

Ellen Ernst Kossek

Basil S. Turner, Professor of Management
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Education

Yale University, Organizational Behavior, Ph.D., 1987
Yale University, Organizational Behavior, M.A., 1986
The University Of Michigan, Ross School of Business, Ann Arbor, Michigan

- Human Resources/Organizational Behavior/Labor Relations, M.B.A., 1981
- Graduate Research assistant, Director Division of Research

Mount Holyoke College, South Hadley, Mass., Psychology (Cum Laude), 1979

Academic Appointments

Krannert School of Management, Purdue University, West Lafayette, Indiana (2013- Present)
Basil S. Turner, Professor of Management,
Inaugural Research Director Susan Bulkeley Butler Center for Leadership Excellence, Office of Provost
Courtesy Faculty Associate, Psychological Sciences Dept.
Associate Director, NIH Funded Center for Work-Family Stress& Health, (2013-2014)

- Experienced teaching at all levels: Executives, MBAs, Ph.D. and undergraduate
- Sample recent classes: Talent Management of Gender and Diversity, Managing Human Capital Globally, Work, Family and Careers, New Ways of Working

Michigan State University, School of Human Resources & Labor Relations,
University Distinguished Professor and Professor of Human Resources & Organizational Behavior
Associate Director, NIH Funded Center for Work-Family Stress& Health, (2005-2012)

- Research Affiliate, Institute For Public Policy & Social Research, Institute For Children Youth & Family, & Center On Gender In Global Context

Chair, Ph.D. Committee, (2009- 2012)
Courtesy Appointment, Dept. of Management, (1998-2012)
1987-2012)

Visiting Scholar Appointments (Summers & Sabbaticals)

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

The University of South Australia, Adelaide, Australia, July, 2010
Visiting Scholar, Invited Bob Hawke Keynote, 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, Oct., 2000

The University of Michigan, Institute for Social Research, Ann Arbor, Mich., Visiting Scholar, 1994-1995

Special Recognition, Fellowships, and Honors

Work Life Legacy Award, from The Families and Work Institute, NY, NY

- Honoree for helping to Build or Advance The Work Life Movement, June, 2014

First elected **President Work-Family Researchers' Network**, affiliated with University of Pennsylvania 2013- 2014

Distinguished Faculty Teaching Awards for Electives

- Talent Management of Gender and Diversity In Organizations, 2014
- Managing Human Capital Globally, 2014

Awarded **Basil S. Turner Endowed Chair**, Purdue University, Krannert School of Management, 2013

Appointed **University Distinguished Professor**, College Of Social Science, Michigan State University, 2009-2013

Jean Campbell Fellowship, The University of Michigan, Center for Education Of Women, 2009

Sage Scholarly Achievement Award, National Academy of Management Gender and Diversity In Organizations Division

- Recognizes a Present or Past Member of the Division Who Has Made Significant Contributions Through an Accumulated Body Of Work that Has Advanced the Field Of Research On Gender and Diversity in Organizations, (2008)

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

Elected **Fellow, American Psychological Association**, 2002- 2013

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

Elected **Division Chair, Gender and Diversity In Organizations Division of The Academy Of Management**, (2001-2002), Preceded By 5 Years Of Leadership:
Program Chair (2000); Pre-Conference Chair (2001), Doctoral Consortium Chair, (1999-1997)

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

Excellence in Work-Family Research by Rosabeth Moss Kanter Best Paper of the Year Award

- Finalist – Top 3 Research Paper, 2012; Nominations/Citations, 2003, 2001, 1999

Journal of Organizational Behavior, Best Paper of The Year Prize (co-winner)

- Unsolicited Award Selected by Editorial Board- Paper examined linkages between Organizational Diversity Climate and Organizational Demography, 1993

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

Outstanding Psychology Major Award, Mount Holyoke College, South Hadley, Mass, 1979

Business and Organizational Experience

Co-Founder, Work Life Help, LLC, Internet 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 and Inspector General of U.S. Postal Service

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

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, International EEO and Personnel Research, Armonk, N.Y., 1984-1985

- HR associate/intern

United Nations Association, New York, New York, 1983

- Research Assistant for Executive Director

General Telephone and Electronics (GTE) Corp., Geneva, Switzerland and 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, International Labor Relations & Personnel, Tokyo, Japan, 1980

- Developed management development training for non-Japanese Overseas Middle Management Talent Development Program

Complex organizations program internships and January study while at 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 Funding and Grants

Purdue University HR and Provost's Office. Purdue Quality of Work Environment Initiative

Leadership development and survey project to assess and improve the quality of environment at Purdue among non-faculty staff, \$106,000 (joint with D. Rupp, Psychology), 2013- present

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

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,
- 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. These interventions are designed to change the workplace to improve employees' abilities to meet work and family demands, reduce thereby improving worker and family health (including children and other dependents).

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

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.

- Co-Principal Investigator & Center Associate Director One of four NIH research Center's 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 managerial training intervention in the grocery store industry in a quasi-experimental study in Michigan/Ohio, 2005-2008.

Alfred P. Sloan Foundation, N.Y., N.Y., Principal Investigator, The Role of Unions in Fostering Flexibility: Changing Dialogue and Negotiating Change, \$394, 827, 2005-2008

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

Work and Family Theory Conference Lead Organizer and Fundraiser, (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, 2007.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Michigan State University, Alumni Association and School of Labor and Industrial Relations, \$3000, 1990

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

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

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

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

Scholarly Publications

Kossek, E., Moen, P., Wipfli, B., Hammer, L., Kelly, E., Anger, A., Olson, R., Thompson, R., Okechukwu, C., Burke, L., Karuntzos, G., Brockwood, K. In press. The Work, Family & Health Network intervention: Core elements and customization for diverse occupational health contexts, In *Occupational Health Disparities among Racial and Ethnic Minorities: Formulating Research Needs and Directions*,” Editors: Frederick Leong, Donald Eggerth, Daisy Chang, Michael Flynn, Kevin Ford, & Ruben Martinez, APA: Washington: D.C.

Kossek, E. E. Organizational support and empowerment of diversity in work-life identities, In Press, *Positive Organizing in a Global Society: Understanding and Engaging Differences for Capacity-Building and Inclusion*. L.M. Roberts, L. Wooten, & M. Davidson (Eds.) NY: Taylor and Francis.

Westring, A., Kossek, E., Pichler, S. Ryan., A., Lee, M. In press. Beyond policy adoption: Factors influencing organizational support for reduced-load work arrangements (G. Baugh & S. Sullivan, Editors) *Research in Careers series*. Volume title: "Balance: Putting Work and Life in Focus." JAI Press.

Kossek, E., Ollier-Malaterre, A., Lee, M., D., Pichler, S. & Hall, D T. In press. Line Managers’ Rationales regarding Reduced-Load Work of Professionals in Embracing and Ambivalent Organizational Contexts, *Human Resource Management Journal*.

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

Lippold, M., McHale, S., Davis, K., Kossek, E. In press. Daily Inconsistency in Parental Knowledge: Links with Youth Health and Parents’ Stress. *Journal of Adolescent Health*.

Kossek, E and Burke Buxbaum, L. 2014. Developing Occupational and Family Resilience among US Migrant Farmworkers. *Social Research* Vol. 51: No.2: 359-372.

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

Greenhaus, J. & Kossek, E. 2014. The Contemporary Career: A Work-Home Perspective. *Annual Review Organizational Psychology and Organizational Behavior*. Fred Morgenson, Editor. 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.

Kossek, E. E., Valcour, M., Lirio, P. 2014. The sustainable workforce: Organizational strategies for promoting work-life balance and well-being In *Work and Wellbeing: Wellbeing: A Complete Reference Guide*, Volume III. (P. Chen and C. Cooper. Editors. Oxford, UK & NY: Wiley-Blackwell.

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(1), 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, 5:p. 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, 5, 495-504.

Kossek, E, & Ollier-Malaterre, A. 2013. Work-family policies: Linking national contexts, organizational practice and people for multi-level change. In *New Frontiers in Work-family Research: A Vision for the Future in a Global World*, (S. Poelmans, J. Greenhaus, & M. Las Heras, Editors.) Palgrave Macmillan: Basingstoke, UK, p. 1-53.

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(7):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

King RB, Karuntzos GT, Casper LM, Moen P, Davis KD, Berkman L, Durham M & Kossek EE. 2012. Work-Family Balance Issues and Work-Leave Policies, In *Handbook of Occupational Health and Wellness* (editors Gatchel RJ & Schultz IZ). New York, NY: Springer, pp 323-339.

Kossek, E. & Lautsch, B. 2012. Work-family boundary management styles in organizations: A cross-level model, *Organizational Psychology Review*, 2(2) 152–171. DOI: 10.1177/2041386611436264

Kossek, E., Ruderman, M., Braddy, P., Hannum, K. 2012. Work-nonwork boundary management profiles: A person-centered approach, *Journal of Vocational Behavior*, Selected as Monograph (longer featured article), <http://dx.doi.org/10.1016/j.jvb.2012.04.003>; **81**: 112–128.

Kossek, E., & Ruderman, M. 2012. Work –family flexibility and the employment relationship. In *Understanding the Employee-Organization Relationship: Advances in Theory and Practice* (In Shore, L. M., Coyle-Shapiro, J. and. Tetrick, L. E., Editors) NY: Taylor and Francis, pp. 223- 253.

Leana, C. & Kossek, E. 2012. Positive organizational change by and for the working poor, in *Using a Positive Lens to Explore Social Change and Organizations: Building a Theoretical and Research Foundation*, K: Golden-Biddle & J. Dutton, Eds., Publisher: Routledge, Taylor and Francis Group (volume in series: Organization and Management)

Kossek, E., Pichler, S., Bodner, T. & Hammer, L. 2011. 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*, 64: 289-313.

Hammer, L. B., Kossek, E. E., Bodner, T., Anger, K. & Zimmerman, K. 2011. Clarifying work-family intervention processes: The roles of work-family conflict and family supportive supervisor behaviors, *Journal of Applied Psychology*. 96 (1), 134-150.- *Finalist for Rosabeth Moss Kanter award for excellence in Work-Family Research- Top 3 paper out of 2500 work- family papers published in 2011*

Lee, M, Kossek, E., Hall, D., Litrico, J. 2011. Entangled strands: A process perspective on the evolution of careers in the context of personal, family, work, and community life, *Human Relations*, 64 (12): 1531 - 1553.

Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011, How work-family research can finally have an impact in the workplace, *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 352-369. (Focal article)

Kossek, E. E., Baltes, B. B., & Matthews, R. A. 2011, Innovative ideas on how Work-Family research can have more impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 4, 426-432. (Author response article).

Litrico, J B. Lee M. D. Kossek, E. 2011. Cross-level dynamics between changing organizations and career patterns of reduced-load professionals, *Organization Studies*, (32) 12, 1678 - 1697.

Kossek, E., Michel, J. Flexible work scheduling. 2011. *Handbook of Industrial-Organizational Psychology*. (Sheldon Zedeck, Editor), Wash., DC, American Psychological Association, Vol. 1, pp. 535-572.

Lautsch, B. & Kossek, E. 2011. Managing a blended workforce: Supervising telecommuters and non-telecommuters, *Organizational Dynamics*. 40: 10-17.

- Kossek, E. E., Lewis, S. & Hammer, L. 2010. Work-Life initiatives and organizational change: Overcoming mixed messages to move from the margin to the mainstream, *Human Relations* 63: 1-17.
- Kossek, E., Lautsch, B. & Eaton, S. 2009. "Good teleworking": Under what conditions does teleworking enhance employees' well-being? In *Technology and Psychological Well-being*, Yair Amichai-Hamburger, (Editor), Cambridge: Cambridge University Press, pp. 148-173.
- Lautsch, B., Kossek, E. 2009. Supervisory approaches and paradoxes in managing telecommuting implementation, *Human Relations*, 62: 795 - 827.
- Hammer, L., Kossek, E., Yragui, N. Bodner, T., Hansen, G. 2009. Development and validation of a multi-dimensional scale of family supportive supervisor behaviors, (FSSB), *Journal of Management*, 35: 837-856.
- Kossek, E. and Hammer, L. 2008. Nov. Work/life training for supervisors gets big results, *Harvard Business Review*, p. 36.
- Friede, A., Kossek, E., Lee, M., & MacDermid, S. 2008. Human resource manager insights on creating and sustaining successful reduced-load work arrangements, *Human Resource Management*, 47 (4): 707- 727.
- Kossek, E. Pichler, S., Meece, D., Barratt, M. 2008. Family, friend and neighbor child care providers and maternal well-being in low income systems: An ecological social perspective. *Journal of Organizational and Occupational Psychology*, 89: 369-391.
- Kossek, E. & K. Misra, 2008. Nonwork influences on work motivation. In *Work motivation: Past, Present, and Future*. SIOP Frontiers Volume (In R. Kanfer, G .Chen, & R. Pritchard, Editors), LEA Press: Erlbaum, pp. 471- 500.
- Kossek, E. & Lee, M. 2008. Implementing a reduced-workload arrangement to retain high talent: A case study, *Journal of Managerial Psychology*. (11): 1: 49-64.
- Kelly, E., Kossek, E., Hammer, L. Durham, M. , Bray, J., Chermack, K., Murphy, L. , Kaskubar, D. 2008. Getting there from here: research on the effects of work-family initiatives on work-family conflict and business outcomes, In *The Academy of Management Annals*, (In James P. Walsh and Arthur Brief (Eds.)). (Volume 2 (1): pp. 305-349).
- Kossek, E. & Distelberg, B. 2009. Work and family employment policy for a transformed work force: trends and themes. In *Work-life policies* (N. Crouter & A. Booth, Eds.) Washington, DC: Urban Institute Press, 1-51.
- Ryan, A. & Kossek, E. 2008. Work-life policy implementation: Breaking down or creating barriers to inclusiveness, *Human Resource Management*. 47(2): 295-310.
- Lirio, P. Lee, M., Williams, M. Haugen, M. & Kossek, E. 2008. The inclusion challenge with reduced-load professionals: The role of the manager. *Human Resource Management*, 47 (3): 443- 461.
- Kossek, E. & Van Dyne. L. 2008. Face time matters: A cross level model of how work life flexibility influences work performance of individuals and groups. In *Work Family Handbook*. (D. Lero, & K.

Korabick, and D. Whitehead, Editors), Amsterdam, Elsevier, Ltd., pp. 305-330.

Van Dyne, L., Kossek, E., & Lobel, S. 2007. Less need to be there: Cross level effects of work practices that support work-life flexibility and enhance group processes and group-level OCB, *Human Relations*, 60: 1123-1153. (Lead article).

Hammer, L. B., Kossek, E. E., Zimmerman, K., & Daniels, R. 2007. Clarifying the construct of family supportive supervisory behaviors (FSSB): A Multilevel perspective. In *Research in occupational stress and well-being*. (P. L. Perrewe and D. C. Ganster Editors) (Vol. 6, pp. 171-211). Amsterdam: Elsevier Ltd.

Kossek, E. E., Lee, M. D., Hall, D. T. 2007, May, Making flexible schedules work for everyone. Harvard Management Update, May, Volume 12, Number 5. Reprinted as Harvard Business Press Case.

Kossek, E. and S. Pichler. 2006. EEO and the management of diversity. In *Handbook of Human Resource Management*, (P. Boxell, J. Purcell, & P. Wright, Editors), Oxford: Oxford Press, pp. 251-272.

Lee, M., Kossek, E., & Baitaille, C. 2007. *Saskatchewan Labour Proceeding*. Making flexibility work: The manager's perspective on implementation of reduced-load work arrangements, pp. 45-54.

Kossek, Ellen Ernst. 2006. Work and Family in America: Growing Tensions between Employment Policy and a Changing Workforce. A Thirty Year Perspective. Commissioned chapter by SHRM Foundation and University of California Center for Organizational Effectiveness for the 30th anniversary of the State of Work in America. In *America at Work: Choices and Challenges*, (E. Lawler and J. O'Toole, Editors), NY: Palgrave MacMillan. Pp. 53-72.

Kossek, E., Lautsch, B., Eaton, S. 2006. Telecommuting, control, and boundary management: correlates of policy use and practice, job control, and work-family effectiveness. *Journal of Vocational Behavior*, 68, 347-367.

Lee, M., Lirio, P., Karakas, F., MacDermid, S., Buck, M & Kossek, E. 2006. Exploring career and personal outcomes and the meaning of career success among part-time professionals in organizations, In *Research companion to work hours and work addiction*. Cheltenham (R. Burke, Editors), UK: Edward Elgar, 284-309.

Kossek, Ellen Ernst, Lobel, S., Brown, J. 2006. Human resource strategies to manage work force diversity: Examining "the business case," In *Handbook of Workplace Diversity* (A. M. Konrad, P. Prasad, & J. K. Pringle, Editors), Thousand Oaks, CA: Sage, pp. 53-74.

Kossek, E. E., 2005. Workplace policies and practices to support work and families. In *Work, Family, Health, and Well-Being*. (S. Bianchi, L. Casper, R. King, Editors.), Erlbaum Press, pp. 97-116.

Block, R., Malin, M., Kossek, E., Holt, A. 2006. The legal and administrative context of work and family policies in the U.S., Canada and the European Union. In *Managing the Work-Home Interface*. (F. Jones, Burke, R., Westman, M., Editors).

Belman, D. R. & Kossek, E.E. 2006. Minority and majority truck owner-operators: entrepreneur or galvanized employees? in *Human Resource Strategies for the High Growth Entrepreneurial Firm*. (J. Tanks, & R. Henman & J. Tanks, Eds.), Information Age Publishing, Inc. Greenwich, Connecticut, pp. 189-222.

- Kossek, E., Meese, D. R., Barratt, P., Prince, E. 2005. U.S. Latino migrant farm workers: managing acculturative stress and conserving work-family resources. In *International and Cross-Cultural Perspectives on Work and Family*. (S. Poelmans, Editor), pp. 47-70. Mahwah, NJ: Erlbaum Press.
- Kossek, E. E., Markel, K., McHugh, P. 2003. Increasing diversity as a HR change strategy. *Journal of Organizational Change Management*, 16(2): 328-352.
- Kossek, E. E., Huber, M. Lerner, J. 2003. Sustaining economic and psychological well-being of mothers on public assistance: individual deficit and social structural accounts. *Journal of Vocational Behavior*, 62: 155-175. *Nominated for annual Rosabeth Moss Kanter award for excellence in work family research.*
- Plate, J. & Kossek, E. 2003. The role of organizational subcultures and employment modes in the translation of hr. strategy into HR practice, *Journal of Organizational Change Management*, 16(2): 287-308.
- Kossek, E. E., Ozeki, Cynthia, Kosier Wasson, D. 2001. Wellness incentives: Lessons learned about organizational change. *Human Resource Planning Journal*, 24(4): 24-36.
- Kossek, E. E., Noe, Ray, & Colquitt, Jason. 2001. Caregiving Decisions, well-being and performance: The effects of place and provider as a function of dependent type and work-family climates, *Academy of Management Journal*, 44 (1): 29-44. *Nominated for annual Rosabeth Moss Kanter award for Excellence in Work-family Research.*
- Kossek, Ellen Ernst. 2000. Learning From the working poor and welfare reform: paradoxes in promoting employability, In *Relational Wealth: A New Model for Employment in the 21st Century*. (Carrie Leana & Denise Rousseau, Editors). Oxford, England: Oxford Press, pp. 183-198.
- Kossek, E. E., R. Noe, DeMarr, B. 1999. Work-family role synthesis: individual, family and organizational determinants. *International Journal of Conflict Resolution*, 10(2): 102-129. *(Lead article)*.
- Kossek, E.E., Barber, A. E. & Winters, D. 1999. Using flexible schedules in the managerial world: The power of peers. *Human Resource Management Journal*, 38: 36-46.
- Kossek, E. E. & Ozeki, C. 1999. Bridging the work-family policy and productivity gap. *International Journal of Community, Work, and Family*, 2 (1): 7-32. *(Lead article.) Nominated for Rosabeth Moss Kanter award for excellence in work-family research. Top 20 paper.*
- Huber, M. S. & Kossek, E. E. 1999. Community distress and welfare exits: The under-examined factor for families in the United States. *International Journal of Community, Work, and Family*, 2 (2): 205-18.
- Kossek, E. E., Roberts, K., Fisher, S., & DeMarr, B. 1998. Career self-management: A quasi-experimental assessment of a training intervention. *Personnel Psychology*, 51: 935-962.
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6. Kossek, E. E. & Lobel, S. 1996. (Eds.), *Managing Diversity: Human Resource Strategies for Transforming the Workplace*. (Co-editor and Contributor of Four Chapters). Oxford, England: Blackwell. Includes *Field Guide* (ISBN 1-57718-128-X) of original cases to accompany text.

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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

Kossek, E. Book review of. *The Influence of Culture on Human Resource Management Processes and Practices* by Dianna Stone and Eugene Stone-Romero, 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.

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
- Research Scientific Advisory Board, Rouen School of Business, France, 2010- 2013.

- 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- present
- 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 Journal*, 1999- present

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

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

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

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

National Academy of Management

- 2014, PDW Workshop Work Life Balance in the Academy. Presenter three symposiums on flexibility and work and family.
- 2013, Symposiums 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
- 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
- Kossek, E. 1999. Discussant, HR Symposium on Job Design and Workplace Accommodation
- Kossek, E. 1998. Managing Careers. HR Junior Faculty Consortium
- Kossek, E., Colquitt, J., Noe, E. 1998. Symposium Chair and Paper Presenter: New directions in work-family research: the importance of caregiving place
- Kossek, E., Markel, K. McHugh, P. 1998. Symposium Chair and Paper Presenter: Opening the black box of organizational demography: Current advances in diversity research. Kossek, E. & Yakura, E. 1998. Symposium Paper Presenter: Searching for fit in strategic HRM
- Kossek, E. 1997. Managing Careers. HR Junior Faculty Consortium
- Kossek, E. 1997. Teaching the Hard Topics. OB Junior Faculty Consortium
- Kossek, E. 1997. Discussant, Symposium: The transformation of work: Implications for women's careers
- Kossek, E., Noe, R., & DeMarr, B. 1997. Self-management of work and family roles: individual and organizational determinants of role synthesis
- Kossek, E., Lerner, M., Huber-Yoder, D. Castellino, 1996. Symposium Chair and Paper Presenter: The working poor: Locked out of careers and the organizational mainstream? Paper: A Longitudinal study of the implications of labor market activity for the psychological and economic well-being of mothers and children living in poverty.
- Kossek, E. & Yakura, E. 1996. Symposium Chairs. Punctuated equilibria and work/life jolts in the scholarly worlds
- Kossek, E. 1996. Chair. Work, family, and career issues: National and international findings
- Kossek, E., Roberts, K., Fisher, S. DeMarr, B. 1995. Symposium Chair and Paper Presenter: Careers in Context: Fostering Psychological Success in Transforming Organizations, Paper: Personal and Contextual Influences on Career Outcomes
- Kossek, E & Lobel, S. 1995. Symposium Chair and Paper Presenter: Managing diversity within diversity: Human resource strategies for acknowledging differences within employee groups; paper: Human resource strategies to support diversity in work and personal lifestyles: beyond the family friendly organization
- Kossek E. & Nichol, V. 1995. Work/family issues and work outcomes (affect and performance) in high encounter service jobs: Future research and human resource policy implications; paper: Understanding

the immediate climate for work/family integration: Assessing Congruence in Supervisor and Subordinate Perceptions

- Kossek E. 1994. Work/Family Research, HR Doctoral Consortium
- Kossek, E., Barber, A., Winters, D. 1993. An assessment of individual, work group and organizational influences on the acceptance of flexible work schedules, (*Selected by HR Division for Best Paper Proceedings.*)
- Kossek, E. 1993. Discussant, Organizational Commitment session of Org. Behavior Division
- Kossek, E. & Zonia, S. 1992. The effects of race and ethnicity on perceptions of human resource policies and climate regarding diversity
- Kossek, E., Moore, E., & Cletcher-Gershenfeld, J. 1992. Symposium Chair & Presenter: Computers as a strategic lever for transforming human resource management/ industrial relations graduate education
- Kossek, E., & Zonia, S. 1992. Preconference on Diversity: Presenter, Dilemmas of conducting research on diversity
- Kossek, E. & Dass, P. 1991. Management ideologies and employer-sponsored child care programs in organizations
- Kossek, E., Gash, D., Nichol, V. 1991. The value of human resource information systems: Rhetoric versus reality
- Kossek, E. 1989. The effect of hierarchical level on acceptance of HR innovation
- Kossek, E. & Gash, D. 1989. Waiting for innovation: Godot implements a computer system
- Kossek, E. 1989. Chairperson, Attitudes, implementation, and development of technology, Org. Behavior Division

National Meetings of Society for Industrial & Organizational Psychology

- 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. Kristi Zimmerman, Rachel Daniels 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. Trickling 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
- Kossek, E. 1999. Invited Symposium presenter on work-family theory panel. Theory or lack thereof in work-family research
- Kossek, E. 1999. Discussant, Work family empirical research symposium
- Kossek, E. 1998. Discussant, Symposium on New directions in work/family research
- Kossek, E. 1998. Paper presenter in Symposium on Advances in research on alternative work arrangements.
- Ilagan, D., Wasson D., Knot, J. Kossek, E. 1998. Organizational justice, and financial incentives to manage health benefits
- Kossek, E., Noe, R., & DeMarr, B. 1997. Personality: An antecedent of work-family role synthesis strategy choices
- Kossek, E. 1995. Human resource strategies for managing diversity, Symposium Chair and Discussant
- Kossek, E., Roberts, K., Fisher, S., Muldar J. 1994. Training and development: A lever for resocialization in changing organizations
- Kossek, E., & Ely, R. 1988. Combining quantitative and qualitative methodology in research, with R. Ely, /O Psychology Doctoral Consortium.

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. 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

Invited Speaker - State, National, and International (selected)

- International Work and Family Conference, Malmo, Sweden, May 2015
- Women at Bucknell, Work –Life Boundaries, 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
- Purdue University Pre-tenure conference, Sept. 2014
- 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.
- University of Stockholm, Sweden, May 2014
- University of Umea, Sweden, May 2014
- London School of Economics, March, 2014, Invited speaker for Brown Bag series and Ph.D. seminar, London, UK.
- March 2104; Work schedulers in health care organizations: Rutgers conference on health care
- 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 40th 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 Country 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, Aequus 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 15th 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, 50th 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, 50th 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)
- Milan, Italy, 1999, July, New Employment Relations. International Organizational Behavior Teaching Conference.
- Columbus, Ohio, Career Self-Management: A Quasi-Experimental Assessment of A Training Intervention. 1998, Nov., the Ohio State University, Fisher School of Business.
- Detroit, Michigan. Luncheon Speaker, 1998, Sept. Honorable Lt. Governor Connie Binsfield, Employer Conference on Joining Forces and Employer Sponsored Child Care. Fox Theater, Michigan Non Profit Initiative Co-Sponsor.
- Chicago, Illinois, 1998, Feb., Keynote speaker, The implications of new forms of work arrangements for managing diversity. Center on Law and the Workplace. Kent Chicago Law School, Illinois Institute of Technology.
- Chicago, Illinois, 1998, May, Loyola University of Chicago. Chicago, Illinois, Center for Organizational Development and Institute for Industrial and Labor Relations. Career Self-Management: A Quasi-Experimental Assessment of a Training Intervention.
- East Lansing, Mich., 1997, Nov. Lessons learned on using student groups in the classroom, Presenter to Lily Teaching Fellows, Michigan State University.
- Pittsburgh, PA, 1997, Oct., Invited participant: Conference on social capital and employment relations in the 21st century. University of Pittsburgh.
- Ann Arbor, Mich., 1997, March. Linking Work/Life/ Family Issues to Continuous Organizational Improvement. Center for the Education of Women, The Univ. of Michigan
- Novi, Mich., 1996, Jan., Human Resource Strategies for Managing Diversity, Michigan Industrial Organizational Psychologists.
- Lansing, Mich., 1994, Dec., the Effects of the Social Contract and Welfare Reform on Mothers and Children Living in Poverty. State of Michigan Department of Social Services. Presentation to Director and Senior Staff.
- East Lansing, Mich., 1994, May. Keynote Speaker: High Involvement Management. State of Michigan Employee Involvement Association
- Ann Arbor, Mich., 1994, Nov., Work and Family: Critical Issues for Managers, Invited Guest Speaker, University of Michigan Graduate School of Business.
- Philadelphia, PA, 1994, Sept., Payback from Employer-Sponsored Work/Life Initiatives. National Client Meeting, Workshop Presenter, The Partnership Group.
- Philadelphia, PA & White House Station, NJ. 1995, 1996, Feb., Participant, Corporate Business School Conference on Teaching Work/Family Issues. Merck and Company and The Wharton School, The University of Pennsylvania. Merck Corporate Headquarters.

- Novi, Michigan, 1993, Nov./Dec. Workplace Teams: Installing and Sustaining Workplace Teams, Project on Innovative Employment Relations.
- Atlanta, GA, 1993, April. Managing Diversity and Work/Family Issues, Invited speaker to the GOALS Clark-Atlanta project.
- Ann Arbor, Michigan, 1993, July. Superior-Subordinate Dyad's Views on the Impact of Child Care Responsibilities on Work Behavior, Invited paper to the Employee Assistance Society of North America's Annual Institute.
- Troy, MI, 1992, March, Implementation of Dependent Care Policies in Organizations, Michigan Ontario Compensation Association.
- Brighton, Michigan, 1990, May, The workforce 2000: Implications for GM Flint, General Motors Buick, Olds, and Cadillac's Powertrain's Personnel Managers Symposium.
- Toronto, Canada, 1988, Jan., Organization Acceptance of Human Resource Management Innovation, Invited Colloquium, York University, Graduate School of Business.
- Wash., D.C., 1990, May. Labor Management Innovations in Small Firms, National Federal Mediation & Conciliation Service Conference on Labor Management Cooperation. Wash., D.C., (co-author)
- Grand Rapids, MI, 1988, May, GM-UAW PEL Speaker on Social Issues Involved in Implementing Innovation, Rochester Products.
- Detroit, Michigan, 1990, June, The Productivity Impact of Employer-Sponsored Child Care, Workshop at the First Annual Governor's Conference on Employer-Sponsored Child Care, Wayne State University.
- East Lansing, Mich., 1988, April, Organizational Acceptance of Human Resource Management Innovation, Mid-Michigan Chapter of the Industrial Relations Research Association.
- Lansing, Mich., 1988, July. Human Resource Management Policies to Support New Technology, State of Michigan Annual Training Conference.
- East Lansing, MI, 1992, May. Analyzing and Interpreting Your Needs Assessment: Understanding Diversity in Child Care Assistance Needs, A Human Resource Management Seminar, "Connecting with the Needs of Your Changing Work Force: Options for Work and Family Programs. Personnel Management Programs Services.
- East Lansing, Mich., 1992, Nov., Utilization of On-Site Child Care, The Corporate Child Care Challenge to America, 1992 Colloquium Series, Michigan State University.
- East Lansing, Mich., 1991, May, The Rhetoric and Reality of HRM, Strategic HRM panel of 35th anniversary of the School of Labor and Industrial Relations.
- East Lansing, Mich., 1991, Aug., Work/Family Policies as a Form of Corporate Citizenship, Association of Students in Economics and Business Management Conference, Michigan State University
- East Lansing, Mich., 1991, Sept., Discussion facilitator leader for manufacturing sector. SATURNIZING the Workplace, Lansing Area Joint Labor Management Committee.
- East Lansing, Mich., 1991, April. Employer- Sponsored Child Care as An Example of Organizational Adaptation, Complex Organizations Senior Seminar, Michigan State University.
- E. Lansing, Mich., 1991, Oct., Implementing Workforce Diversity, Using Information Systems in the Public and Private Sectors, Windows on our Global Future. College of Social Science Contemporary Issues Symposium & Windows on our Global Future.
- East Lansing, Mich., 1991, Nov., Diversity in Child Care Needs, Creating Caring Communities, Michigan State University.
- East Lansing, Mich., 1991, Dec., the Effects of Using On Site Child Care on Employee Attitudes and Performance, Institute for Public Policy and Social Research Seminar Series. Michigan State University.

- East Lansing, Mich., 1990, March. The Value of Human Resource Information Systems in Organizations, Social Science Research Bureau Series. Michigan State.
- Lansing, Mich., 1990, April. Lessons for Implementing Human Resource Innovations, Lansing Area Joint Labor-Management Committee.
- East, Lansing, Mich., 1990, Oct., Managing Human Resources in a Global Economy, Moderator and Presenter, Windows on Our Global Future, College of Social Science Contemporary Issues Celebration, and Michigan State University.
- East Lansing, Mich., 1990, Nov., Diversity in Child Care Assistance Needs, Social Science Research Bureau Faculty Seminar Series, Michigan State University.
- Lansing, Mich., 1989, April, Current Trends in Industrial Relations: Work Force 2000: evening course taught to union leaders at UAW Local 652.
- East Lansing, Mich., 1989, May, Guest speaker on gender and intergroup relations for third year psychiatric resident's graduate seminar in the MSU Psychiatry Dept.
- East Lansing, Mich., 1989, July. Labor-Management Innovations in Small Firms, Michigan Department of Commerce, (with R. Block).
- Lansing, Mich., 1989, Oct., Case Studies of Labor-Management Innovations in Small Firms, Michigan Governor's Conference on Labor-Management Cooperation, with R. Block, J. Cutcher-Gershenfeld and firm representatives.
- Grand Rapids, Michigan, 1989, Oct. Human Resource Innovations for Work Force 2000, Society of Human Resource Management.

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 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

- Center for Equitable Growth, Wash, DC, , Feb. 2015

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 and 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 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

Other University Administrative Service

Service at Purdue University

- Chaired Professor search committee chair, 2014
- Professor of Practice Search committee member, HR/OB, 2013
- Ph.D. Committee member, HR/OB, and taught in Ph.D. OT, seminar and mentor 4 Ph.D. students, 2013- present
- Leader Quality of Work Environment Improvement initiative for entire university non-faculty staff (nearly 9000 employees) 2013- present.
- Facilitator diversity retreat for Entomology Dept., 2013
- Guest lecture in various conferences from women in business, to IS directors, to pre-tenure conference
- Member, Krannert Diversity committee
- Member, Krannert Grade Appeal Committee

University Level Service (Michigan State University):

- NSF Advance Grant Advisory Board, Michigan State University
- Faculty Infant Care Task Force- Michigan State University
- Provost's Task Force on Faculty Work Life, 2006-2010
- Work Life Initiative, Network Leader, 2006-2007
- Speaker at Deans, Chairs & Directors' Workshop on Work and Family and Culture Change in Academia, Sponsored by University Work Life and Provosts Office for Faculty and Organizational Development, 2005
- Participant, Liberal Art Visioning Focus Group, 2003
- College of Social Science Appointed Representative: University President's Task Force on Faculty Work/Life Improvement (Chair, Culture Climate & Rewards Subcommittee), 1999-2000
- Institute for Children Youth and Family Coalition Steering Committee, 1998-2000
- Facilitator, University Continuous Quality Improvement Symposium, 1996
- Faculty Sponsor, SROP McNair Minority Fellow, 1994, 2004
- Elected to Academic Council, 1992-993
- Academic Governance Committee, 1992-1993
- University Planning Committee on Child Care, one of two Faculty Representatives appointed by Provost's office, 1991-1993
- Faculty Participant, Working Conference on Child Care, 1991
- Advisor, Campus Task Force on Student Child Care, 1989
- Steering Committee, Institute for Children Youth and Family, 1995-1996
- Obtained and managed the budget, administration, and staffing for a \$100,000 research project funded by four different funding sources and involved three different university departments, 1993-1997

College Level Service- Michigan State University

- Social Science Research Committee, 2010-2012

- Selected by Dean to Serve on College Promotion & Tenure Committee, 2001-2002, 2004, 2005, 2006, 2007
- Participant, Industrial Organizational Psychology Teaching Diversity Workshop 2003
- Funded University Distinguished Doctoral Student in Psychology, 2003-2004
- Dean's College of Social Science Advisory Committee (Appointed for three terms; Served as chair elected by committee 1995-1996); Among other duties, committee suggests appointments for tenure review committee (1989-1990, 1995-1999)
- External Review, Institute for Public Policy and Social Research, 1996
- Applied Developmental Science Task Force, 1993
- Task force to develop College strategy for managing work force diversity, 1990
- Faculty Search Committee, School of Criminal Justice, 1991-1992
- Dean's Representative, Psychology Dissertation Defenses, various committees 1992-present
- Participant, College of Social Science Workshop on Strategies for Incorporating Diversity Topics in the Curriculum, Sept. 26, 28, 1992

School/ Department Level Service- Michigan State University

- Ph. D. Program Committee, 2004- present, Acting Chair, 2006, Chair, 2009- present
- Elected Faculty Representative, Performance Review Committee, 2002
- Research committee, 2009- present
- Admissions Committee, periodically 2002-present
- Start Up Committee for School Advisory Committee
- Elected to Academic Policy Committee: Reviewed and gave approval for all applications for admissions to School (Elected for two terms by peers.), 1992-1997
- Chair, Off- Campus Degree Program for Experienced Professionals Needs Assessment 1999
- Faculty Advisory Committee: Committee managed review of School Department head and advised director on staff and faculty issues. (Elected for three terms by peers.) Includes ad hoc school performance appraisal committee, 1992-1995;1997- 1999
- Faculty rep. Elected by peers as faculty representative on school performance appraisal committee, 1999
- Initiated MSU School of Labor and Industrial Relations' receipt of \$1.8 million grant from IBM Corp., in 1988 for computer lab
- Chaired Korean International Search Committee & served as member on 7 other search committees (Appointed by two different School Directors and outside school Directors)
- Co-chaired committee to internationalize curriculum and ran a School Roundtable with senior executives on the need to internationalize program
- Regularly meet with recruiters of students and develop cooperative learning projects: students work on real world issues, gain organizational experience, and develop feedback reports and presentations to employing organizations who are friends of the School
- Developed retreat, gained faculty support, and publisher book proposal for book that will involve voluntary contributions by virtually all faculty members in the School
- Regularly invite and manage the visits of national outside speakers for research colloquia at the Dept. & University
- Faculty Supervisor, Goals Minority Fellowship student, 1994
- Task Force on Internationalizing School Curriculum, 1990
- Supervisor, Amoco Foundation Grant to fund intern to help internationalize curriculum, 1992-1993
- Organized roundtable conference of senior human resource professionals from Motorola, Chase Manhattan Bank, Chevron, Amoco, Dow Chemical, and school faculty, 1992-1993

Other service to the field

- 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

Jared, Law Penrose, Purdue University
Christina Collins, Purdue University
Catherine Zhao, Purdue University, Chair 606
Matt Perrigino, Purdue University
Morgan Wilson, University of Illinois, Chicago
Matt Piszczek, School of Human Resources and Labor Relations
Young Hee Kang, School of Human Resources and Industrial Relations, Chair
Jessica Keeney, Industrial Organizational Psychology
Kamudi Misra, Human Resources & Labor Relations
Paul Artale, Education
Davina Potts, Education
Brian Distelberg, Human and Family Ecology
Ryan Petty, School of Labor & Industrial Relations
Shaun Pichler, School of Labor & Industrial Relations
Cynthia Ozeki, Labor and Industrial Relations, Chair
Beverly DeMarr, Labor and Industrial Relations, Chair
Victor Nichol, Labor and Industrial Relations, Chair
Melissa Huber-Yoder, Dept. of Psychology, Chair
Jennifer Palthe, School of Labor and Industrial Relations, Chair
Kyoko, Kato, Labor & Industrial Relations, Advisory and Competency Committee

Na Wei, Education
Somvadee Chaiyave, Criminal Justice
Christy Brandt, Psychology
Thakoon Nimsombun, Criminal Justice
David Sam, Education
Joe LaLopa, Parks and Recreation
Deborah Winters, Dept. of Management
Donna Shafter, Education
Kathy Sielke, Education
Joy Grier, Human and Family Ecology
Wen Jeng Lin, School of Labor and Industrial Relations
Joe Martocchio, School of Labor and Industrial Relations
Domini Castellino, Psychology
Darlene Gambil, Management, University of Pittsburgh
Kelli Schutte, Education