on increasing female labor force participation, Amsterdam, Netherlands, Dutch Government Task Force Part Time Plus.
- How to Become the CEO of your Working Lives: What Academics Need to Know, Michigan State University Faculty Development Workshop.
- National Work-Family Health Network U.S. Congressional Briefing, Wash, DC, Oct. 2009.
- Managing Flexstyles, Center for Creative Leadership Greensboro, NC. 2009 December.
- Embedded Leadership and work –family conflict, Dept. of I-O psychology brown bag, Michigan State University Fall, 2009.
- Women Work and Family in the Flexible Job Age Kauffman Lecture. University of Indiana South Bend November, 2009
- Cross-level effects of reduced load work and cross level effects of supervisor and organizational support for work and family. International Work and Family conference Barcelona.
- Emotions in the workplace: “for the Chicago's 101 Best and Brightest and Brightest Companies to Work For
- Special Librarian’s Association National Meeting, Wash. DC. How to Become the CEO of Your Life, June 2009.
- Managing Flexibility: What Managers Need to Know: World at Work, Seattle, and June 2009?
- Michigan State University Webinar on CEO of Me: Managing Flexstyles Human Resource and Education Center, Spring 2009.
- The Cultures of Flex: Center for Education of Women, University of Michigan, March 2009.
- IOOB National Doctoral Student Conference, Chicago, February, 2009
- The Conference Board Work Life and Diversity Council at Palisades, the IBM Management Development Center in New York, About the National Work-Family and Health Network and Adult Learning, November 2008
- Distinguished University Professor “Where does the Work Go and Why?: Managers Roles in Implementing New Ways of Working to the Management Dept. at Boston University
- Organizational Studies Group Invited research colloquium, MIT, Boston, Mass. Nov. 2008.
- Keynote, Work-life and The Changing Professorate, Michigan State University, Dept. of Education, Sept. 2008.
- Institute of Chartered Accountants of British Columbia, Vancouver, Work-life Balance Day , Keynote Oct. 2008
- Center for Creative Leadership, Greensboro, NC, International podcast on CEO of Me, Oct. 2008
- Consumers Powers, Michigan Executive Leadership Meeting: Implementing New Ways of Working. Fall 2008.
- Connect Listen and Learn. National Association of Women Lawyers National Podcast. May 2008.
- CEO of Me, Creating a Life that Works in the Flexible Job Age. Webinar Accenture.

- New Ways of Working and Work-Family Health Network: Cranfield University, UK, Faculty and Doctoral program, June 2008.
- Medtronic, Managing Your Flexstyles Training Workshop, Minneapolis, Minn. July 2008
- CEO of Me: Women's Leadership Network, Kellogg's, Oct. 2008
- General and Family Specific Workplace Social Support for Effectiveness On and Off the Job: Current Research and Future Directions Key note speech. National I-O- OB PH.D. Conference. Chicago Illinois Institute of Technology
- CEO of Me: Managing Flexstyles and Work-Life Relationships , World at Work Total Rewards Conference, Philadelphia, May 2008
- Keynote: The State of Work and Family Research. International Work Psychology Conference Work, Well-being and Performance, Sheffield U.K. June 2008
- Work and Life Academic Challenges- Doctoral consortium presentation, University of Sheffield, U.K.
- A Meta-Analysis of Supervisor and Work Family Support, University of Sheffield, U.K.
- Managing Your Work-Life Relationships. Work, Well-being and Performance: New Perspectives for the Modern Workplace, Sheffield, UK, June 2008
- The National Work Family Health Network: New York University Business School Doctoral and faculty symposium, May 2008.
- CEO of Me: Creating a Life that works in the Flexible Job Age, City of New York Baruch University, and Women's Opt in Program. May 2008.
- CEO of Me: Managing your Flexstyles. Michigan State University Faculty Folk, University Club, East Lansing, Michigan April 2008.
- How We Live and Work Today: An Individual Perspective on Talent Management. The Conference Board and Families and Work Institute Conference Atlanta, March 2008
- CEO of Me: Helping Employees Create a Life that Works by Managing Flexstyles, Raleigh, North Carolina, Annual Conference of College and University Work Family Association, March 2008
- Work, Family, and Health Network Research Findings: Multimethods, Multi-Interventions, Multi-Industry, NIOSH Work, Stress and Health, Washington, D.C. , March 2008
- Kings College, London, April 2008, HRM Learning Board and scholarly colloquium Invitee
- Keynote Speaker Penn State Work and Family in Organizations Symposium, State College, PA, October 2007
- Dow Chemical Corp. Managing Reduced Load and New Ways of Working for Professionals, October, 2007.
- Work life voice: Managing flexibility in unionized environments. Industrial Relations Research Association, New Orleans, with P. Berg and K. Misra, 2007.
- State of Michigan College and University Personnel State Meeting, Making Flexibility Work, October, 2007
- Supervisor Support of Work and Family, IESE Invited Presenter, Barcelona, Spain, July 2007
- Making Flexibility Work, 50<sup>th</sup> Anniversary of School of Labor & Industrial Relations, Alumni Meeting, September, 2007

- May 2007, Boston College Work and Family Roundtable, San Diego, California.
- Lisbon, Portugal, Keynote speech to Portuguese Press and Leading Country Employers on Work-Family and Health, March 2007
- Deloitte and Touche Partners Meeting, Ritz Carleton, Lisbon Portugal, 2007 March
- Brown Bags on Work-Family and Health, Michigan State University, March 2007.
- National Work Family Network, NIH including NICHD, Washington DC March 2007.
- Simon Fraser University Canada, Managing Work-Life and Health, Semester Invitee from Doctoral student and Faculty, December 2006
- East Lansing, Michigan, American Council of Education, Customized Work in Organizations for High Talent Retention, East Lansing, Michigan. Sept. 2006
- East Lansing, Michigan Human Resources Role in Organizational Change, 50<sup>th</sup> Anniversary, School of Labor & Industrial Relations, Oct. 2006.  
Charlotte, North Carolina. Managing High Talent: Leading Edge Consortium SIOP Practitioners Conference, Oct. 2006
- 2006, Washington, DC and Portland, Oregon, National Work and Family Network Presentations
- Bergen, Norway, Crafting Lives That Work, European Group and Organizational Studies Conference, Lee and Kossek, July 2006
- New York, New York. 2006, June. The Conference Board Diversity and Work and Family Conference. Managing New Ways of Working and Inclusion.
- Manchester, New Hampshire. 2006. Managing Multiculturalism and Diversity in a Global World and Human Resources Role in Organizational Change, State of New Hampshire Society for HRM.
- Lansing, Michigan, 2006. Managing Workplace Flexibility, May Industrial Relations Research Association.
- East Lansing Michigan, 2006 April. Crafting Lives That Work. Ph. D. Students. I-O Psychology, Michigan State University.
- Detroit, Michigan, Crafting Lives That Work, 2007. Wayne State University I-O Psychology Ph.D. Students.
- Mount Pleasant, Michigan, 2005, Work and Family in Organizations. Central Michigan University.
- Albion, Michigan, 2005, Diversity, Work and Family in Employment. Albion College.
- International Teleconference Management Education Session. October 5, 2005. Achieving Success on Your Own Terms: The Reduced-Hours Work Arrangement for Professionals. Work Life Harmony International Management Education Session
- August 2005. Flexibility Panel Session, Alfred P. Sloan Foundation, New York New York
- East Lansing, Michigan, Oct. 5, 2005. Creating a Culture of Flexibility in Academia: A Win/Win for Individuals, their Families and the Institution; Provost's Office of Faculty & Organizational Development
- Washington, D. C. 2005. Invited Discussant on Employer Support of Flexibility. Working Time for Working Families: Europe and the United States. Conference sponsored by American University Law School and the Friedrich Ebert Foundation

- Barcelona, Spain. 2005. Keynote Speech to Spanish Foreign Press. IESE Business School. Managing Dual Centric Employees.
- Philadelphia, PA .2005. Crafting Lives that Work. Wharton Business School. University of Pennsylvania.
- Washington, D. C. 2005, February. Press Release of Alfred P. Sloan Study Individual Phase: Crafting Lives that Work. National Press Club, Washington, D.C.
- Copenhagen, Denmark. 2004. Oct. The Business Case for Work and Family. The Conference Board of Europe, International meeting on Diversity and Work and Family.
- East Lansing, Michigan, 2004, May. Strategic Human Resource Management. LG Korean Management Top Executive Program. Speaker on Strategic Human Resource Management. Program on humanistic globalization.
- Cambridge, Mass. 2004, May. Massachusetts Institute of Technology. Sloan Work and Family Annual Meeting. Invited Participant.
- Tokyo, Japan. 2004, May. Hitachi. Current Issues in Employment Policy for Women, International Employees & Strategic HRM.
- Baltimore, MD. 2004, April. Employer performance: Theoretical and empirical linkages to workplace human resource strategies for improving health, work-family integration & well-being. Workplace strategies and Interventions for Improving Health and Well-Being Conference. Speaker on the employer perspective on links between work-life policies and employment. National Institute of Child Development.
- New York, New York. 2003, Nov., Workplace Flexibility Panel. Alfred P. Sloan Foundation.
- Novi, Michigan, 2003, June. Leadership, Invited Keynote, Management and Decision Making. Leadership Conference YMCA CEOs
- Wash, D.C. 2003, June. NIH Conference on Workforce-Worker Mismatch. Employer Work-Family Policies.
- Los Angeles, 2003. May, Discussant, Sloan Foundation Annual Work and Family Meeting, UCLA.
- Greensboro, North Carolina, 2003, May. Work and Family Theory & Practice, Presenter on Portable Work and Conference Organizer Center for Creative Leadership.
- Boston, Mass., 2003 & 2002. May. Participant, Brandeis & Boston University Work and Family Journalism Conference.
- East Lansing, Michigan, 2003. April. Portable Work Antecedents and Outcomes, Brown Bags to the Industrial Organizational Psychology and Labor & Industrial Relations Departments.
- Indianapolis, Indiana, 2003, March. Invited Semester Keynote, Work and Family: A Review and Directions for Future Research, Lily Auditorium, Indiana & Purdue University.
- New Brunswick, New Jersey, 2003, Feb. Managing Diversity and Multiculturalism: New Approaches for the New Millennium Center for Women and Work, Diversity Corporate Roundtable.
- Columbus, Ohio, 2003, Feb. Entrepreneurship in Trucking Firm: Is it better to be an owner or employee? Conference on Human Resource Issues in Small Fast Growth Firms. Ohio State University.

- New York, New York, 2002. Nov., Sloan Foundation Managing Time Conference, Discussant on Work and Family and Job Design, New York Cornell Club
- Tokyo, Japan, 2002, June, 360 Degree Appraisals: Developmental and Performance Based Approaches, Central University and Hitachi, Ltd.
- Ann Arbor, Mich., 2002, May, Organizational Behavior Brown Bag Presentation.
- Bellagio Italy, 2001, July. Invited Rockefeller Foundation Presenter of welfare to work employment strategies at Scholarly Conference on the Inclusive Workplace.
- Caregiving Decisions, 2001, March. Rutgers University School of Human Resources and Management.
- Tokyo, Japan, 2000, Dec., 2001, June, Human Resources Role in Managing Organizational Change in the New Economy, Hitachi Institute for Management Development.
- East Lansing, Michigan, 2001.Feb. Michigan State University, School of Labor & Industrial Relations, Third Annual Women's Conference, Strategies for Success: Building an Agenda for Working Women, Leader of workshops on Work-Family Policies and Organizational Culture Change Linkages.
- State College, Pennsylvania, 2000, Nov., Pennsylvania State University Lecture Series on Work & Family, Rebroadcast on local public television network.
- East Lansing, Michigan, 2000. Oct. Michigan State University Graduate School of Labor & Industrial Relations Alumni Day.
- Ann Arbor, Michigan, 2000, Oct., University of Michigan Business School Alumni Day Panel on Work & Family in the New Economy.
- Giessen, Germany, 2000, Sept. Presenter Arthur Anderson Conference on Organizational Change.
- Birmingham, England, Sept. 2000, June, 2001. HR Leadership and Roles in Organizational Change, Warwick University.
- Ann Arbor, Michigan, 2000, May, Caregiving Decisions, Climate and Performance: Big Ten Work-Family Administrators Conference (Keynote).
- Ann Arbor, Michigan, 2000, Feb., Top Ten Ways to Attract (and Keep) Talent in Hi-Tech Growth Industries: Ann Arbor IT Consortium, (Keynote)

### **American Psychological Association**

- 2009. August. Achieving Balance: Integrating the demands of professional life and personal life. International National Meetings. Toronto, Canada.
- 2012, Feminist Psychology Keynote, San Antonio Texas

### **Additional Public Service**

- \* International Scientific Review Board member, NWO, Netherlands Organization for Scientific Research, February, 2014
- \* Appointed to State of Michigan Camp Board, and Girl's Program Committee of the State of Michigan YMCA Camp Hayowentha-Arbutus, 2000-present
- \* Research Consultant, Down River Corporation Board of Directors 1998- 1999
- \* Research Consultant, State of Michigan Department of Social Services, 1993 - 1995

- \* Selection Committee Member, The Michigan Employer Child Care Challenge, Invited by the Honorable Lynn Banks, Michigan House, 1993
- \* Advisory Consultant, Governor's Task Force on Child Care: The Michigan Child Care Initiative, 1989-1990
- \* Program Co-Chair of First Governor's Conference on Employer-Sponsored Child Care - State of Michigan, 1990
- \* Advisor, Michigan Child Care Futures Project, Michigan 4C Assoc. and Institute for Children, Youth and Family, Michigan State Univ., 1992
- \* Invited Contributor, Michigan Perspective, Michigan State University outreach document of key state trends, 1992
- \* Research Consultant, State of Michigan Department of Commerce, 1989
- \* Research Consultant, Lansing Board of Water and Light, 1989
- \* Research Consultant, American Red Cross, Lansing, Michigan, 1989

### **Invited Conference Workshop Participant on Work and Family and Gender**

- White House Summit on Women in Business Schools, August, 2015
- White House Summit on Working Families, June 2014
- Stanford Clayman Institute Conference on Redesigning Work, 2013
- Harvard Business School Conferences on Challenging Conventional Wisdom on Gender in Organizations, 2013, 2014, 2015, 2016, 2017
- Center for Equitable Growth, Wash, DC, , Feb. 2015, 2017

### **Mentored Students on Graduate Class Consulting Projects**

- Oversaw student written & oral feedback reports for entire class field projects on strategic HRM, organizational behavior, or employee involvement and organizational change (Organizational Behavior, Human Resource Strategies & Decisions, Organizational Development, or Quality of Work Life)
  - Tiara Yachts, 2011
  - Ford Motor Company, Asia and Pacific Office (India & China focus), 2010
  - Yazaki, International HRM Global Leadership Development, 2009.
- Michigan State University Office of International Students, 2007
  - Hitachi Ltd., 2001
  - ADCO Corp., 2001
- State YMCA Camp of Michigan, 2000, 2005, 2009
- General Electric OEM Sales, 2000
- General Motors Small Cars Plant, Michigan Dept. of Corrections, and Camp Courageous of Iowa, 1999
- General Motors, Alcoa, Office of Military Affairs, Sparrow Hospital 1998
- Ford Motor Company, Corporate Strategic HR Planning Dept. HR Scenario Planning, 1995-1997
- Chrysler Corporation, Use of Assessment Centers for Engineers, 1997



- Project on Innovative Employment Relations, 1995
- Sparrow Hospital, 1995
- Bill Laimbeer Paper Supplier, 1995
- Pizza Hut, 1993
- Eaton Corp., 1992, 1995
- APV Corp., a subsidiary of Baker-Perkins, 1992
- Monsanto Corp., 1991
- Pepsi Corp., 1990

## **Media**

- Regularly quoted by state, national, and international media and research such as the U.S., U.K., Australia, Singapore, China, India, & Germany. Quoted nationally in Forbes, The Washington Post, Denver Post, Financial Times of London (featured in 2014), USA Today, Chronicle of Higher Education, Wall Street Journal, Shape, Business Week, Continental Airlines magazine, SIOP, Portugal national press, Chicago Tribune, Dallas papers, San Francisco Chronicle, Newhouse Newspapers, Associated Press, The Boston Globe, the National Associated Press, Detroit News, Detroit Free Press, The Los Angeles Times, Working Mother, Parents, Psychology Today, Self, Prevention, Fitness Wall Street Journal. magazines, Martha Stewart and Jugglazine websites. Australia blog website. Australia Public Broadcasting, Singapore Press, UK Press
- Have conducted many recorded and live radio and TV interviews nationally including Morning of Edition of Marketplace on National Public Radio, State of Michigan Public Radio Interview, and All Things Considered, ABC News; Sirius radio
- Serves as regular resource to media
- Invited to present research results by Press officer for the Sloan Foundation at National Press Club in Washington DC, and on NIH findings to the U.S. Congress, which resulted in many national news wire stories.
- 2012 Google Time Out participant for Time Magazine on workplace flexibility

## **University Administrative Service at Purdue University**

2017 Service

### **University Level**

- Elected Faculty Senate, 2017
- Provost's office funded Faculty Inclusion and Diversity Advancement Initiative, 2017- present
- University Equality and Diversity Committee, 2017- present
- Chair, University wide diversity and inclusion strategy subcommittee, 2017 - present
- Chair, Breaking Bias, Research to Practice Research Symposium Organizing committee

### **School Level**

- Chaired review committee for Promotion & tenure case from Associate to Full Professor, 2017
- Chair, Work in Progress Research Brown Bag Committee- OB/HR dept. 2017
- Ph.D. Committee member, HR/OB 2013-2017
- Organizer, New study abroad on Gender and Diversity in Sweden: An International View
- Co- organizer Jane Brock Wilson gender Case competition, 2017 - present
- Member Three Doctoral student committees, 2017-present
  - Run OB HR distinguished scholars brown bag (brought in Chris Shalley; Amy Edmondson)
  - Digital Footprint committee
- Area Committee

### 2017 Field

#### Editorial Boards

Journal of Organizational Behavior

Human Resource Management

Editorial work as Editor of Special Issue on Women's Career Equality for Human Resource Management

Behavioral Science and Policy

#### International Advisory Boards for Research Centers

IESE Work and Family Center, Barcelona Spain

University of Manchester, UK Work and Inequalities Institute

Tenure and promotion external review for 4 universities in 2017

#### Service Prior to 2017

Chaired professor endowed chair credentials review committee, 2014, 2015

- Search committees, tenured professor, Professor of Practice Search or CTL committee member, Jane Brock Wilson Center, HR/OB, 2013, 2015, 2016
  - Run OB/HR distinguished scholar speaker series, 2016- present
- Dean's Grants task force, 2016
  - Ph.D. Committee member, HR/OB 2013-2017
  - Leader Quality of Work Environment Improvement initiative for entire university non-faculty staff (nearly 9000 employees) 2013- 2016.
  - Facilitator diversity retreat for Entomology Dept., 2013
  - Guest lecture in various Purdue and Krannert conferences and classes from women in business, to IS directors, to pre-tenure conferences 2013- present
  - Member, Krannert Diversity committee 2013- 2014
  - Member, Krannert Grade Appeal Committee, 2014-2105
  - Reviewed Butler nominations for Outstanding Purdue Women alum and visiting scholar and participated in selection of new Butler chair.

### **Other service to the field**

- Tenure and promotion external reviewer for faculty candidates at approximately 50 universities
- Reviewer, Veteran's awards for Best Employer Support, Families and Work Institute, March, 2014
- Conference Chair, Work-Family Researchers' Network Annual Conference, New York , 2014
- Ran Work-Fam, an international list serve on work-family policy
- Reviewer, National Science Foundation
- Reviewer, Alfred P. Sloan Foundation
- Reviewer, U.S. Center for Disease Control
- Reviewer, International Government's funding of scientific research or tenure, such as Israel, Canada, U. K., and other countries
- External Reviewer for tenure or full promotion or awards at over 50 U.S. universities
- Reviewer for one or more of the following divisions each year for National Academy of Management Annual Meetings (OB and HRM Divisions, Careers, Gender and Diversity in Organizations, or Technology and Innovation Divisions), 1988- 2003
- Reviewer, Best Doctoral Dissertation Award & Best Division Paper Award, HR Division, National Academy of Mgt., 1996, 1999.
- Reviewer, Dissertations, 1990, National Industrial Relations Research Association Meetings
- Served on the Education and Training Committee of the Society for Industrial and Organizational Psychology, American Psychological Association, 1988-1989.
- Reviewer for 1997 and 1998 National Meetings of Society of Industrial/Organizational Psychology
- Reviewer for Rosabeth Moss Kanter Best paper on Work Family Research, award; Boston College Center on Work and Family, Fall 2000, 2002

### **Dissertation or Guidance Committees**

Temi Wright, Purdue University, (Dissertation Committee)  
 Catherine Cassie Batz, Purdue University, advisory committee (Psychology)  
 Hongzhi Chen, 2015, Purdue University chair, 606, (OB/HR)  
 Christina Collins, Purdue University, (Family Studies)  
 Catherine Zhao, Purdue University, Chair 606 (OB/HR)  
 Matt Perrigino, Purdue University, advisory committee and dissertation committee (OB/HR)  
 Morgan Wilson, University of Illinois, Chicago  
 Matt Piszczek, Michigan State University (OB/HR)  
 Young Hee Kang, Michigan State University, Chair (OB/HR)  
 Jessica Keeney, Michigan State University (I- O psychology)  
 Kaumudi Misra Michigan State University (OB/HR)  
 Paul Artale, Michigan State University (Education)  
 Davina Potts, Michigan State University (Education)  
 Brian Distelberg, Michigan State University, Human and Family Ecology

Ryan Petty, Michigan State University (OB/HR)  
Shaun Pichler, Michigan State University (OB/HR)  
Cynthia Ozeki, Michigan State University, Chair (OB/HR)  
Beverly DeMarr, Michigan State University, Chair (OB/HR)  
Victor Nichol, Michigan State University, Chair, (OB/HR)  
Melissa Huber-Yoder, Michigan State University, Community Psychology, co-Chair (OB/HR)  
Jennifer Palthe, Michigan State University, Chair. (OB/HR)  
Kyoko, Kato, OB/HR, Michigan State University, Advisory and Competency Committee, (OB/HR)  
Na Wei, Michigan State University, (Education)  
Somvadee Chaiyave, Michigan State University, (Criminal Justice)  
Christy Brandt, Michigan State University, (Psychology)  
Thakoon Nimsombun, Michigan State University, (Criminal Justice)  
David Sam, Michigan State University, (Education)  
Joe LaLopa, Michigan State University, (Parks and Recreation)  
Deborah Winters, Michigan State University, (Dept. of Management)  
Donna Shafter, Michigan State University, (Education)  
Kathy Sielke, Michigan State University, (Education)  
Joy Grier, Michigan State University, (Human and Family Ecology)  
Wen Jeng Lin, Michigan State University, (OB/HR)  
Joe Martocchio, Michigan State University (OB/HR)  
Domini Castellino, Michigan State University, (Psychology)  
Darlene Gambil, Management, University of Pittsburgh  
Kelli Schutte, Michigan State University, (Education)