

Vita

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Ph.D. (1977) Michigan State University

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Published 2009: *International Human Resource
Management, 3rd ed.*, London/NY: Routledge.

www.routledge.com/textbooks/9780415773515

CAREER OBJECTIVE

To be an internationally recognized authority on International Human Resource Management and Organization Development and Excellence, including Global Strategic Planning and Policy Development; International Human Resource Management, Planning, and Development; Executive Development; Organizational Learning; Career Planning for Individuals and Organizations; Stress Management; Managing Workforce Diversity; Labor Relations; International Management; and Social Responsibility. To accomplish this, I seek and welcome international management/board, research, conference, consulting, speaking, teaching, writing, and learning opportunities as a way to gain experience and competence and to maintain reality sense and relevance.

EXPERIENCE SUMMARY

Professor of International Human Resource Management, University of San Diego

Board Memberships: Society for Human Resource Management Global Forum; Deloitte & Touche International Assignee and International HRM Consulting advisory board; San Diego Habitat for Humanity (co-founder); San Diego Samaritan Institute

Visiting Professor of Management: ITESM-Mexico; Helsinki School of Economics; Hong Kong Baptist University; The College of Business Management, Karachi, Pakistan; University of Colorado-Denver; Portland State University (SEEBA)-Poland; Bocconi Univ., Milan, Italy; University of San Diego-Paris, Munich, Prague, Beijing, Shanghai; University of Maryland-Europe (West Germany, Spain); Troy State University-Europe (England, Spain, W. Germany); and Seattle University

Associate Director and Director—Speakers, Seminars, and Special Events, John M. Ahlers Center for International Business, University of San Diego

Asst. Professor of Management and Personnel, Oregon State University

Instructor and Teaching Assistant of Management and Personnel, Michigan State University and Washington State University

Co-founder and Chairman of the Board, Tijuana-San Diego Habitat for Humanity, Inc.

Owner and Principal Consultant, International Management and Personnel Systems (IMAPS)

Systems Analyst, VII COSCOM, U.S. Army - Europe (W. Germany)

Asst. Personnel Mgr., Western Gear Corporation, Los Angeles, CA and Everett, Washington

Assistant Manager, Factory Warehouse Distributors, Spokane, WA

EDUCATION

- Ph.D. Management and Personnel, Michigan State University, 1977. Dissertation: Early-Career Attitudes and Behaviors of Recently-Hired College Graduates.
Chairman: Professor Henry L. Tosi
- MBA Washington State University, 1969
Emphasis: Labor and Industrial Relations
Thesis: Guaranteed Annual Income: The Work-Incentive Problem
- BA Washington State University, 1967
Business Administration (Emphasis: Personnel Administration)

TEACHING EXPERIENCE

- 1978 - 2007. Professor (Emeritus) of Human Resource Management, School of Business Administration, University of San Diego. Courses: Strategic Management and Business Policy; Human Resource Management; Executive Career Development; International Strategic Management; International and Comparative Management; International HRM; The Learning Organization; Organization and Management; Management and Labor Relations; Organizational Behavior; Organization Theory and Design; Entrepreneurship; Social Responsibility of Business.
- 2008 University of San Diego Summer Program in Guadalajara, MX: Entrepreneurship and New Ventures; Social Responsibility of Business
- 2008 – Present (on-going). ITESM-Mexico. Visiting professor of Global HR: teaching, seminars, faculty counseling.
- 2006 – Present. American Society of Mechanical Engineers: Global Leadership for Engineering and Technology; 1 of 3 courses delivered in special program around the world.
- 2005 – 2007. Helsinki School of Economics—Mikkeli, Finland, Business Campus; BScBA Program in Int'l Bus.: Annual course on International Human Resource Management.
- 2003 University of Pittsburgh Semester at Sea: International Negotiations and International Org'l Behavior
- 2002 - 2006. Annual Visiting Professor, MS in SHRM, Hong Kong Baptist University: International HRM
- 2002 - Visiting Professor, Monterey Institute for International Studies, Monterey, CA: International HRM
- 2001 School of Business and Ahlers Center for International Business: Summer Study Abroad Program: International Human Resource Management; Beijing and Shanghai, PRC
- 2000 School of Business and Ahlers Center for International Business: Summer Study Abroad Program: International Human Resource Management; Munich and Prague
- 1997 Visiting Professor of International Management, The College of Business Management, Karachi, Pakistan. Courses: Personal Management; Human Resource Management
- 1996 Visiting Professor of International Management, College of Business and Administration, Univ. of Colorado-Denver. Courses: Introduction to Int'l Business; Organizational Design
- 1993, 1991 Professor of International Management, University of San Diego School of Law, Summer Institute for International and Comparative Law, Paris, France. Courses: International HRM; International and Comparative Management.

- 1991 Visiting Professor of International Management, Institute of Economics, Wroclaw and University of Gdansk, Poland (with Soviet and Eastern European Business Administration Center, Portland State University).
- 1989, 1990 Visiting Professor of Human Resources Management, Bocconi University, Milan, Italy. Course: International HRM.
- 1985 - 1986. Grad. Prof. of Management, University of Maryland-European Division, Master of General Administration courses taught in West Germany and Spain. Courses: Administrator in a Technological Society; Leadership and Management; Organizational Communications; Administrative Decision-Making; Human Resources Management.
- 1981 - 1982. Visiting Associate Professor of Management, School of Business and Commerce, Troy State University - Europe. Graduate courses taught on U.S. Air Bases in England, Spain and W. Germany. Courses: Personnel; Organizational Behavior; Management and Organization Theory; Business Policy; and Business, Government, and Society.
- 1975 - 1978. Assistant Professor of Management and Personnel, School of Business and Institute for Manpower Studies (joint appointment), Oregon State University. Courses: Management and Collective Bargaining; Developing Executive Careers; Administration of Manpower Agencies; Introductory, advanced, and graduate Organizational Behavior.
- 1976, 1977. Visiting Assistant Professor of Administration, Institute for Public Service, Seattle University. Course: Administration of Manpower Agencies.
- 1972 - 1975. Instructor and Teaching Assistant, Graduate School of Business, Michigan State University. Courses: Personnel; Management of Labor Relations; Compensation and Motivation; Executive Development; Human Relations in Business.
- 1970 - 1972. Instructor, School of Business, University of Maryland - European Division, Heidelberg, W. Germany. Courses: Personnel; Organizational Behavior; Office and Information Management.
- 1967 - 1969. Teaching Assistant, School of Business and Economics, Washington State University. Course: Personnel Management.

UNIVERSITY SERVICE

I have served on almost every University-wide and college committee, including the Faculty Senate, Promotion and Tenure Review, Calendar, Research, Curriculum, Long-Range Planning, Recruiting, Media, and University Values committees and served as advisor to student groups such as Alpha Kappa Psi and as alumni liaison. Co-founder of University "Social Issues" committee, devoted to improving campus awareness of social justice issues. Have served on the committee since its inception, twice serving as president of the committee, and yearly serving on the annual conference, faculty panel, and Martin Luther King, Jr., subcommittees. Committee chooses a "theme" every year, around which many campus activities are organized, including speakers, films, an essay contest, cross-disciplinary team-taught courses, in addition to the conference and faculty presentations. First faculty chair of Campus Diversity Committee. Associate Director of John M. Ahlers Center for International Business. Member of Planning Committee for new Joan B. Kroc Institute for Peace and Justice. In 1999-2000 chaired the search committee for a global search for the first executive director for the new Kroc Institute. In 2000-2001 chaired department search committee for tenure-track and visiting positions in Strategic Management. Member of Office of Community Service-Learning Advisory Board and search committee to hire a new executive director for this office.

BUSINESS EXPERIENCE

- 1998 – 2000. Member, Board of Directors, Institute for International Human Resource Management (renamed SHRM Global Forum), Division of Society for Human Resource Management, principle professional society for Human Resource practitioners, Alexandria, VA.
- 1997 – 2001. Member, national advisory board, International Assignee Services and International Human Resource Management Consulting services, Deloitte & Touche Tomatsu LLP.
- 1987 - 2002. Chairman of the bi-national Board (1987-1990; 1995-1997), Tijuana-San Diego Habitat for Humanity, Inc. (continued as Board member until 2002). Co-founder of ecumenical organization dedicated to improving housing conditions for the poor in Tijuana, Mexico and San Diego. Initially responsible for incorporation, fund-raising, public and media relations, recruiting, and general organization. Began construction on 25 houses the first year in Tijuana. Built 107 homes in one week (100 in Tijuana and 7 in San Diego) with former President Jimmy and Rosalynn Carter and about 2,000 volunteers and home-owners in June, 1990. Currently focused on San Diego organizational issues, public relations, and fund-raising. Goal for 2003 was to start 20-24 new and rehab homes in San Diego.
- 1984 - 1991. Member, Board of Directors, Samaritan Center of San Diego (pastoral counseling center); chair, Personnel Committee; 1989 - Vice-President.
- 1975 - Present. Founder and Owner, International Management and Personnel Systems (IMAPS). Publishing, mail order, and consulting/seminar/speaking/teaching business.
- 1970 - 1972. Systems Analyst, U.S. Army, Data Processing Company (IBM 360-40): Supply Systems - VII Corps, Stuttgart, West Germany.
- 1969 - 1970. Assistant Personnel Manager, Western Gear Corporation, Los Angeles, CA and Everett, Washington. Responsible for white-and blue-collar recruitment and selection; safety; security; white- and blue-collar training; compensation systems; personnel records data processing for approximately 1,000 employees in three engineering, research, and manufacturing divisions.
- 1963 - 1968. Full and part-time, Assistant manager, Factory Warehouse Distributors, Spokane, Washington (family business). Responsible for bookkeeping; inventory control; personnel relations; retail operations; warehouse operations.

GRANT/CONSULTING/SEMINAR/CONFERENCE EXPERIENCE

- 1994 - 2000. Associate Director of John M. Ahlers Center for International Business. Responsible for program of seminars and lectures for the business community and U.S.D. faculty on topics related to International Business. Developed and hosted annually approximately 10-15 breakfast seminars and 3-6 half- or full-day seminars for the business community and 10-15 luncheon presentations for University faculty and staff, as well as 2 to 5 special events with major speakers and visitors.
- March, 1996, 1998. Chair, bi-annual two-day Seminar for Southern California business community on International Human Resource Management.
- 1996 - Present. Core Faculty, Summer Faculty Development in International Human Resource Management Seminar, Institute for International Business, University of Colorado-Denver
- June 24-28, 1996. Co-Chair, 5th Global bi-annual Conference on International Human Resource Management, San Diego, California.

- Summer, 1993 Invited Member, U.S.D. team, Lilly Foundation Workshop on the Liberal Arts, Colorado College, Colorado Springs, CO.
- 1991 - 1993. Co-Director of two-year U. S. Department of Education International Business Grant for School of Business, University of San Diego. Co-authored funded proposal. Director of Seminars (8 per year) and Briefings (8 per year) for USD faculty and San Diego business community. Focus during the first year was on conducting business in Western/Eastern Europe and during the second year on conducting business in Mexico and the Asian Pacific Rim.
- 1991 - 1995. Member of task force that wrote successful proposal for and directed \$1.67 million, four-year foundation grant for facilitating the evolution of the University of San Diego into a truly pluralistic community. 1995-1997: Became first faculty chair of Campus Diversity Committee, charged with furthering and extending the work of the foundation grant.
- 1988, 1990. Senior Presenter, Leadership and Management Training, Fellows Program, Samaritan Institute, Denver, CO.
- 1982 - 1989. International Management Seminars, Management Training Center, Unilever Corporation, London, England
- 1985 Co-Chair, Annual Meeting, Western Division Academy of Management, San Diego, California.
- 1985 Panel Chair, "Management and Ownership Responsibilities in the Conversion Process," and Panel Member, "Revitalizing Industry," San Diego conference for Economic Conversion, University of San Diego, Feb. 8-10, 1985. From this Conference was created the San Diego Economic Conversion Council, a pre-eminent municipal grass-roots organizations devoted to planning for conversion from a military to commercial economy.
- 1983 Invited Participant and Rapporteur, White House Conference on Productivity, University of San Diego, July, 1983.
- 1980 Invited Participant, Symposium on "Issues and Future Directions for Research on Federal Managerial Career Patterns," Office of Personnel Management, Washington, D.C., October, 1980.
- Member, Steering Committee, San Diego Business Owners' Roundtable, City National Bank, La Jolla and Beverly Hills, CA.
- 1979 - 1981. Director of Management Programs, School of Business, University of San Diego. Negotiate, design, coordinate, and help administer seminars and workshops for San Diego businesses.
- 1975 - Present. Owner and principal consultant, Management and Personnel Systems (MAPS). Consulting, publishing, and seminars on Excellence in Organizations; Human Resource Systems; International Issues in HRM and Management; Strategic Management; Managing Volunteer Boards; Supervising Volunteers; Strategies for Success; Executive and Supervisory Development; Women in Management; Workforce Diversity; Scanlon Plan; Career Planning for Individuals and Organizations; MBO and Performance Appraisals; Compensation Systems; Stress Management. For Manpower and Employment Security Agencies; Hospitals; Government agencies; Private contractors; Engineering and research firms; Universities; Utilities; Professional groups; Hotels; manufacturing companies; military; farms and ranches; retail organizations; volunteer groups and non-profit organizations. In U. S. and many other countries (e.g., U.K., Germany, Spain, Italy, Uruguay, Pakistan, China, Hong Kong).

1973 - 1975. Consultant, Davies and Associates, Inc., East Lansing, Michigan. Personnel Systems; Management Development; Performance Evaluations. School Districts and State Agencies; Professional Groups.

Seminars for University of San Diego, Oregon State University, and Michigan State University Schools of Business and Departments of Continuing Education: International Human Resource Management; Strategic Management; Developing Organizational Excellence; Motivation in Work Organizations; Strategies for Executive Success; Developing Executive Careers; Women in Management; Effective Labor Relations; Effective Performance Appraisals; Compensation and Performance; Affirmative Action in HR Decisions; Integrated Personnel Systems; Leadership Styles and Success; Stress Management; Supervisory Development; Creative Decision-Making; Management by Objectives; Effective Time Management.

Recent Keynote presentations

Sept. 2008 Zukunft-Personal Köln, Germany, Largest HR fair in Germany: The New World of HR: Challenges and Responses

April 2008 Graz Austria Management Forum: The New World of Business: Learning to Thrive on Chaos

June 2005 8th bi-annual conference on IHRM, Limerick, Ireland: The New World of IHRM: Forces for Change and Their Consequences

Recent Programs (selected):

2004 – Present (annual seminars). “The New World of Business: Learning to Thrive on Chaos,” and “Developing a Global Learning Organization,” Institute of Technology Munich MBA program for Key-Account Executives.

2003 – Present. Annual live and interactive presentations broadcast via satellite to about 3,000 sites primarily in Latin America on topics related to global business and management. International Training Center and Global Knowledge University, San Diego, CA.

2001 “Strategic HR in the Global Economy: Conclusions,” presented at “Global HR in the New Economy,” sponsored by SHRM Global Forum at the Monterey Institute for International Studies, Monterey, CA.

2000 “Different and Evolving Assignment Types: The Growing List” and “Cross-Border Business Development: The Growing Importance of Ethics,” Deloitte & Touche Annual IHR Conference, Scottsdale, AZ.

2000, 2001 “Thriving on Chaos,” “Human Resource Management in the Global Economy,” and “Developing Learning Teams,” International Business and Marketing, Institute for Technology, Munich, Germany; 3M, Dusseldorf, Germany.

2000 “Employment Law for Maquiladoras,” Society for Human Resource Management Global Forum Annual Conference, San Diego.

December, 1998 “International Human Resource Management and Employment Law,” Overland Corporation, San Diego.

Frequent Speeches to Professional and Practitioner Groups:

Self-preneurship; Careers for the 21st Century; The Successful Global Manager; The New World of Business: Learning to Thrive on Chaos; Developing the Learning Organization; The Three Keys to Organizational Excellence; Managing Innovation and Change; Strategies for Success; Power To the People: Empowering Employees; Successful Management of Your Time; Coping With Stress; Coping with Today's Employees; Managing Workforce Diversity; Compensation and Productivity; Motivation in Work Organizations; Behavior Mod at Work; Guaranteeing Career Success; The Scanlon Way to High Productivity; Developing Successful Managers; the Habitat for Humanity Answer to Poverty Housing. And frequent participant on panels and conferences, on- and off-campus, on topics concerning the interaction of business and social/community issues.

Every year (before retirement, not so frequently, now) serve as session chair and/or discussant at two to four regional, national, and international academic and professional conferences (in addition to the paper presentations described in the Publications and Competitive Papers sections).

1976, 1977, 1978. Conference Co-Coordinator, Annual Workshops on Manpower Policy and Program Administration, Oregon State University and Willamette University.

March, 1978. Conference Chair, Conference on Quality of Worklife, Oregon State University, Corvallis, Oregon.

PROFESSIONAL MEMBERSHIPS

Academy of Management; Society of Industrial and Organizational Psychology; Society for Human Resource Management; SHRM Global Forum; Academy of International Business; Compensation and Benefits Association.

HONORS

2000 – 2007. Judge Panel member, San Diego Society for Human Resource Management Workplace Excellence Awards.

1994 First University of San Diego University Professorship, in honor of outstanding long-term service to the University and Community

Honoraries: Beta Gamma Sigma; Sigma Iota Epsilon; Alpha Kappi Psi

Listed in: Dictionary of International Biography; Who's Who in the West

PUBLICATIONS

A. Books

with L Claus and R. S. Schuler, International Human Resource Management 3rd ed. (2009), London/New York: Routledge. [First edition: 1995, Prentice Hall.] www.routledge.com/textbooks/9780415773515 [released in August 2008]

with M. Rothman and R. Nacamulli, eds. Industrial Relations Around the World: Labor Relations for Multinational Companies, Berlin/New York: Walter de Gruyter, 1993.

with G. S. Leonardson, Experiences in Public Administration, North Scituate, MA: Duxbury Press (Brooks/Cole), 1980.

101 Ways to Motivate Employees, San Diego: Management and Personnel Systems, 1979.

with Bob Grove, Self-preneurship: Careers for the 21st Century. In preparation.

with D. Weiss, International Human Resource Management: A Practitioner's Guide. In preparation.

B. Articles, Chapters, and Monographs

with L. Claus, Guest Editors, Special issue on performance management in the European context, (2008), European Journal of International Management, vol. 2: no. 2, pp. 128-227.

with L. Claus, "Global performance management in the European context: An introduction," (2008), European Journal of International Management, vol. 2: no. 2, pp. 128-131.

"Talent management and the global learning organization," (2008), in Vaiman, V. and Vance, C. (Eds.), Smart Talent Management: Building Knowledge Capital for Competitive Advantage, Cheltenham, UK/Northampton, MA: Edward Elgar Publishing.

with L. Claus, "Employee performance management practices in multinational enterprises," (2008), in Varma, A., Budhwar, P. S. & DeNisi, A. (Eds.), Performance Management Systems Around the Globe, London/New York: Routledge, pp. 15-39.

With L. Claus, "Employee performance management across borders: A review of relevant academic literature," (2008), International Journal of Management Reviews, 10:2, 1-22.
Reprinted in Budhwar, P., Schuler, R. S. and Sparrow, P. (eds), (2009), Major Works in International Human Resource Management, vol. II: International HRM: The MNE Perspective, London: Sage.

"Staffing the MNE: The Evolving Options." Under third revision for the Journal of World Business.

with R. Schuler and G. Florkowski, "Global ethics and International HRM," (2004) in Berndt, R. (Ed.), Challenges in Management, vol. 11: Competitiveness and Ethics, Berlin: Springer.

"Mission Plausible," Global HR, October, 2002, pp. 55-58 (now archived on www.PersonnelToday.com).

"International HR—Or learning to thrive on chaos." CRN News, February, 2001, pp. 5 and 17.

International Focus: Global Ethics, Labor Standards, and International HRM. Society for Human Resource Management White Paper, Winter, 2000.

International Human Resource Management and Employment Law (manual, 1999), San Diego: Overland Data.

"Building a career in international business," Job Giant, Oct. 14-Oct. 27, 1998, p. 3.

Self-preneurship: Careers for the 21st Century, (monograph). Denver: University of Colorado and San Diego: University of San Diego, 1998.

with Seongsu Kim, "Globalization and a new human resource policy in Korea: Transformation to a performance-based HRM" (1997), Employee Relations, 19:4, 298-308.

"Assessment centers: Cross-cultural and cross-national issues," in Riggio, R.E., & Mayes, B.T. (Eds.). (1997). Assessment centers: Research and applications [Special issue]. Journal of Social Behavior and Personality, 12: 5, 261-270.

"People Issues Can Doom Many Strategic Alliances" (1997), The Boulder County Business Report, April, p. 12.

"Global Human Resource Management: Key to successful mergers and acquisitions," University of San Diego School of Business Newsletter, vol. 20, Autumn, 1997, p. 6.

"The Global Executive," University of San Diego School of Business Newsletter, Autumn 1995, page 1.

"Self-preneurship: Careers for the 21st Century," University of San Diego Graduate News and Views, December 1995, page 4.

with G. Gazda, "Human Resource Management and the Single European Market 1994: An Update," Proceedings, Fourth Conference on International Human Resource Management, 5-8 July 1994, Goldcoast, Australia.

with C. Pavett and G. Whitney, "Human Resource Management in Central and Eastern Europe: A Capsule Summary," Proceedings, Fourth Conference on International Human Resource Management, 5-8 July 1994, Goldcoast, Australia.

with M. Rothman and R. C. D. Nacamulli, "Introduction," and with M. Rothman, "The United States," in M. Rothman, D. R. Briscoe, and R. C. D. Nacamulli, eds., Industrial Relations Around the World, Berlin: Walter de Gruyter, 1993.

"Coping with the Human Resource Implications of EC 1992," Human Resource Management in the New Europe of the 1990s, Proceedings of the Third Conference on International Personnel and Human Resources Management, co-editors P. S. Kirkbride, K. Rowland, and B. Shaw, 2-4 July, 1992, Ashridge Management College, Berkhamsted, Hertfordshire, U. K.

with C. M. Pavett and T. Morris, "National Culture and Management Style," Human Resource Management in the New Europe of the 1990s, Proceedings of the Third Conference on International Personnel and Human Resources Management, co-editors P. S. Kirkbride, K. Rowland, and B. Shaw, July 2-4, 1992, Ashridge Management College, Berkhamsted, Hertfordshire, U. K.

"Employee Share Ownership Plans: An International Comparison with Particular Application to Eastern Europe," Proceedings, ed. by T. I. Kindel, 1991 National Conference, Association for Global Business, 6-9 November, Atlanta, Georgia.

with Tom Morris, "Multinational Firms in South-East Asia: Is There One Best Way to Manage?" Proceedings, Academy of International Business, S. E. Asia Region, Annual Meeting, Singapore, June 19, 1991.

"Employee Share Ownership Plans--American Style: Will They Work in Other Countries?" Proceedings, Strategies for Business Ventures in Eastern Europe, Budapest, Hungary, Nov. 12-15, 1990.

with W. R. Soukup, "Human Resource Management in Small Business," Proceedings, The Association of Management, Annual Conference, Orlando, FL, Aug. 3-12, 1990.

"International Human Resource Management: What Does It Look Like?" Proceedings, Annual Meeting, Boston, MA, Nov. 7-12, 1989.

- with G. Gazda, "The Successful Expatriate," Proceedings, Managing in a Global Economy, Third Biannual International Conference, Eastern Academy of Management, Hong Kong, June 11-14, 1989.
- "The Perils of Employment Testing," University of San Diego School of Business Administration Newsletter, 12:1, Autumn, 1988, 1.
- with G. Gazda, "Preparation of Expatriates in Multinational Corporations," Proceedings, Second Symposium on Cross-Cultural Consumer and Business Studies, Honolulu, Hawaii, December, 1987.
- with G. Gazda, "Diffusion of Management Innovations in an International Context: A New Application of an Old Idea," Proceedings, Academy of International Business, Southeast U.S. Region, New Orleans, November, 1987.
- "The Ten Commandments of Development," Training and Development Journal, August, 1987, 54-56.
- with S. Harwood, "Development of the Employee Interviewing Process," Personnel, September, 1987, 48-50.
- with W. R. Soukup and M. Rothman, "Outplacement Services: A Vital Component of Personnel Policy," SAM Advanced Management Journal, Autumn, 1987, 19-23.
- with G. Gazda, "Selection and Preparation of Managers for Overseas Assignments," Proceedings, The Association of Human Resources Management and Organizational Behavior, Western Region Conference, April, 1987, San Antonio, TX.
- "Career Models: An Attempted Integration," in Kurtz, H.-J. and R. Th. Stiefel, Laufbahn und Laufbahngestaltung, Munich: Academic, 1985.
- "Employee Stress: Personnel Managers' Perceptions of Causes and Solutions," Proceedings, American Institute for Decision Sciences, Western Region, Annual Meeting, Monterey, CA, March 13-16, 1985.
- "College Graduates' Early Careers: Predicting Job Behavior and Attitudes," Proceedings, Association of Human Resources Management and Organizational Behavior, Combined National and Western Region Meetings, Denver, CO, Feb. 24-27, 1985.
- "The Move from School to Job," University of San Diego School of Business Administration Newsletter, 8:1, Autumn, 1984, p.1.
- with J. Murry, "The Values of Graduate Business Administration Students: Implications for Business and Education," Proceedings, American Institute for Decision Sciences, 13th Annual Meeting, Western Region, March 15-16, 1984, Honolulu, Hawaii.
- "Public Sector Productivity," and "Government Organization and Information Policy," White House Conference on Productivity: Report of the Preparatory Conference on Government Organization and Operation and the Role of Government in the Economy, San Diego, CA: July 19-21, 1983, pp. 9-17.

"Keys for Success," National Association News, General Dynamics Electronics Division, 2:2, September, 1983, pp. 1,3.

"Stress Management Practices: An Organizational Survey," Proceedings, American Institute for Decision Sciences, 12th Annual Meeting, Western Regional Conference, Reno, NV, March 16-18, 1983.

with Robert F. O'Neil and Ellen Cook, "Strategic Human Resources Decision-Making: An Economics Lesson," Human Resource Management, Summer, Fall, 1982, 2-5.

"Human Resource Management Has Come of Age," Personnel Administrator, Nov., 1982, 75-83.

with N. Ellen Cook and Robert F. O'Neil, "Fixed vs. Variable Labor Costs: The Nenke Path to Higher Profits," Personnel, January-February, 1982, 71-77.

"How to Acquire and Manage Information," in D. M. Dible, ed., Build a Better You--Starting Now, v. 10, Fairfield, CA: Showcase Publishing Co., 1982, 63-76.

"Employee Motivation Ideas: Solve Inflation Woes by Increasing Productivity," San Diego Business Journal, Preview Issue, July 21, 1980, 30-31.

"Organization Design: Dealing with the Human Constraint," California Management Review, Fall, 1980, pp. 23, 71-80; reprinted in Blumberg, S.K., ed., Win-Win Administration, Sun Lakes, AZ: Thomas Horton and Daughters, 1983.

"Learning to Handle Stress--A Matter of Time and Training," Supervisory Management, January, 1980, 35-38.

"Organization Design: The Human Factor," in P. E. Connor, Organizations: Theory and Design, Chicago: Science Research Associates, 1980, 194-204, 226-237.

"College Graduates' Early Careers: A Research-Based Model," Proceedings, American Institute for Decision Sciences, Western Region, Reno, NV, March, 1979.

"The Transition from School to Job," University of San Diego School of Business Administration Newsletter, Fall, 1978, pp. 2, 12.

"Peak Experiences," Training and Development Journal, December, 1978, 51-52.

"Toward an Individual Strategy for Coping with Change," The Personnel Administrator, September, 1977, 44-48.

with G. S. Leonardson, Exercises in the Administration of Employment and Training Agencies, Corvallis, OR: Institute for Manpower Studies, Oregon State Univ., 1977.

with P. Marmorino, Personnel Administration Practices of Western Region Prime Sponsors: A Survey, Corvallis, OR: Institute for Manpower Studies, Oregon State Univ., 1976.

C. **Column: University of San Diego School of Business Administration Newsletter**

"Personnel Update: Personnel Decisions: What Are They Worth?" Autumn, 1985, 10.

"Personnel Update: Effective Performance Appraisal," Autumn, 1983, 4.

"Personnel Update: HRM Comes of Age," Autumn, 1981, 3.

"Personnel Update: Effective Employment Decisions under Title VII," Spring, 1981, 3.

"Personnel Update: Equal Pay for Comparable Worth," Autumn, 1980, 3.

"Personnel Update: Getting the Most Out of Your Pay System," Spring, 1980, 3.

"Personnel Update: Individualizing the Organization," Autumn, 1979, 3.

"Personnel Management Update," Summer, 1979, 2.

D. **Book Reviews**

S. M. Puffer, The Management Revolution: Preparing Managers for the Market Economy (M. E. Sharpe, 1992) in Journal of Organizational Change Management, Fall, 1993.

D. Moment and D. Fisher, Autonomy in Organizational Life (Schenkman, 1975) and D.B. Miller, Personal Vitality (Addison-Wesley, 1977) in Academy of Management Review, April, 1978, 395-397.

COMPETITIVE PAPERS

"Developing a Global Mindset: Its Role in Global Careers," 9th Conference on International Human Resource Management, June, 2007, Tallinn, Estonia.

with L. Claus, "Workshop: Discussion and evaluation of a set (12) of new, short IHRM cases," 9th Conference on International Human Resource Management, June, 2007, Tallinn, Estonia.

with L. Claus, "What we know and don't know about performance management from an international/global perspective: A review and analysis of empirical research," Academy of Management, 11-16 August, 2006, Atlanta, GA.

"Executive development in the multinational enterprise," Western Decision Sciences Institute, April, 2004, Manzanilla, Mexico.

with C. Pavett, "Developing a Global Mindset in Executives," Institute for Decision Sciences, December, 2003, Washington, DC.

"Labor Standards, Codes of Conduct, and Ethics: An International Human Resource Overview," 7th Conference on International Human Resource Management, June, 2003, Limerick, Ireland.

"Working Across Borders: Developing a Global Mindset," 10th Annual Diversity Conference, April 30 - May 3, 2003, San Diego, CA.

"Global HR Ethics and Labor Standards," Western Academy of Management, March, 2002, Santa Fe, NM.

with C. Pavett, "Staffing the MNE: Strategic International Employee Options," Human Resource Global Management Conference, May, 2001, Barcelona, Spain.

"Strategic IHRM: New Forms and Evolving Options," Western Academy of Management, 5-7 April 2001, SunValley, Idaho.

with C. Pavett, "Developing Global Competencies in Business Schools," Academy of Business Education, 22-23 September, 2000, Bermuda.

with C. Pavett, "Graduate Business Education and Interest in a Global Career," 5th International Conference of the Decision Sciences Institute, 4-7 July, 1999, Athens, Greece.

"Strategic International Human Resource Management: A New Model," 14th Workshop on Strategic Human Resource Management, European Institute for Advanced Studies in Management, 29-30 March, 1999, St. Gallen, Switzerland.

"What Matters Most: Enhancing the Quality of our Human Ties through Service-Learning. Professional Unpaid Service to the Community: Why Do We Do It, How Does It Contribute to Our Profession, and Why Should We Encourage Our Students to Do It?" panel and paper, Academy of Management, 9-12 Aug., 1998, San Diego, CA.

"What Matters Most in the Management of Expatriates: Integrating Business and HR Strategies in the Selection of International Assignees," panel and paper, Academy of Management, 9-12 Aug., 1998, San Diego, CA.

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2. Editorial Review Board, Journal of World Business
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5. Editorial Review Board, Pakistan Business Review, College of Business Management, Pakistan

OTHER

I have lived and worked in 15 countries and traveled extensively in about 70 countries in all regions of the world. I have been interviewed and reviewed in a number of publications.

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Upon Request

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- Keynote: 7th IHR Conference, Limerick, Ireland, June, 2003, “IHR in Global Business: Trends and Challenges for the 21st Century”
- Kick-off Speaker for ITM-Munich Executive MBA program, August, 2002-2008, “The New World of Business”
- ITM-Munich Executive MBA Program, August, 2002, “Managing Human Resources and Organizational Learning in Global Business”
- Half-Day Seminar for Alaris Medical Systems Global HR Group, May, 2001, “HR in the New Millennium”

Two 2-day training programs, 3M European Headquarters, Key Account Executives, November, 2001, "The New World of Business and Effective Teams" and "The Learning Organization for Key Account Managers"

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